



D1.2.

Recruitment process guidelines

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WP1 – Management.

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List of ABBREVIATIONS

BEN	Beneficiary
Dn	Deliverable (number)
DoA	Description of Action
ESR	Early Stage Researcher
ETN	European Training Network
GA	Grant Agreement
IEEE WIE	Institute of Electrical and Electronics Engineers – Women in Engineering
ITN	Innovative Training Network
MSCA	Marie Skłodowska-Curie Actions
PART	Partner Organization
PC	Project Coordinator
PCDP	Personal Career Development Plan
REC	Research Ethics Committee
RSC	Recruitment and Secondment Committee
WiTEC	The European Association for Women in Science, Technology, Engineering and Mathematics
WPn	Work Package (number)

1 Executive summary

The present deliverable comprises the first version of the recruitment process guidelines of the SMARTGYSUM project. Starting with the eligibility conditions for candidates for ESR, the document subsequently shows the composition of the Recruitment and Secondment Committee (RSC) and describes the recruitment procedure. Other additional activities to be performed after recruitment are also summarized.

1.1 Objectives

The objective of this deliverable is to provide a comprehensive perspective of the recruitment process, eligibility conditions for candidates, general principles, procedure approved by the Recruitment and Secondment Committee and other indications.

1.2 Organisation of the deliverable

The next section lists the eligibility conditions for ESRs. Then the RSC composition is shown. The recruitment procedure is described in section 4, according to the RSC decision. Section 5 summarizes other important activities to perform after recruitment. Finally, section 6 present conclusions.

2 Eligibility conditions

2.1 Eligibility conditions for Early Stage Researchers (ESR)

ESR shall, at the date of recruitment:

- be in the first four years *(full time equivalent research experience) of their research careers
 - *is measured from the date when a researcher obtained the degree which would formally entitle him or her to embark on a doctorate, either in the country in which the degree was obtained or in the country in which the researcher is recruited, irrespective of whether or not a doctorate is or was ever envisaged.
- have not been awarded a doctoral degree

Verification of compliance of these eligibility conditions by candidates is the responsibility of each beneficiary as recruiting entity of the ESR.

The evidences to keep are:

- University certificate of the Master's Degree
- Personal declaration about doctoral degree

2.2 Mobility rule

The researcher must not have resided or carried out his/her main activity (work, studies, etc.) in the country of his/her host organisation for more than 12 months in the 3 years immediately prior to his/her recruitment

"Short stays (such as holidays), compulsory national services (such as mandatory military service) and procedures for obtaining refugee status under the Geneva Convention are NOT counted.

Verification of compliance of these mobility rule by candidates is the responsibility of each beneficiary as recruiting entity of the ESR.

The evidence to keep is:

- Personal declaration about mobility rule

2.3 EU Sanctions compliance in the MSCA

Nationals or residents in some countries may be subjected to EU sanctions due to restrictive measures. Beneficiaries must consult this information in the following link: <https://sanctionsmap.eu/#/main>

3 Recruitment and Secondment Committee (RSC)

According to the Grant Agreement (GA), the RSC must be led by the Project Coordinator (PC) and composed by one representative of each beneficiary and three representatives of partner organisations (selected at the kick-off meeting).

During the kick-off meeting, members of RSC were appointed. It was approved that the Research Ethics Committee (REC) members were also included in the RSC, as many of the tasks to be done by RSC require the REC approval. As the REC is composed by a member of each beneficiary, a representative of the PC and of three partner organizations are added to RSC.

