Financial support to third parties: Guide for applicants v1.0

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Author

Name	Partner	E-mail
Adam Molnar	BZN	euraxess@bayzoltan.hu

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1 INTRODUCTION

The present document is intended as non-binding complementary assistance for applicants of the Financial Support to Third Parties (FSTP) call published by the ERA TALENT Project, funded by the European Union's Horizon Europe Research and Innovation Programme under Grant Agreement No 101103476.

The document describes the context of the call as important background information for the applicants, as well as the five EURAXESS hubs targeted by the FSTP call in detail.

2 GUIDE FOR APPLICANTS

2.1   Introduction to EURAXESS

EURAXESS - Researchers in Motion is a one-stop shop for researchers and innovators seeking to advance their careers and personal development by moving to other countries. We provide tailored information and support, free of charge, to researchers, entrepreneurs and research performing organisations. Our unique web portal offers job, funding and hosting opportunities, career development guidance and free tools and much more. EURAXESS network, supported by the European Commission, covers 43 European countries with around 660 centres (points of contact) as well as 9 worldwide hubs.

The ERA TALENT project aims at further developing the services provided by the EURAXESS network, through the reforming of its structure, with the aim to support the career development of researchers in Europe, expanding the career trajectories for them in academia, industry, business, the public and the non-governmental sectors. The project is also aiming to pave the way for integrating EURAXESS in the **ERA Talent Platform**, the forthcoming web portal of the European Commission comprehensively supporting researchers in their career development within the European Research Area, connecting researchers and institutions, and improving employability, talent absorption and mobility schemes.

2.2   Introduction to hubs

For the EURAXESS network, **hubs** are defined as integrated platforms for thematic cross-border collaboration of EURAXESS service centres (ESCs) and other stakeholders, such as multiplier and enabler organisations outside of the EURAXESS network, in engaging and providing services to researchers, research organisations and other ESCs. From the organisational point of view, a EURAXESS hub is a layered structure in which acting ESCs form a backbone, connecting and making available their own and their external partners' competences in the service provision within or beyond the local ecosystem via a virtual platform.

The use of "hub" in EURAXESS has uniquely meant the specific cross-border network of EURAXESS members and their partners joining to cover the hub topic. The nodes are called "local arms" of the hub:
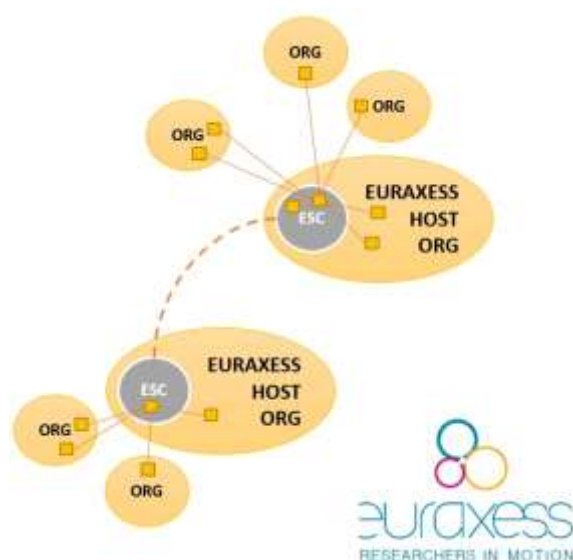

Ecosystem: a set of organizations and individuals formally or informally connected in collaborations.

Competence network: complementary personal and team capabilities existing in the EURAXESS Ecosystem, available for joint engagement in the thematic area to researchers and organizations, free of charge or in a not-for-profit manner.
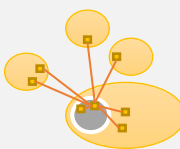
Local arm of EURAXESS Hub. An EURAXESS competence network built around and coordinated by a single EURAXESS member for providing extended services.
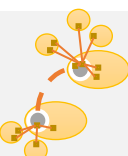
Cross-border EURAXESS Hub. EURAXESS Competence network built as a targeted, interest-based collaboration of at least two local hubs from different countries.

Within the ERA TALENT project five EURAXESS hubs will work on enhancing cross-border collaboration among EURAXESS members and also involving external stakeholders. These hubs, which are competence-specific and target researchers, research organisations, and EURAXESS network members, offer information, direction, and personalised assistance.

