

MSCA Staff Exchanges 2025

Jornada Informativa
Universidad de Alcalá
26 de mayo de 2025



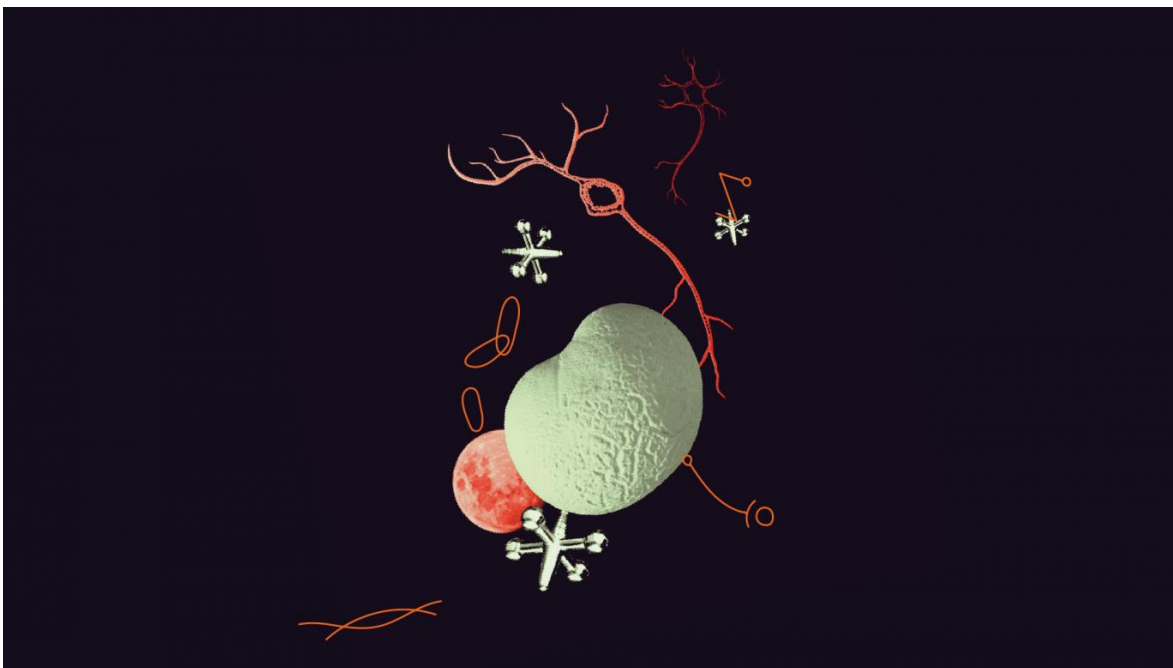
GOBIERNO
DE ESPAÑA

MINISTERIO
DE CIENCIA, INNOVACIÓN
Y UNIVERSIDADES



oficina
europea

MSCA SE 2025



<https://marie-sklodowska-curie-actions.ec.europa.eu/calls/msca-staff-exchanges-2025>

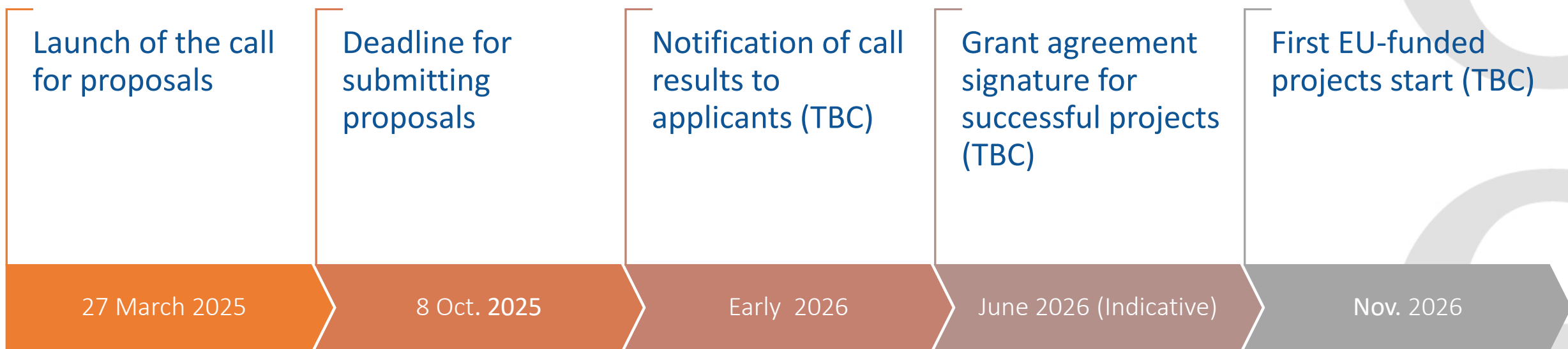
Indicative timeline

- 27 March 2025: launch of the call for proposals
- 8 October 2025: deadline for submitting proposals
- March 2026: notification of call results to applicants (TBC)
- June 2026: grant agreement signature for successful projects (TBC)
- September 2026: first EU-funded projects start (TBC)

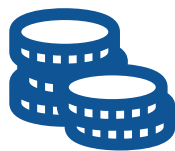
Indicative budget

€97.7 million

HORIZON-MSCA-2025-SE-01 – Indicative timeline



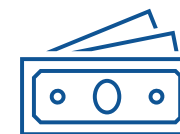
Key changes



This year budget is
€ 97.7 M



Unit cost is
increased to
€ 5010



Staff allowance
increased to
€ 2710

Switzerland



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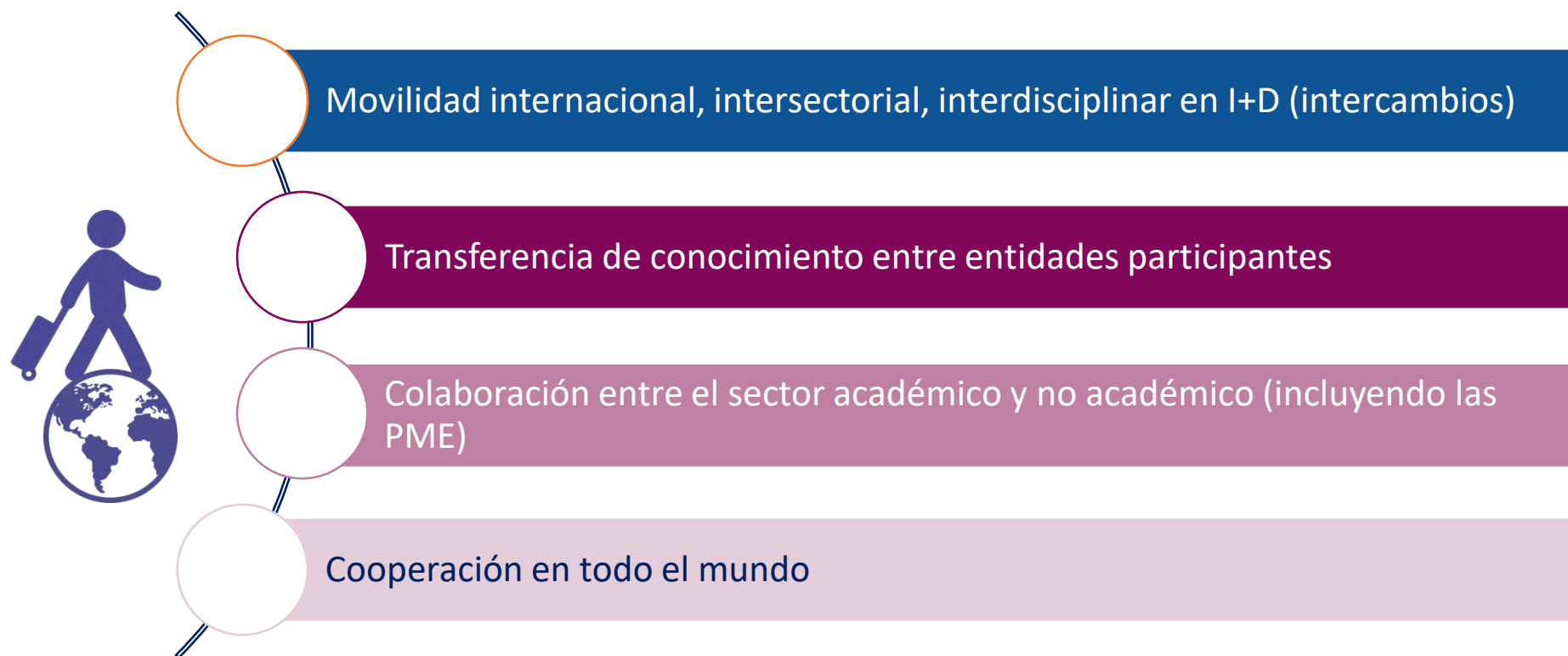
CH back as
Beneficiary



LoC no more
needed

MSCA Intercambio de personal: objetivos

- Proyecto de I+D colaborativo ejecutado a través de estancias
- Instrumento clave para mejorar redes existentes y crear nuevas colaboraciones



MSCA Intercambio de personal: beneficios



- Desarrollar **habilidades y competencias** transferibles
- Aumentar la **empleabilidad** y las perspectivas profesionales
- Desarrollar una **mentalidad emprendedora**
- Mejorar la capacidad de **networking y comunicación**
- **Exposición internacional**
- Fortalecer las **redes de colaboración** existentes y crear nuevas



- **Transferencia de conocimiento**
- Aumentar la **capacidad de I+D+i**
- Desarrollar y construir **alianzas internacionales sostenibles** con socios de todo el mundo
- Construir y fortalecer las **relaciones intersectoriales**
- Formas innovadoras de **cooperación y transferencia de conocimiento** entre sectores y disciplinas