The approved members of the RSC are the following:

TABLE 1 – MEMBERS OF THE RSC

BEN/PART	Research and Secondment Committee (RSC) member
PC	Eva GONZÁLEZ-ROMERA
UEX	Fermin BARRERO-GONZÁLEZ
AAU	Ariya SANGWONGWANICH
CAU	Marco LISERRE
TUT	Andrei BLINOV
USA	Ana Karina CABRERA TOBAR
CPU	Dan VODISLAV
GUT	Jarosław ŁUSZCZ
WUT	Radek KOT
CNTU	Oleksandr HUSEV
SIEM	Franck SELLIER
SEPS	Víctor Manuel MIÑAMBRES-MARCOS
KIT	Giovanni DE CARNE
UB	Claudia PICCIONI
NOVA	Luis M. CAMARINHA-MATOS
KV	Sandra VILAPLANA-LLIN
UBFC	Fei GAO
ECPE	Sabrina HABERL

4 Recruitment procedure

4.1 Objectives

The recruitment procedure aims to define the central strategy for the recruitment of every ESR under this action. It is only a general framework, because the regulation of each recruiting entity must be met in each individual process.

The objectives of this document are the following:

- To provide beneficiaries with a guide to perform the recruitment process of each ESR.
- To define a central strategy for the recruitment of every ESR under this action.
- To guarantee the observance of the MSCA regulations, the GA and the European Charter and Code of Conduct for the Recruitment of Researchers

4.2 Principles of the recruitment procedure

The general principles of the recruiting process for a ITN project can be summarized as follows:

- ESRs are recruited by beneficiaries. Partners or other entities are not allowed to recruit ESRs.
- Vacancies must be published internationally. It is obligatory to publish them in EURAXESS platform (<https://euraxess.ec.europa.eu/>).
- The recruiting process must be open, transparent, impartial, equitable and merit-based.
- Conflict of interest must be avoided.
- Every aspect of the process must follow the European Charter and Code of Conduct for the Recruitment of Researchers (available online at https://euraxess.ec.europa.eu/sites/default/files/am509774cee_en_e4.pdf).
- The process must be auditable (specific reports and documents must be kept for justification).

In addition, in the specific case of SMARTGYsum project, the recruitment of ESRs must follow the following principles:

- The vacancies should be published additionally in other platforms. With this purpose, WiTEC, IEEE WIE and ECPE will be asked for help in the positions' advertisement. WiTEC and IEEE WIE are expected to help in promoting the participation of women as candidates for ESRs, whereas ECPE has offered collaboration for dissemination among industry and other partners.
- The recruitment process must be centred, and all beneficiaries participate by means of RSC.
- A common procedure and recruitment process is approved by the RSC and applied by every beneficiary for the ESR recruitment.
- The planned duration of every contract is 36 months.
- Milestones:
 - Deliverable of Recruitment process guidelines: 3 months (Dec 31th 2021)
 - Starting date for all ESRs: 6 months (March 30th 2022)
 - All recruited fellows enrolled in PhD programs: 12 months (Sep 30th 2022)

4.3 Recruitment procedure for the SMARTGYsum project

According to the principles listed in section 4.2, the following recruitment process has been approved by the RSC on 10th November 2021:

The procedure to launch a vacancy for ESR recruitment will be the following:

TABLE 2 – PROCEDURE TO LAUNCH A VACANCY FOR ESR RECRUITMENT

Steps	
1	The recruiting entity (the Beneficiary) elaborates the Fellowship Call to be posted in EURAXESS and other platforms ¹ , starting from the Fellowship Call template for SMARTGYSUM.
2	The Fellowship Call is sent to the Recruitment and Secondment Committee (RSC) chair (recruitment@smartgysum.eu), who revises it and then sends it to the Research Ethics Committee (REC) for approval.
3	The REC, either approves the Fellowship call or proposes and ask for changes (in this case, steps 1-3 are repeated). The approved Fellowship call is sent to the RSC.
4	The RSC publishes the approved Fellowship Call in EURAXESS and other platforms, according to the Recruitment strategy ¹ . Stages 2-4 should be finished within 10 days.
5	The deadline for applications must be at least 21 days from publication date. Applications are sent by means of the Application form in the SMARTGYSUM website (https://www.smartgysum.eu/Home/Apply) until the end of the application deadline.
6	During the application period, the RSC chair and authorised people from the recruiting entity can consult the applications received. Once the application period is finished, the RSC authorises the recruiting entity to begin the selection process.
7	The Selection Committee evaluates the candidatures. This Selection Committee will be designated for each recruitment process, according to the recruiting entity rules. Conflicts of interest will be avoided. The Selection Committee selects the best candidate according to the Fellowship Call, the Recruitment strategy ² and the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. A priority list will be generated with non-selected candidates. The Selection Committee elaborates two reports and sends them to the RSC (recruitment@smartgysum.eu): 1) Selection procedure and criteria; 2) Selection decision with the proposed candidate to be recruited and the priority list of non-selected candidates.
8	Both the selection procedure and the selection decision are checked and approved by the RSC and, therefore, by the REC.
9	Applicants will be able to consult their results in the project website. The RSC notifies the decision to the selected candidate and to the recruitment entity in order to begin the recruitment process.