Each of the hubs uses its own digital platform, i.e. a web-based toolkit that support target groups in the thematic area of the hub. The hubs incorporate core partners from the ERA TALENT project, some with less and some with more experience in the EURAXESS network.

The five hubs are:
- EURAXESS Startup Hub
- Researcher Careers Beyond Academia Hub
- Researcher Careers in Academia Hub
- Talent Circulation Hub (link to toolkit is forthcoming during the ERA TALENT project implementation)
- EURAXESS Science 4 Refugees Hub (link to toolkit is forthcoming during the ERA TALENT project implementation)

All public hub activities are expected to be appropriately branded by:

- Announcing all activities on the respective Hub web page and/or the relevant EURAXESS pages
- Clearly referring to the respective Hub(s) as umbrella initiative(s) to the funded activity in all communication,
- Linking to the respective Hub web pages in all promotional activities (for example, local web pages, posters, booklets, social media, etc.),
- Providing best effort to promote other key activities of the respective Hub network (e.g. events, the hub toolkit etc.).

2.3   EURAXESS Startup Hub

About the EURAXESS Startup Hub

The EURAXESS Startup Hub is a networked program of support to sci entrepreneurs, namely researchers of all career stages (preferably younger ones) who want to extend their career goals towards the startup entrepreneurship. The program is co-founded by the research and funding organizations from 7 countries, namely Israel, Luxembourg, Estonia, Serbia, Cyprus, Montenegro and Bosnia and Herzegovina, with participation of tens of external stakeholders, the prominent actors in national startup ecosystems of the above countries, such as innovation-driven universities, incubators and accelerators, professional associations, industry chambers and others. To learn more about the EURAXESS Startup Hub, visit our digital toolkit here: https://www.euraxess.rs/serbia/euraxess-startup-hub-digital-toolkit.

Our mission is to implement **targeted actions with the aim of producing clear, short-term, qualitatively high impact that will help EURAXESS Startup Hub to build the recognition and reputation among researchers, as a credible scientific startup entrepreneurship support infrastructure**. The examples of such actions are EURAXESS Startup Hub Tours, fully funded short-term group study visits for sci-entrepreneurs to established ecosystems (learn more about the Startup Hub Tour activity we implemented earlier, here: https://www.euraxess.rs/serbia/euraxess-startup-hub-tour), and EURAXESS Startup Hub Leadership Academy, offering a series of webinars to enable the transition from the academic to entrepreneurial settings (learn more about it here: https://www.euraxess.rs/serbia/euraxess-startup-hub-academy).

Why join the hub?

Supporting scientific startup entrepreneurship is a novel EURAXESS niche. We are still exploring and developing the capacities of **EURAXESS members and especially EURAXESS Career Development Centers and their relevant external partners (namely, entrepreneurship support departments, etc.)** to embrace this goal. We are strongly committed to significantly widening and strengthening the capacity of the hub to make a real impact on sci-entrepreneurs' careers in Europe. We do realize that such an ambition can be justified only by the high level of participation of diverse EURAXESS members with relevant experience and interests.

The benefits of joining the hub are multifold and all of them are deeply grounded in the novel opportunities arising from teaming up with the group of highly committed and passionate professionals and organizations they represent. We have already seen (during the implementation of EURAXESS Hubs project) the strong evidence that local outreach of hub members grows exponentially with being in position to actively contribute to EURAXESS Startup Hub activities and sharing and advertising their results locally. Joining the EURAXESS Startup Hub puts you in a position to **widen the range and multiply the impact of your activities locally by benefiting from access to an already established, strong international pool of expertise**.

Scope of the call and examples of activities

We perceive the ERA Talent cascading grants scheme as a tool for multiplying the impact of the existing activities of the EURAXESS Startup Hub and proposing new innovative ones, with the objective to **contribute to positioning EURAXESS Startup Hub as a networked infrastructure for supporting scientific startup entrepreneurship careers among researchers of all career stages, aligned to well recognized European tools, such as EURAXESS Jobs, Services and Worldwide**. The activities eligible for support must demonstrate the commitment to a short-term impact of low to medium scale and high significance, also producing media-attractive outputs such as testimonials, infographics, videos, online webinars/courses, etc.

