MSCA Staff Exchanges 2026 Call

Marie Skłodowska-Curie Actions

PERIN | Portugal in Europe Research and Innovation Network

Marie Sklodowska-Curie Actions
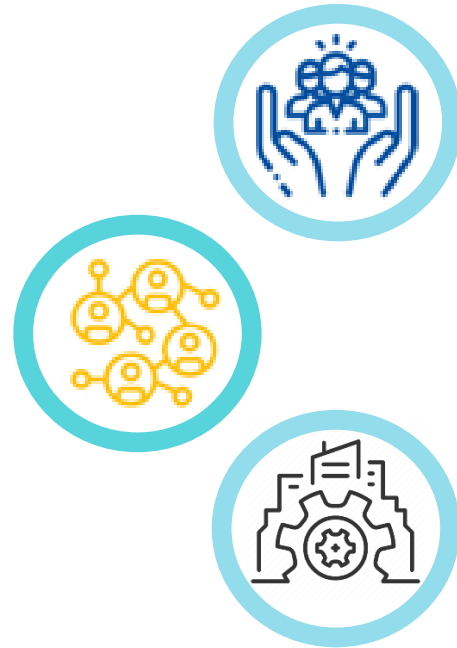
- Based on mobility (international, intersectoral, interdisciplinary);
- All scientific domains;
- Strong accent on participation of industry, SMEs and non-academia partners;

- Attract and retain talents
- Institutional visibility and networking
- Joint advanced training
- @ interfaces of the knowledge value-chain
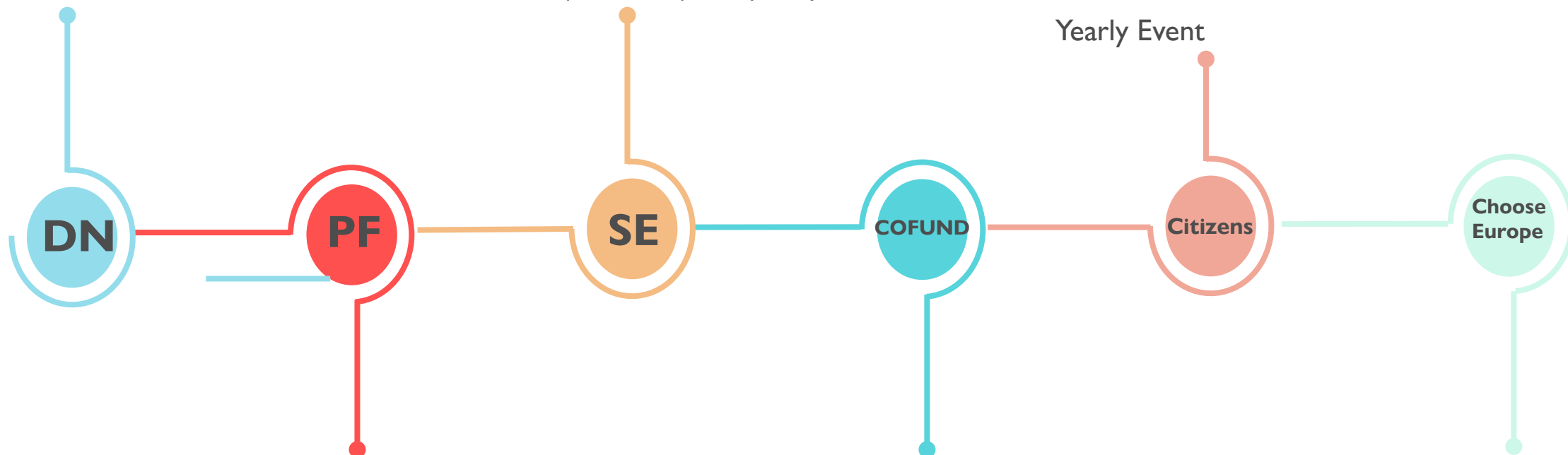
Marie Sklodowska-Curie Actions