¹ **Fellowship Call publications (Recruitment strategy, Section 3.2.5 of Description of Action):** Researchers will be recruited in accordance with the European Charter for Researchers and the Code of Conduct for their recruitment. The positions, along with a deadline for submission of applications, will be advertised at the MSCA Funding Opportunity Search Tool and (inter)national academic job platforms such as EURAXES, ScienceCareers.org, FindAPhD.com, timeshighereducation.co.uk, Science for refugees' initiative, and academics.com. Moreover, the announcement will be distributed at all partner institutes and at advertised in their own websites and social networks. In this sense, beneficiaries will follow specific internal rules from their organisations for the recruitment and a common strategy drafted at the beginning of the project by the Recruitment and Secondment Committee (RSC) led by the PC and composed by one representative of each beneficiary and three representatives of partner organisations (selection at the kick-off meeting). Specific interventions which are aimed at promoting refugees, minorities and women are drawn up. To attract female scientist, positions will be published on the «Association for Women in Science» and will also devote efforts to promote other EU initiatives such as the German «Centre for excellence–women in science».

² **Selection and Evaluation of candidates (Recruitment strategy, Section 3.2.5 of Description of Action):** The recruitment will be performed with no regard to any regional, religious or another social background. A general schedule for filling vacant positions and any required adjustments will be agreed by the RSC. Applicants shall target their application to a specific project and denominate up to two additional projects they might find interesting. When the application deadline has expired, the application documents will be forwarded to all concerned supervisors who will evaluate them. The selection of the fellows will be performed in two stages and will be based on the following formal criteria: excellence of their Master degree (or equivalent), compliance of their qualification with the job specification, letter of reference by their former employer or university, proof of language competence in English and communication skills, proven mobility and interest in interdisciplinary work. Evaluation sheets will be used to rank the applicants and shortlist the most suitable 5–10 candidates.

In a first stage telephone/skype interviews will be conducted by the supervisor of the considered project she/he is applying for. Mentors will be able to participate in those interviews. According to the interview, the 15 ESRS will be notified and a waiting list will be kept in case any of the selected researchers refuse the position.

4.3.1 The fellowship call

The fellowship call will have the same structure for every position, and it will contain the information of the EURAXESS model:

- General data:
 - Title, grant and ESR reference number
 - Recruiting entity, country, city
 - Research field
 - Application deadline
 - Starting date
- Description of the recruitment institution
- Description of research group and topic
- Contextualization of position (ETN, duration, secondments, working conditions, etc.)
- Application instructions
- Requirements:
 - Required educational level
 - Required languages
 - Skills/Qualifications
- Additional information:
 - Benefits (career development prospects)
 - Eligibility criteria and selection criteria
 - Selection process
 - Responsibilities of the ESR

A template has been elaborated and will be used for every position. The template has been approved by the RSC on 10th November 2021 and is included in this document as an annex. The text in blue must be replaced or completed with the specific information of each ESR fellowship call. The remaining text may be slightly changed under the RSC approval.

4.3.2 Advertisement of the vacancies

The fellowship calls must be advertised internationally, at least in EURAXESS (mandatory), but advertisement should be as wide as possible. Therefore, other platforms should be used additionally for this purpose. The consortium must promote that refugees, minorities and woman are drawn up.