Examples of eligible activities include but **are not limited to**:

Activity	Target group(s) of the activity	Description
Local EURAXESS Startup Hub Tour events	Researchers	Short learning experiences involving local researchers, with mandatory international dimension, through funded participation of small number of external trainers/researchers/EURAXESS staff
Online events offering learning experience	Researchers	Webinars to add to EURAXESS Startup Hub Leadership Academy series or online discussion/panel sessions, with exceptional trainers/participants, leaders in the European startup ecosystems, including testimonials. Industry leaders' online talks.
Networking with funders	Researchers	For example, facilitating meetings between aspiring scientific entrepreneurs and VC (Venture Capital) firms
Online pitch competitions	Researchers	Competitions within the specific topics/challenges/industries, with small award budgets and highly credible jury committees, similar or even aligned to Falling Walls Lab, providing international visibility to the startup projects presented through the EURAXESS communication channels
Mentoring schemes	Researchers, EURAXESS Career Development centers	Schemes offering one-time support to the selected researchers by renowned professionals, both in business and tech aspects of startup innovation. The support could consist of providing expert information on features of markets abroad/the prospective

		technology-market fit. Setting up a peer mentoring scheme could be another project to support the Startup Hub with.
Development of online support resources	Researchers	Developing and promoting original online tools for providing any kind of support to aspiring sci-entrepreneurs, at any stage of startup development.
Mapping resources	Researchers, EURAXESS Career Development centers	Mapping support capacities and relevant expertise within the EURAXESS network. Mapping sources of funding and other means of support for scientific startups.
Ambassador programme	Researchers	Identifying ambassadors among sci-entrepreneurs from various disciplines across the EURAXESS network who would help creating online content for PhDs and postdocs interested in starting their venture in the same area/using same technologies/for the same purpose but different service offers, etc. who would be willing to serve as point of contact and answer questions on an individual base.

All public activities are expected to be appropriately branded by:

- Announcing all activities on the EURAXESS Startup Hub web pages,
- Clearly referring to EURAXESS Startup Hub network as umbrella initiative to the funded activity in all communication,
- Linking to the EURAXESS Startup Hub web pages in all promotional activities (for example, local web pages, posters, booklets, social media, etc.),
- Providing best effort to also promote two key activities of the EURAXESS Startup Hub network, namely Entrepreneur Leadership Academy and EURAXESS Startup Hub Tour 2.

Contact

For any questions about the scope of the call for EURAXESS Startup Hub, contact Milan Zdravković, hub coordinator at milan.zdravkovic@gmail.com. Use this contact opportunity to discuss the eligibility of the potentially proposed activity, the details on how to conceptualize the idea and how to align it with the existing hub activities. For formal or technical aspects of the call (timelines, format, process, assessment, etc.), please use the contacts provided in the call text.

2.4   Researcher Careers Beyond Academia Hub

About the EURAXESS Researcher Careers Beyond Academia Hub

The EURAXESS Researcher Careers Beyond Academia Hub is a network of EURAXESS members connected to **offer services for early career researchers to facilitate the diversification of their careers**. The Hub is formed by 9 organizations, sited in Spain, Slovakia, Ireland, the Netherlands, Bulgari, Belgium, Check Republic, Portugal, and Moldova, that includes research management, performing and funding organizations, and universities.

We aim to contribute to the **permeability of research talent among non-academic research jobs and employers, including the public, the private**, **and the third sector**. We want to become a reference point to approach when designing the future of researchers' careers beyond academic research. For this purpose, we

engage with stakeholders from beyond academia, and other non-research high-skilled professionals within the academia, like research managers. We design tools and implement activities, targeted to researchers and research performing and funding organizations to facilitate the researchers' career transition to non-academic research professions. Impactful activities already implemented by this Hub are the intersectoral mentoring programme REBECA by EURAXESS (REsearchers BEyond the aCAdemia) mentoring programme, the R2B matchmaking events and Career Fair, and the REBECA Alumni Community. To learn more about the Hub, visit our digital toolkit: https://www.euraxess.es/spain/euraxess-researcher-careers-beyond-academia-digital-toolkit

Why join the Hub?