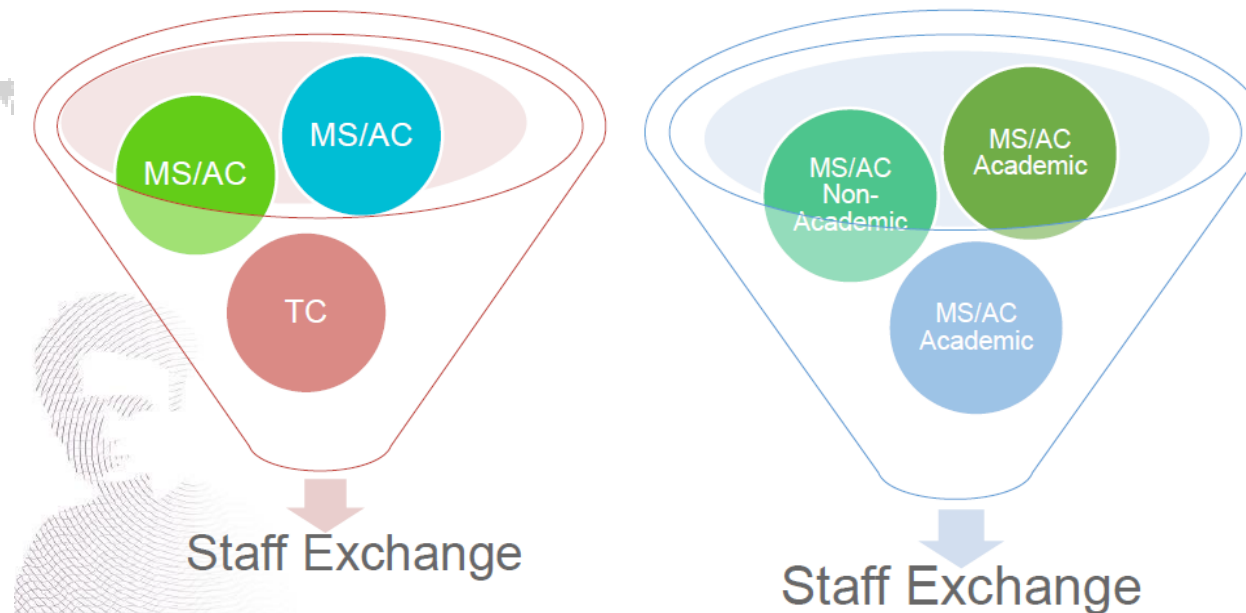
MSCA Intercambios de personal: creación de consorcios

min. 3 entidades legales ubicadas en 3 países diferentes

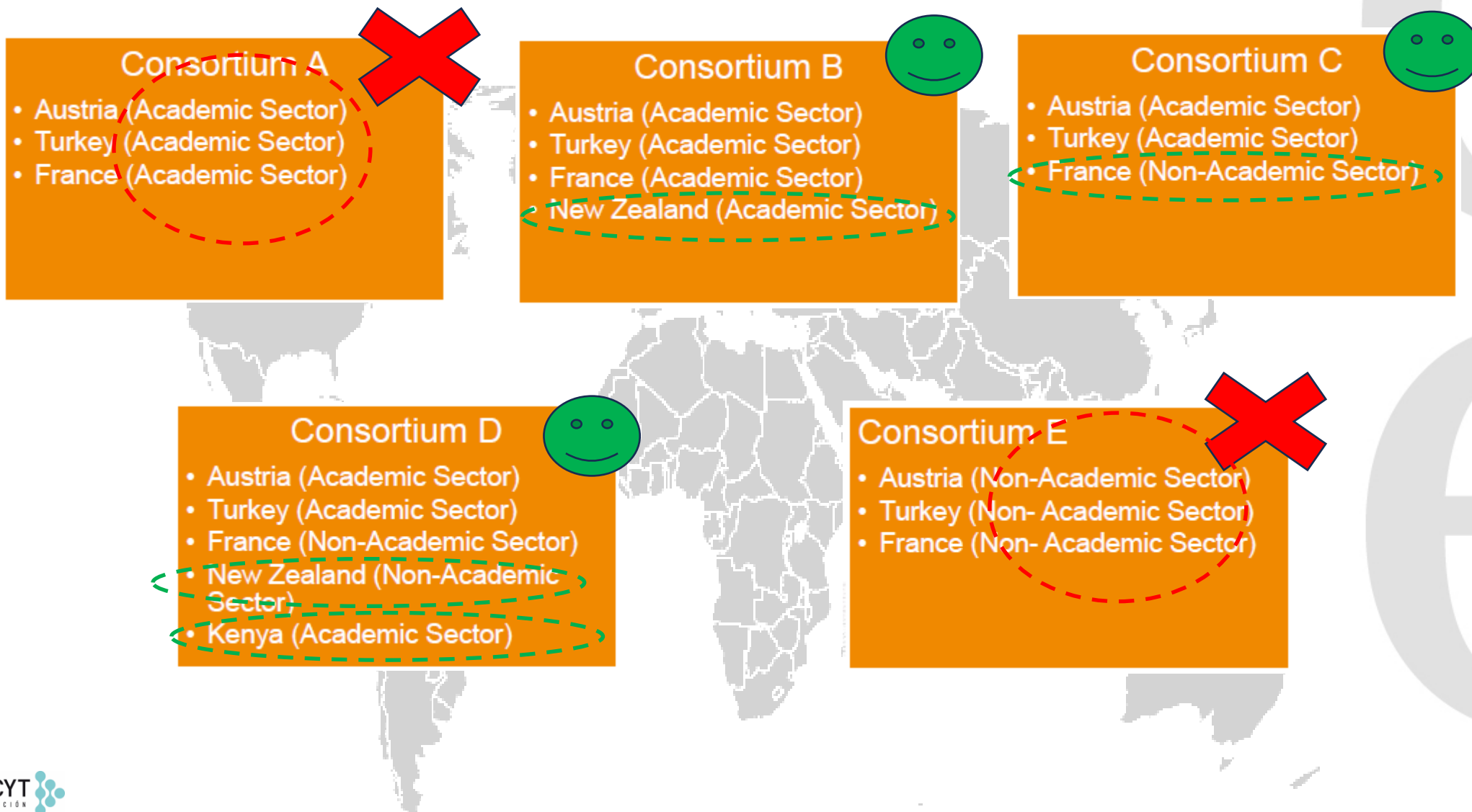
2 de las cuales están en Estados Miembro UE / Países Asociados HE

Si las entidades son del mismo **sector**, deberá haber un mínimo de 1 entidad en un País Tercero no asociado

Duración del proyecto: 4 años con un máximo de 360 PM de estancias



MSCA Intercambios de personal: creación de consorcios



MSCA Staff Exchange: Consorcios y roles

- No existe in tamaño típico de consorcio
- Desde 3 a >20 organizaciones
- Recomendación 6 a 10 organizaciones
- Siempre acorde a las necesidades del proyecto
- Dos tipos de participantes: *beneficiaries & associated partners*
- Número de *associated partners* razonable y ajustado al tamaño del proyecto

Beneficiary

- Estado Miembro de la UE of País Asociado a HE
- Tienen que enviar en *secondments*
- Pueden acoger *secondments*
- Pueden ofrecer oportunidades de formacion

Associated Partner

- En un Tercer País (TC)
- Pueden recibir *secondments*
- Pueden ofrecer oportunidades de formacion
- Pueden enviar en *secondments* (Low to Middle Income Countries)

[Listado de participación de países en Horizon Europe](#)

MSCA Intercambio de personal: ¿quién participa?



Personal
participante



Investigadores, personal técnico, o de gestión en apoyo a las **actividades de I+D+i de la acción**

Investigadores en cualquier etapa de su carrera profesional (tanto predoctorales como postdoctorales) **bajo la dirección de la institución**

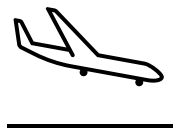
Con **suficiente experiencia** para llevar a cabo la actividad durante la estancia

Haber estado activamente implicado en las actividades de I+D+i de la institución durante **al menos 1 mes** antes de la primera estancia

MSCA Intercambio de personal: las estancias



Estancias



Duración **mínima de 1 mes y máxima de 12 meses** (a tiempo completo) para cada miembro del personal: se pueden dividir las estancias: 3 meses en beneficiario 1; 2 en Entidad Asociada 3etc.

Dedicación a **tiempo completo** al proyecto durante la estancia

Después de la estancia, se debe asegurar su **reintegración** en la entidad de origen

MSCA Intercambios de personal: estancias elegibles

**Secondments
interdisciplinarios**

		"HOSTING" (receiving seconded staff members)			
		Academic organisation in MS/AC (1)	Non-academic organisation in MS/AC (2)	Associated Partners eligible for funding	Associated Partners non-eligible for funding
"SENDING" (sending staff members from organization)	Academic organisation in MS/AC (1)	1/3	✓	✓	✓
	Non-academic organisation in MS/AC (2)	✓	1/3	✓	✓
	Associated Partners* eligible for funding	✓	✓	✗	✗
	Associated Partners non-eligible for funding	✗	✗	✗	✗

^{1/3} This symbol refers to same sector secondments up to 1/3 of the total implemented secondments funded by the EU as long as they are demonstrated to be interdisciplinary.

* Associated Partners eligible for funding (see List of Participating Countries in Horizon Europe)



Intercambios entre entidades del mismo país no son elegibles
Intercambios entre entidades de Países Terceros no son elegibles

MSCA Staff Exchange: Secondments

Scientific panel	Level 1 keywords	Level 2 keywords
Life Sciences (LIF)	L1-Molecular and Structural Biology	Forestry, biomass production (e.g. for biofuels) Biophysics (e.g. transport mechanisms, bioenergetics, fluorescence) Carbohydrate synthesis, modification and turnover DNA synthesis, modification, repair, recombination, degradation Lipid synthesis, modification and turnover Metabolism Molecular biology and interactions Protein synthesis, modification and turnover RNA synthesis, processing, modification and degradation Structural biology
	L2-Genetics, Genomics, Bioinformatics and Systems Biology	Applied genetic engineering, transgenic organisms, recombinant proteins, biosensors Bioinformatics Biological systems analysis, modelling and simulation Biostatistics Computational biology Epigenetics and gene regulation Genetic engineering Genetic epidemiology Genomics, comparative genomics, functional genomics Metabolomics Molecular genetics, reverse genetics and RNAi Pharmacogenomics Plant genetics Proteomics Quantitative genetics Systems biology Transcriptomics

<https://rea.ec.europa.eu/system/files/2021-10/MSCA%20Keywords.pdf>

MSCA Staff Exchange: Secondments

Planned secondment A

Austria (**Academic Sector**: Environmental chemistry – **V2**)



Turkey (**Non-academic Sector**: Air and water pollution control – **V2**)



Planned secondment B

France (Academic Sector: **Environmental toxicology at the population and ecosystems level** – **V3**)



Spain (Academic Sector: **Aquaculture, fisheries** – **V4**)



Planned secondment C

France (Academic Sector - Social Inclusion – **S1**)



Kenya (Academic Sector - Social Inclusion – **S1**)



Planned secondment D

New Zealand (Non-academic Sector: Environmental chemistry – **V2**)



Turkey (Academic Sector: Aquaculture, fisheries – **V4**)



Planned secondment E

Spain (**Academic Sector**: Bioinformatics – **L2**)



Austria (**Academic Sector**: Metabolomics – **L2**)



