**Call for EDUC postdoctoral researchers at the University of Pécs**

# Characteristics of the programme

As a part of the EDUC young researchers programme (EYRP) the University of Pécs is looking for a postdoctoral researcher.

The EYRP is an international postdoctoral fellowship programme aiming at attracting talented scientists to develop their two-year project in the Universities of the EDUC Alliance in line with the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (C&C).

The purpose of a postdoctoral position is four-fold:

1. To develop creativity and independence as a scientific researcher

2. To obtain new skills and develop new methodologies

3. To provide networking opportunities with other researchers within and outside the field

4. To receive career development training for future career goals.

# Programme and grants

Postdocs are at a unique stage in their careers. The postdoc phase serves to develop a scientific profile and to acquire additional qualifications, aiming at the ability to conduct independent research. A postdoc is engaged in activities that will foster his or her professional development.

The grant position is preparatory for a full-time academic and/or research career outside the academia.

Key points of the programme are the following:

* Financial support: the EYRP covers 24 months grant (1900 euros per month which includes the housing financial support).
* Supervision arrangements: agreement on responsibilities of both parties, regular meetings between the fellow and the supervisor/s to assess progress in the research and to ensure that goals are being achieved (Annex 1)
* Mentoring programme: regular meeting with a mentor in order to assist the fellow with career and personal development.
* Personal Career Development Plan (PCDP): the postdoctoral researcher will have to draft his/her personal career development plan, to be updated at the beginning of the second year, according to the template in Annex 2
* Team integration, Ethics & Integrity
* Commitment to dissemination, exploitation & communication, with particular attention to the principles of Open Science and to public engagement
* Training scheme: the fellow has to participate to a set of training activities offered within the EDUC Alliance (developed within Tasks 3.4 and 5.5) and at each partner universities (on transferrable/soft skills besides high-level scientific courses)
* International Mobility: 6 month of mobility period is mandatory during the whole 24 months. The 6 months optionally can be accumulated from more than one staying at Pécs. The fellow will be hosted in Pécs (Hungary) with the help of the University of Pécs, under the co-supervision of a researcher of the University of Pécs.
* Assistance: dedicated staff will provide personalized assistance, also through the Euraxess service or other dedicated offices depending on local conditions, to the fellow, particularly in the case of extra-EU candidates, to prepare his/her stay, such as entry, residence and work procedures, health coverage, bank accounts, social security, family benefits, taxes and other support to facilitate his/her integration.

# Applying for and appointing postdoctoral fellows

The recruitment process includes advertising of postdoc grant positions through the Euraxess portal, the EDUC website and the partner Universities websites and calls.

The following points will be clarified in the call, in accordance with national regulations:

a) Entry requirements: priority will be given to candidates who have completed their PhD not more than 5 years prior to the call deadline, it is a plus if not older than 3 years (excluding sickness and parental leave)

b) Younger than 40 years at the start of contract

c) Duration of the postdoc grant: 2 years

d) Topics and partners: …

e) Project proposal: the project proposal should be in line with one of the proposed topics and should describe: background, methodology, expected results and outcomes

f) Qualifications that the postdoc should acquire. This may include: developing a scientific profile, acquiring technical skills, gaining teaching experience (postdocs can be involved in the supervision of bachelor and master students, doctoral students and/or technical assistants), active participation in conferences (e.g. presentations, conducting seminars, organization of sessions), offering scientific courses or know-how transfer, and other measures designed to help establish networks and to benefit from the reciprocal exchange of information

g) Training for postdocs to acquire professional/research skills, soft skills, etc.

h) Mobility period: international mobility in another university within the EDUC Alliance

i) Possible cross-sectoral mobilities in cooperation with the local ecosystem

j) Grants: supported with funds from the EDUC Alliance, from the Universities and from other forms of funding.

# Application Requirements

To participate in the selection, candidates should apply through the procedure available at the University of Pécs.

Interested applicants must fill in the application form with all the required elements and attach all the documents in PDF files.

The application should be written in English and all the sections proposed in the application form need to be completed.

The application procedure will consist of:

- a research project to be written using the available form

- a scientific and professional CV, in order to assess the suitability of the applicant research activity to the projects they are applying for

- a proof of identity

- supporting documents regarding the Recognized Researcher Status (i.e., PhD Diploma)

- if owned, certificate/s of knowledge of the foreign language required (English - Level B2 QCER) issued by a certification authority, a private language school or a university’s one, and other language certificates. During the interview, the Committee will assess the knowledge of the foreign language for the applicants who do not submit any language certification.

- the publications to be evaluated, eventually including the PhD thesis.

Candidates will confirm to have read and agreed art. 13 of GDPR (EU Regulation no. 2016/679), about the processing of personal data, as well as on the free circulation of data, and will give the consent to communicate and disseminate his/her own personal data for the purposes of the postdoc call.

