

Marie Skłodowska-Curie Actions

Choose Europe for Science 2025

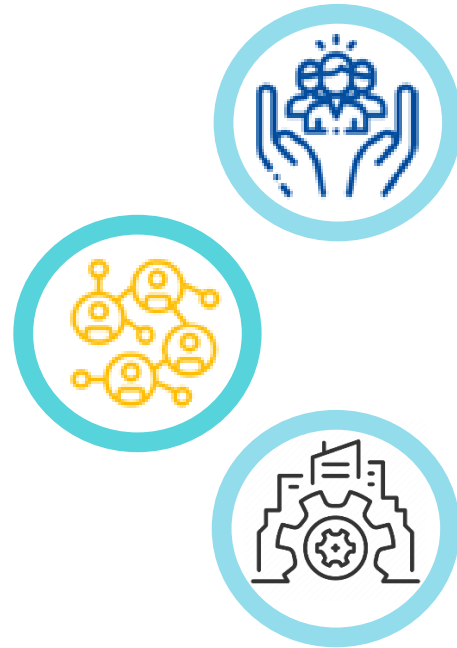


David Marçal

xx October 2025



Marie Skłodowska-Curie Actions



- Based on mobility (international, intersectoral, interdisciplinary);
- All scientific domains;
- Strong accent on participation of industry, SMEs and non-academia partners;
- Attract and retain talents
- Institutional visibility and networking
- Joint advanced training
- @ interfaces of the knowledge value-chain

Marie Skłodowska-Curie Actions

Doctoral Networks

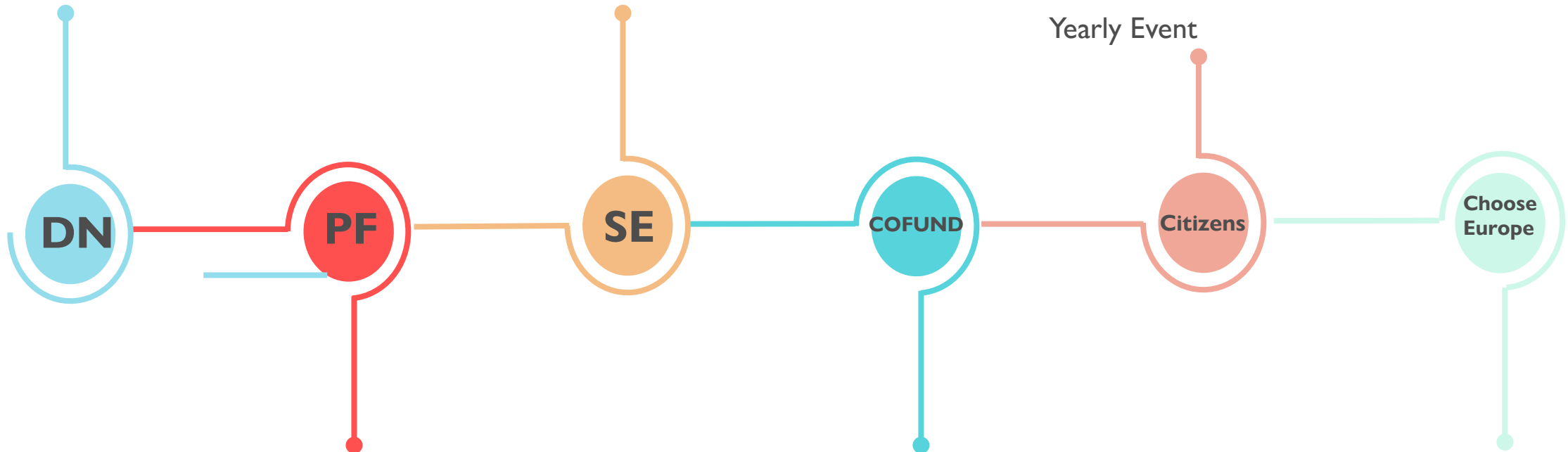
Joint Doctorates
Industrial Doctorates
Other Doctoral Programmes