Planned secondment F

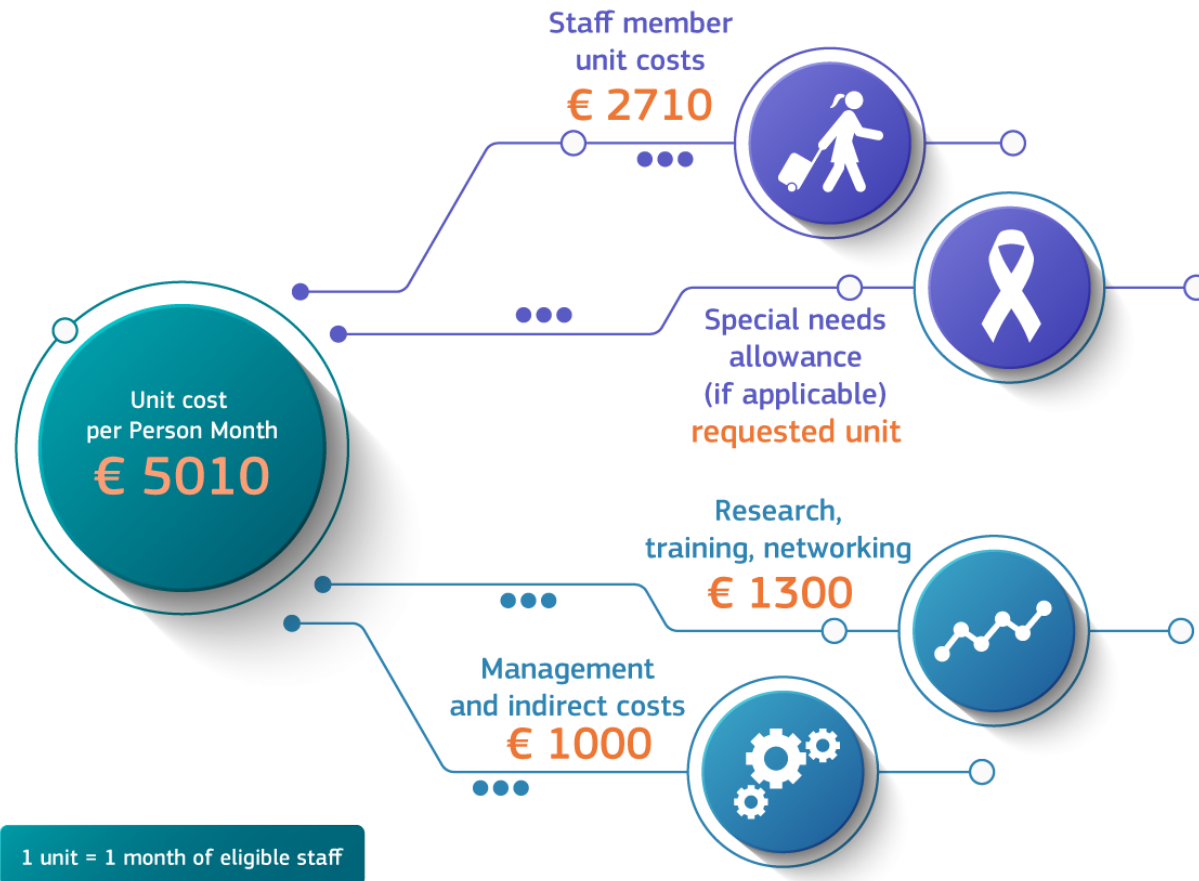
Kenya (Academic Sector - Social Inclusion – **S1**)



New Zealand (Non-academic Sector: Environmental chemistry – **V2**)



MSCA Staff Exchange: Financiación



STAFF MEMBER UNIT COSTS

- Covers costs of secondments: travel, subsistence...

RESEARCH TRAINING AND NETWORKING UNIT COSTS

- Covers research, training, networking costs during the secondment

MANAGEMENT AND INDIRECT UNIT COSTS

- Covers organization costs
- It can be used for common training events

MSCA Staff Exchange: Financiación

- PERSONNEL COSTS: “Top-up” al salario habitual del personal que vaya de secondment.
 - Se usa para cubrir gastos de viaje, alojamiento y subsistencia durante la estancia.
 - SPECIAL NEEDS ALLOWANCE: En caso de necesidad, para cubrir posibles gastos necesarios para que participe personal con diversidad funcional.
 - RESEARCH COSTS, TRAINING + MANAGEMENT COSTS: Pueden transferirse a “Associated Partners” a través de acuerdos de asociación.
- **No hay informes financieros detallados:** Meses de secondment completados (mínimo 1 mes)
 - Asegúrese de que todos los participantes comprendan las **reglas financieras** (*secondment* elegible min. 1 mes; costes institucionales vinculados a PM de *secondments*)
 - Beneficiarios declaran los **costes** y completan las **mobility declarations** de:
 - Su propio personal que va de *secondments*
 - El personal de los Associated Partners cuyos *secondments* acoge

MSCA Staff Exchange: Estructura de la propuesta



Part A - administrative forms

filled on-line on the Funding & Tenders Opportunities Portal



Part B1 - the proposal, max 32 pages (PDF uploaded)

Start page (1 page), table of contents (1 page), list of participating organisations

Excellence

Impact

Implementation, incl. Gantt Chart

Maximum 30 pages

Excess pages
disregarded



Part B2 - no page limit, PDF uploaded

Participating organisations (including 1 pg per Beneficiaries and ½ pg per Associated partners and non-academic beneficiaries table)

Explanation for the use of generative AI in the preparation of the proposal

Environmental considerations in light of the MSCA Green

MSCA Staff Exchange: Criterios de Evaluación

EXCELENCIA	IMPACTO	IMPLEMENTACIÓN
Calidad y pertinencia de los objetivos de investigación e innovación del proyecto (y en qué medida son ambiciosos y van más allá del estado del arte)	Desarrollar colaboraciones de investigación nuevas y duraderas, lograr la transferencia de conocimientos entre las organizaciones participantes y contribuir a mejorar el potencial de investigación e innovación a nivel europeo y mundial.	Calidad y eficacia del plan de trabajo , evaluación de riesgos y adecuación del esfuerzo asignado a los paquetes de trabajo
Solidez de la metodología propuesta (incluidos los enfoques i3, la consideración de la dimensión de género y otros aspectos de la diversidad, y la calidad de las prácticas de ciencia abierta)	Credibilidad de las medidas para mejorar las perspectivas profesionales de los funcionarios y su contribución al desarrollo de sus competencias	Calidad, capacidad y función de cada participante, incluidos los acuerdos de acogida y el grado en que el consorcio en su conjunto reúne la experiencia necesaria
Calidad de la interacción propuesta entre las organizaciones participantes a la luz de los objetivos de investigación e innovación	Idoneidad y calidad de las medidas para maximizar los resultados e impactos esperados, tal como se establece en el plan de difusión y explotación, incluidas las actividades de comunicación	
	La magnitud e importancia de la contribución del proyecto a los impactos científicos, sociales y económicos esperados	
50%	30%	20%

1. EXCELLENCE

1.1. Quality and pertinence of the project's **research and innovation objectives** (and the extent to which they are ambitious, and go beyond the state of the art)

1.2. Soundness of the proposed **methodology** (including international, interdisciplinary and inter-sectoral approaches, consideration of the gender dimension and other diversity aspects if relevant for the research project, and the quality of open science practices)

1.3. Quality of the **proposed interaction** between the participating organisations in light of the research and innovation objectives

1.1. QUALITY AND PERTINENCE OF THE PROJECT'S RESEARCH AND INNOVATION OBJECTIVES (AND THE EXTENT TO WHICH THEY ARE AMBITIOUS, AND GO BEYOND THE STATE OF THE ART)

- **Introduction, objectives and overview of the research programme.**
 - Detail the research and innovation objective + specific research objectives
 - Emphasize the “beyond state of the art”: methodology, secondments, trainings, dissemination, workplan, etc.
- **Pertinence and innovative aspects of the research programme.**
 - Expand on the state of the art to explain why the research is original, innovative and timely compared to the state of the art in the research area.
 - Why you need to work together
 - Benchmark against other EU funded projects and beyond.

1.1. QUALITY AND PERTINENCE OF THE PROJECT’S RESEARCH AND INNOVATION OBJECTIVES (AND THE EXTENT TO WHICH THEY ARE AMBITIOUS, AND GO BEYOND THE STATE OF THE ART)

The action should be divided in Work Packages¹ and described in the table:

Table 1 – Work Package¹ List

Work Package No.	Work Package title	Activity type (e.g. research, management, communication, dissemination) ²	Number of person-months involved per secondment ³	Lead beneficiary	Start month	End month

^[1] A **work package** is defined as a **major subdivision** of the proposed action.

^[2] Encode PM for RI activities only

^[3] The same PM should not be declared in multiple WP

- Break down the research programme into (typically) 3-4 discrete research Work Packages (WP) relating to the Research Objectives.
- Each WP should be understood as a thematic container
- Together, all your WPs should address the overarching research goal of your SE proposal, in an intersectoral and interdisciplinary fashion

Table B1: Work Package List

WP No	WP Title	Activity Type	No of person-months	Start Month	End month
1	Management and strategic planning	Management	6	2	36
2	Training/communication – Piloting research methods	Sharing Developing	3	3	12
3	Research- Data Collection	Research	9	15	26
4	Research – Data Analysis	Analysis	4	25	32
5	Dissemination, Exploitation and Public Engagement	Communication Dissemination	3	12	36

Table B3: Work Package¹ List

Work Package No	Work Package Title	Activity Type (e.g. Research, Training, Management, Communication, Dissemination...)	Number of person-months involved	Start Month	End month
1	High throughput phenotyping of wood quality	Research and training	78	1	45
2	Phenotyping tools for wood functional traits	Research and Training	46	1	45
3	Wood data integration and analysis	Research and training	15	3	48
4	Project coordination, management, internal and external dissemination	Management, communication, dissemination	10	1	48

STRENGTHS : 1.1

1. The **project objectives are clearly formulated** and extremely relevant from both theoretical and policy points of view. Concrete indicators for their measurement are properly defined.
2. The **theoretical framework of the project is sound and of high quality**. The proposal presents a convincing state-of-the-art analysis, providing a contextual background to the research. Advancements beyond state-of-the-art have also been sufficiently developed.
3. The **specific training, dissemination and collaboration objectives are also carefully prepared and detailed**, which is further clarified by providing a comprehensive breakdown of each type of objective with some level of quantification.
4. The **quality and novelty** of the planned research activities are sufficiently demonstrated and they are relevant to the current state-of-the-art.
5. The proposed research and innovation objectives are clearly described, **easily measurable and verifiable**; the innovative aspects are highly relevant.