The fellowship call will be published in EURAXESS by the RSC chair. Automatically, the advertisement can be found in MSCA Funding Opportunity Search Tool and in Science for refugees' initiative. Besides the recruiting entity, all the members of the RSC will be informed about the publishing of each ESR in EURAXESS, with the aim to collaborate in dissemination. Websites and social networks of the beneficiaries, along with other job platforms, can be used to advertise the fellowship call. All the advertisement must be kept as evidence.

In addition, WiTEC, IEEE WIE and ECPE will be asked for help in the positions' advertisement. WiTEC and IEEE WIE are expected to help in promoting the participation of women as candidates for ESRS, whereas ECPE has offered collaboration for dissemination among industry and other partners.

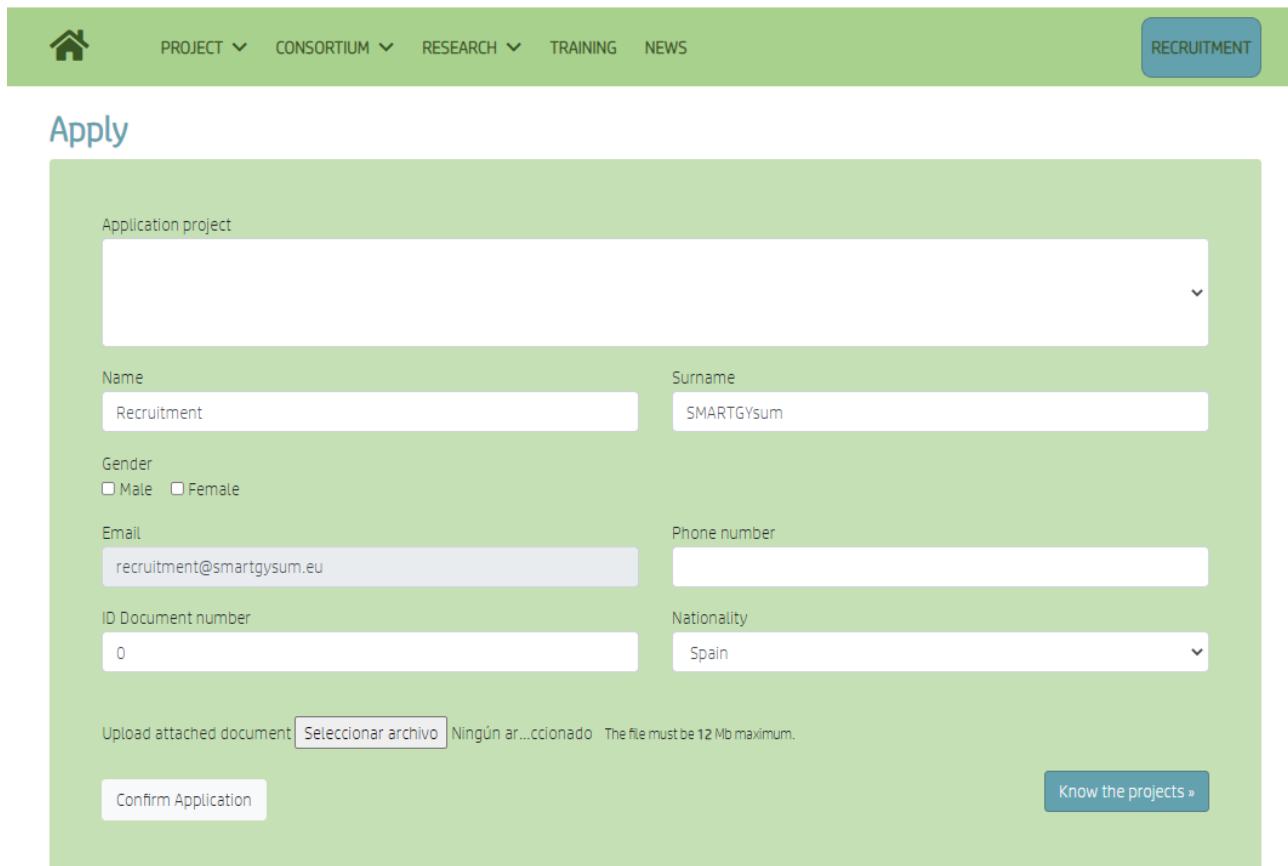
4.3.3 Application form

Applications for each ESR must be sent by means of a form in the project website (<https://smartgysum.eu/Home/Apply>). Applicants are required to register on the website and then they can send their applications. One specific application must be sent for each ESR, although the same person wants to apply to several ones.