Staff Exchanges

Secondments Inter-
-sectoral | -national | -disciplinary

MSCA & Citizens

Yearly Event



Postdoctoral Fellowships

European Fellowships
Global Fellowships

COFUND

Co-financed Programmes:
Doctoral and Postdoctoral

Choose Europe

Co-fund long term
employment for
researchers

Marie Skłodowska-Curie Actions – 2025 calendar

Doctoral Networks

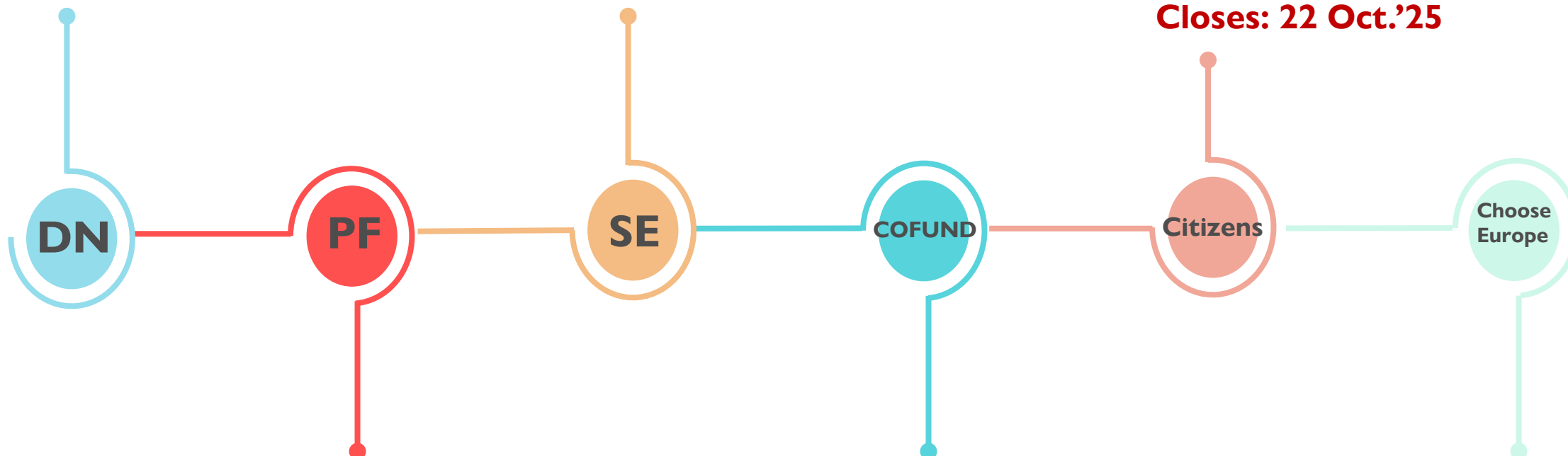
Opens: 28 May.'25
Closes: 25 Nov.'25

Staff Exchanges

Opens: 27 Mar.'25
Closes: 08 Oct.'25

MSCA & Citizens

Opens: 17 Jun.'25
Closes: 22 Oct.'25



Postdoctoral Fellowships

Opens: 09 Apr.'25
Closes: 10 Sep.'25

COFUND

Opens: 23 Jan.'25
Closes: 24 Jun.'25

Choose Europe

Opens: 01 Oct.'25
Closes: 03 Dec.'25

Marie Skłodowska-Curie Actions – 2026 calendar (**PROVISIONAL**)

