



Energy for future – E4F Postdoctoral fellowship programme 2022-2023 MSCA-COFUND

Terms of the 2021 call for applications

This document sets out the general terms in relation to
an application for the fellowship **1st July 2021**



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1. ABOUT US

Fundación Iberdrola España (“FIBE”) is a non-profit foundation based in Spain linked to the **Iberdrola Group** (a worldwide leading group in the production, transmission, distribution and supply of electricity mainly in Spain, UK, US, Mexico and Brazil). Iberdrola is leading some of the most important initiatives within the industrial energy sector to **fight against climate change**, prioritising cleaner and safer energy and promoting measures to protect vulnerable groups, with specific social partnerships, sponsorships and activities, either directly or in collaboration with foundations linked to the Group, and generally with a global institutional strategy committed to business ethics and the achievement of **Sustainable Development Goals (“SDGs”)**.

Created in 2002, FIBE has been increasing its activities every year, focused in the following 4 work areas:



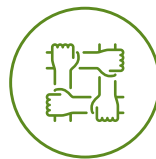
• Training & Research



• Biodiversity & Climate Change



• Art & Culture



• Social Action

Since 2011, FIBE has been successfully running a **research grant programme** with its own resources. Each year 20 researchers have participated in the referred programme, performing their projects at the most prestigious Spanish Universities and Research Centres (i.e. always in the fields of energy efficiency and climate change).

The **Energy for Future Programme (“E4F” or the “Programme”)** is a step further in the evolution of the above mentioned programme, with a much more international and intersectoral view, thanks to the contribution granted by the European Commission through the **Horizon 2020 Marie Skłodowska-Curie Action COFUND (MSCA-COFUND) Programme**.

2. ENERGY FOR FUTURE – KEY ELEMENTS

E4F is an initiative of the Horizon 2020 MSCA-COFUND Programme, aiming at structured **international, interdisciplinary and intersectoral training and mobility fellowships**, offering career development and outstanding research environment.

E4F offers **14 post-doctoral fellowships for experienced researchers of any nationality**, targeting Recognized Researchers (R2)¹ based on the research profile descriptions of the European Commission².

E4F will count with the participation of 19 partner organisations (i.e. **12 Universities, 3 research centres and 4 Energy companies**) acting as hosting and/or secondment entities: 14 from 4 different European countries (Spain, France, UK and Germany) and 5 from 2 non-European countries (US and Mexico) (the “**Partner Organisations**”). You can see the list of Partner Organisations and the number of positions offered by each institution on Section 4 of this document and on the E4F website (www.europeanenergyforfuture.com).

Each postdoctoral fellowship will have a **duration of 24 months**, from January 1st 2022 to December 31st 2023, and envisages to promote mobility both among different countries and the academic and the industrial sector. E4F includes:

- **18-21 months** at one of the **14 academic Hosting** Partner Organisations (11 Universities and 3 Research Centres) (“**Hosting Period**”);
- **3-6 months compulsory secondment** (“**Compulsory Secondment**”) at one of the **4 Industrial** Partner Organisations (Iberdrola Group companies);
- **3 months optional secondment** (“**Optional Secondment**”) at one of the **13 academic secondment** Partner Organisations offering secondment or at other organisation proposed by the applicant;
- **Training** and other activities (result dissemination, communication, etc.) being done through the whole period.

Fellows will be selected through a **transparent and objective evaluation & selection process**, with the participation of External International Peer Reviewers (“**EIPRs**”) experts in the proposed Research Areas, as described in Section 8.

All Applications shall be submitted through the **on-line Application Form**, available at the **Programme’s** website: www.europeanenergyforfuture.com