Doctoral Networks

Joint Doctorates
Industrial Doctorates
Other Doctoral Programmes

Staff Exchanges

Secondments Inter-
-sectoral | -national | -disciplinary

MSCA & Citizens

Yearly Event

DN

PF

SE

COFUND

Citizens

Choose Europe

Postdoctoral Fellowships

European Fellowships
Global Fellowships

COFUND

Co-financed Programmes:
Doctoral and Postdoctoral

Choose Europe

Co-fund long term
employment for
researchers

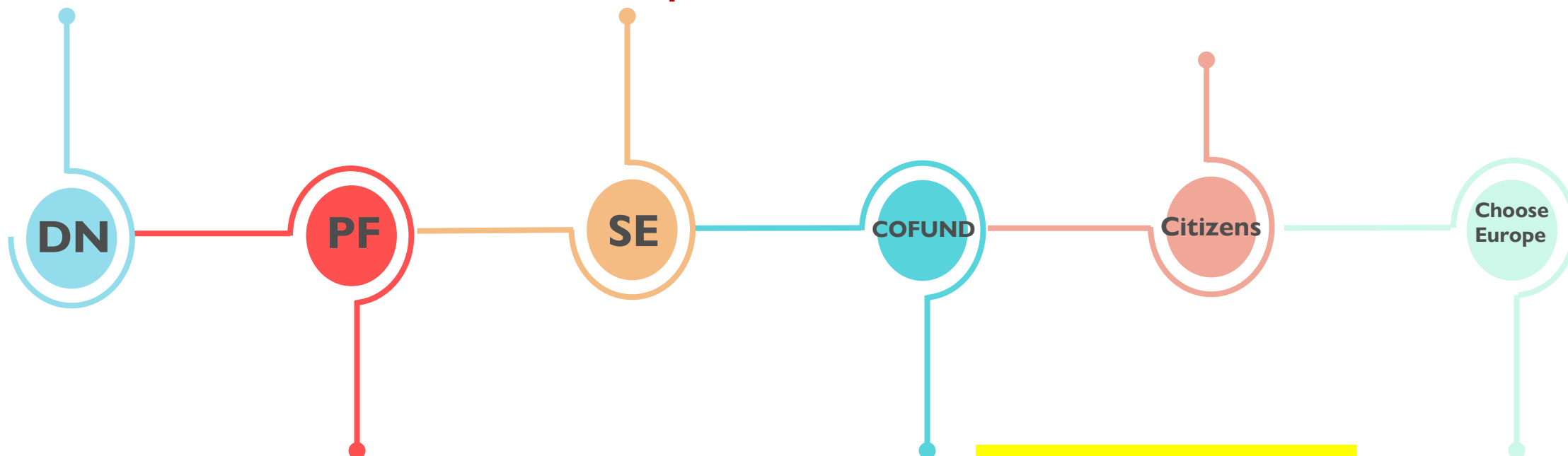# Marie Sklodowska-Curie Actions – 2026 calendar

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

DN — **PF** — **SE** — **COFUND** — **Citizens** — **Choose Europe**
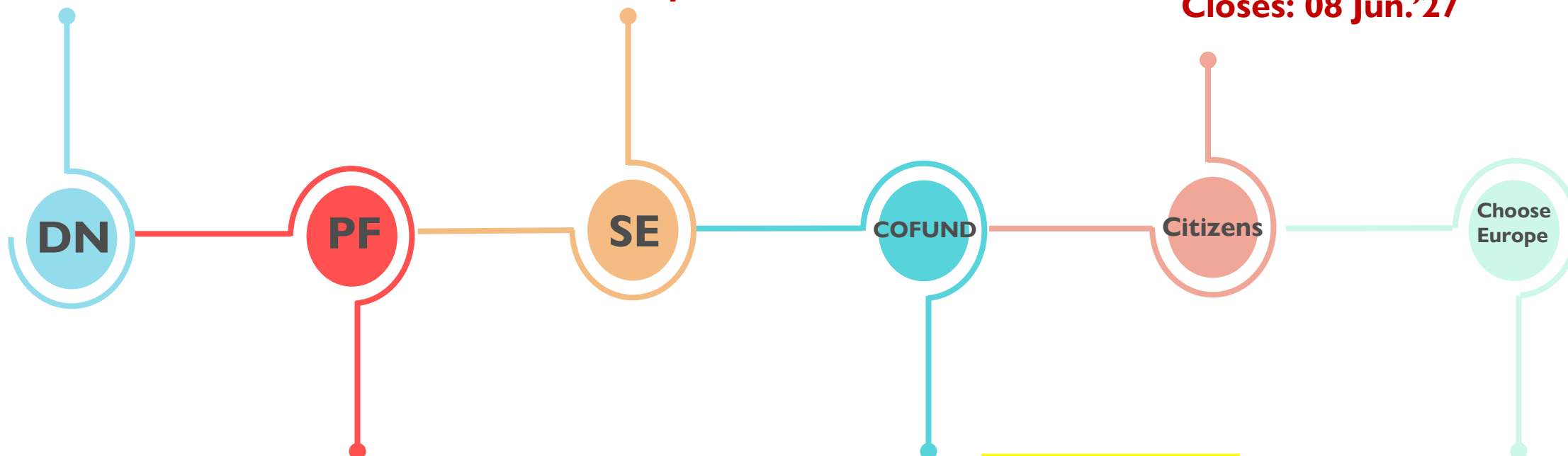
Postdoctoral Fellowships
Opens: 09 Apr.'26
Closes: 09 Sep.'26