1.2 SOUNDNESS OF THE PROPOSED METHODOLOGY (INCLUDING INTERNATIONAL, INTERDISCIPLINARY AND INTER-SECTORAL APPROACHES, CONSIDERATION OF THE GENDER DIMENSION AND OTHER DIVERSITY ASPECTS IF RELEVANT FOR THE RESEARCH PROJECT, AND THE QUALITY AND APPROPRIATENESS OF OPEN SCIENCE PRACTICES)

- **Overall methodology**
- **Integration of methods and disciplines** to pursue the objectives
- **Gender dimension and other diversity aspects**
- **Open science practices**
- **Research data management and management of other research outputs**

- **Overall methodology**

- Describe and explain the overall methodology including the concepts, models and assumptions that underpin your work.
- Explain how this will enable you to deliver your project's objectives.
- Refer to any important challenges you may have identified in the chosen methodology and how you intend to overcome them.

- **Integration of methods and disciplines**

- Explain how expertise and methods from different disciplines will be brought together
- What is novel/interesting about your particular approach
- How it can be achieved through secondment of staff

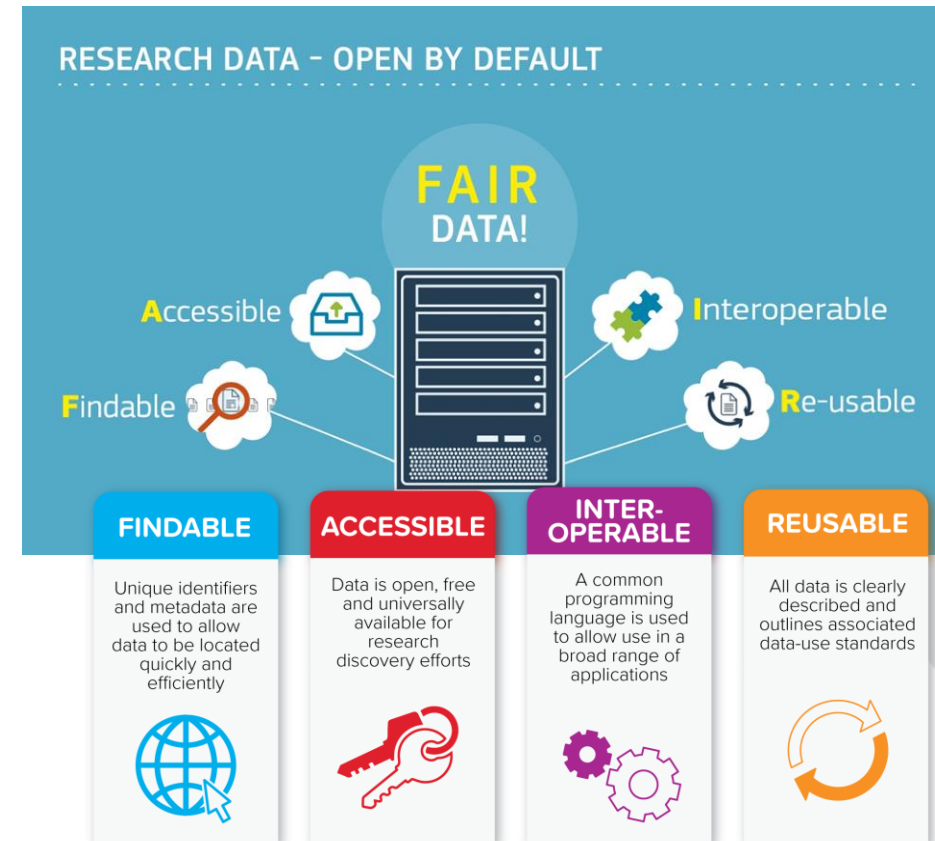
- **Gender dimension and other diversity aspects**

- Gender balance refers to share of different genders in a research team; addressed mainly under 3.1.
- Gender equality refers to equal treatment of men and women (for example by employers); addressed mainly under 3.1.
- Gender dimension and other diversity aspects in R&I content refers to the integration of sex and/or gender analysis through the entire R&I cycle, from the setting of research priorities through defining concepts, formulating research questions, developing methodologies, gathering and analysing sex/gender disaggregated data, to evaluating and reporting results and transferring them to markets into products and innovations which will benefit all citizens and promote gender equality.

1.2 SOUNDNESS OF THE PROPOSED METHODOLOGY (INCLUDING INTERNATIONAL, INTERDISCIPLINARY AND INTER-SECTORAL APPROACHES, CONSIDERATION OF THE GENDER DIMENSION AND OTHER DIVERSITY ASPECTS IF RELEVANT FOR THE RESEARCH PROJECT, AND THE QUALITY AND APPROPRIATENESS OF OPEN SCIENCE PRACTICES)

- Open science practices
- Research data management and management of other research outputs

Open Science Practise ²		Mandatory	Recommended
Early and open sharing of research	<ul style="list-style-type: none"> Preregistration, registered reports, preprints, etc. 		Yes
Research output management	<ul style="list-style-type: none"> Data management plan (DMP) 	Yes	
Ensure reproducibility of research outputs	<ul style="list-style-type: none"> Information on outputs/tools/instruments and access to data/results for validation of publications 	Yes	
Open access to research outputs through deposition in trusted repositories	<ul style="list-style-type: none"> Open access to publications Open access to data Open access to software, models, algorithms, workflows etc. 	Yes, for peer-reviewed publications and research data ('as open as possible as closed as necessary')	Yes, for other research outputs.
Participate in open peer-review	<ul style="list-style-type: none"> Publish in open peer-reviewed journals or platforms 		Yes
Involving all relevant knowledge actors	<ul style="list-style-type: none"> Involve citizens, civil society, and end-users in co-creation of content (e.g., crowd-sourcing, etc.) 		Yes



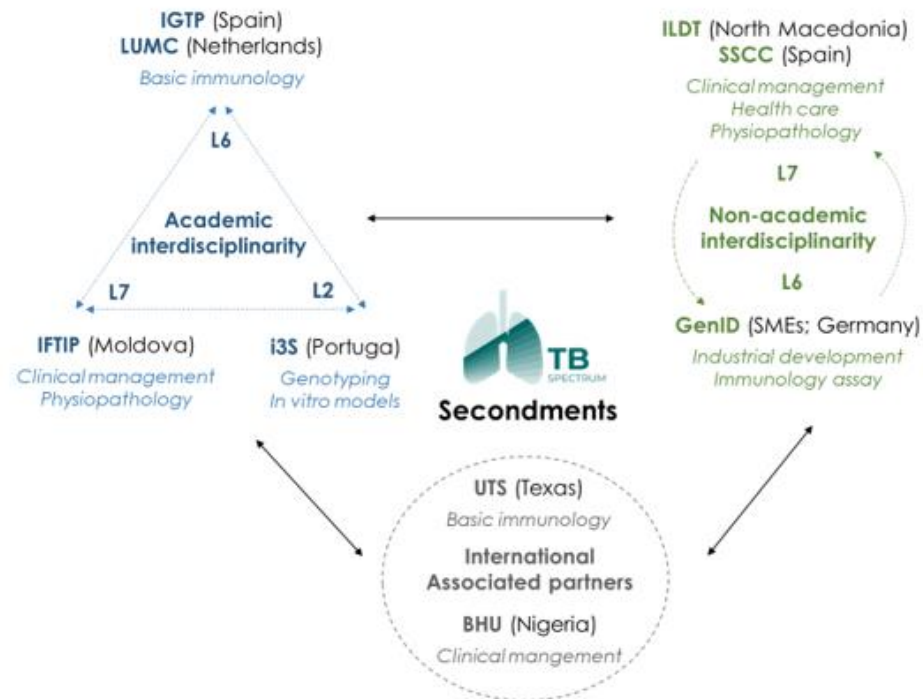
STRENGTHS: 1.2

1. *The overall methodology is appropriate and very well describes the challenges to be faced. Integration of methods and disciplines to pursue the objectives is well above average.*
2. *The project benefits from a very good methodology. It emphasizes the challenges which could be met during the realization of the foreseen tasks.*
3. *The interdisciplinary and intersectoral nature of planned activities is well demonstrated: the proposed activities will bring together a comprehensive international multidisciplinary network of experts, and will be supported by a well-structured secondment programme.*
4. *The gender dimension is well addressed in terms of the research with consideration of female preferences and requirements being considered, and also in terms of project implementation through a gender equality plan.*
5. *Open science practices including the accessibility of the different forms of data are described in detail and adequately referred to the FAIR principles. The data management is convincingly described. In addition, the issues related to the ownership of large data files are considered in detail.*

1.3 QUALITY OF THE PROPOSED INTERACTION BETWEEN THE PARTICIPATING ORGANISATIONS IN LIGHT OF THE RESEARCH AND INNOVATION OBJECTIVES

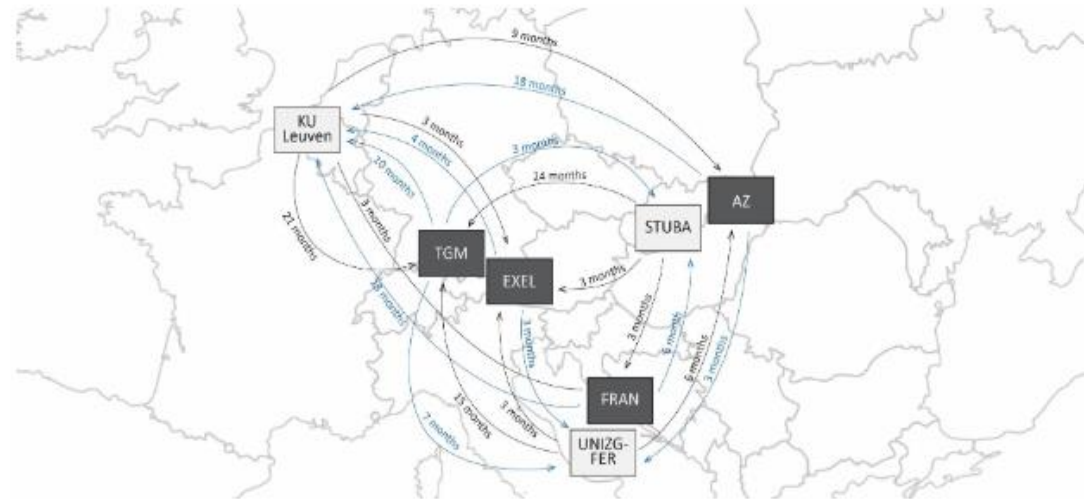
- **Contribution of each participating organisation in the activities planned**
 - Clear contribution of each participating organisation
 - Expertise, contribution to networking events, and their level of participation in the secondments (e.g., table or diagram)
- **Justification of the main networking activities**
 - Describe the networking activities that will be organised to share knowledge (e.g. workshops, meetings, trainings, online networking, etc.)
 - Justify how these will contribute to the knowledge-sharing objectives (i.e., why these particular activities?)

