

WIDESPREAD-04-2019: ERA Chairs

Guide for Applicants

Safety in Nanomaterials & Nanotechnology
Acronym: SiNFONiA



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1. Introduction

This guide for applicants aims to support the applicants of the the Era Chair calls.

The SiNfONiA project aims to attract and maintain a high-profile researcher (ERA Chair holder) and a supporting team with excellent research capabilities in the Nanosafety research domain, particularly in the emerging area of evaluating the safety of nanomaterials. SiNfONiA is designed to catalyse and maximise the impact of the ERA Chair on the scientific and research excellence of the International Iberian Nanotechnology Laboratory (INL).

1.2 Specific objectives of the SiNfONiA project

Scientific Objectives

- **Establish and advance research in the evaluation of the safety of nanomaterials**, leading to the consolidation of INL as a reference facility on fundamental and applied Nanosafety research, recognized among the international research communities and industrial sectors. This research topic will be complementary, synergistic, and cross-sectional for the four nanotechnology research focus areas at INL: health, food and environment, ICT, and renewable energy.
- **Enhance research output, qualitatively and quantitatively**, including the number and impact of publications and the number of patent applications at the national, European, and international level.
- Attract highly qualified personnel and **create a critical mass of excellent researchers** for sustainable research on the safe design, production, and applications of nanomaterials.

Strategic Objectives

- **Establish networking activities to expand collaborative networks and strengthen the ability of INL to participate in competitive funding calls, at regional, national, and international levels**, through an active policy of engagement with different institutions and funding agencies at national, transregional, and European level.
- **Maximise the benefits of the investments** driven by the funding instruments at the EU and at national level. As an international organization, INL may take a key role in concerting efforts to maximize the benefits of such investments and building capacity by connecting high-quality scientific communities throughout Europe and worldwide.

Regional and Political Objectives

- **Support the development of national and international regulatory policies**. Nanosafety was recognised as a strategically important issue for the successful development of nanotechnology as soon as nanomaterials started to be used in commercial applications. This major role of NMs is guided by regulatory policies and standardization measures which require the appropriate analytical and toxicity assessment capabilities. Given the multitude of existing and novel NMs in industrial processes and daily life, there is a need to establish a strategic vision for future research on the safe use and safe applications of NMs and for further development of analytical techniques.
- Provide training and education, **boosting the development of a new generation of highly-trained researchers** able to work and communicate in multidisciplinary teams and possessing the combination of fundamental and applied skills related to nanosafety.
- Develop regional and international networking activities by **widening the links to regional and national institutions** with interests in the nanosafety RTD field and by improving the dialog and RTD interactions between the regional institutions working in the field namely: consumer associations, regulatory bodies, hospitals, academia, local SMEs, and established national networks such as Health and Food Clusters in Portugal.



2. Eligibility and Requirements

Candidates must comply with the following requirements:

1. Hold a PhD Degree within the fields of the selected vacancy;
2. Be a Portuguese citizen, a European Union citizen or a non-European Union Citizen with a scientific and professional curriculum that demonstrates an appropriate profile for the activity to be performed;
3. Fluency in English is required.

The SiNFONiA project will fund experienced researchers that meet the following requirements:

- PhD Degree in Chemistry, Biology or any relevant fields related with Nanosafety;
- 10+ years of active research after PhD studies. Candidates with an exceptional and international CV, but with shorter research career will also be considered;
- Expertise in functionalization and characterization of nanoparticles, microfluidics or lab-on-a-chip technology, or cytotoxicity screening of nanoparticles will be positively evaluated;
- Strong record of publications, professional service, and recognition within the scientific community;
- Large experience in leading research groups in research organizations and/or industry;
- Proven track-record in securing funding;
- Experience in establishing collaborative relationships with relevant industry R&D stakeholders;
- Experience in technology transfer and contracts with industry will be highly valued;
- Proven track-record in workshop and conference organising committees and delivering invited talks.



3. Application Process

For the application to be valid, the candidate must complete all the required sections of the online application form as well as submit all the required documents.

One complete application consists of the following:

- a) Candidate personal information:** complete the online registration form.
- b) Documents in pdf format, to be uploaded in the dedicated area of the online submission form:**
 1. Cover letter in English;
 2. Curriculum Vitae in English including the contact details of 3 references;
 3. List of publications;
 4. Statement on research interest for the next 5 years (maximum 10 pages) including the funding plan, S&T excellence, objectives, overall work plan, expected main results/impact and synergies with current activities at INL;
 5. Official transcripts of all relevant academic degrees;
 6. Optional: Any other documentation providing evidence of the applicant's professional qualifications and experience.

INL has already in place an **electronic application system** streamlined through Jobvite™¹. Electronic applications submitted will be registered in a database. Any documents received via any other means will not be considered. Applicants will get a receipt upon the submission of the application and feedback on the outcome of the evaluation or the result of the eligibility check.

Only full proposals will be considered for evaluation. The **application language is English**. The applicant is responsible for submission of all the required information and validation of the respective components before the deadline.

¹ Jobvite™ is the hiring software streamlining the hiring processes at INL. It is a web-based service operating globally, enabling organisations to post job openings and manage the recruitment process. Services available include a tracking system tool for monitoring and managing recruitment and the "Jobvite Video" tool for interviewing potential employees by video.



4. Selection workflow and powers entrusted to different actors

The R&S will be managed by the Human Resources Unit (HR) unit together with the Project Director and different committees will be involved through the selection process. The evaluation and selection process will run for two months.

ERA Chair applications will be examined through a rigorous, multi-stage review process that includes consideration by independent experts and professional staff at INL. The final authority for decisions regarding the awards rests with the INL's Director General.



