



ANDALUCÍA TALENT HUB – CALL REGULATIONS SUMMARY

This is an extract of the call regulations¹ including all essential information to understand the implications of participating in the call for Andalucía Talent Hub Fellowships.

For any queries contact us at talenthub.aac@juntadeandalucia.es or +34 955 00 74 78.

1. Purpose

The development of a sustainable economic system, which allows us to satisfy our current needs without compromising our ability to meet future needs, requires a general improvement of the economy, and specifically of the competitiveness of the Andalusian economy in the global economy. This competitive improvement should happen through innovation, the ability of our human capital to generate knowledge and transform that knowledge into technologies and services useful for the society.

In the context of the European Union, and taking into account present and future challenges posed by globalization, the economic growth of Andalucía and its ability to create jobs and welfare would rely on the ability of our industry to develop innovative products, services and business models. In order to achieve these goals it is essential to work at the beginning of the knowledge generation-transfer-application cycle, through the Andalusian Knowledge System, making funding available for the development of R&D activities in an open international competition.

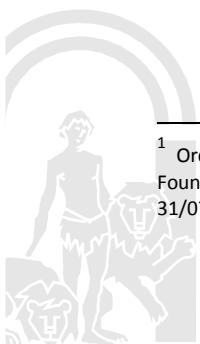
The Regional Ministry of Economy, Innovation, Science and Employment of Andalucía is in charge of supporting and developing talent at an international scale and on the principles of merit, ability and equal opportunities. Andalucía Talent Hub is a Fellowship Programme for transnational mobility in connection with the European Research Area, with the aim of obtaining improvements in terms of innovation, technology transfer, entrepreneurship, productivity and sustainable development in Europe.

The Andalusian Knowledge Agency (AAC) participates in the EU 7th Framework Programme via the Marie Curie Action, “Co-funding of Regional, National and International Programmes” to stimulate research activities without mobility restrictions, co-financed by the Junta de Andalucía and the European Commission. The AAC is part of The Regional Ministry of Economy, Innovation, Science and Employment.

The Andalucía Talent Hub Fellowship Program, managed by the Andalusian Knowledge Agency offers:

- **Assistance, guidance and advice to candidates.**
- **Economic Incentive: the funds to fulfil this purpose.**
- **Access to complementary activities within the Andalusian Knowledge System allowing researchers to deepen their scientific and non-scientific skills.**

¹ Order of July 24, 2014 of the Regional Ministry of Economy, Innovation, Science and Employment establishing the Rules and Foundations of the Andalucía Talent Hub Fellowship Program for transnational mobility of researchers. (Official Gazette n. 138 de 31/07/2014)





2. The Calls

The Andalucía Talent Hub Fellowship Calls (2014 Call 30 – 2015 Call 20) will give the opportunity to 50 experienced researchers to carry out their research with complete independence in their chosen destination. Participants will be able to freely choose their host institution both internationally and among the agents of the Andalusian Knowledge System aggregated in Campuses of International Excellence based in Andalusia.

Campuses of International Excellence based in Andalusia: Andalucía Tech, CEIBiotic, CEIMar, ceiA3, CEI CamBio y Patrimoniun10.

50 Fellowships will offer two-year contracts to experienced researchers in 2 Calls:

- **First Call for Applications – 30 Fellowships**

Launch of Call 1 for applications: 01/08/2014

Deadline for Call 1 for applications: 30/09/2014

- **Second Call for Applications – 20 Fellowships**

Launch of Call 2 for applications: 15/01/2015

Deadline for Call 2 for applications: 14/03/2015

Research projects must comply with the ethical requirements of the 7th Framework Programme for Research and Development of the European Union (FP7).

Ethical rules applying to the Andalucía Talent Hub Fellowship Programme are those applying to research institutions in Andalusia, as stated in the regional regulations (Andalusian Science and Knowledge Act 16/2007, of December 3). They meet the fundamental ethics principles stated in article 15.2 of the European Parliament and Council Decision 1982/2006/EC of 18 December 2006 concerning the Seventh Framework Programme of the European Community for research, technological development and demonstration activities (2007-2013).

http://ec.europa.eu/research/mariecurieactions/documents/documentation/legal-docs/guide-for-applicants-ethics_en.pdf

The applicants shall be considered a beneficiary of the EC Marie Curie action of the EC (Marie Curie fellow).

3. Mobility schemes

The program includes outgoing and incoming mobility schemes:

Outgoing mobility fellowships:

allow experienced researchers, residents of EU Member States or Associated Countries, to work between 12 and 18 months in their selected host institution abroad, and then spend a period of between 6 and 12 months in their selected research institution associated to a Campus of International Excellence of Andalucía that is registered as Agent of the Andalusian Knowledge System, completing their return phase in the contracting entity.