Diversification of researchers' careers is a gold solution to increase the future job perspectives of researchers, in this way, increasing the attractiveness of research careers; stimulating the collaboration between sectors, and bringing science to society. Although with predictable impactful results, its operability can sometimes be challenging, and in need of collaborative efforts and innovative ideas.

Many EURAXESS centres provide services to enhance the diversification of careers and have engaged with stakeholders beyond academia to deploy impactful and diverse tools for the career development of researchers. However, other centres are not so developed. In both cases, joining the Hub will bring the opportunity to strengthen the network, share the practices, and use tools and resources to deploy new and high-quality services to increase the career development opportunities of researchers.

Examples of activities

We foresee the application of EURAXESS Centres to this funding scheme as an opportunity for them to implement a short-medium impactful activity or tool, that aligns with the objectives of the Hub, and to engage with the Researcher Careers Beyond Academia Hub.

Innovative ideas are welcomed; nevertheless, we provide examples of existence and possible activities to serve as a source of inspiration. We encourage that proposed activities and lessons learned experiences provide digital material like pictures, videos, and webinars to feed the Hub toolkit and Researchers Beyond Academia by EURAXESS LinkedIn, a platform full of info focusing on careers outside universities. We also encourage to incorporate an international component in the services provided or stakeholders engaged, to convey the cross-border aspect of the Hub.

Please the table below for ideas for activities:

Activity	Target group(s) of the activity	Description
Career event series	Researchers	A series of roundtables of invited speakers, Alumni of the institutions, who talk about their current role outside of academia
Study Visits	EURAXESS Center	Hosting study visits/online/present - staff - national/regional/inter events for network staff for exchange of experience and GP
Intersectoral and or interprofessional mentoring schemes	Researchers	Mentoring programmes connecting researchers with professional outside of academia.
Training on career management skills for diversification of careers	Researchers	Training aiming to provide researchers with information, tools about where to find information about different careers, upskilling key soft skills to career decision and career transitioning.

Digital inventories of funding schemes for non-academic research programmes	Researchers	Digital repositories of funding schemes to pursue a career different from academic research
Digital inventories of intersectoral programmes aiming to implement research placements, or internships.	Researchers	Digital repositories of programmes to participate in placements, or internships
Trips to Industries	Researchers	Day trips to industries for researchers and/or career development programme coordinators/officers to understand organizational aspects and job profiles of companies related to R&D
Intersectoral dialogues for HR with industry	Companies	Roundtables, sectorial panels, and events aiming to understand the needs of the private sector regarding research talent
Career fairs or R2B matchmaking events	Researchers and Companies	Online or onsite networking events to connect researchers with the research and innovation industry.
Placements schemes	Researchers	Developing schemes within PhD and postdoc programmes to allow placements in industry or in the public sector
Info Hub	All stakeholders	National/regional stakeholder event - SMEs & ind. companies - presenting in an interactive way the hub (quiz, etc.), the job portal opportunities, ReBeCA, S4R internship program, Mentoring Program for integration, network support for companies and free webinars for their research staff
Newsletter	All stakehoders, mainly companies	Hub online monthly/quarterly news letter - S MEs & ind. companies - opportunity to publish their research areas and job openings

Contact

For any questions, more information or personalized assistance, please contact the Hub leader at euraxess-spain@fecyt.es.

2.5   Researcher Careers in Academia Hub

About the EURAXESS Researchers Careers in Academia Hub

The Hub Researcher Careers in Academia has the aim to support young researchers in Academia, particularly with an emphasis on supporting woman researchers:

- We aim to **assist PhDs and PostDocs** for them to have a clear view of their ways into the future (Industry vs. Academia; Career counselling; PostDoc training; Improving writing skills, Finding funding (Funding opportunities).

- Women and men are equally able to perform excellent research. To achieve **gender equality in academia**, it is crucial that all scientists have equal chances at acquiring third party funding. Offering

more services to female researchers (mostly Postdocs) is essential, as this is the most crucial career phase where many women drop out. This gender inequality needs to be tackled as we are –also from an economic point of view – losing highly skilled researchers on the way up their career and improve their employability.

- To **retain talents in Academia**, Integration initiatives including socio- and labour integration of researchers and their families gender equality, mobility related dual career, work-life balance issues are key.

This Hub builds on the extensive experience and work done by EURAXESS over the past years and continues to grow and develop. The hub is co-led by ETH Zurich, Switzerland and the University of Copenhagen, Denmark.