Fig. 1: Overview of the ERA Chair selection process



5. Evaluation Process

The evaluation process of the SINOFNIA Project applications follows four stages as described in the **Guide for Evaluators**.

The selection process takes into consideration the whole range of experience of the candidates. The merit is judged both qualitatively as well as quantitatively, focusing on outstanding results within a diversified career path and not only on the number of publications. INL provides an appropriate assessment and evaluation of the academic and professional qualifications, including non-formal qualifications, of all researchers.

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6. Employment conditions & Benefits

The employment contract will include the following components:

- >> **Social Security** costs to be paid by INL.
- >> **Work Accidents insurance** costs to be paid by INL, to provide coverage for work accidents and invalidity benefits.
- >> **Health insurance** with excellent coverage for each Research Fellow.
- >> **Living Allowance** with fair and attractive conditions of salaries in accordance with the budget of the project and INL Staff Rules.
- >> **Tax Benefit:** The personnel working at the International Iberian Nanotechnology Laboratory are exempt from income taxes so the only deduction from their part of the salary will be 11 % for social security and 12% for an internal tax.
- >> **Other Allowances:**
 - **Family allowance** of 160€/month for staff members that are married or that are living under the status of "*common-law couple*" and/or have any dependent child.
 - **Child allowance** of 200€/month for each dependent child.
 - **Free Nursery Service** on the INL campus.
 - **Education fees:**
 - Research Fellows are entitled to the payment of education fees for each dependent child who:
 - a) is attending an educational establishment full time, or
 - b) is in vocational training.

The entitlement to such payment shall commence when the child reaches the age of three and shall cease at the end of the academic year in which the child ceases to be dependent.



7. Monitoring/ Follow-up of Ethics in research

Recognition of the Profession	Providing everyone who works at INL with opportunities to exercise their responsibility, integrity and creativity, while growing personally and professionally and independently on the career level.
Non-discrimination	INL does not discriminate against researchers in any way on the basis of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, impairment or disability, political belief or activity, social or economic condition, marital status, pregnancy or obligations as a parent career. All employees at INL are educated about discrimination at the workplace and encourage to respect other's differences. Any evidence or complaint of inappropriate behaviour and discrimination will be responded promptly and confidentially.
Research environment	INL ensures a stimulating and multidisciplinary research environment giving access to the state-of-the-art equipment and facilities . The ERA chair and his/her team will have ample opportunity to receive training in the use and operation of these equipment.
Working conditions	INL is committed with improving working conditions for researchers, including for disabled researchers. Staff Members may benefit from the various social facilities available at INL , including free nursery services, guest house and gym. INL gives employees the opportunity to explore flexible working options as part-time working and teleworking, as well as to the necessary financial and administrative provisions governing such arrangements. The measures in place are also to help enable both female and male employees to combine employment and parenthood . Some of these measures are: kindergarten services at the INL Campus with a timetable facilitating work-life balance.
Stability and permanence of employment	The ERA chair and his/her team will have the opportunity to work at INL through a five-year employment contract . SiNfONiA researchers may also be given the opportunity to get their contracts extended (supported by INL) or be offered a tenure-track position.
Funding and salaries	Researchers will enjoy fair and attractive conditions of salaries in accordance with the budget categories defined. As for the remaining INL employees, financial benefits also include family allowance, child allowance and education fees for dependent children, private health insurance and travel allowances.
Gender balance	INL aims for a representative gender balance at all levels of staff . There is a continuous monitoring of gender equality with the identification and implementation of innovative strategies to correct any bias. This should be achieved on the basis of an equal opportunity policy at recruitment ; always acknowledging the gender equality issues when recruiting a new employee; and wages always taking the equality aspects into consideration.
Career development and career advice	Regardless of their contractual situation, INL staff researchers get support on the development of their career strategy, namely through counselling about the job market and guidance in developing a competitive CV.
Value and mobility	INL strongly acknowledges the value of geographical mobility and the importance of enhancing scientific knowledge and professional development by means of inter- and cross-sectoral mobility as well as interdisciplinary research training.
Research training and continuous development	Continuous professional development is given at INL. Besides the world-class research training in an S&T area, SiNfONiA researchers will be given the opportunity to attend scientific courses and will receive training in complementary and soft skills .
Intellectual Property Rights (IPR)	INL IP Policy clearly specify what rights belong to researchers, including fellows, in terms of ownership and handling of intellectual property. SiNfONiA researchers will reap the benefit of the exploitation of their R&D results through appropriate protection of Intellectual Property Rights, including patents , models and copyrights. Co-authorship is viewed by INL as evidence of a constructive approach to the conduct of research and is strongly encourage internally.
Evaluation/appraisal systems	INL has an evaluation/appraisal system in place for all researchers , for assessing their professional performance on a regular basis and in a transparent manner. Such evaluation and appraisal procedures take due account of their overall research creativity and research results.
Recruitment	INL clearly specifies the entry and admission standards for researchers . All the standards related to the R&S process are clearly specified within the project documentation.



8. Open recruitment policy and alignment with the "European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers"

INL ensures continued career development of researchers by regularly updating and expanding their skills and competencies leading to a successful performance in generating, transferring, sharing and disseminating knowledge and technological development.

INL will ensure that researchers adhere to the recognized ethical practices and fundamental ethical principles appropriate to their discipline(s) as well as to ethical standards as documented in the different national, sectoral or institutional Codes of Ethics. INL's Intellectual Property Right regulations, requirements and conditions will be made available before contract signature. One of INL's aim is to make sure that research developed at INL is relevant to society and is not duplicated research, previously carried out elsewhere.

9. Helpdesk

Any doubt concerning the R&S process must be addressed to the following e-mail: hr.services@inl.int.

For questions related to the Era Chairs project please use the following e-mail: sinfonia@inl.int