Incoming mobility fellowships:

allow experienced researchers, non-residents of Spain, to carry out their research for 24 months based in their selected research institution associated to a Campus of International Excellence in Andalucía that is registered as Agent of the Andalusian Knowledge System, acting as host institution and contracting entity.

At the time of the deadline for submission of proposals, researchers must not have resided or carried out their main activity (work, studies, etc.) in the country of their host institution for more than 12 months in the 3 years immediately prior to the reference date. Short stays, such as holidays, are not taken into account.

Candidates for both mobility schemes are responsible for securing a research institution aggregated in a Campus of International Excellence of Andalucía and/or a foreign destination centre to host their research activities. This is a requirement to be fulfilled before the deadline for submitting information during the application process.

4. Host and contracting institutions

Host institutions are where the researchers do their research work or whose resources they employ while working on field or at third parties premises.

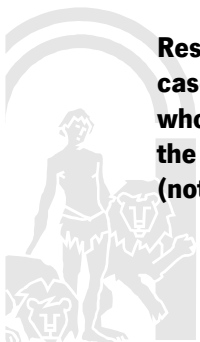
Contracting entities are the institutions that hire the researcher for the whole 24 months period, being associated to a Campus of International Excellence in Andalucía that is registered as Agent of the Andalusian Knowledge System.

Both roles can be played simultaneously, depending on the mobility scheme.

Campuses of International Excellence based in Andalusia: Andalucía Tech, CEIBiotic, CEIMar, ceiA3, CEI Cambio y Patrimoniun10.

The institutions must meet the requirements described in article 2.2.d) of the Community Framework for State Aid for Research and Development and Innovation (2006/C 323/01), which means an entity, such as university or research institute, irrespective of its legal status (organised under public or private law) or way of financing, whose primary goal is to conduct fundamental research, industrial research or experimental development and to disseminate their results by way of teaching, publication or technology transfer; all profits are reinvested in these activities, the dissemination of their results or teaching; undertakings that can exert influence upon such an entity, in the quality of, for example, shareholders or members, shall enjoy no preferential access to the research capacities of such an entity or to the research results generated by it. They should also meet the requirements of Article 13 of the General Law on Subsidies 38/2003 of November 17.

Researchers will be hired by contracting institutions regardless of their mobility scheme. In the case of incoming mobility, the institution hiring the researcher will also be the host institution whose resources the researcher uses to do his research project. In the case of outgoing mobility, the researcher will first spend between 12 and 18 months at a host institution in a third country (not his country of residence nor Spain) as a visiting researcher, and will finish his work at the





contracting institution for the last 6 to 12 months up to the total 24 months of fellowship.

The obligations of the contracting entities are:

- **Establish a working relationship with the beneficiaries in accordance with the provisions of these regulations.**
- **Pass the funds received to the beneficiaries according to the regulations.**
- **Adhere to all monitoring and control of the Research Project by Junta de Andalucía and European Union.**
- **Report on the economic incentive.**
- **Commit to the principles of the European Charter for Researchers and The Code of Conduct for the Recruitment of Researchers.**
- **In line with the rationale and principles of the People Program within the FP7, the Research Project will be approved by an ethical review board. The ethical review board will verify that the Project complies with their destination's national and regional regulations regarding ethics, as well as with the limitations imposed by the ethical rules applying to the EU's Seventh Framework Programme for Research. Prior to the signing of the contract it will be reviewed by the Ethics Committee. The ethical aspects of the research project will be subjected to specific monitoring along the project (Decision 2006/1982/EC of the European Parliament and the Council of December 18, 2006).**
- **Collaborate in the procedure of refund when the case is given.**

Full details of obligations by host institutions are included in [Annex III](#) and by contracting institutions in [Annex IV](#). Candidates for both mobility schemes are responsible for securing their institutions according to the sample commitment letters shown in [Annex III](#) and [Annex IV](#).

Each person is allowed to submit one application only.

The annexes that accompany these Calls are:

Annex I	Application Form
Annex II	Form for claims / acceptance / redraft and submission of documents
Annex III	Admission / Invitation
Annex IV	Commitment Letter
Annex V	Model Agreement

It is very important to be aware that an individual researcher cannot benefit, at the same time, from more than one EU funding action.