Doctoral Networks

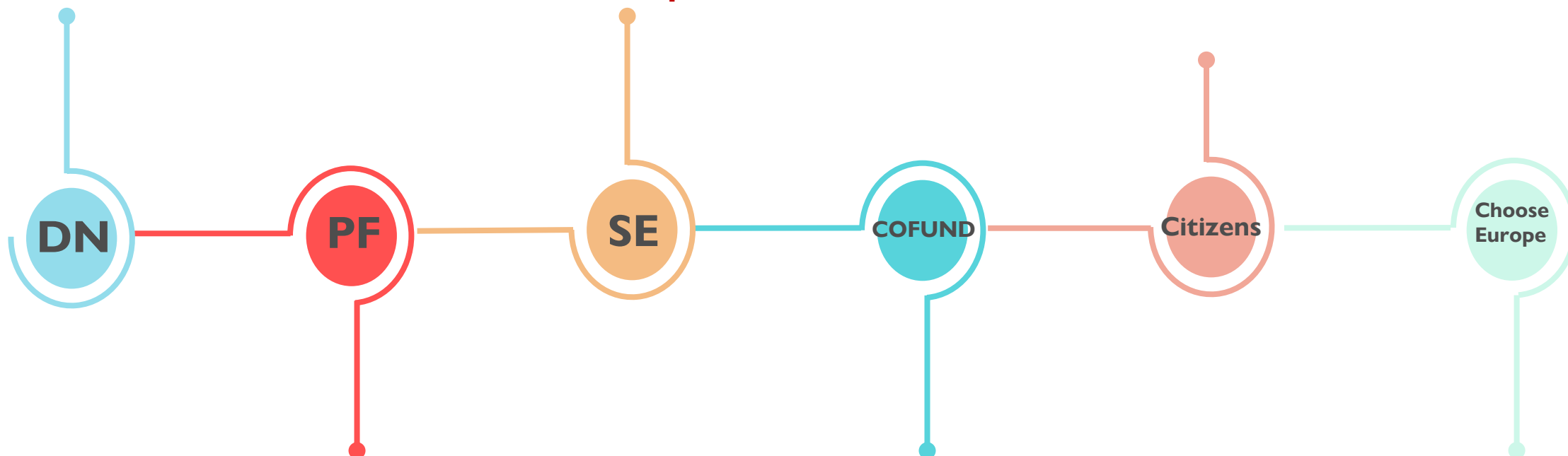
Opens: 28 May.'26
Closes: 24 Nov.'26

Staff Exchanges

Opens: 16 Dec.'25
Closes: 16 Apr.'26

MSCA & Citizens

No call foreseen



Postdoctoral Fellowships

Opens: 09 Apr.'26
Closes: 09 Sep.'26

COFUND

Opens: 16 Dec.'25
Closes: 08 Apr.'26

Choose Europe

No call foreseen

Marie Skłodowska-Curie Actions – 2027 calendar (**PROVISIONAL**)