1.3 QUALITY OF THE PROPOSED INTERACTION BETWEEN THE PARTICIPATING ORGANISATIONS IN LIGHT OF THE RESEARCH AND INNOVATION OBJECTIVES



About the Papabuild project

- Project goals can be reached only by a great mobility of the partners in the project



STRENGTHS: 1.3

1. *Each partner's contribution to the project and their expertise and involvement in the scientific activities are convincingly presented. Particularly the diagrams showing the interactions between work packages and the secondment periods between participants are clear and informative.*
2. *The proposal provides credible details on the expertise of each participant and how they are brought together to achieve the project's objectives.*
3. *The proposal demonstrates a broad interdisciplinary and inter-sectoral network for research and knowledge sharing, achieved through well-balanced and well-justified secondments in terms of the MSCA - SE scheme.*
4. *In addition to the secondments, several different networking activities (e.g., summer schools, workshops, etc.) involving the seconded researchers have been appropriately described.*

2. IMPACT

2.1. Developing new and lasting research **collaborations**, achieving **transfer of knowledge** between participating organisations and contribution to improving research and innovation potential at the European and global level

2.2. Credibility of the measures to enhance the **career perspectives** of staff members and contribution to their skills development

2.3. Suitability and quality of the measures to maximise expected **outcomes and impacts**, as set out in the dissemination and exploitation plan, including communication activities

2.4. The magnitude and importance of the project's contribution to the expected **scientific, societal and economic impacts**.

2.1 DEVELOPING NEW AND LASTING RESEARCH COLLABORATIONS, ACHIEVING TRANSFER OF KNOWLEDGE BETWEEN PARTICIPATING ORGANISATIONS AND CONTRIBUTION TO IMPROVING RESEARCH AND INNOVATION POTENTIAL AT THE EUROPEAN AND GLOBAL LEVEL

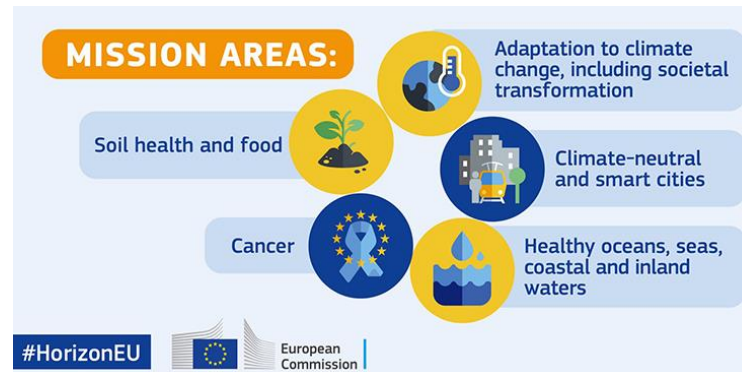
- **Describe the development and sustainability of new and lasting research collaborations resulting from international, interdisciplinary and/or inter-sectoral secondments and the networking activities implemented.**
 - Explain how the secondments and networking activities will help to develop a lasting collaboration between the participants
 - Outline plans for continuing it after the project has ended (e.g., potential new collaborative projects MSCA DN, COST, Erasmus+...)
- **Describe how the project will generate knowledge transfer that will benefit the participating organisations.**
 - Outline the benefits of the knowledge-sharing experience (e.g., gaining intersectoral experience, sustainable partnerships, access to infrastructures, talent attraction capacity, knowledge valorisation processes, etc.)
- **Describe the contribution of the action to the improvement of the research and innovation potential within Europe and/or worldwide.**
 - Links to relevant EU research strategies
 - Links to relevant EU policies

2.1 DEVELOPING NEW AND LASTING RESEARCH COLLABORATIONS, ACHIEVING TRANSFER OF KNOWLEDGE BETWEEN PARTICIPATING ORGANISATIONS AND CONTRIBUTION TO IMPROVING RESEARCH AND INNOVATION POTENTIAL AT THE EUROPEAN AND GLOBAL LEVEL



Policy priorities

-  Attractive working and employment conditions
-  Equal opportunities, diversity and inclusiveness
-  Open Science and responsible R&I
-  International cooperation & foreign interference
-  Academic freedom & freedom of scientific research
-  Quality supervision
-  Environmental sustainability
-  Feedback to policy



STRENGTHS: 2.1

1. The proposal **credibly addresses a strategy supporting lasting research collaborations**. Existing collaborations and new opportunities for partnerships among the partners are well explained.
2. The consortium **brings together participants with different profiles**, involving experts from different areas, which makes the project interesting for both academia and industry.
3. There is an **excellent analysis of the activities and methodology to achieve knowledge transfer between researchers**. This is further substantiated by the clear intention to provide a **coherent programme** of tutorials, hands-on-training, short courses and other initiatives.
4. The project clearly contributes to supporting the **ERA's R&I performance** and enhancing **EU economic competitiveness** in accordance with the **Europe 2020 strategy**.

2.2 CREDIBILITY OF THE MEASURES TO ENHANCE THE CAREER PERSPECTIVES OF STAFF MEMBERS AND CONTRIBUTION TO THEIR SKILLS DEVELOPMENT

- **Describe how the action contributes to realising the potential of individuals and provides new skills, enhances their knowledge and career perspectives.**
 - How participating in the project will help the Staff to enhance their potential and improve their career prospects
 - ✓ New knowledge gained (e.g., research skills, transferable skills)
 - ✓ Mobility to academic/non-academic sector and/or organisations outside Europe (i.e. experiencing different research environments);
 - ✓ Improved understanding of the benefits of international and/or cross-sectoral research
 - ✓ Opening their eyes to new career options, particularly outside academia
 - ✓ Raising their profile through networking, research outputs and communication activities to different target groups (including the media & general public)

STRENGTHS & WEAKNESSES

1. *The proposal clearly defines how the project will enhance the career perspectives of involved staff, considering the sector, country, and stage of the staff member, and will provide a diverse training program for the staff.*
2. *A very detailed account is provided to show how the career profile of seconded researchers is to be enhanced by their participation. A comprehensive listing of skills in respect of academic and non-academic attributes has been provided, with links to the ways that these might contribute positively to the career-progression of the target group.*
3. *The measures for the career development of the participating European researchers are very well planned. The technical staff's involvement and specific learning aspects are an excellent addition to this plan.*
4. *The potential impact of the project on the researchers' career perspective is well described. The early-stage researchers will have access to very good scientific and soft skills training. The project will enhance their employability both in the public and private sectors.*

2.3 SUITABILITY AND QUALITY OF THE MEASURES TO MAXIMISE EXPECTED OUTCOMES AND IMPACTS, AS SET OUT IN THE DISSEMINATION AND EXPLOITATION PLAN, INCLUDING COMMUNICATION ACTIVITIES

- **Plan for the dissemination and exploitation activities, including communication activities**
 - **First version** of your 'Plan for the dissemination and exploitation including communication activities'..
 - Activities must be strategically planned, with **clear objectives**, start at the outset and continue through the **lifetime of the project**.
 - **Main messages** as well as the **tools** and **channels** that will be used to reach out to each of the chosen target groups.

Communication and public engagement

About the project and results

Starts at the beginning of the project

Multiple audiences

Inform and reach out to society, show the benefits of research

General media, social media, different type of events, popular science publications

Dissemination and exploitation

About results only

When results are available and after the end of the project

Potential professionals that may use the results in their own work

Enable use and uptake of results

Publications, conference presentations...

2.3 SUITABILITY AND QUALITY OF THE MEASURES TO MAXIMISE EXPECTED OUTCOMES AND IMPACTS, AS SET OUT IN THE DISSEMINATION AND EXPLOITATION PLAN, INCLUDING COMMUNICATION ACTIVITIES

- **Strategy for the management of intellectual property**

- Outline **plans to exploit** any IP/commercial potential arising from the programme.
- Foresee **Consortium Agreement to manage** (amongst other things) the ownership and access to key knowledge (IPR, research data etc.)
- Advice from your **Technology Transfer Office**
- Describe the **potential impact of exploiting** the commercial potential of the research results.

Intersectoral exchange (academic to non-academic sector and industry) requires different IP policies/interest, difference in publication and exploitation

International dimension EU-MS/AC vs. third countries – different IP laws and regulations;

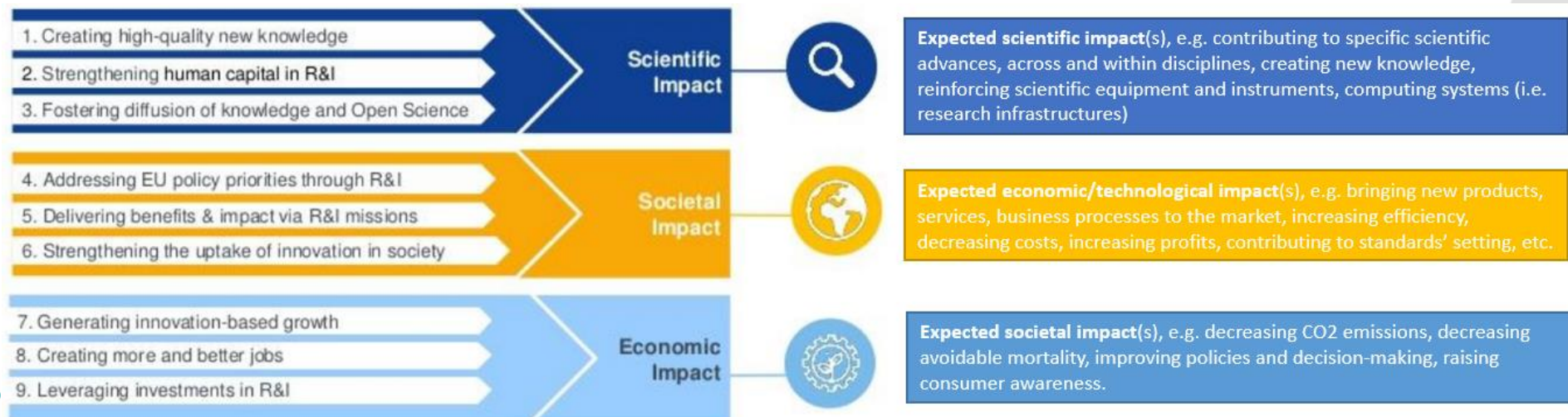
Secondments focusing on the explanation of complementary competences of the participants (host organisation and secondment host organisation) – **granting access to background/results for/by secondees** (“visitors”).