5. The fellowship

The Fellowship includes:

- **Salary Costs and Social Security Contribution**
- **A Travel Allowance to cover travel expenses from country of residence to country of destination.**
- **A Mobility Allowance to compensate the costs that arise due to the fact of living outside its usual residence.**
- **A Research Cost Contribution includes lab material and other tools required to do the research, travel for field work, acquisition of information from third parties, attendance to events related to the research project, etc.**

6. Economic Incentive:

-Salary and social security:

A range of salaries is offered depending on the destination.

We have aggregated countries in five groups and established a salary for the researchers going to countries at each of the groups.

If a destination country is not included in this list, the salary will be allocated by the Management Committee according to the median household income or equivalent measure of the cost of living in the country as compared to this table.

Salary (Annual):

60.140,64 € (Luxembourg, United States, Norway, Iceland, Australia and Switzerland)

56.479,96 € (Canada, United Kingdom, Ireland, Austria, Netherlands, Sweden, Denmark, Belgium, Germany, Finland, New Zealand)

50.204,52 € (France, Japan, South Korea, Slovenia, Spain, Italy)

47.066,80 € (Greece, Israel, Czech Republic, Portugal)

43.928,08 € (Estonia, Poland, Slovakia, Hungary, Chile, Turkey, Mexico)

The Social Security contribution is determined by the professional classification of the researcher, and ensures the maximum coverage in terms of health care, pension, accident insurance, parental leave, etc.

The Social Security cost associated with hiring the researcher is 12.959,79 euros (estimated at the date of publication).

-Travel allowance:

Three travel schemes have been designed, considering average costs of traveling within Europe, between Europe and America and between Europe and Asia and rest of the world.





These amounts are doubled in case the researcher travels with dependent family members (first degree relatives).

Scheme	Researcher (annual)	Researcher with family (annual)
within Europe	627,54 euro	1.255,09 euro
Europe / US	1.568,86 euro	3.137,72 euro
Europe-Asia/rest of the world	2.091,81 euro	4.183,63 euro

-Mobility allowance:

There are two reference amounts depending on the family situation of the researcher at the time of the recruitment: single researchers / fellows with family

	Annual amount
Researcher	5.020,35 euro
Researcher with family	8.785,62 euro

-Research cost contribution: A research cost contribution has been calculated for lab-based and non-lab-based activities.

Type of research	Annual amount
non-lab-based	5.020,35 euros
lab-based	7.530,53 euros

The amounts indicated in the previous sections are maximum amounts corresponding to a research activity for a maximum of 24 months.

7. Eligibility criteria:

To be eligible for the Andalucía Talent Hub Fellowship candidates must comply with the following requisites:

- a) **Doctorate holder:** Hold a PhD degree obtained within 10 years before the deadline of Applications of the Call. Situations such as temporary disability, maternity leave, adoption or foster care may interrupt and must be credited and demonstrated by providing supporting documentation. These periods entail the corresponding extension in the previous accounting period of time from the date of obtaining the doctorate.
- b) **Mobility:** At the deadline of Applications of the Call, the candidate must be:
 - a) **Non-resident** of the country where the Research Project will take place, unless being resident in Spain in the frame of a return phase of an outgoing mobility scheme
 - b) **Researchers must not have resided or carried out their main activity (work, studies, etc.) in the country of their host institution for more than 12 months in the 3 years immediately prior to the reference date**
 - c) **For the outgoing mobility scheme, be resident of EU Member State or Associated Country**
- c) **Being admitted to a reputed host institution to carry out a research project. (Annex III)**
- d) **Candidates are responsible for securing a commitment with a contracting entity associated to a**





Campus of International Excellence of Andalucía that is registered as Agent of the Andalusian Knowledge System to oversee their research activities during the whole 24 months period. (Annex IV)

For the incoming mobility scheme, the host institution and contracting entity are the same.

Apart from this, in order to be eligible, applications must be completed, including all requested information, documents and references and be presented before the deadline.

8. Application process

The Application Form Annex I is submitted online.

You must create an account on our webpage, introducing a username and a password (upper right corner www.becastalentia.com)

With those data you can access the online tool to apply for the ANDALUCÍA TALENT HUB FELLOWSHIP. Introduce all your data and download the pdf.

If you do not have electronic signature you may submit it in any Official Register, send Certified mail or via Spanish Embassy or Consulate abroad.

At the time of the applications, applicants don't have to enclose all the documentation. The evaluation will be based upon sworn declarations.

Candidates for both mobility schemes are responsible for securing their host institutions according to the sample letters shown in [Annex III](#) (only for outgoing mobility) Admission/Invitation and [Annex IV](#) Commitment Letter.