Doctoral Networks

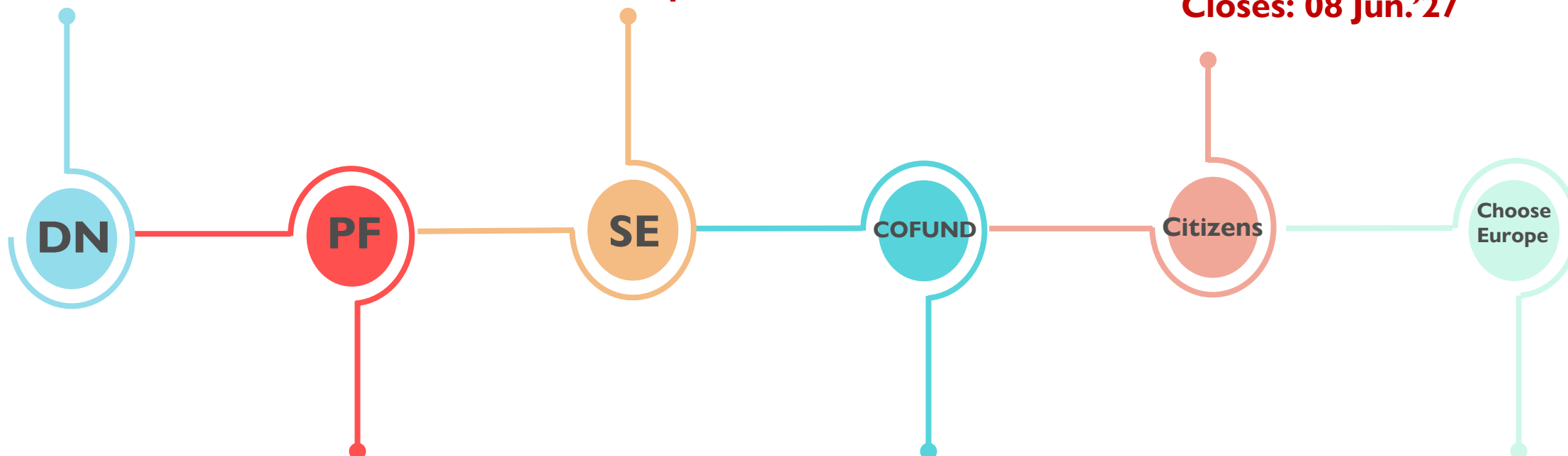
Opens: 26 May.'27
Closes: 23 Nov.'27

Staff Exchanges

Opens: 15 Dez.'26
Closes: 15 Apr.'27

MSCA & Citizens

Opens: 09 Mar.'27
Closes: 08 Jun.'27



Postdoctoral Fellowships

Opens: 07 Apr.'27
Closes: 08 Sep.'27

COFUND

Opens: 08 Dec.'26
Closes: 06 Apr.'27

Choose Europe

Opens: 08 Dez.'26
Closes: 06 Apr.'27

What is MSCA Choose Europe for Science?

**Mono-
beneficiary
action:**

recruit and train researchers at postdoctoral level with a vision to employment beyond the project period

Focus:

tackling precarity in research careers
spreading best practice through promoting high standards & excellent working conditions
encouraging sustainable structuring effects

MSCA Choose Europe for Science: For whom?

Beneficiary:

Single legal entity established in an EU Member State or Horizon Europe Associated Country

→ Recruits researchers

No implementing partners

Associated partners:

→ Can contribute to training, secondments, resources, ...

→ Cannot claim costs or recruit researchers

Choose Europe for Science



Co-funding

Max. EUR 3.5m/beneficiary



Duration

Programme: max. 72 months
Fellowship: 48-60 months



Recruitment

Fellows: min. 3 fellows must be recruited

Choose Europe for Science: Eligible researchers



**PhD
holders
(postdoc)**



**Not
permanently
employed by
beneficiary**



**Any
nationality**



**Mobility
rule**

Choose Europe for Science: Award criteria

Excellence (50%) → threshold =3

Impact (30%)

Implementation (20%)

Excellence	Impact	Quality and efficiency of the implementation
Quality of the selection / recruitment process for the researchers (transparency, composition and organisation of selection committees, evaluation criteria, equal opportunities, the gender dimension and other diversity aspects)	Contribution to addressing local human resource needs, to advancing regional/national specialisation strategies, and to strengthening European research, innovation and teaching capacity	Quality, credibility and effectiveness of the recruitment plan , assessment of risks and appropriateness of the effort assigned towards offering concrete career prospects for recruited researchers
Quality and attractiveness of the appointment conditions , including inclusive working conditions, quality and attractiveness of the research environment and the resources, training and career development opportunities provided, and remuneration offered in the second phase of the fellowship	Strengthening human resources good practices at institutional, regional, national, or international level, in particular through aligning the practices of participating organisations with the principles set out by the EU for human resources development in research and innovation	Quality and capacity of the recruiting institutions , including hosting arrangements and institutional procedures' alignment with the European Charter for Researchers (institutions with the HRS4R label are exempted from providing further justification for this criterion) and the Agreement on Reforming Research Assessment
Quality and attractiveness of the concrete long-term career prospects that extend beyond the duration of the fellowship		
Quality and ambition of the research, innovation and/or academic objectives of the recruitment programme		
50% Threshold = 3	30%	20%