STRENGTHS: 2.3

1. *The proposal has a detailed plan for dissemination and exploitation, which includes a wide variety of appropriate actions and communication channels. This will be used to improve the visibility of the results and maximize the impact of the project.*
2. *The dissemination of the scientific results through articles, conferences, workshops, and public discussions have been presented in detail, and the main events have been listed.*
3. *The communication strategy is sufficiently detailed, and the communication channels used during the project lifetime to communicate results are sufficiently explained.*
4. *The IP management plan is relevant to the objectives of the proposal and adequately considered.*

2.4 THE MAGNITUDE AND IMPORTANCE OF THE PROJECT'S CONTRIBUTION TO THE EXPECTED SCIENTIFIC, SOCIETAL AND ECONOMIC IMPACTS (PROJECT'S PATHWAYS TOWARDS IMPACT)

- **Provide a narrative explaining how the project's results are expected to make a difference in terms of impact, beyond the immediate scope and duration of the project.**
 - Only include such **outcomes and impacts** where your project would make a significant and direct contribution.
 - Give an indication of the **magnitude (how widespread) and importance (value)** of the project's contribution to the expected outcomes and impact.
 - Provide **quantified estimates** where possible and meaningful.
- **Be specific, referring to the effects of your project, and not R&I in general in this field. State the target groups that would benefit.**



STRENGTHS: 2.4

1. *The overall added value of the proposal and impact are sufficiently described. Concrete expected scientific, economic/technological and societal impact(s) are convincingly presented and they are all relevant.*
2. *The potential scientific impact of the proposed activities beyond the scope and duration of the project is correctly identified and generally realistic.*
3. *The description of the project's impact in scientific, societal, and economic terms is clearly presented with appropriate performance indicators.*
4. *The planned activities have a good potential to make a difference in terms of scientific impact, beyond the scope and the duration of the project.*

3. IMPLEMENTATION

3.1 Quality and effectiveness of the work plan, assessment of risks and appropriateness of the effort assigned to work packages

3.2 Quality, capacity and role of each participant, including hosting arrangements and extent to which the consortium as a whole brings together the necessary expertise

- **Consistency and adequacy of the work plan and the activities proposed to reach the action objectives (research/innovation activities, training, transfer of knowledge, etc.).**
 - **Effort** for each WP is in line with the **amount of work involved (secondments)** and the overall needs of the project.
 - For each WP, make sure **objectives** are clearly presented.
 - Have an **adequate number** of significant **deliverables and milestones** not only for the **scientific** aspects but also for the **management, training and dissemination** activities.
 - **Allocation of tasks and resources** make sure it is **adequate to the capacities** of participating institutions (including relevant knowledge and expertise).
- **Credibility and feasibility of the secondments proposed. Describe how the proposed secondments are necessary, their duration is appropriate, and the staff profiles are suitable to implement the activities described.**
 - Clearly structured and feasible (duration and staff availability)
 - Link between work packages (and the associated research objectives) is well addressed.
 - Make sure that the **distribution of the secondments is balanced** throughout the years of project implementation and justified and **linked to the scientific activities/appropriate staff profiles**.
 - **Secondments** needs to be **aligned with participants' capacity**.

3.1 QUALITY AND EFFECTIVENESS OF THE WORK PLAN, ASSESSMENT OF RISKS AND APPROPRIATENESS OF THE EFFORT ASSIGNED TO WORK PACKAGES

Table 2: Work Package description

Work Package no.	"X"	Start/end month ⁶	_/_				
Work Package title	(e.g.: relevant title reflecting the R&I goals, Training, Transfer of knowledge activities, Management, Communication, Dissemination, etc.)						
Lead participant							
Participating organisation short name**							
Total person months per Participating organisation:							
Objectives: <i>Explain the main objectives of the Work Package (e.g.: R&I, Training, Transfer of Knowledge (Through secondments, After secondments /Through reintegration-)</i>							
Description of Work and role of specific beneficiaries/associated partners broken down and listed into numbered tasks including the following details: Task "X.1" <ul style="list-style-type: none"> Total number of person months allocated to secondments= " " " " " " Brief description of the task in terms of relevant information concerning the specific activity/goal, the leading organisation of the task, the role(s) of the participating organisation(s), the profiles of the involved staff members, etc. Task "X.X" <ul style="list-style-type: none"> ... 							
Description of deliverables: <i>- provide a brief description of the planned deliverables that is consistent with the deliverables to be listed from all Work Packages in Table 3</i> <i>- i.e.: consider consolidating the above listed tasks into a reasonable number of concrete outcomes (scientific and/or management, training and dissemination deliverables)</i>							

*Add a table for each Work Package with a number

**The participating organisation short name and person-months allocated to each participating organisation should be coherent with the tables in Part A of the proposal.

3.1 QUALITY AND EFFECTIVENESS OF THE WORK PLAN, ASSESSMENT OF RISKS AND APPROPRIATENESS OF THE EFFORT ASSIGNED TO WORK PACKAGES

Deliverables example

Scientific Deliverables						
Deliverable Number	Deliverable Title	WP No.	Lead Beneficiary Short Name	Type	Dissemination Level	Due Date
D5.1	Publication to disseminate the aims the project	5		PDE	PU	12/16
D3.1	Complete data set of observations and interviews	3		R	CO	12/18
D3.2	Complete transcription of interview data	3		R	CO	12/18
D3.3	Working paper from each country outlining the initial findings	3		R	CO	2/19
D4.1	Working paper analyzing teaching for social justice practices across the three countries	4		R	CO	4/19
D5.2	Submission of peer reviewed papers on practices in each country	5		PDE	PU	10/19
D5.3	Proceedings of international conferences	5		PDE	PU	4/19
D5.4	Proposal for an edited book and/or special edition of a journal	5		PDE	CO	12/19

Management, Training, and Dissemination Deliverables						
Deliverable Number	Deliverable Title	WP No.	Lead Beneficiary Short Name	Type	Dissemination Level	Due Date
D1.1	Staff exchange registration and reporting forms	1		ADM	CO	5/17
D1.2	Memorandum of understanding on long term collaboration	1		ADM	CO	5/17
D1.3	Develop a website to publish working papers	1		ADM	PU	5/17
D1.4	Ethics approval	1		ADM	CO	7/17
D1.5	Project progress report	1		ADM	CO	12/17 12/18 12/19
D2.2	Observation schedule and CIT interview schedule developed	2		Other	CO	12/17
D2.3	Completion of training and interviewers	2		Other	CO	12/17
D 4.2	Working paper describing PETE and in-service teacher education strategy	4		R	CO	6/19
D5.4	Proceedings from teacher education for social justice interventions	5		PDE	PU	12/19

Risk example

	Description of Risk	WP No	Proposed mitigation measures
R1	Members of the research exchange team (RET) leaving their institutions	WP 1-5	Emerging research will be stored on a research website. A memorandum of understanding will be signed by the research participants ensuring that intellectual property generated through [REDACTED] will remain with the research group rather than the individuals
R2	Delays in planned secondments or deliverables.	WP 1-5	Each RET is made up of a minimum of three. A minimum of two members would be required for each WP. Each RET has the capacity to second additional researchers. [REDACTED] has in place a process by which the progress of deliverables will be monitored throughout the project.
R3	Partner withdrawal	WP 1-5	All institutions and partners have ensured their participation in the project. All institutions have got endorsement from their faculties and their universities.
R4	Problems with creation of effective communication system	WP1 1-5	The project is depending on effective communication system. Each home institution has IT-support that ensure that the university's IT-service run smoothly and match the requirements of the project.
R5	Problems with dissemination	WP5	The dissemination activities will effectively be monitored through all the different networks each institution are engaged in and through different national and international channels in the field.

Additional risks

- Delay due to partner(s) failing to meet important deadlines
- Incapacity of the Project Coordinator
- Incapacity of one of the partners

STRENGTHS: 3.1

1. The work packages are **clearly presented** in terms of objectives, tasks and deliverables and the project is **credible and feasible** through the proposed activities.
 2. The project **schedule is well detailed** and **guarantees that interrelationships** between the WPs and partners will be carried out effectively. Also, the duration of the proposed secondments is appropriate to achieve the objectives. The work plan in terms of tasks and deliverables is very well detailed and coherent.
 3. The **person-months allocated** to each work package are sufficient and the **secondments are directly related to concrete tasks**.
-
1. Both **technical and administrative risks are considered in detail**, and their **mitigation plan is well presented**.

3.2. QUALITY, CAPACITY AND ROLE OF EACH PARTICIPANT, INCLUDING HOSTING ARRANGEMENTS AND EXTENT TO WHICH THE CONSORTIUM AS A WHOLE BRINGS TOGETHER THE NECESSARY EXPERTISE

- **Appropriateness of the infrastructure and capacity of each participating organization**
 - Who does what and why
 - Necessary infrastructures for all aspects of the project (research, innovation, communication, management...)
 - Highlight institutional assets to support exchange: EURAXESS centres, HRS4R, GEPs, etc.
- **Consortium composition and exploitation of participating organisations' complementarities**
 - Coherent and effective workplan of the consortium
 - Complementarities and synergies among consortium members
 - Commitment of Third Country Associated Partners (incl., own budget of High-income TC)

STRENGTHS: 3.2

1. The **cutting-edge scientific infrastructure** and dedicated staff in the institutions involved in the project will be shared during the project implementation and secondments.
2. The **number of staff available for the project is justified**, and the staff **member profiles have been carefully considered** to support the project. The tasks assigned to participants are aligned with their relative expertise
3. The participating organisations have high-quality facilities and infrastructure that support the execution of the project and achieving the research objectives and goals. The participating principal investigators have excellent proven expertise, and the **partners have multidisciplinary and complementary expertise** to execute the work plan.
4. The researchers' competencies and expertise are very well described, convincingly demonstrating their compatibility and complementarity. **The tasks assigned to each partner are coherent with their expertise.**
5. Consortium participants have extensive **experience working on EU funded projects**. The expertise of all participants is compatible and very complementary, allowing the effective delivery of the project objectives.

4. PARTICIPATING ORGANISATIONS

Table 5– Data for non-academic beneficiaries

Name	Location of research premises (city/country)	Type of R&I activities	No. of full - time employees involved in the project	No. of employees in R&I	Web site	Annual turnover (approx. in Euro)

Table 6 – Organisations (Beneficiaries and Associated partners) data

Beneficiary (organisations in EU MS/AC) legal name	
General description	
Role and profile of key people	Include names, qualifications of the person(s) supervising the action.
Key Research Facilities, Infrastructure and Equipment	Demonstrate that the team has sufficient resources to offer a suitable environment to seconded staff and to contribute significantly to the research/innovation activities proposed.
Independent research premises?	Please explain the status of the beneficiary's research facilities – i.e. are they owned by the beneficiary or rented by it? Are its research premises wholly independent from other beneficiaries and/or associated partner organisations in the consortium?
Previous Involvement in Research and innovation actions	Describe relevant research/ innovation actions in which the organisation took part
Current involvement in Research and Innovation actions	Describe relevant research/ innovation actions in which the organisation is currently participating
Publications and/or research/ datasets/ softwares/ innovation products/ other achievements	Max 5 key elements of the achievement, including a short qualitative assessment of its impact and (where available) its digital object identifier (DOI) or other type of persistent identifier (PID). Publications, in particular journal articles, are expected to be open access. Datasets are expected to be FAIR and 'as open as possible, as closed as necessary'.

