Welcoming and Training of international high-level post-docs in Normandy

FELLOWSHIP PROGRAMME

Short Guide call #1

5th July – 17th October 2021

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The WINNING Normandy Fellowship Programme will foster the research excellence and innovation activities, and increase the international attractivity and influence of the Normandy Region in France by recruiting 40 two-year postdoctoral fellowships in two calls.

Overview

Normandy region, situated in the North-West cost of France with 3.3 million habitants, is one of the most visited French regions. It is a very important and dynamic economic area for the country with its several sectors of excellence and innovation such as health, agri-food, energy, chemistry and automotive, naval and aeronautical construction.

The WINNING Normandy - WelcomINg and TraiNING of international high-level post-docs in Normandy programme aims to promote attractive research careers in the Normandy Region in France by funding individual-driven research training and career opportunities for Experienced Researchers (ER).

These Experienced Researchers will design and implement their original research project in one of the Norman laboratories. Their project will have to be implemented in the framework of one or several Norman Smart Specialisation Strategy (S3) domains.

While relying on existing good practices and forces regarding intersectoral, research valorisation and career development activities, WINNING Normandy will greatly perfection them further with novel collaborations, and specifically developed undertakings.

The project will offer to experienced researchers an exceptional international, interdisciplinary and intersectoral training program in the identified Norman smart specialisation areas as well as hands-on knowledge in non-research oriented transferable skills necessary for future research leaders.

The educational and research programme will be implemented by leading universities and 24 extra-academic partner organisations, covering actors from large industries and SMEs in various economic sectors to entrepreneurship actors and human resources actors.

The scientific actors will ensure infrastructure capacity and high-level environment to conduct excellent research. Extra-academic partners will contribute to the implementation of WINNING Normandy by hosting ERs during secondments or visits and/or by providing training, mentoring or career development opportunities.

Two calls of 2-year postdoctoral fellowships are planned to recruit a total of 40 ERs (20 each).
Norman Smart Specialisation Strategy (S3)

1. Preserving and sustainably transforming agricultural, marine, forestry and production systems
   - Support agricultural sectors and food industry through innovation
   - Develop more sustainable and resilient production for the territory
   - Ensure and promote safe and healthy diet for citizen

2. Develop an energy mix towards zero carbon emissions
   - Diversify the energy mix in the territory
   - Develop the competitiveness of renewable energies
   - Improve the performance of the energy supply network

3. Transforming processes for a high-performance, sustainable and digital industry
   - Transition of industry towards a more responsible, competitive and efficient production model

4. Develop new low-carbon mobility solutions that are efficient and secure
   - Develop new durable mobililities and linked infrastructures (greener, intelligent, autonomous, connected,..)
   - Support the logistic industry
   - Improve the quality of life/mobility of the citizen

5. Accelerating synergies and innovation in the service of human and animal SP medicine
   - Improve risk prevention, control practices & tools in a region highly subject to natural, technological, health and social risks
   - Better inform the populations about the risks and disseminate good practices, towards a real risk culture

6. Make Normandy a resilient territory by mastering technological, natural, health and social risks (emerging specialization)

The details of the Norman S3 are on the WINNINGNormandy dedicated webpage
https://www.normandie.fr/winningnormandy-fellowship-programme

Timing of the call

<table>
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<th>July 2021</th>
<th>October 17th 2021</th>
<th>Nov-Dec 2021</th>
<th>January 2022</th>
<th>February 2022</th>
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Why to apply?