Choose Europe for Science: Describing career options

Concrete prospects

- Post-project prospects should be adapted to national laws and limitations
- They can be:
 - Direct recruitment into an open-ended contracts
 - Structured accession and progression system which can include performance evaluations
 - Open recruitment for a position in the field of the project
- The project should train and prepare the fellows for the concrete prospect proposed



Roles

- Work related to research and academic teaching i.e. senior researchers, lecturers, data scientists, research managers, specialised technicians, ...
- Open to needs of institutions, local R&I ecosystems and researchers

Evaluation, selections and recruitment of researchers

Open, competitive, merit-based and with a transparent international peer-review in line with the European Charter for Researchers

Supervisors/Research managers MUST NOT have any role in the selection/recruitment process, drafting the proposal or decision-making process.

Researchers must be recruited within the first 12 months of the action duration, if possible, through a single call.

Evaluation, selections and recruitment of researchers

There must be substantial involvement of independent international evaluators based in other countries, with no conflict of interest, for each submitted application, and at all stages of the evaluation process.

A good balance between evaluators related to the Beneficiary and international independent evaluators from outside the partnership (based in other countries) must be ensured in the selection committee.

MSCA Choose Europe for Science: Potential challenges

Biased selection process

Lack of connection to long-term perspectives

Lack of clarity: remuneration

Choose Europe for Science: 2 phases

Choose Europe for Science Project

1st Phase **24 or 36 months**

- EU funding in the form of a Choose Europe for Science allowance
- Minimum remuneration

2nd Phase **24 months**

- Beneficiary covers all costs and sets remuneration at a level competitive at national/regional level

MSCA Choose Europe for Science: EU contribution 1st Phase

Contributions for recruited researchers and institutional contributions

Per person-month in the 1st phase of the project

Choose Europe for
Science allowance

EUR 6 700¹

Long-term leave
allowance
(if applicable)

EUR 6 700
x
% covered by the
beneficiary

Special needs
allowance
(if applicable)

Requested unit²
x
(1/number of months)

¹These amount are also the minimum gross remuneration applicable for researchers recruited under the programmes
It can be used across all cost categories

Programme	Postdoctoral
Minimum number of recruited researchers	3
Number of Beneficiaries	1
Associated Partners	No restrictions
Maximum duration of the action	60 or 72 months ()
Duration of Fellowship	48 (24+24) or 60 (36+24) months
Funding modality	2 Phases 1 st Phase: 24 or 36 months phase where Choose Europe for Science allowance is provided and a minimum gross monthly remuneration is set at EUR 6 700 and 2 nd Phase: 24 months phase where the beneficiary covers all costs and sets the salary that is attractive and competitive at national level
Choose Europe for Science allowance	EUR 6 700/researcher ()
Maximum co-funding	EUR 3.5 million / beneficiary / call
Total budget	EUR 22.5 million
Eligible researchers	at the vacancy notice deadline, researchers: - must be in possession of a doctoral degree - may not be permanently employed by the beneficiary - comply with the MSCA mobility rule.

⁽¹¹⁾ The maximum duration of the action must be 60 months from the starting date set out in the grant agreement for a 48-month fellowship and 72 months for a 60-month fellowship. It also includes the time that is needed to select and recruit the researchers.

⁽¹²⁾ During the first phase

Choose Europe - Proposal submission

- Applications are submitted through the **Funding and tender opportunities portal**:
 - Find your call
 - Sign into the portal and register your organization (get a PIC number)



Funding & tender opportunities
Single Electronic Data Interchange Area (SEDIA)



SEARCH FUNDING & TENDERS ▼

HOW TO PARTICIPATE ▼

PROJECTS & RESULTS

WORK AS AN EXPERT

SUPPORT ▼

Find calls for proposals and tenders

MSCA

Search

Evaluation, selections and recruitment of researchers



Part A - administrative forms filled *on-line on the Funding & Tenders Opportunities Portal*

it is not required for the Beneficiary or the Associated Partners to fill in the following sections: researchers involved in the proposal; the list of up to five publications or significant infrastructure. The list of previous projects should be filled in only if applicable.