Associated partner organisations Legal Name	
General description	
Role and Profile of key people	As above
Key research facilities, infrastructure and equipment	As above
Do you have independent research premises?	As above
Previous involvement in research and innovation actions	As above
Current involvement in research and innovation actions	As above
Publications and/or research /datasets/ softwares/ innovation products/ other achievements	Max 3 key elements of the achievement, including a short qualitative assessment of its impact and (where available) its digital object identifier (DOI) or other type of persistent identifier (PID). Publications, in particular journal articles, are expected to be open access. Datasets are expected to be FAIR and 'as open as possible, as closed as necessary'.

Recursos: Funding & Tender Portal

MSCA Postdoctoral Fellowships 2025

HORIZON-MSCA-2025-PF-01-01

Topic

Call for proposal

Internal navigation

General information

Topic description

Topic updates

Mission

Destination

Conditions and documents

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Call updates

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Programme

Horizon Europe (HORIZON)

Call

MSCA Postdoctoral Fellowships 2025 (HORIZON-MSCA-2025-PF)

Type of action	Type of MGA	
HORIZON-TMA-MSCA-PF-GF HORIZON TMA MSCA Postdoctoral Fellowships - Global Fellowships	HORIZON Unit Grant [HORIZON-AG-UN]	<div><div></div>Forthcoming</div>
Deadline model	Planned opening date	Deadline date
single-stage	09 April 2025	10 September 2025 17:00:00 Brussels time
Type of action	Type of MGA	
HORIZON-TMA-MSCA-PF-EF HORIZON TMA MSCA Postdoctoral Fellowships - European Fellowships	HORIZON Unit Grant [HORIZON-AG-UN]	<div><div></div>Forthcoming</div>
Deadline model	Planned opening date	Deadline date
single-stage	09 April 2025	10 September 2025 17:00:00 Brussels time

Topic description

Expected Outcome:

Project results are expected to contribute to the following outcomes:

For supported postdoctoral fellows...

⌵

Show more

- Information about the call
- Documentation
- Start application
- FAQ
- Partner search

<https://ec.europa.eu/info/funding-tenders/opportunities/portal/screen/opportunities/topic-details/horizon-msca-2025-pf-01-01>

Recursos: Puntos Nacionales de Contacto

			
Xavier Eekhout Representante y NCP	Jesús Rojo NCP	Leticia Riaza NCP	Julio Marchamalo NCP
FECYT	Fundación Madri+d	FECYT	FECYT

← msca@fecyt.es →

RECURSOS: MSCA-NET / RADIANCE

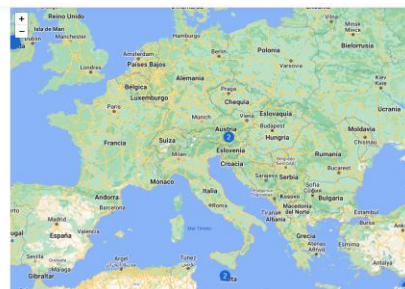
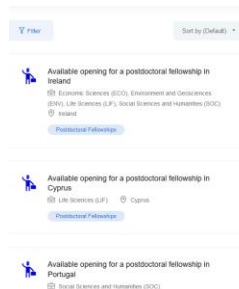


MSCA-NET

- Horizon Europe project whose main objective is to facilitate the **transnational cooperation between National Contact Points (NCPs)** for the MSCA in order to achieve a consistent and harmonized level of NCP support

- <https://msca-net.eu/>
- <https://twitter.com/MSCANetwork>

- Guides for the preparation of MSCA proposals
- NCP contacts
- MSCA Policy briefs
- Capacity building for MSCA NCPs:
 - Trainings
 - Mentoring
 - Twinning



Policy Briefs

10 policy briefs will provide you with a comprehensive overview of the EU policy priorities with a focus on the MSCA.

- Gender Policy Brief
- Green Deal Policy Brief
- Missions Policy Brief
- Open Science Policy Brief
- Synergies Policy Brief
- Charter for researchers Policy Brief
- Supervision Policy Brief
- Widening Policy Brief
- Policy Brief AI
- Policy Brief Ethics

MSCA-NET

STAFF EXCHANGES HANDBOOK
CALL 2024

Deliverable 3.8

MSCA-NET

NETWORK OF THE MARIE SKŁODOWSKA-CURIE ACTIONS NATIONAL CONTACT POINTS

Task 3.4
Issued by:
Issued date:
Work Package Leader:

Handbooks
Agency for Mobility and EU Programmes, Croatia (HR)
18 December 2024
InnovationAuth (IL)

Recursos: Matchmaking Platform



MSCA-NET



You can participate as:

- ✓ **Institution** - find partners to discuss Doctoral Network Proposals, Staff Exchanges project Ideas, and more. Build a competitive consortium.
- ✓ **Company** - find partners and fellows to prepare competitive proposals, offer non-academic placement

<https://msca.b2match.io/>

MSCA Staff Exchanges 2025 Info Session

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Staff Exchanges Info session

5 • 06 • 2025
10:00 - 12:30 CEST

Join us in-person or online!

MSCA
Marie Skłodowska-Curie **Actions**
Developing talents, advancing research

 European
Commission



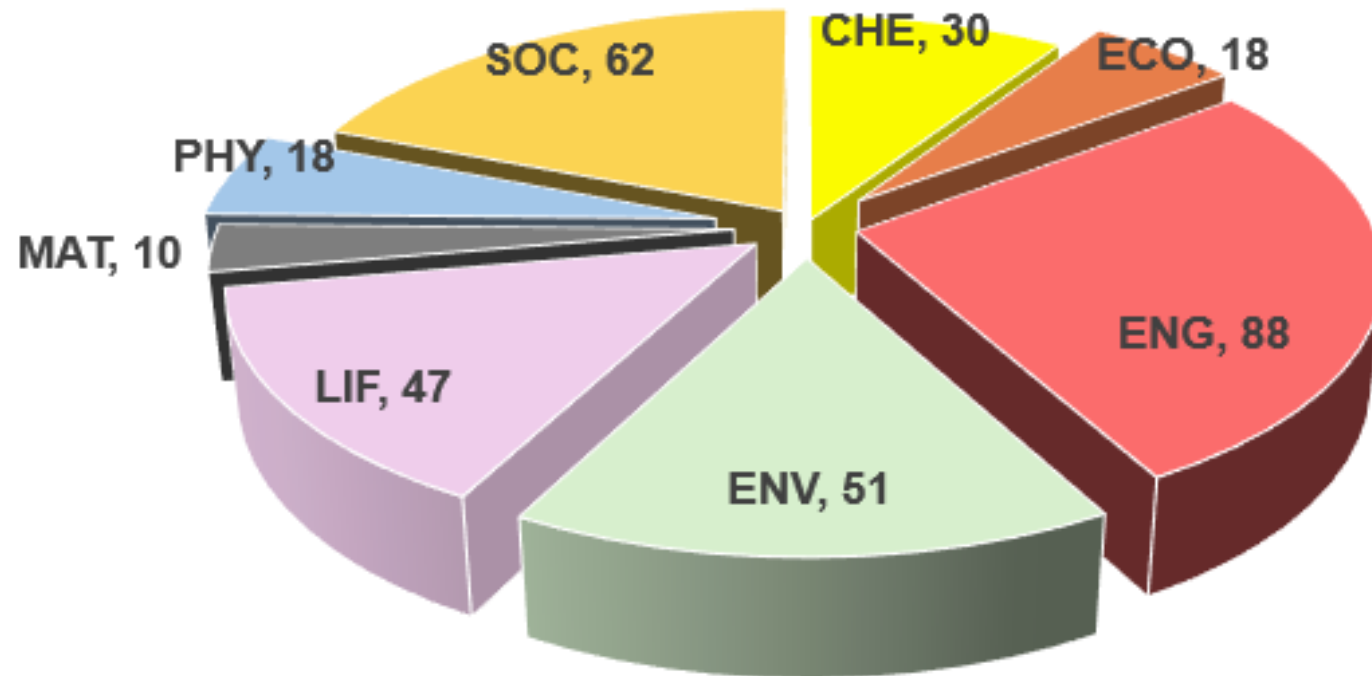
Universitat d'Alacant
Universidad de Alicante

Salón de Actos-Edificio
Germán Bernácer
, 03690 San Vicente del
Raspeig, Alicante

[https://research-innovation-
community.ec.europa.eu/events/MHQYt2rvVU6
3UOpwU0bav/overview](https://research-innovation-community.ec.europa.eu/events/MHQYt2rvVU63UOpwU0bav/overview)