Why join the EURAXESS Researchers Careers in Academia Hub?

Becoming a part of EURAXESS Researchers Careers in Academia Hub has the following impact:

- **Advancing your own services:** Benefiting from waste experience and approved best practice strategies in the support of young researchers in their academic careers
- **Inspiration:** Gaining inspiration by exchanging knowledge and information with other Euraxess Centres and Research Institutions on the topic of academic career support
- **Widening collaboration:** Through this hub, new opportunities arise to collaborate with other Euraxess Centres
- **Contribution to the Hub:** Testing own national strategies and ideas about academic research career support in an international context

Examples of activities

Our focus lies on providing a valuable service on career guidance and training opportunities in the academic environment.

Activity	Target group(s) of the activity	Description
Info about Hub	Euraxess Centres	Webinar on Hub content and how to use the material
"Train the trainers"	Euraxess Centres	Training on how to mentor young researchers and offer tailored support to the researchers
Socio-cultural and academic integration of researchers	Euraxess Centres	Webinar on best-practices, including challenges and pitfalls
Proposal writing skills	Researchers	Capacity-building training on how to best write a competitive proposal for international funding schemes
Finding funding	Researchers	Introducing the right funding scheme to PhD/Postdoc who want to make the next step to establish independence in Academia
Woman in academia	Researchers	Workshop for woman in Academia with testimonials of other female role models
Networking events	Researchers	Plattform to meet and exchange with peers in an international context

Contact

For more information about the scope of the call, please contact the Hub leaders: sibylle.hodel@sl.ethz.ch or mark.devos@adm.ku.dk

2.6   Talent Circulation Hub

About the EURAXESS Talent Circulation Hub

The EURAXESS Talent Circulation Hub is a newly founded EURAXESS hub focusing on the area that has been the core of EURAXESS since its inception: the mobility and relocation support to facilitate attracting, welcoming, integrating and retaining of researchers in the European Research Area (ERA).

Building upon the EURAXESS extensive practical experiences in researchers' mobility, EURAXESS Talent Circulation Hub supports research institutions, policy makers and other stakeholders in developing more effective talent circulation strategies and policies. The Hub also encourages exploring novel activities and extending or deepening the existing support for international researchers. Finally, it contributes to the overall goal of presenting the ERA and its individual members as attractive research destinations, offering supportive environment to research talents and their families.

The EURAXESS Talent Circulation Hub is open to any EURAXESS member institution. The key factor defining the membership in the Hub is an intensive drive and motivation to develop further mobility and relocation related EURAXESS support services for the benefit of various stakeholders. Following EURAXESS Centres are especially encouraged to apply:

- Centres providing or with an ambition of providing advanced services for international researchers and their families, willing to further explore new possibilities in supporting integration of international researchers and share their knowledge within the European EURAXESS network.
- Centres that want to develop collaborations with other EURAXESS members as well as stakeholders outside EURAXESS network with an aim to support international researchers or institutions hosting them.
- Centres that are or want to be active in development and implementation of talent circulation strategies at different levels.
- Centres that aim to contribute to policy level decision making to further fostering mobility flows and smoothing the talent circulation.

Why join the EURAXESS Talent Circulation Hub?

Benefits of becoming a part of EURAXESS Talent Circulation Hub include:

1. **Advancement of mobility related services:** The hub provides a unique platform for sharing and learning from best practices in the area mobility and relocation services, allowing institutions to enhance their support for international researchers and their families.
2. **Shaping new talent circulation strategies:** Institutions within the hub can actively participate in shaping and testing new and innovative strategies for talent circulation. This involvement fosters innovation and promotes the creation of more effective policies for attracting, integrating, and retaining researchers and their families.
3. **Collaborative opportunities:** The hub encourages collaboration between EURAXESS Centres and other stakeholders within and beyond the EURAXESS network. This provides opportunities for forming partnerships that can greatly enhance the support for international researchers and the institutions that host them.

4. **Policy influence:** Through engagement with the hub, institutions can play a role in shaping policy decisions related to research mobility. By sharing insights and recommendations, they actively contribute to the overall objective of promoting smoother mobility transitions.
5. **Contribution to ERA:** By joining the EURAXESS Talent Circulation Hub, institutions actively contribute to the advancement of the European Research Area. They play an active role in presenting the ERA and its individual members as attractive research destinations.