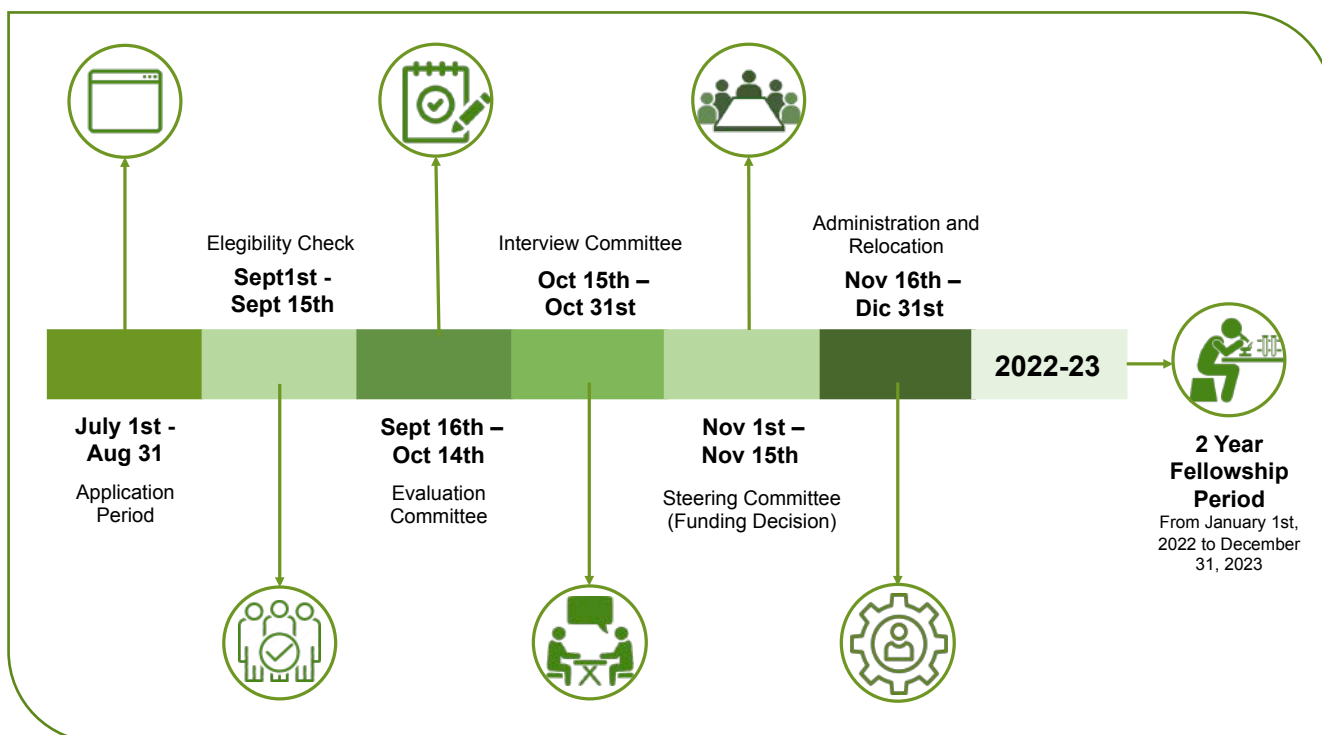
Applicants will need to create an account to register. Applications may be submitted until the Call Deadline but may not be modified once submitted.

Official language is English. Applications submitted in other language will be considered not eligible.

Call’s deadline is 31st August 2021 at 17:00 CET (the “**Call Deadline**”). The complete Programme’s calendar is depicted below:

1. Recognised Researcher (R2): PhD holders or equivalent who are not yet fully independent

2. <https://euraxess.ec.europa.eu/europe/career-development/training-researchers/research-profiles-descriptors>



3. AREAS OF RESEARCH

E4F Programme proposes five main Research Areas (“Research Areas”) within the clean and sustainable energy field, and within the research interests conducted and investigated by the Partner Organisations:



Nevertheless, other emergent Research Areas comprised within the field of clean and sustainable energy will be considered if proposed by the applicants.

Those Research Areas are in line with strategic planning processes of the Sustainable Development Goals Horizon Europe (Pillars 1 and 2) and European Green Deal, as well as the Integrated SET Plan of the new European R&I energy related Agenda.

Applicants may find more information and examples of the specific research initiatives proposed by some of the E4F Partner Organisations at the Programme website www.europeanenergyforfuture.com.

4. PARTNER ORGANISATIONS

The **E4F Partner Organisations participating in the Programme**, together with the Research Areas of their interest and the maximum number of positions offered, differentiating between Hosting Period and secondment periods, are listed below:

ENERGY FOR FUTURE PARTNER ORGANISATIONS									
PARTNER	COUNTRY	LINES OF RESEARCH					PROPOSED POSITIONS		
		PhE	WiE	EnS	SmG	EV	HOSTING	SECONDMENT	
UNIVERSITIES	Universidad Carlos III de Madrid	SPAIN	x	x	x	x	x	3	3
	Universidad Politécnica de Madrid - UPM	SPAIN	x	x	x	x	x	12	3
	Universidad Pontificia de Comillas - ICAI	SPAIN	x	x	x	x	x	4	3
	Universidad del País Vasco	SPAIN	x	x	x	x	x	3	3
	Universidad de Cantabria	SPAIN		x		x		2	
	Universidad de Salamanca	SPAIN	x	x		x	x	2	2
	University of Strathclyde	UK		x	x	x	x	2	1
	Imperial College of London	UK	x	x	x	x		3	3
	MIT - Massachusetts Institute of Technology	USA	x	x	x	x	x	2	
	RIT - Rochester Institute of Technology	USA	x	x	x	x	x		1
	Universidad Nacional Autónoma de México	MEXICO	x	x	x	x		5	5
	Université de Bordeaux	FRANCE	x		x			2	1
RESEARCH CENTRES	IMDEA Energía	SPAIN	x	x	x	x	x	2	2
	Polymat - Basque center for Macromolecular Design and Engineering	SPAIN	x	x	x		x	2	2
	Fraunhofer Institute for Solar Energy Systems ISE	GERMANY	x		x	x	x	1	1
INDUSTRIAL PARTNERS	Iberdrola España S.A.U.	SPAIN	x	x	x	x	x		10
	Scottish Power	UK	x	x	x	x	x		4
	Avangrid Inc.	USA	x	x	x	x	x		4
	Iberdrola México	MEXICO	x	x	x		x		4

The Programme's website (www.europeanenergyforfuture.com) includes links to the websites of the Partner Organisations and a brief description of each entity and their main scientific interests, research groups, facilities and some other information that will help candidates in the application process.

5. ELIGIBILITY

5.1 APPLICANT'S ELIGIBILITY

- Applicants must be **experienced researchers**, in possession of a **doctoral degree (PhD) or have at least 4 years of demonstrable research experience**, by the date of the Call's Deadline (31st August 2021).

Full-time equivalent research experience is measured from the date when the researcher obtained the degree entitling him or her to embark on a doctorate, even if a doctorate was never started or envisaged.

- Applicants **must be fluent in written and spoken English**.

Applicants who are not nationals, or long-term residents of a country where English is the official language, will need to provide at least one of the following certificates accrediting their level of English:

- TOEFL: minimum score of 95 for the Internet-based test.
- University of Cambridge: minimum C1 Advance
- IELTS: minimum score of 7
- Official Language Schools (EOI) in Spain: C1 level completed and passed.

If applicants are not in possession of the required certificate at the date of submission of their application, an evidence of test registration (including date of the test) shall be uploaded when submitting the Application. In those cases, the deadline for receiving (by email to energyforfuture@iberdrola.es) the English Certificate is 14 October 2021.

- Applicants must show **transnational mobility**, in compliance with the following **MSCA mobility rules**:
 - To be hosted in Spain, France, UK, Germany, Mexico or US, the applicant shall demonstrate that he or she has not resided or carried out their main activity, such as study or work, in those countries, for more than 12 months, in the 3 years immediately preceding the Call Deadline.
 - Compulsory national service and short stays, such as holidays, are not considered.
 - In the case of candidates who are restarting their research career (e.g. due to career break) or reintegrating into Europe, they are eligible if they have not have resided or carried out their main activity, e.g. studies and work, in the aforementioned countries for more than 3 years in the 5 years prior to the call deadline.
 - Special mobility condition will be considered for applicants who have spent time in the procedure for obtaining the refugee status under the Geneva Convention.
- In addition, to be hosted by a Partner Organisation located in Mexico and US, applicants must be nationals or long-term residents of a European Union member state or associated country³.
- Applicants must not be permanently employed by the Hosting Partner Organisation of their choice.

5.2 APPLICATION'S ELIGIBILITY

To be eligible, the research Applications must comply the following requirements:

3. "associated country" means a third country which is party to an international agreement with the European Union, as identified in Article 7 of the Horizon 2020 Framework Programme Regulation 1291/2013.