# Selection committee

The Selection Committee is composed of the scientific manager of the project or a researcher from the same research area and at least two qualified researchers even belonging to other universities from the same research area, taking into account the gender balance. One of the members of the committee should belong to the University of Pécs identified for the specific topic. Absence of conflicts of interest will be checked to ensure a fair selection process.

The selection will take place on the basis of the qualifications, the research project proposed and an interview, through internationally recognized standards.

The Selection Committee can work also by electronic means.

Scores will be given following the criteria previously defined in each call.

The assessable qualifications will include the master’s degree final grade, coherence of the Ph.D. with the topic proposed, the scientific publications (mainly if coherent with the topic), and other relevant certificates (e.g., language certificates, post-graduate courses, participation in conferences, etc.).

The project proposal will be evaluated according to four main criteria:

1. Scientific Excellence of the project: methodology and quality of the research project
2. Innovation: innovative contribution related to the research topic background
3. Potential outcomes of the project: potential contribution to research within the EDUC Universities, added value of the project in the local context and quality of the proposed measures to exploit and disseminate research results.
4. Feasibility of the project: coherence and effectiveness of the work plan, timeline and risk management.

During the interview, the Committee will have to assess the suitability of the applicants to carry out the research projects they are applying for, through the detailed assessment of their scientific-professional curriculum. It would be also evaluated the complementary transversal skills and the applicants’ capability of integration into the local and international environment.

The recommended score sharing is: 35 points for qualifications, 30 for the project proposal, 35 for the interview (maximum 100 points).

# Mentorship

In addition to his/her supervisor, all the fellows will be supported by a mentor. The mentor can be a professor from the Academia or a high skilled worker from the private sector. The mentorship programme would help fellows to network with early career peers, prepare them to advance their research, expose them to the research community and funding contexts, acquaint them with different work contexts and career tracks.

It is equally important during this career stage to clearly communicate expectations regarding research performance, to support the postdocs in reaching their personal goals for further qualification, and to provide regular career advice. Such advice should also include counselling on the diverse spectrum of job opportunities outside the realm of academic research.

The aim of the mentorship programme is to:

- strengthen mentee' self-confidence

- share knowledge and experience

- facilitate integration of the mentees within the EDUC Alliance Universities and the local ecosystem.

During the two years of the fellowship, the mentoring programme will help postdoctoral fellows to pursue their goals. Postdoctoral fellows and their mentors must identify appropriate professional growth and career advancement goals and meet regularly (at least a meeting every 4 or 6 months).

Discussion between mentor and mentee is strictly confidential.

The interaction is part of the professional guidance, but without hierarchical link between mentor and mentee.

Mentor and mentee will be matched according to the mentees’ needs and the mentors’ areas of experience through a dedicated questionnaire (Annex 3).

A short training seminar may be offered to mentors before the beginning of the mentoring to help them foster a fruitful interaction with the mentee, based on confidentiality, respect, comprehension and openness. Each University will identify a list of mentors with specific skills and appropriate experience to support the programme (e.g. Career planning and development, Knowledge of research institutions in Europe, Innovation and entrepreneurship, etc.).

The programme would benefit mentees helping them to clarifying career ambitions and opportunities and to building network. Mentors would benefit as well since they will have the opportunity to build relationship and networking with a new generation of researchers, to meet other mentors, to gain new insight into the dynamics and learning opportunities of mentoring.

Part of the mentorship program should be to encourage initiatives by postdocs to organize themselves at the institutional level (e.g. through postdoc associations, postdoc programs, postdoc representatives) and, if possible, supported logistically and financially.

# Personal Career Development Plan

Each fellow will be supported by the mentor in writing a Career development plan at the very beginning of his/her postdoc contract that would help him/her to explore career possibilities and set goals related to his/her career. The purpose of such planning is to ensure that the work is clearly focused on achieving research and professional goals (Annex 2).

The career development plan aims to:

* Better recognise strengths and identify areas for improvement.
* Fully realise and maximise fellows’ potential as researcher and as highly skilled worker in jobs outside the academia.
* Be more proactive in seeking and making most use of the development opportunities that are available within and outside the Organisation.
* Improve fellows’ competences and ability to work effectively in the current role and preparing for future positions, within or beyond the University.
* Successfully pursue fellows’ career aspirations either in academia or beyond.

The supervisors may be involved in the process of drafting the career development plan together with the fellow and the mentor. The process involves considering self-assessment (personality, skills, strengths and weaknesses), exploration of options, careers and organisations, focusing on the development of skills based on preferred career target and the action plan on job search.

Input and recommendation from the former PhD supervisor can be acquired to get an overview of the post-doc strength/weaknesses.

The plan can be altered as skills develop, interests change, and career objectives are reconsidered.

The PCDP will be shared with the supervisors/co-supervisors and the heads of the relevant Departments, who will monitor, together with the mentor, the progress of the post-doc towards the achievements planned.