The application form is shown in the following figure:



European Training Network – SMARTGYsum
Smart and Green Energy Systems and Business Models



The screenshot shows the 'Apply' page of the SMARTGYsum website. The navigation bar includes a home icon, 'PROJECT', 'CONSORTIUM', 'RESEARCH', 'TRAINING', 'NEWS', and a 'RECRUITMENT' button. The main heading is 'Apply'. The form contains the following fields:

- Application project: A drop-down menu.
- Name: Text input field containing 'Recruitment'.
- Surname: Text input field containing 'SMARTGYsum'.
- Gender: Radio buttons for 'Male' and 'Female'.
- Email: Text input field containing 'recruitment@smartgysum.eu'.
- Phone number: Text input field.
- ID Document number: Text input field containing '0'.
- Nationality: Drop-down menu showing 'Spain'.
- Upload attached document: A button labeled 'Seleccionar archivo' and a message 'Ningún archivo cargado. The file must be 12 Mb maximum.'
- Buttons: 'Confirm Application' and 'Know the projects »'.

The open positions are available for selection in the drop-down menu of the section “Application project”. Some basic information and contact details are also required. Finally, the attached documentation can be uploaded as a pdf, which must include all the required documentation.

During the application period, the RSC chair and authorised people from the recruiting entity can consult the applications received. Once the application period is finished, the RSC authorises the recruiting entity to begin the selection process.

4.3.4 Selection of candidates

This is the key stage of the recruitment process, and it will be performed by the recruiting entity, according to its regulation, and supervised by the RSC and the REC.

It is especially important to follow the guidelines of the Code of Conduct for the Recruitment of Researchers during this stage of the recruitment process. Any discrimination related to regional, religious or another social background must be avoided, along with any conflict of interests.

Qualitative as well as quantitative judgement of merits is recommended.

The GA lists the following selection criteria:

- Excellence of their Master's Degree (or equivalent)
- Compliance of their qualification with the job specification
- Letter of reference by their former employer or University
- Proof of language competence and communication skills
- Proved mobility and interest in interdisciplinary work

Evaluation sheets should be made to rank the applicants.

Interviews are also possible to the best suited candidates.

As a result of the selection process, the recruiting entity must elaborate two reports:

- **Selection procedure and criteria:** it may be the official procedure of the university/company, or a specific procedure written for this project. This report must prove that the procedure is open, transparent, impartial, equitable and merit-based.
- **Selection decision with the proposed candidate to be recruited and the priority list of non-selected candidates.**

Both reports must be approved by the RSC and, therefore, the REC before the recruitment.

According to the Code of Conduct for the Recruitment of Researchers, every candidate should be informed of the results (strengths and weaknesses of their applications).

4.3.5 Employment contract

The employment contract for the selected fellow must include the following information (art. 32 GA):

- Starting date and duration
- Monthly support (in € and, if relevant, in the currency in which it will be paid)
- The obligation to work exclusively for the action
- The obligation not to receive other incomes for the same activities
- The obligation to inform the beneficiary of any event or circumstances likely to affect
- The arrangements about intellectual property rights
- The obligation to maintain confidentiality
- The obligation to ensure the visibility of the EU funding in publications

5 After recruitment

5.1 Researcher declaration

The Researcher Declaration collects personal data about the recruited person and project allowance. It must be filled at the participant portal, within 20 days after the recruitment of each ESR.