- i. Applications must be submitted fully written in English **through the Programme website's on-line application form**, (www.europeanenergyforfuture.com) (the "**Application Form**"), before the Call's Deadline (31st August 2021 at 17:00 CET). **Applications will not be allowed after the Call's Deadline.**
- ii. The Application shall be within the clean and sustainable energy field. Applicants could consider the E4F's Research Areas described in Section 3; however other relevant topics comprised within this field will be considered.
- iii. Applicants shall upload a maximum **10 pages document** (Arial or Times New Roman 11) describing their proposed **research project** (the "**Research Project**"), including objectives, methodology and motivation.
- iv. Applicants shall **upload all the documentation requested** when completing the Application Form:
 - a) a scanned copy of passport or identity card;
 - b) a scanned copy of PhD degree (if applicable);
 - c) a scanned copy of Transcripts of University Diplomas (in English);
 - d) supporting documentation of the Research Experience (if applicable);
 - e) a motivation statement;
 - f) 2 recommendation letters from referees, according to contact information provided by the candidate in the online Application Form;
 - g) a scanned copy of English Certificate (if applicable);
 - h) Evidence of residence / activity / employment in the last 3 years;
 - i) Long term residence supporting documentation (if applicable);
 - j) Curriculum Vitae
 - k) Letter of commitment (only if a **secondment organisation** which is not an E4F Partner Organisation has been selected by the applicant);
 - l) documents proving any other funding (the document must state the name of the payer or awarding authority, and the value of the award);
 - m) H2020 Ethics self-assessment completed;
- v. Applicants shall select **3 preferred options for the Hosting Period**, from the list of **E4F Hosting Partner Organisations**, considering the MSCA mobility rules already described, by order of preference, to run the fellowship (see table in Section 4);
- vi. Applicants shall also select an **Industrial Partner Organisation, among the 4 Iberdrola Group companies**, for the 3-6 months Compulsory Secondment. The Compulsory Secondment shall be in a **different geographic location** (preferentially in other country) of such of the Hosting Partner Organisation.
- vii. Applicants may also select an additional Partner Organisation for an **Optional Secondment** (3 months), always respecting the 24-months total research period. Strong preference will be given to secondments proposed in organisations based in a different country than such of the Hosting Partner Organisation.

In addition, applicants who select a **secondment organisation** which is not an E4F Partner Organisation shall present a **Letter of Commitment** from that organisation.
- viii. Applicants must state their **agreement with these Terms of the 2021 Call for Application**, including among others the **Dissemination and Communication commitments** in case they are selected (detailed in Section 11 herein).
- ix. In order to comply with the **ethical rules** of the E4F Programme, applicants shall comply with the ethical rules and standards as described in Section 15 herein.
- x. Applicants shall read and acknowledge the E4F Programme **data protection privacy notice**.

6. SUPERVISION & TRAINING

Fellows will be provided with the following supervision and training support by FIBE and Partner Organisations:

- **Each Fellow will be assigned a supervisor** (Hosting Partner Organisation), **a mentor** (Iberdrola Group company) **and 1 co-supervisor** (in case of **Optional Secondment** period at an academic Partner Organisation). Each Fellow, with the support of the appointed supervisor, shall prepare a **Personal Career Development Plan ("PCDP")**, in the first month of the fellowship. The PCDP will include the planned activities for secondments and a comprehensive training plan based on three main elements (*i.e.* general technical skills, transferrable skills and dissemination and communication abilities).
- Supervisors will support Fellows during the 2 years fellowship; coordination meetings will be organized with supervisors and mentors to prepare the Secondment Period and assess the Research Project progress.
- Additionally, progress will be regularly monitored by the supervisor and FIBE.
- The Programme Coordinator will support the main research supervisors, mentors and co-supervisors in the preparation, implementation and tracking of the Fellows PCDPs
- The Fellows' activities will be yearly evaluated by the supervisors in an annual meeting. Fellows will prepare a report of their research activities and accomplishments and will present it to FIBE that will assess the results and provide further recommendations to the Fellows for the next period.
- FIBE and all the Partner Organisations will design an **extensive training programme aiming at improving Fellows' future employability** at the end of the E4F Programme.

7. FINANCIAL CONTRIBUTION

The E4F Fellowship Programme will include the following:

- Fellows will be offered a **full-time 24 months employment contract by their Hosting Partner Organisation** (*i.e.* University or Research Centre), in the same or better terms that those given to any other equivalent researcher working for the selected Hosting Partner Organisation.
- This contract will include **social security coverage and social benefits**, in compliance with the country's legal and social framework.
- Specifics amount of the fellowship will be established individually, considering each awarded fellow background and experience, and ensuring they are **competitive with the terms offered by the Hosting Partner organisation**. The final amounts shall be approved by the E4F Steering Committee.
- As a reference, the estimated total amount for **Living and Mobility Allowances** (which include salaries, social security contributions, taxes and other costs) is the following:
 - Spain, France and Mexico: between 3.836 and 4.350 EUR/person-month.
 - USA and Germany between 5.800 and 6.300 EUR/person-month.
 - UK: between 4.600 and 5.100 EUR/person-month in the case of University of Strathclyde and between 6.500 and 7.000 EUR/person-month in the case of Imperial College of London.
- Partner Organisations will receive an additional amount to cover Fellow's travels, research and training costs.
- All relevant facilities and equipment, necessary for the Research Project, will be provided by the Hosting Partner Organisation.