Part B1 - the proposal, max 34 pages (PDF uploaded)

Any excess pages (i.e. numerical page 35 and beyond) will not be available to the evaluators

Use template



Part B2 - PDF uploaded

with no strict page limit for A4-sized pages but applicants should respect the instructions given per section.

Use template

- All **main definitions** (not included in this guide) are available in the [MSCA part of the Work Programme](#). Links to other official documents (e.g. [Horizon Europe General Annexes of the Work Programme](#), [Horizon Europe Unit Model Grant Agreement](#), [Horizon Europe Programme Guide](#)) are provided in the [call page on the Funding and Tenders Portal](#).
- **Beneficiary** is the sole signatory to the Grant Agreement, which receives the EU funding, claims costs, and takes complete responsibility for the proper implementation of the proposed programme. The Beneficiary must be a legal entity established in an EU Member State or HE Associated Country that funds or manages Programmes for researchers.
- **Associated Partners** are entities which participate in the action (e.g. providing training or secondments), but without the right to charge costs or claim contributions. Associated Partners may not employ the researchers under the action (1).
- **Supported researchers** should be in possession of a doctoral degree at the vacancy notice deadline.
- **Academic sector** means public or private higher education establishments awarding academic degrees, public or private non-profit research organisations (2) and International European Research Organisations (IERO) (3).
- **Non-academic sector** means any socio-economic actor not included in the academic sector and fulfilling the requirements of the Horizon Europe (HE) Rules for Participation (4).
- **Gender equality plan:** Having a gender equality plan is an eligibility criterion for public bodies, higher education establishments and research organisations from Member States and HE Associated Countries. Be aware that if the proposal is selected, having a gender equality plan will be necessary before the Grant Agreement signature; this requirement concerns legal entities applying as beneficiaries. [Please refer to the Horizon Europe guidance on gender equality plans](#).

- (1) For Choose Europe for Science Programmes with an outgoing phase, this restriction does not apply. The associated partner hosting the outgoing phase can conclude an additional employment contract with the researcher to ensure adequate medical/social insurance in the outgoing country.
- (2) If requested by the granting authority, institutions with self-declared research organisations status must provide evidence that their main objective is to carry out research and/or technological development. An assessment will be made on the basis of indicators such as share of research budget, volume of scientific publications and/or registered patents.
- (3) 'International European Research Organisation' (IERO) means an international organisation, the majority of whose members are EU Member States or Horizon Europe Associated Countries, and whose principal objective is to promote scientific and technological cooperation in Europe (see Article 2(14) of the Regulation establishing Horizon Europe - the Framework Programme for Research and Innovation, laying down its rules for participation and dissemination).
- (4) Regulation (EU) 2021/695 of 28 April 2021 (OJEU 12.05.2021, L170, p.1).

Choose Europe for Science: 2025 pilot call

Call	2025	
	Opening Closing	Budget (EUR m)
Choose Europe for Science 2025	1 October 2025 → 3 December 2025	22.5

Choose Europe 2025 call

Budget and planning

Call budget **EUR 22.5m**

Call Opening:	1 Oct 2025
Call Deadline:	3 Dec 2025
Remote Evaluation:	12-30 Jan 2026
Consensus Meetings :	02-06 Feb 2026
Ethics evaluation:	16-27 Feb 2026
Launch GAP:	March/April 2026

The Human Resources Strategy for Researchers



HR EXCELLENCE IN RESEARCH

The 'HR Strategy for Researchers' supports research institutions and funding organisations in the implementation of the Charter & Code in their policies and practices.

The implementation of the Charter & Code principles by research institutions render them more attractive to researchers looking for a new employer or for a host for their research project.

The European Commission recognises with the **'HR Excellence in Research Award'** the institutions which make progress in aligning their human resources policies to the 40 principles of the Charter & Code, based on a customized action plan/HR strategy.