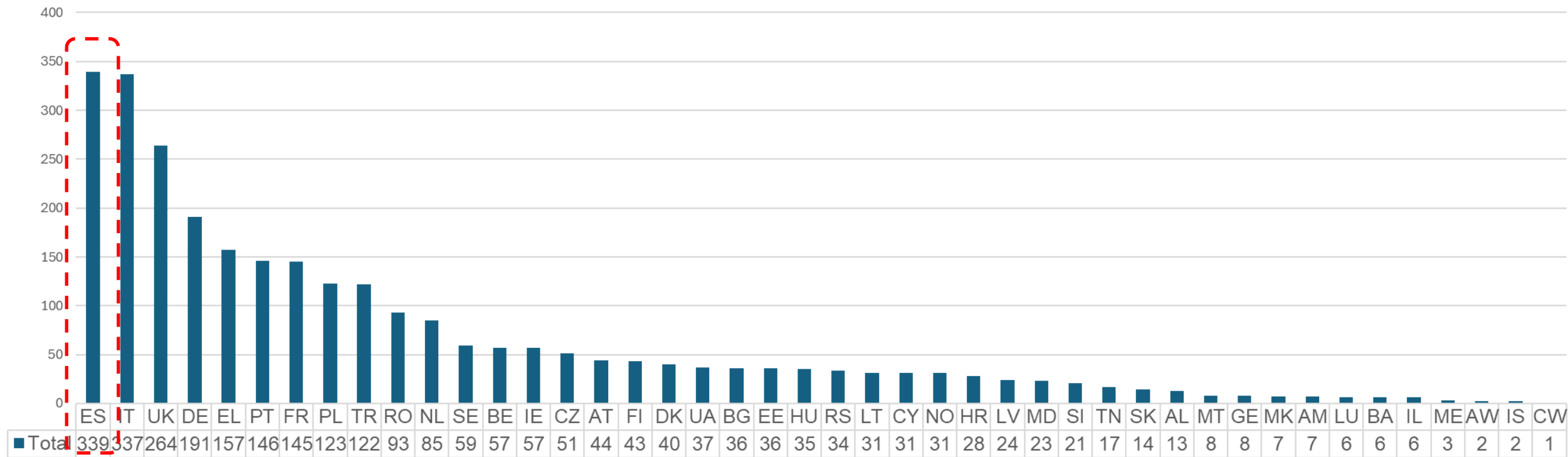
SE 2024 call

Submitted proposals per panel

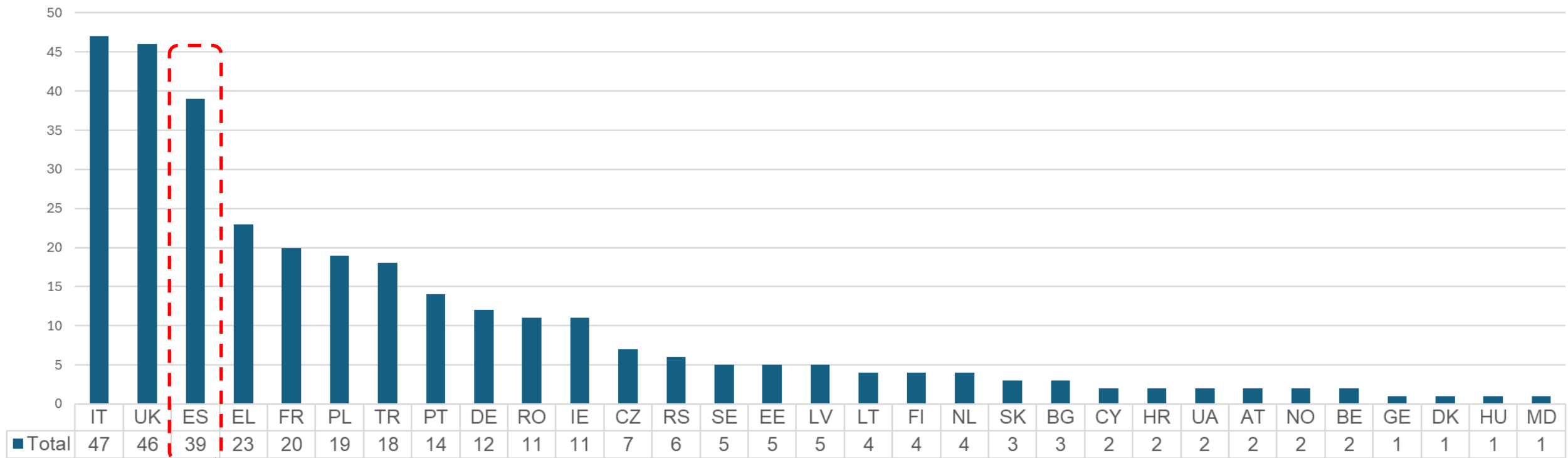


Panel	Proposals	%
CHE	30	9%
ECO	18	6%
ENG	88	27%
ENV	51	16%
LIF	47	15%
MAT	10	3%
PHY	18	6%
SOC	62	19%
Total	324	100%

SE 2024 call – Evaluated Beneficiaries' participation (MS/AC)

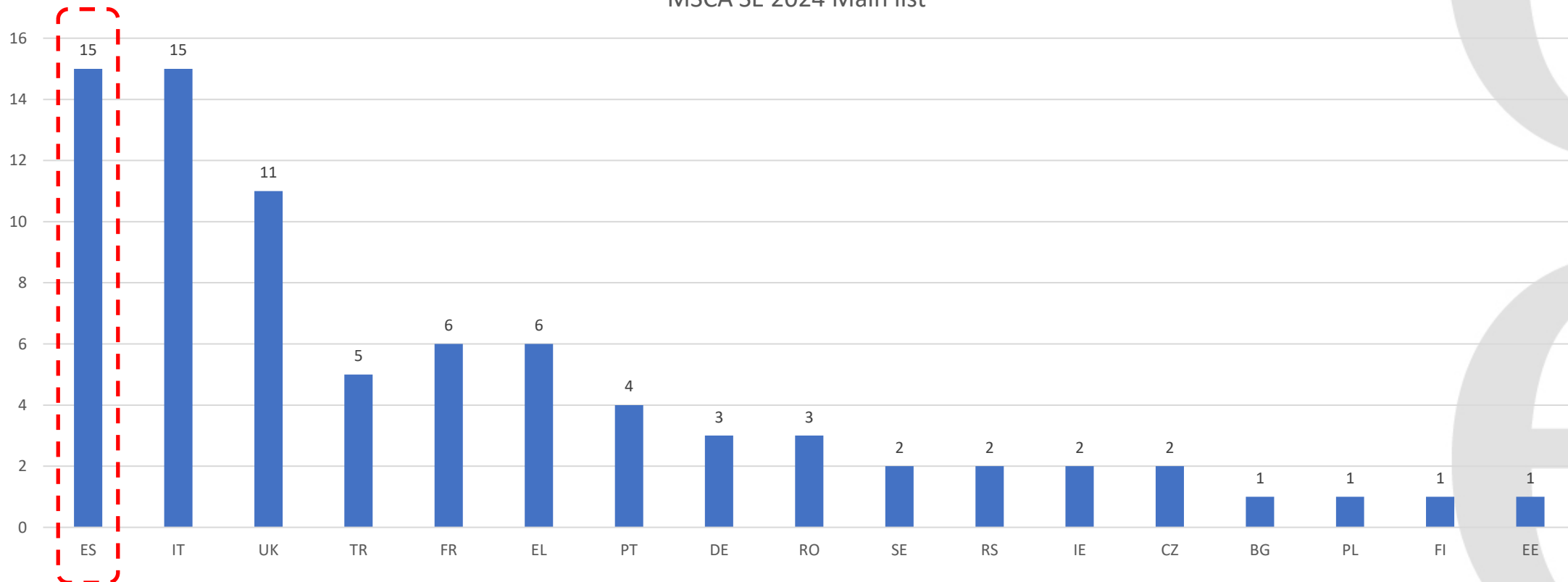


SE 2024 call - Evaluated Coordinators by country

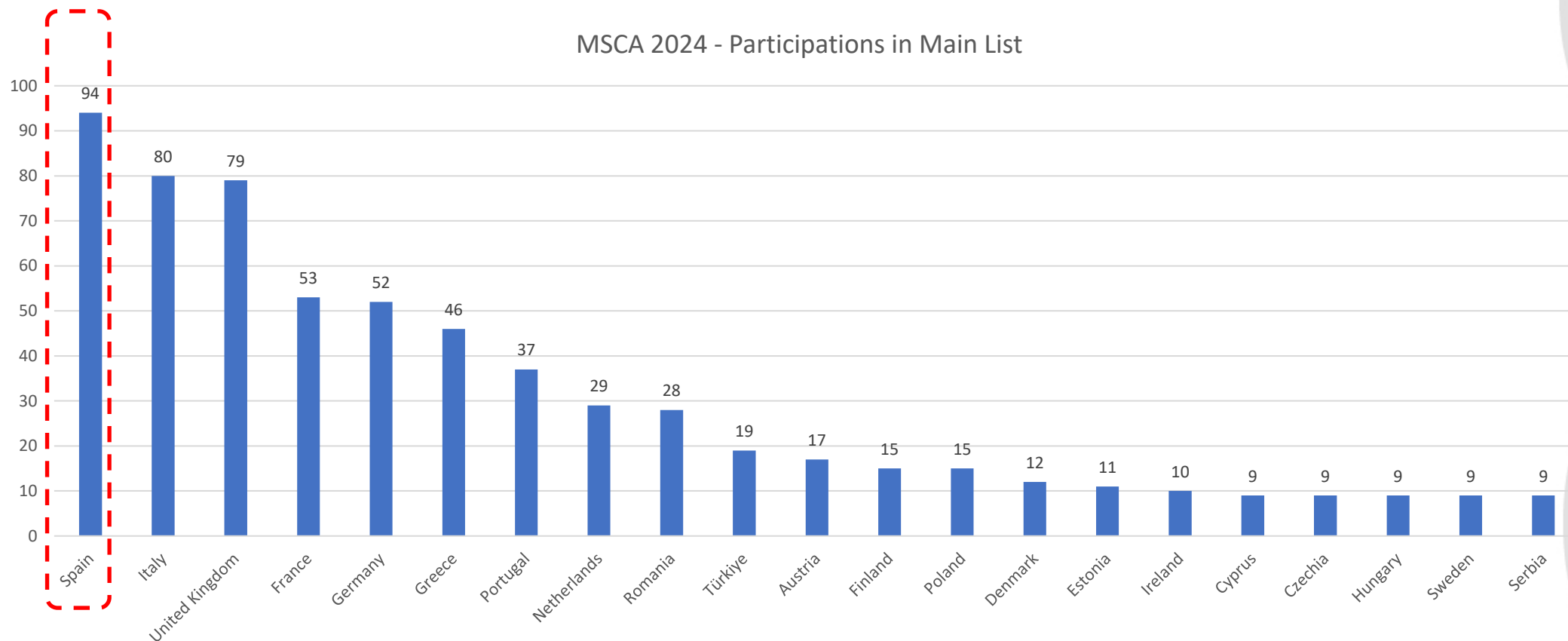


SE 2024 call Results

MSCA SE 2024 Main list



SE 2024 call Results



SE 2024 call Results

PANEL	CUT-OFF 2024	PROPUESTA EVALUADAS	PROYECTOS FINANCIADOS	PROYECTOS FINANCIADOS ES
CHE	92,00	30	8	1
ECO	88,60	18	4	1
ENG	87,40	88	21	3
ENV	87,80	51	14	4
LIF	92,40	47	11	2
MAT	87,60	10	3	1
PHY	92,00	18	5	-
SOC	87,40	62	14	3
TOTAL	-	324	80	15

- **Retorno ES: 8,56M€** de 99,47M€ (**13,83% UE 27**).
- **ES: 1er país** en número de proyectos coordinados junto con IT (15).
- ES tiene **94 participaciones** financiadas en total. Hay participación española en 44 de los 80 proyectos financiados.

**Nothing in life is to be feared, it is
only to be understood. Now is the
time to understand more, so that
we may fear less**

¡Muchas gracias!

Xavier Eekhout

MSCA NCP in Spain

msca@fecyt.es