- FIBE will provide **administrative and financial support** to Fellows and Hosting Partner Organisations to guarantee all the paperwork is properly performed.

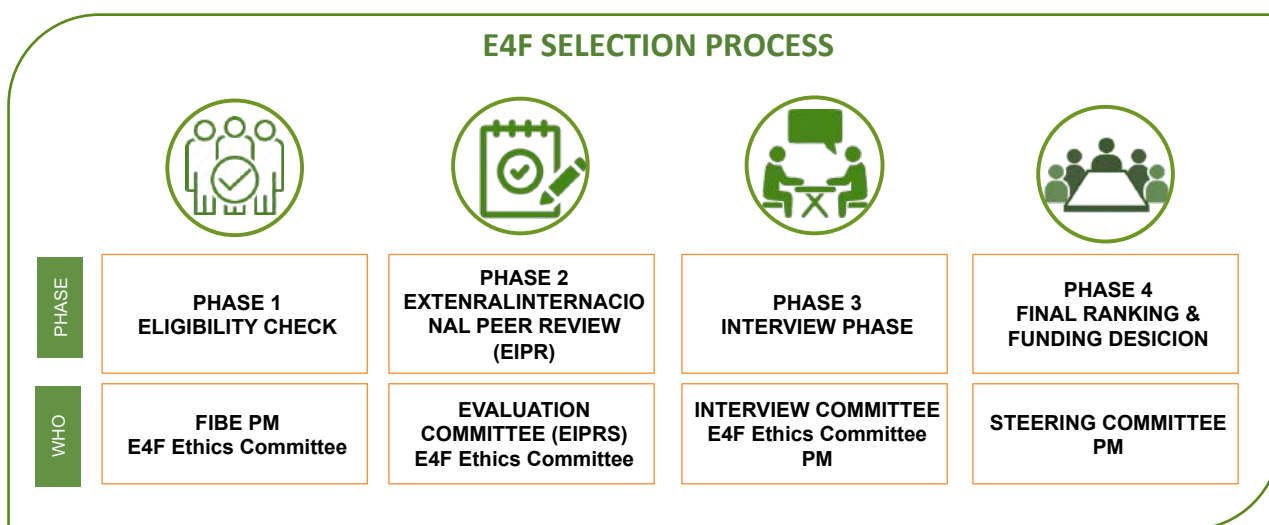
8. SELECTION PROCESS

FIBE will be responsible for the entire selection process, through the E4F Programme Management Office (“PMO”) under the permanent supervision of the Programme Manager.

A robust selection process has been established to ensure transparency and equal opportunities of all candidates including the setup of **gender balanced committees**, in agreement with the Charter & Code’s gender equality plans and **external international peer reviews (“EIPRs”)**.

All the Applications and applicants will be evaluated in agreement with the **European Code of Conduct for the Recruitment of Researchers**.⁴

The E4F selection process includes the following **four Phases**:



8.1 PHASE 1: ELIGIBILITY CHECK

- All the complete Applications received before the Call Deadline will be reviewed to check compliance with all the eligibility criteria described in Section 5.
- In case that an Application is rejected, a letter will be sent to the applicant informing of the rejection, specifying the reasons and instructions for a redress procedure in case of disagreement with the decision.

8.2 PHASE 2: EVALUATION PHASE

- The Evaluation Committee will be **composed by EIPRs coming from different countries**, selected based on their scientific career and experience in the clean and sustainable energy field, and recruited through different ways.