**RECRUITMENT CONDITIONS**
- Benefit from a 2-year post-doctoral research fellowship with
- a minimum gross salary of 5540 €/month
- a mobility allowance of 300 €/month,
- and supplementary budget for research, training and travel

**TRAINING PROGRAMME**
- Develop technical and transferable (non-research related) skills thanks to training carried out by professional partners

**INDIVIDUAL-DRIVEN MOBILITY**
- Develop your research topic
- Choose your host group among the Normandy research organisations

**CAREER DEVELOPMENT**
- Get mentoring & career development support
- Benefit from secondment opportunities both in academic and non-academic sectors

**PRESTIGIOUS ENVIRONMENT**
- Be part of world-class research environment, with exceptional infrastructure capacities
- Increase networking possibilities

**QUALITY OF LIFE**
- Get support provided by EURAXESS centers and host institutions
- Enjoy Normandy way of life: food, countryside, sea...
Application process

Main requirements of the programme

ELIGIBILITY CRITERIA

- Compliance with the Horizon 2020 Marie Sklodowska-Curie mobility rule: applicants must not have resided or carried out their main activity (work, studies, etc.) in France for more than 12 months in the last three years before the call deadline;
- At the time of the call deadline, applicants must be in possession of a doctoral degree (or have at least four years of full-time equivalent research experience);
- Applicants can choose a host research group (around 100 laboratories) to develop the research project of their choice linked to one of the 6 Norman “Smart Specialisation Strategy” (S3) domains.
- No other restrictions are implemented, the WINNINGNormandy programme applies strict equal opportunity principles for candidates’ selection and recruitment.
- Any ethical issues linked to the research project must be clarified by the Ethics self-assessment form.

APPLICATION

Applicants need to apply to the fellowship through the call platform following the key dates indicated above (1st call July-October 2021, 2nd call expected July 2022). Incomplete application will not be eligible, and no application will be accepted after the call closure.

The application contains the following documents:
- Application Form (administrative data, host research unit details, declarations…)
- Research project description. Based on individual-driven mobility principle, fellows will freely choose a research topic and the appropriate host (and secondment) organization(s) and supervisor(s) fitting their individual needs;
- Curriculum Vitae and track record;
- Ethics self-assessment form;
- Proof of identity;
- PhD degree transcript and/or appropriate work certificate(s);
- 2 recommendation letters;
- Other documents.

APPLY VIA

- https://www.normandie.fr/winning normandy-fellowship-programme
Recruitment process

Main features of the process

Eligibility and ethical issues check
The applicants will be informed of their eligibility (completeness, compliance, ethical issues) by e-mail after the call closure. Only eligible applicants will be evaluated at the 1st selection round.

Evaluation by international / independent experts
Each application will be evaluated by 3 international / independent experts. They will evaluate both the profile of the candidate and the research project. An independent Selection Committee will rank the applications. Shortlisted candidates will be invited for the 2nd selection round (interviews).

Interview of shortlisted candidates
The online interview will consist of a 15-minute presentation followed by a 15-minute discussion between the candidate and the Interview Evaluation Panel members constituted by 2 members of the Selection Committee and 2 independent / international experts.

Funding decision
The Regional Scientific Council will formally approve the final list of selected candidates and the Assembly of the Regional Council of Normandy will approve the funding.

Feedback & redress procedure
All candidates will be informed of the results and next steps by e-mail. Redress/appeal possibility is available at all stages of the procedure by contacting: winning@normandie.fr
Evaluation & selection criteria

1st step

Evaluation & selection criteria

- Research project (excellence)
  > Quality, innovative aspects and feasibility of the research programme
  > Interdisciplinary and international aspects of the project
  > Exposure to intersectoral sector: contribution and relevance of the extra-academic sector to the research project
- Application qualifications
  > Quality of the CV
  > Track record (publications, oral presentations (invited or not), grants, prizes, patents, etc.)
- Career development
  > Impact of the project on the professional career development

2nd step

Interviews

- Research project (impact et implementation)
  > Quality and novelty of the research project
  > Coherence and effectiveness of the work plan
  > Alignment with the Regional strategic perimeter / 6 specialisation areas
- Profile of the candidate
  > Work experience both in academic and private sector
  > International experience
  > Cross-domain experience
- Potential of the candidate
  > Potential for leadership
  > Openness and creativity, communication and management skills
  > Career path vision

TRESHOLD and SCORING:

Each criterion is scored from 1 to 5, from poor to excellent.
The applicants should reach a threshold score of 10/15 to be interviewed.

CONTACT

• winning@normandie.fr