The Application Form Annex I may be accompanied by:

- ▣ Research Proposal**
- ▣ Scientific Curriculum Vitae**
- ▣ Invitation by host institution Annex III**
- ▣ Commitment by contracting entity Annex IV**

The deadline for applications is two months from the day following the publication of the notice in the Official Gazette of the Junta de Andalucía.

Phases:

Call for Applications

At the time of the applications, candidates don't have to enclose all the documentation. The evaluation will be based upon sworn declarations.

Compliance Check

If any document is missing or further information is needed, applicants will be notified and will





have ten working days to provide the requested information. If this is not done, these applications will be withdrawn from the Evaluation process.

Provisional Outcome

Based on the information and merits declared in the Application a Provisional Outcome will be made public.

There will be a period of ten days (not including Sundays and Holidays) to provide FORM FOR CLAIMS / ACCEPTANCE / REDRAFT AND SUBMISSION OF DOCUMENTS

The provisional beneficiaries and the candidates on the reserve list must then provide the documents stated in the Application.

You should provide original documents or certified copies. If you send us original documents we will return them to you at the end of the process.

Final Outcome

The Final Outcome will be issued after verification of the provided documentation.

Those selected will have a term of 15 days to accept or reject the awarded post, which must be carried out by a written acceptance. On expiry of this period if the formality has not been verified the candidate may lose all rights to the selected post.

9. Evaluation Criteria

The technical evaluation of the proposals will take place in a competitive basis, and in accordance with the principles of disclosure, transparency, merit and ability. Equal opportunities for all candidates will be ensured.

Applications will be evaluated on a 100 percentage point's basis, looking at the academic and professional profile of the candidates, appropriateness of the intended destinations, and potential impact of the programme of work, measured by:

Candidate profile (40%)

- **fellowships, scholarships or other awards obtained, as well as proofs of career progress and distinctions obtained in other dimensions. (0-10)**
- **width and depth of previous research experience and publications, especially in top journals and across different fields of study. (0-10)**
- **industry, entrepreneurial and management experience in areas relevant or transferable to its field of study. (0-10)**
- **relevance for their research career of previous international exposure (0-10)**

Destination (30%)

- **appropriateness of the intended destinations. (0-10)**
- **appropriateness of the chosen mobility scheme for their research project. (0-10)**
- **profile and comments of the supervisors at the intended destinations. (0-10)**





Impact (30%)

- **feasibility and potential significance for the ERA of the proposed research project. (0-10)**
- **potential impact of the proposed research project to the development of the research career of the candidate in the ERA. (0-10)**
- **potential significance and impact on Andalusia of the proposed research project. (0-10)**

10. Evaluation Process

All the eligible candidates will be marked. All candidates who have obtained at least 50% of the points in each three evaluation criteria (candidate profile, destination and impact) will be ranked.

The Selection Committee will be chaired by the Director of Evaluation and Accreditation, assisted by the Responsible of R&D+i of the Agency and a team of at least 10 external experts.

The experts shall have broad international research or business experience, a documented interest for knowledge transfer and a connection with the entrepreneurial world.

In line with the recommendations of The European Charter for Researchers and The Code of Conduct for the Recruitment of Researchers, the selection committee will be gender balanced, with no men or women representing more than 60% of the members.

At the same time, the committee will bring together diverse expertise and competences and will include members from different sectors (public and private) and disciplines.

The following rules will apply to avoid conflicts of interest:

- **Evaluators won't offer employment contracts within their institutions to candidates under evaluation.**
- **Evaluators won't be members of host institutions chosen by the candidates evaluated.**
- **Evaluators won't have previous or current scientific collaborations with the candidates evaluated.**
- **Evaluators won't work or collaborate with competitors of the companies where candidates work.**
- **Evaluators won't be directors, administrators, managers or owners of host institutions chosen by candidates evaluated.**
- **Evaluators won't be fellow alumni from universities at undergraduate or graduate level.**
- **Evaluators won't have family or relative ties or connections with candidates evaluated.**

All experts will be informed about their obligation to adhere to The Code of Conduct for the recruitment of researchers and follow the principles that will ensure the selection is made with all the guarantees of transparency and fairness in the way merit is judged.

Three experts will independently evaluate each written research proposal against the evaluation criteria. The experts may not be of the same nationality. If scores given by experts are spread by more than 10% of the maximum score (100) one more expert will review the application. The final score will be the average of the three or four scores given. The Committee can request the intervention of further experts if spread is still significant.





Personal or telephone interviews may take place. The goal of the interviews will be to verify the candidate's fit with the evaluation criteria: their profile, the reasoning behind their selection of destination centers and mobility scheme, and the potential impact of their research for the ERA. The interview will therefore help to adjust the marking during the evaluation process.