4. https://euraxess.ec.europa.eu/sites/default/files/am509774cee_en_e4.pdf

- There will be **5 evaluation panels** (one per Research Area) and **each panel will be composed of a minimum of 4 EIPRs**. Each Application will be carefully and independently **evaluated by 2 EIPRs** and an **average of score** will be calculated according to the **evaluation criteria** defined in ANNEX 1 attached hereto.
- In the case that a proposal receives significantly different scores (*i.e.* more than 30% difference), it will be **evaluated by a third EIPR** and a **consensus meeting**, chaired by the E4F Programme Manager, with the participation of the 3 EIPRs, will take place, to agree on a final score.
- The E4F Programme Manager will prepare a **ranking list, in descending order of scores**. In case of applications with the same final scores, priority will be given for [1] **“Excellence of the project proposal”**, followed by [2] **“Excellence of the applicant’s CV”** and, finally, [3] **“Reference letters”**.
- The **best 25 applicants will be pre-selected** and will continue to the next phase.
- Applicants will be informed by email of the results of the evaluation and instructions for a redress procedure in case of disagreement with the decision.

8.3 PHASE 3: INTERVIEW PHASE (INTERVIEW COMMITTEE).

- The **best 25 pre-selected applicants** will be invited to a **30 minutes videoconference interview**.
- Each **interview panel will be composed by 4 members**:
 - **E4F Programme Coordinator** (FIBE’s Director)
 - A member of the impacted **Hosting Partner Organisation**
 - An **external non-academic international expert on the Research Area**
 - **FIBE’s Human Resources representative**

E4F Programme Manager will also be present in the interviews, not as an interview committee member, but with the responsibility of gathering the final scores and conclusions.
- The **interview will be** fully conducted in English and will consist of a 15 minutes long **PowerPoint based presentation**, followed by additional **15 minutes of questions/discussion**.
- Each of the Interview Committee members will rank the results individually, giving a score for the candidate’s performance, based on the criteria defined in ANNEX 2 attached hereto. The final score will be calculated as the average of the individual scores.

8.4 PHASE 4: FINAL RANKING AND FUNDING DECISION

- The E4F Programme Manager will calculate a final score for each candidate (Evaluation Committee score with a weight of 70% and Interview Committee score with a weight of 30%) and will draw up the final list of the 14 selected candidates.
- The E4F Programme Manager, together with the corresponding Hosting Partner Organisation will prepare a funding proposal for each candidate, based on the candidate’s profile (the “Funding Proposal”).
- A final review of the Research Project by the Ethics Committee will also be required.
- The Programme Manager will submit to the **Steering Committee** the list of the 14 selected candidates, together with the Funding Proposal, for a final decision.
- The **14 selected Fellows** will receive by email the following information:
 - an Evaluation Summary Report (**“ESR”**) with the final score;
 - an **acceptance letter** with an invitation to the contracting phase and next steps;

- The remaining **11 applicants** will be included in a **reserve list** in a descending order, according to their evaluation scores.
- The 14 selected applicants will have **15 days to accept or reject the offered position**. In case of rejection, the applicants listed on the reserve list will be contacted.
- The rejected candidates will receive by email the following information:
 - an ESR with the final score
 - a rejection letter;
 - information about if the candidate is in a reserve list;
 - instructions for a redress procedure in case of disagreement with the decision.

9. REDRESS PROCEDURE

At the end of each selection phase (see Section 8), the applicants will be informed (*via* e-mail) about the final outcomes of their Applications. Then, they may request for clarifications and further information about the decisions.

Applicants will have the possibility to submit a request for redress/appeal, through the email energyforfuture@iberdrola.es (including "E4F Application – Request for Redress" in the subject of the e-mail), within **5 days** from the **communication of the results**.

The E4F Programme Manager will forward the request to the **Redress Committee (composed by the Interview Committee members)** for review. If the Redress Committee accepts a redress request, the Programme Manager will initiate a new evaluation of the proposal, at the corresponding stage of the Selection process. When the process ends, the candidate will be communicated with the final decision and the comments of the committee in charge for that.

10. PROJECT'S RESULTS

E4F Programme does not require specific technical or economic results coming from the research projects performed by Fellows. FIBE and Partner Organisations are aware that the research projects might not have the expected results, and therefore this fact will not have any negative impact in the Programme's commitments towards E4F Fellows.

When completing the first year of the Programme, Fellows shall submit to FIBE an intermediate report of their research activities and accomplishments. FIBE will assess the results and provide further recommendations to the researchers for the second year. **Before finalizing the Programme after the second year, Fellows shall prepare their final report**, which will include a deep description of the performed work and tasks, and the accomplished results and conclusions.