5.2 Documents to be sent to the fellow

The recruited fellow must be provided with the following documents (evidence must be kept):

- Copy of the GA (in particular Description of Action)
- MSCA Fellows in Innovative Training Networks Information note (<https://ec.europa.eu/research/mariecurieactions/document/msca-fellows-in-innovative-training-networks-information-note>)
- European Charter and Code of Conduct for the Recruitment of Researchers (https://euraxess.ec.europa.eu/sites/default/files/am509774cee_en_e4.pdf)

5.3 Working conditions

The beneficiaries must respect the following working conditions for the researchers recruited under this action (art 32 of the GA):

- ensure that the researchers enjoy at the place of the implementation at least the same standards and working conditions as those applicable to local researchers holding a similar position;
- assist the researchers in the administrative procedures related to their recruitment;
- inform the researchers about:
 - the description, conditions, location and the timetable for the implementation of the research training activities under the action and the name of the supervisor;
 - the rights and obligations of the beneficiary toward the researcher under this Agreement;
 - the obligation of the researcher to complete and submit – at the end of the training the evaluation questionnaire and – two years later – follow-up questionnaire provided by the Agency;
- ensure that the researchers do not receive, for activities carried out in the frame of the action, other incomes than those received from the beneficiaries (or other entity mentioned in Annex 1 of the GA);
- ensure that the researchers do not have to bear any costs for the implementation of the action as described in Annex 1 of the GA;
- host the researchers at their premises (or at the premises of an entity with a capital or legal link);
- provide training and the necessary means for implementing the action (or ensure that such training and means are provided by entities with a capital or legal link);
- ensure that the researchers are adequately supervised;
- ensure that a career development plan is established and support its implementation;
- ensure an appropriate exposure to the non-academic sector;
- limit secondments to a maximum of 30% of the actual months spent implementing the research training activities under the action.

5.4 Personal Career Development Plan (PCDP)

Within the objectives of WP6, a Personal Career Development Plan (PCDP) must be elaborated for each ESR, including their training courses, secondments and dissemination activities. It should be agreed and signed by the supervisor/s and the researcher.

Deliverable 6.1 is expected to be prepared with compiled PCDP for all the ESRs, in month 7 (April 2022).

A guide to prepare the PCDP is available at <https://ec.europa.eu/research/participants/documents/downloadPublic?documentIds=080166e5bd4ed377&appId=PPGMS>

5.5 Enrolment in PhD programs

In ETN projects enrolment of fellows in PhD programs is not mandatory, but it is strongly recommended, and the situation must in any case correspond to what is stated in the proposal. In SMARTGYsum project, it is planned that 13 of the 15 ESRs (ESR01 to ESR13) are enrolled in PhD programs. The milestone for the enrolment is in month 12 (September 2022). Each ESR will be enrolled in the PhD program planned in the Description of Action (DoA, annex 1 of the GA). There will be at least one supervisor from the university responsible of the PhD program and one co-supervisor from the entity responsible of research secondments. Beneficiaries and partners are encouraged to promote double-title by means of agreements between universities.

6 CONCLUSIONS

This document sums up Recruitment Guidelines of the SMARGYSUM project that may be regularly updated in order to keep track of changes and improve the recruitment strategy.

A central recruitment strategy is described in this document, although selection process is performed by each recruiting entity with the supervision of the RSC and following these guidelines.

Ethics issues as well as regulatory aspects of the recruitment process will be assessed during the whole process.



SMARTGYSUM project has been funded by the European Commission's Horizon 2020 Programme

ANNEX Template for fellowship calls

This annex shows the approved template for the fellowship calls.