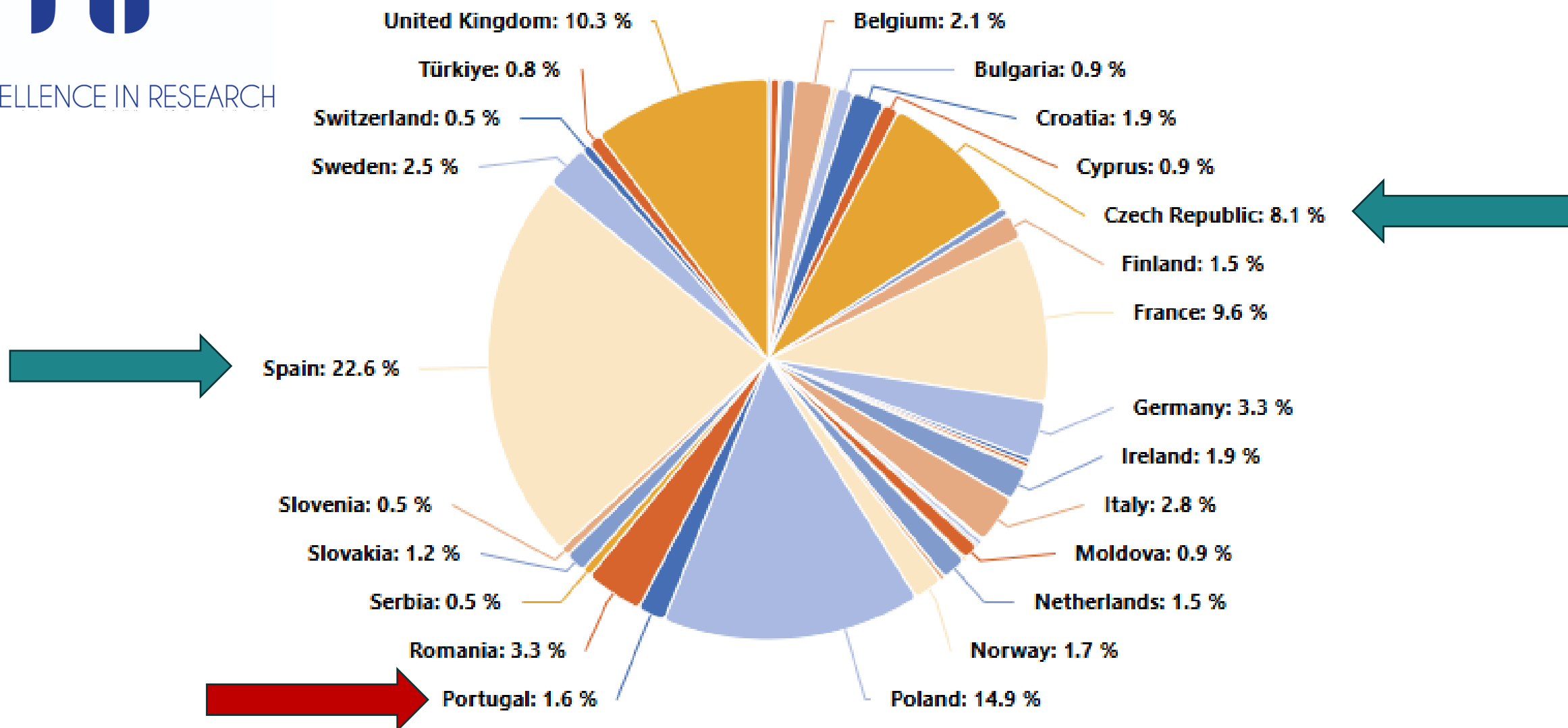
Download the [HRS4R Technical Guidelines for Institutions.pdf](#)

Download the [hrs4r_procedure_flow_slide.pptx](#)

<https://euraxess.ec.europa.eu/jobs/hrs4r>



HR EXCELLENCE IN RESEARCH



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Infrastructures



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Research
Infrastructures

Thank you!