11. DISSEMINATION AND COMMUNICATION ACTIVITIES

The purpose of the dissemination activities is to promote the use of the results of the projects, in order to increase their impact. Specific objectives have been defined to reach this goal and more information can be found at E4F website.

Scientific achievements will be disseminated among scientific community and academia stakeholders in specific events. **E4F will support the practice of Open Science. The publications shall include acknowledgements to the Programme** and Fellows will provide **open access (OA)** to all peer-reviewed scientific publications relating to its results **according to Article 29.2. of the GA and H2020 Guidelines on OA to Scientific Publications** (EC, 2013).

The **E4F website will provide access to a ZENODO repository** containing the publications as well as the data and meta-data needed to validate the results (green OA).

E4F Fellows will commit themselves to contribute and participate, at least, in the following **dissemination activities**:

- *Visits to universities/schools* (Marie Curie Ambassador): At least one visit per Fellow during the whole 2-year period, to promote their research field.
- *Multidisciplinary seminars*: At least one seminar per Fellow, during the 2-year period, targeting at least 30 attendees per seminar, to disseminate their research.
- *National and international conferences*: At least one oral and one poster communication conference per fellow, during the 2-year period, to present and discuss their progress and achievements with peers.
- *Research open data repository*: Update project results, share presentation, videos and useful material related to their research. At least 2 per fellow, during the 2-year period.
- *Scientific publications*: At least 2 publications per fellow, in peer reviewed papers, during the 2-year period. All publications will be deposited in the European ZENODO repository and available in the E4F website.
- *Web and social media*: At least 2 publications per fellow, during the 2-year period.

In addition, Fellows will be required to participate and contribute to E4F **communication initiatives** organized by FIBE and the Partner Organisations such as:

- Contribute to the E4F website (interviews, articles, news etc);
- Participate in activities organized by the University, as the European Researchers' Night and Science Week;
- Contribute to articles / interviews regarding E4F that will be produced and published in specialized press and websites (1 article or interview per fellow);
- All Fellows will register on Responsible Research & Innovation (RRI) community to be aware and participate in the events, organized in their Hosting Partner Organisation. At least 1 action per year.

FIBE will be responsible for the communication strategy. The communication measures are tightly coupled with the different dissemination activities. During the first period of the Programme, activities will focus on creating awareness by presenting E4F to the main stakeholders. As soon as initial results and generated knowledge are available, the measures will be focused on their communication.

12. INTELLECTUAL PROPERTY RIGHTS AND OPEN SCIENCE

Intellectual Property Rights (IPRs) will be aligned with H2020 guidelines and will respect the European law and applicable national laws and regulations.

The intellectual property resulting of the Fellows' Research Projects will belong to the Hosting Partner Organisations and, if applicable, to the secondment organisations.

FIBE commits also to take all the measures to ensure the **potential exploitation of the technical results** obtained from each Fellow. In the case that some sensitive information used in the investigation comes from a third source of information, academic or non-academic, its consent is required. For these purposes, due diligence will be done to secure the consent of the organisation supplying the data, wherever feasible, and to ensure that its use does not breach the intellectual property or privacy of individuals/organisations. In any case, the publication of technical data from an academic or non-academic source will be subject to the confidentiality conditions agreed on, if they exist.

13. SUPPORT

Any issue during the application process that may require technical support should be addressed via e-mail to the Programme's contact address: energyforfuture@iberdrola.es, including "E4F Application - Technical Support Required" in the subject of the e-mail.

In case there are general or specific questions and clarifications about the Programme, to be clarified during the application process, those should also be addressed to the Programme's e-mail address: energyforfuture@iberdrola.es, including "E4F Application – Clarifications Required" in the subject of the e-mail.

The E4F Programme Manager will ensure all those communications are properly responded in a timely manner.

An e-mail address for each Partner Organisation will also be available at the Programme's website www.europeanenergyforfuture.com, in case applicants would like to contact them for any related matter.

Links to relevant websites that may be needed during the application process (such as EURAXESS, European Commission and MSCA Programmes, Partner Organisations, Social Media accounts, Fellows' recruitment sites, etc.) can be found at the Programme's website www.europeanenergyforfuture.com.

14. COVID-19 AWARENESS

FIBE and all Partner Organisations are aware of the current COVID-19 pandemic and its associated risks (as well as the possible appearance of future similar episodes) to implement E4F. Therefore, **E4F has been designed to be adapted to those circumstances** and to be successfully carried out.