ESR Recruitment Process - Starting form

Required Information for launching a call for candidates for Recruitment
Calls will be mandatory published in EURAXESS platform during at least one month

GENERAL DATA

ORGANISATION/COMPANY	[RECRUITMENT ENTITY]	
RESEARCH FIELD	[Engineering › Electronic engineering] or [... > Economy]	
RESEARCHER PROFILE	First Stage Researcher (R1)	
APPLICATION DEADLINE	[20/07/2021 23:00 - Europe/Brussels]	
LOCATION: COUNTRY	[COUNTRY]	CITY [CITY]
TYPE OF CONTRACT	Temporary	
JOB STATUS	Full-time	
HOURS PER WEEK	37,5	
OFFER STARTING DATE	[STARTING_DATE]	
EU RESEARCH FRAMEWORK PROGRAMME	H2020 / Marie Skłodowska-Curie Actions	
REFERENCE NUMBER	SMARTGYSUM-[ESRXX]	
MARIE CURIE GRANT AGREEMENT NUMBER	ETN955614	

OFFER DESCRIPTION

DESCRIPTION OF RECRUITMENT INSTITUTION	<p>[UNIVERSITY_DESCRIPTION] The University of Extremadura (UEX) is a public Spanish university, located in Extremadura having more than 200 research groups and more than one thousand competitive Scientifics. The Power Electrical and Electronic Systems Research and Development Group (PE&ES) is composed of 12 members, 6 of whom are PhD. It has more than 15 years of experience in the fields of power electronics applied to electric power grids, renewable energy sources, smart energy grids, energy storage and monitoring and control systems.</p> <p>[GROUP_DESCRIPTION_AND_FACILITIES] The Power Electrical and Electronic Systems R+D Group of this university is actively researching on ... The group has three laboratories in two buildings at University of Extremadura including a Laboratory for High Power Test with Grid, Distributed Resources and Load emulators, able to test equipment up to 100Kw with having a variable configuration.</p>
DESCRIPTION OF RESEARCH GROUP AND TOPIC	<p>SMARTGYsum (SMART Green energyY Systems and bUusiness Models) project groups together leading European Universities and Institutions (the consortium is composed by 13 universities and 14 companies/institutions) with the aim to implement a multidisciplinary and innovative research and training program, bringing to enable a new generation of Early Stage Researchers (ESR) to foster a New Green Energy Economy in Europe. ESR will acquire the knowledge, methods and skills across a wide range of disciplines around the Energy ecosystem, Renewable Electric Energy Systems and Business Models for the deployment of the Green Energy System. Trained ESR will have the technical and economical knowledge to break the barriers for the deployment of energy transition as market and social barriers (price distortion through externalities, low priority of energy issues, split incentives); financial barriers (investment, high up-front costs, lack of access to capital); information failures (lack of awareness, knowledge and competence); or regulatory barriers (restrictive procurement rules).</p> <p>PE&ES invite applicants for a PhD Fellowship in Green Energy Systems to research in [IPR-TITLE].</p> <p>The research topic will be contextualized in [WP-NUMBER] [WP-TITLE], being supervised by [SUPERVISOR] and co-supervised by [COSUPERVISOR], and with a complementary secondment in [COMPLEMENTARY].</p> <p>The student will acquire expertise in interdisciplinary fields, gaining through this training program a set of skills that are highly appreciated by semiconductor corporations,</p>