The number of candidates on the reserve list is limited to 10 under each mobility scheme.

11. Documentation to be submitted with Annex II

The evaluation process will be conducted based on the content of the applications, with no documental proof of the conditions and merits required at that first stage. Once evaluation finishes, a provisional list of candidates will be selected for awarding, as well as a reserve list. Those candidates will be requested to provide the relevant documents supporting the information included in their applications.

The provisional beneficiaries and the candidates on the reserve list must provide the following documents together with the Annex II FORM FOR CLAIMS / ACCEPTANCE / REDRAFT AND SUBMISSION OF DOCUMENTS:

- 1. In order to comply with the eligibility criteria:**
 - a) Registration certificate or similar legal valid document, issued no earlier than three months from the deadline of submission of applications.**
 - b) PhD certificate or official notification of the award.**
 - c) Curriculum Vitae and Official document certifying the career in the three years prior to the deadline of submission of applications. (Report of Working Life or similar legally valid)**
 - d) Admission/invitation: document from a host institution where completion of the research project will take place in accordance with the provisions of paragraph 4.a).2^o.3. [annex III](#).**
 - e) Commitment Letter: commitment by a contracting entity to conduct recruitment in accordance with the provisions of paragraph 4.a).2^o.4. [annex IV](#).**
- 2. In order to accredit the information of the sworn declarations in Annex I Application Form referring to the eligibility criteria, the candidates must provide supporting documents to certify those merits described.**
- 3. Accreditation on the circumstance of having dependents by providing a certified copy of marriage certificate, similar legally binding document or official document certifying dependency status of a member of the family unit to the first degree of consanguinity or affinity.**
- 4. The applicants benefiting from an interruption referred to in paragraph 4.a) 2^o. 1* or evidencing a degree of disability equal to or greater than 65%, should mention that in the application form and provide documentation as set out in Article 17.2 of the regulatory bases.**
***These periods entail the corresponding extension in the previous accounting period of time from the date of obtaining the doctorate.**

You should provide original documents or certified copies. If you send us original documents we will return them to you at the end of the process.





12. Final awarding

The final awarding will be released within six months after the deadline for applications.

13. Communication

All official communications will be published at www.becastalentia.com, www.aac.es and www.juntadeandalucia.es/economiainnovacioncienciayempleo.

Candidates can contact the Andalusian Knowledge Agency at talenthub.aac@juntadeandalucia.es and +34 955 00 74 78.

14. Circumstances that may lead to the modification of the outcome

- Modifications of the length of stay at the Host Institution/Contracting Entity within the specified limits.
- The need to change Host Institution because of transfer Scientific Supervisor or other circumstances duly justified.
- Breach of obligations by the Host Institution or Contracting Entity.
- Changes in the development of the Scientific Project.
- Any circumstances that may justify a modification of the outcome without changing the purpose of the fellowship or the procedures of the Program.

15. Information and communication

The beneficiary shall, throughout the duration of the project, take appropriate measures to engage with the public and the media about the project and to highlight the financial support of the Andalucía Talent Hub Program, co-financed by the Junta de Andalucía and the European Commission.

Publications of results should make explicit reference to its funding by the Junta de Andalucía and the European Commission under the Cofunding of the 7th Framework Programme in the People Programme.

Responsibilities of the Researcher:

- Incorporation into the host center on the date set and perform the research activity in accordance with standards laid down in this Call. Fulfil the period of stay so as to accomplish the object of recruitment.
- Report as required.
- Manage documents, visas and authorizations necessary to enter the country of destination and to reside there under applicable law for the duration of the research process.





16. Reporting to the Andalusian Knowledge Agency

Financial reporting will be done by the contracting institution within one month after each three month period.

Scientific reporting will be done by researchers within three months from the completion of each year of research activities and should include reports from their scientific supervisors.

Reporting must be done by providing original documents or certified copies.

Financial reporting is done by providing invoices, bank statements, etc.

The following documentation is accepted:

- **Salary: proof of expenditure on salaries and social security**
- **Travel allowance: certificate of incorporation**
- **Mobility allowance: proof of expenditure**
- **Contribution to research costs: annual scientific-technical report on the completion of the research project**

According to the criteria established by the European Union for this line of co-financing, the supported activity is justified by implementing the research project. The reporting is done on a yearly basis by providing technical and scientific reports. These reports must have the approval of the supervisor/mentor at the host institution and the collaborating entity.

17. Causes of Refund

- **Failure to start at the host institution.**
- **Failure to start the research project for which the fellowship is awarded.**
- **Breach of duties towards the contracting institution.**
- **Change in mobility scheme, of host institution or research project without prior authorization.**

