



WINNING **NORMANDY**

**WelcomING and TraiNING of international
high-level post-docs in Normandy**






FELLOWSHIP PROGRAMME

Short Guide call #2

June 6th – October 14th 2022

V1.0

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

Overview

Normandy region, situated in the North-West coast 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 *WINNINGNormandy - 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.

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

While relying on existing good practices and forces regarding intersectoral, research valorisation and career development activities, WINNINGNormandy will greatly perfect 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.

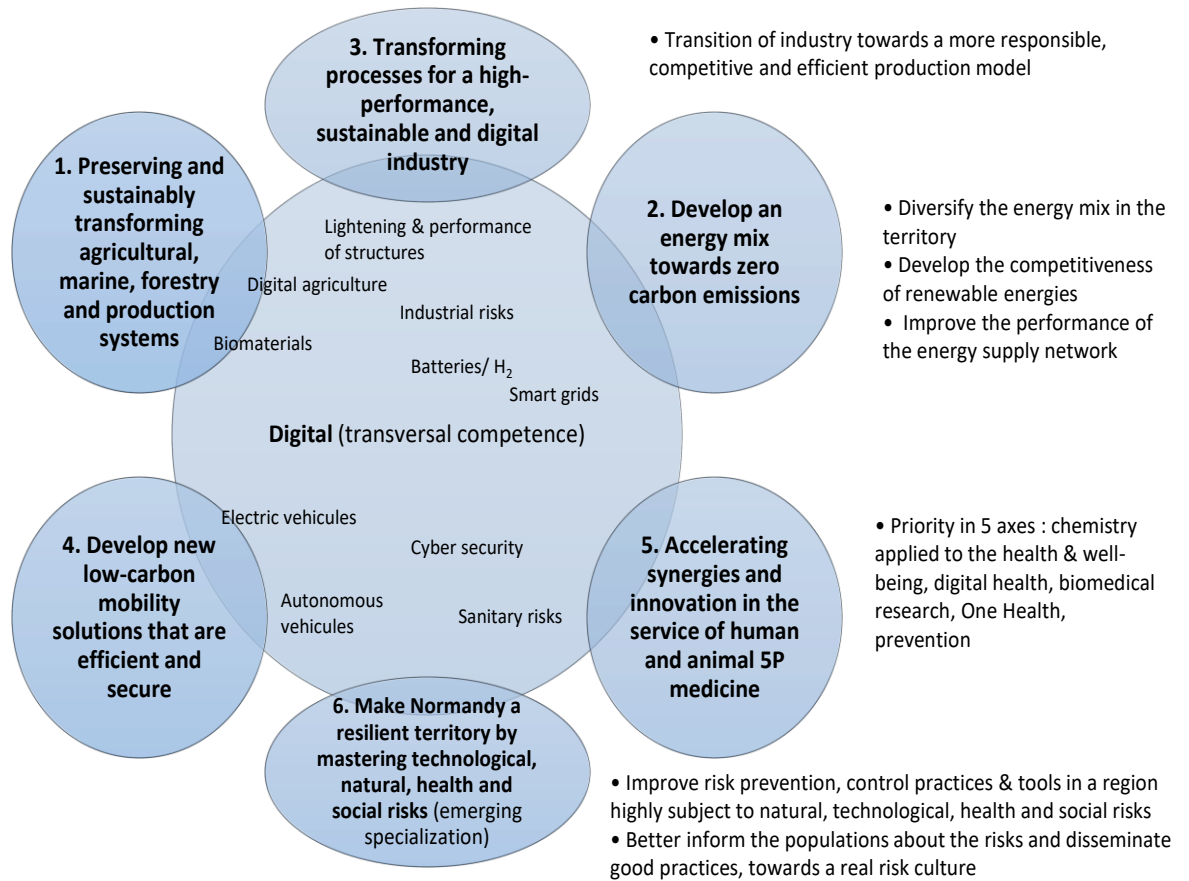
The scientific actors will ensure infrastructure capacity and high-level environment to conduct excellent research. Extra-academic partners will contribute to the implementation of WINNINGNormandy by hosting ERs during secondments or visits and/or by providing training, mentoring or career development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

Norman Smart Specialisation Strategy (S3)



- 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

- Develop new durable mobilities and linked infrastructures (greener, intelligent, autonomous, connected,...)
- Support the logistic industry
- Improve the quality of life /mobility of the citizen



The details of the Norman S3 are on the [WINNINGNormandy dedicated webpage](https://www.normandie.fr/winningnormandy-fellowship-programme)
<https://www.normandie.fr/winningnormandy-fellowship-programme>

Timing of the call



Why to apply?

RECRUITMENT CONDITIONS

- Benefit from a 2-year post-doctoral research fellowship with a minimum gross salary (incl. employee's and employer's taxes) 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 Skłodowska-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.

Incomplete applications or applications not respecting the form template 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/winningnormandy-fellowship-program>

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)

50%

- > 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

30%

- > Quality of the CV
- > Track record (publications, oral presentations (invited or not), grants, prizes, patents, etc.)

Career development

20%

- > Impact of the project on the professional career development

2nd step

Interviews



Research project (impact et implementation)

40%

- > 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

30%

- > Work experience both in academic and private sector
- > International experience
- > Cross-domain experience

Potential of the candidate

30%

- > 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 and eventually to be selected or on the reserve list.

CONTACT

- winning@normandie.fr