ESR Recruitment Process - Starting form

Required Information for launching a call for candidates for Recruitment
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	<p>providing him/her a valuable expertise background for a future career in the green energy industry.</p> <p>The ESR will take part in the whole researching process, starting with the proposal of new ideas, going from the design to the experimental validation of prototypes in the laboratory and industry facilities, and finishing with the developing of the business models.</p>
CONTEXTUALIZATION OF POSITION	<p>The position is in the frame of a H2020 Marie Skłodowska-Curie Innovative Training Networks (ITN) action for Early Stage Researchers within the project SMARTGYsum (Research and Training Network for Smart and Green Energy Systems and Business Models). ESRxx fellow to be recruited in October 2021. The grant covers up to 3 years (contract will be for 1 year with renewing possibility) of full time research according to salary table established in the grant for [COUNTRY].</p>
APPLICATION	<p>For consideration, interested applicants should submit the required information by completing the form in https://www.smartgysum.eu/Home/Apply based on the instructions given. An attached document must be uploaded containing [REQUIRED DOCUMENTS, at least the curriculum vitae, a letter of interest and contact details of two references]. All documentation should be in English and merged in a single PDF document. Please, note that applications which do not follow the announcement's guidelines will not be considered.</p> <p>For further information, please contact Dr. Eva Gonzalez-Romera (recruitment@smartgysum.eu) for questions about application procedure or [SUPERVISOR NAME] ([SUPERVISOR EMAIL]) for questions about research objectives.</p>
CLOSING DATE	Monday, the 14th of June 2021.
ADDITIONAL INFORMATION	
BENEFITS	<p>SMARTGYsum project is aimed to train 15 creative and innovative researchers in the field of green energy system and business models. It will incorporate multidisciplinary knowledge, covering Power Electronics, Electric Engineering, Material Sciences, ICT, Data Sciences, Value Chains, Finance and Investments, Management of Energy Markets, Economical and Policy instruments.</p> <p>The researchers trained in this network will be able to convert state-of-the art knowledge and ideas into new products for economic and social benefit and promoting the energy transition.</p> <p>As a trained researcher you will have many opportunities to develop an industrial career in any part of the world, but especially in the EU. You will be trained in electric, power electronic and ITC technologies and in business models, and have a secondment in a complimentary training environment as part of your assignments.</p> <p>You also will be in a very good position to join R+D departments of Energy Companies and to apply for a postdoc position in any of the top EU academic institutions. You will have a balance knowledge of Technology and Business Models, and a set of relevant scientific publications, a PhD Degree (If possible, a Double PhD Degree, International or Industry mention will be established) and, potentially, International patents.</p>
ELIGIBILITY CRITERIA	<p>Applicants must satisfy the eligibility conditions for MSCA Early Stage Researchers, i.e., they must have obtained their master's degree in the past 4 years and must not have resided or carried out their main activity (work, studies) in [COUNTRY] for more than 12 months in the past 3 years. Applications of candidates not fulfilling these eligibility conditions will not be considered.</p> <p>Be eligible to enroll or be enrolled in the University PhD program ([ENROLLMENT_RULES_URL])</p>
SELECTION PROCESS	<p>Applications will be marked and ranked according to the Academic curriculum, Research activities and Technical and transversal skills. Best candidates could be interviewed using an on-line conference system</p>
RESPONSIBILITIES OF THE ESR	<ul style="list-style-type: none"> An Initial Research Project (IRP) will be assigned to the ESR at the beginning of the fellowship. The ESR will have the responsibility of executing all the tasks described in the



ESR Recruitment Process - Starting form

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IRP, which will involve research and organization tasks, mobility requirements, milestone accomplishments and deliverable submission.

- Enroll in the [DOCTORAL_PROGRAM_NAME] Doctoral program at [DOCTORAL_UNIVERSITY] in [CITY], [COUNTRY], and carry out all the activities required to make a high-quality PhD dissertation within the expected timeframe. Publications in high impact-factor international journals are expected.
- COVID-19's outbreak: on-site presence at the recruitment institution will be required if health recommendations authorize it.

REQUIREMENTS

REQUIRED EDUCATION LEVEL Engineering: Master Degree or equivalent

REQUIRED LANGUAGES Mandatory ENGLISH (advanced)
Optional SPANISH (intermediate)

SKILLS/QUALIFICATIONS Applicants are required to have an excellent academic background with a master's degree or equivalent in Electrical Engineering, Computer Science or any other related discipline, with skills in Energy, Power Electronics or ITC. Applicants who are in the final phase of their master's degree are also encouraged to apply but have to complete the master before starting the fellowship.

Motivation and potential for research activities. Ability to work independently and in a team. Be innovative and creative. Keep an open mind.

Expertise with the following topics: [MANDATORY_TOPICS].

Expertise with the following engineering tools and programming languages: [TOOLS].

Prior experience on any of these topics will be valued: [OPTIONAL_TOPICS].

Excellent English language skills (both oral and written). English level certification [LEVEL] will be a plus if English is not the native language.

Publications in international journals/conferences will be valued.



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