Examples of activities

Eligible activities include but are not limited to:

Activity	Target group(s) of the activity	Description
Service development	International researchers, their partners and families	Activities deepening or extending existing services for international researchers and their partners and families or improving institutional management of those services (online tools, service models).
Staff trainings	EURAXESS network, Research institutions	Workshops, trainings, networking events and other activities to support institutions in strengthening or building novel recruitment strategies
Networking events	International researchers, their partners and families	Events organized with an aim to support integration of international researchers and their families.
Connecting to diaspora and alumni researchers	Alumni researchers abroad and research diasporas	Workshops, promotional events and other activities to connect to alumni researchers abroad or researcher's diaspora communities abroad.
Cross-border EURAXESS collaborations	International researchers	Joint activities (events, common information materials etc.) organized in collaboration with other EURAXESS centers with an aim to attract and support international researchers.
Collaborations beyond EURAXESS	Stakeholders and potential collaboration partners	Workshops and other activities to develop collaborations with local/regional actors with an aim to facilitate integration of international researchers.
Surveys and mapping exercises	EURAXESS network, Policy makers	Surveys and mapping exercises to explore push and pull factors for researcher´s mobility. Exercises to map regional policies and measures to attract and retain research talents and identify relevant stakeholders.
Supporting brain circulation strategies	Research institutions, Policy makers, Other stakeholders	Activities contributing to developing regional/local/institutional brain circulation strategies and policy level initiatives (consultations, round tables, co-creation workshops etc.).

Contact

EURAXESS Slovakia, Karla Zimanová: karla.zimanova@saia.sk or Janka Kottulová, Janka.kottulova@saia.sk

2.7   EURAXESS Science 4 Refugees Hub

About the Science 4 Refugees (S4R) hub

The EURAXESS S4R Hub is a follow up of the European Commission initiative Science 4 Refugees. This networked program of support to refugee researchers (RRs) is co-founded by the research and funding organizations from 11 countries, namely Armenia, Bulgaria, Estonia, France, Greece, Latvia, Poland, Romania, Slovakia and Switzerland.

The aim of this hub is to establish a stable network service to the refugee researchers and researchers at risk. This includes joint effort of all relevant network members and external stakeholders.

Another activity will be to update the portal section Science4Refugees and create an EXTRANET toolkit for colleagues.

Why join the Hub?

This call will enable the interested contact points and network centers to join our efforts and work together for better support for the most vulnerable group of researchers. In addition to the above we plan to:

- solve and serve directly specific cases together
- establish more close connections with external stakeholders - SAR Europe and local SAR sections, Migration offices, legal authorities, etc.
- establish close cooperation with the network Communities of Practice related to our work
- promote our activity among target groups
- train the staff to use the hub service
- train the refugee researchers how to get the best out of network tools and materials

Examples of activities

Eligible activities include but are not limited to:

Activity	Target group(s) of the activity	Description
Event for local culture and social integration	Researchers, families of researchers, RPOs, NGOs, municipality representatives, EURAXESS network staff	Celebration of…; Joint concert with traditional local and RRs' national music and songs; Food tasting; Exhibition of local and RRs' children art, Session in the local Researchers' Night (if there is such)
Volunteering offers for researchers	Refugee researchers	Setting up collaboration with local NGOs providing opportunities for volunteering within the local communities.

Miniprojects	Refugee researchers	Offering researchers a possibility to participate in a small specific tasks such as preparing partial project outcome, co-organizing the event. See the examples here: https://discoverylearning.eu/results/traininglearning-options/mini-projects Miniproject can be offered by the EURAXESS institution or partner institutions.
Psychological help provision	Refugee researchers	This target group is often vulnerable on different „spots", hence needing some extra services
In-house mentoring in academia	Refugee researchers	Cover the need in even smaller scale – inside an institute, department, research group
Trainings/workshops on local academic structure, system and culture	Refugee researchers	Cover the need of knowing local academic rules and culture

Contact

Please contact Svetlana Dimitrova, svetlana@fmi.uni-sofia.bg

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RESEARCHERS IN MOTION

ERA TALENT