The evaluation and selection processes have been planned to be fully performed virtually, facilitating those processes for the applicants and all other people involved. Also, FIBE and Partner Organisations are provided of the best informatic tools to partially conduct the Programme in a remote way.

COVID-19 pandemic will hopefully be controlled at the starting date of the fellowships (January/2022), with most of the population immunized through vaccination. However, all health measures imposed at each country will need to be strictly followed by all the people involved in the E4F Programme (FIBE, Fellows, Partner Organisations, Supervisors & Mentors, etc.).

15. ETHIC ASPECTS AND DATA PROTECTION

All participants in the E4F Programme are committed to:

- Respect fundamental ethic principles, in line with the Charter of Fundamental Rights of the European Union, 2000/C 364/01⁵;
- Ensure projects are aligned with the H2020 ethics self-assessment⁶;
- To respect FIBE Code of Ethics available at FIBE website⁷;
- To comply with Data Protection Law Enforcement EU Directive (EU) 2016/680 on E-Privacy and the General Data Protection EU Regulation (EU) 2016/679 on the protection of natural persons regarding the processing of personal data and on the free movement of such data.

Ethic aspects will be assessed during the E4F project lifecycle. Four main phases have been identified for the assessment of ethics issues:

[1] **Ethics checks during application process:** Applicants must carry out an ethics self-assessment and demonstrate that their projects comply with local, national and EU ethics standards. A link to the H2020 ethics self-assessment guidance will be provided on the E4F website / application form, allowing applicants to complete the ethics self-assessment during the preparation of their proposals;

[2] **Ethics checks during final project selection:** All individual projects must have formal ethics approval (*i.e.* by the Ethics Committee) before they can start;

[3] **Ethics checks during project implementation:** E4F Ethics Committee will be the maximum responsible to check, assess and follow-up ethics aspects involved in all phases of the Programme. Thus, any ethic issue that may arise during the E4F (*i.e.* from any participant: fellows, supervisors and mentors), that may compromise both E4F and individual projects implementation, must be communicated and discussed with the Ethics Committee in order to receive its approval.

The information regarding **personal data processing** in relations to E4F Programme is available in the E4F website (www.europeanenergyforfuture.com)

5. https://www.europarl.europa.eu/charter/pdf/text_en.pdf

6. https://ec.europa.eu/research/participants/data/ref/h2020/grants_manual/hi/ethics/h2020_hi_ethics-self-assess_en.pdf

7. https://www.fundacioniberdrolaespana.org/wp-content/uploads/CodigoEtico_EN.pdf

ANNEX 1 – EXTERNAL INTERNATIONAL PEER REVIEW EVALUATION CRITERIA

EIPR REVIEW CRITERIA	SCORE
Excellence of the applicant's CV	40%
Research experience and training of the candidate in relation with the project proposal (including participation in collaborative projects (<i>i.e.</i> preparation and as member), inter-sectoral and international mobility, and experience in research or innovation management)	15%
Scientific track record (number of relevant peer-reviewed articles (including authorship, impact factor, citations, quartiles), conference presentations and proceedings, books chapters, registered patents, etc)	15%
Personal grants and fellowships , awards and honours, as well as other professional activities	5%
Supervising and teaching experience	3%
Academic records (<i>i.e.</i> transcripts or formal records)	2%
Excellence of the project proposal	50%
Excellence (quality, credibility and originality of the project; proposed secondment(s); methodology and, if applicable, required infrastructure and gender aspects)	25%
Impact (enhancing the future career prospects of the researcher and his/her capacity towards a mature research position after the fellowship)	15%
Implementation (quality, efficiency and coherence of the work plan, including a plan for Open Access for peer-reviewed articles and research data; appropriateness of risk management)	10%
Reference letters (including researcher's leadership and research potential)	10%
TOTAL SCORE	100%



ANNEX 2 – INTERVIEW PHASE EVALUATION CRITERIA

CRITERIA	SCORE
Scientific background and skills in the research area of interest based on their previous research experience (e.g. PhD work, fellowships, participation in projects and publications, among others)	25%
Defence (consistency in the answers and questions) of the research project and the feasibility of the work plan	30%
Communication skills (including English language), quality of the project presentation, and ability to explain expected results and value of the proposed project in both research community and society	20%
Capacity of synthesis concerning new and complex ideas, critical analysis and creative thinking	15%
Motivation for the innovative project and future career ambition	10%
TOTAL SCORE	100%



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