COFUND (doctoral + postdoctoral programs)
Opens: 16 Dec.'25
Closes: 08 Apr.'26

Choose Europe
No call foreseen

Staff Exchanges

Main objectives

- International, inter-sectoral and interdisciplinary mobility of R&I staff ("secondments")
- Knowledge transfer between participating organisations
- Collaboration between the academic and non-academic sectors (including SMEs)
- Cooperation across the globe

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Staff Exchanges
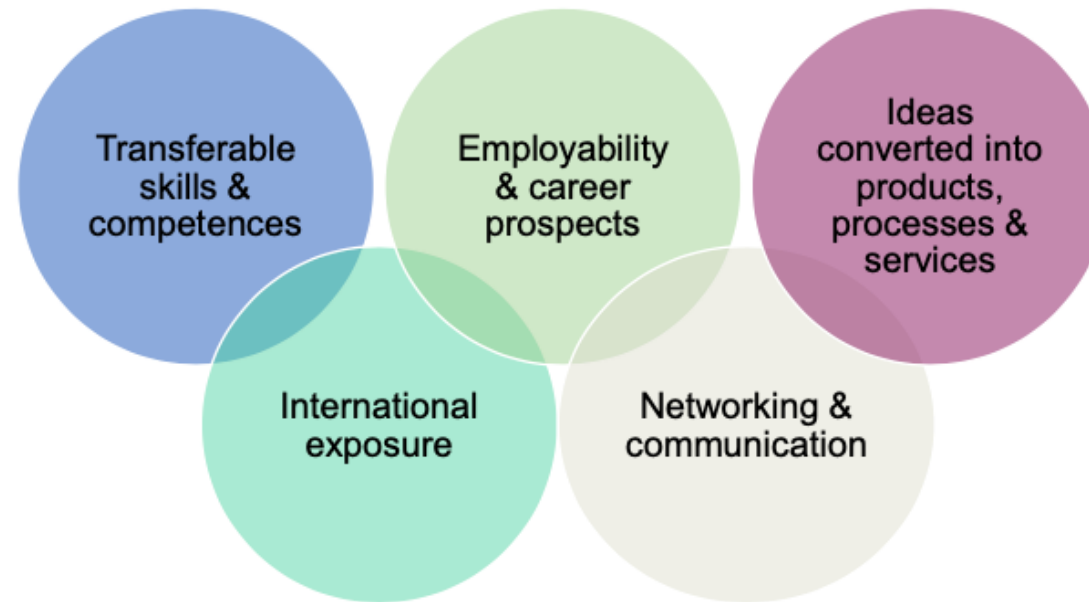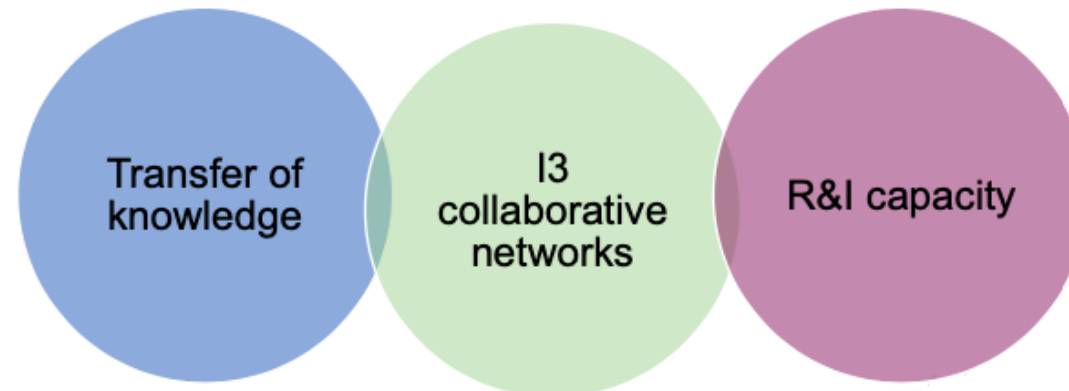
Staff Exchanges
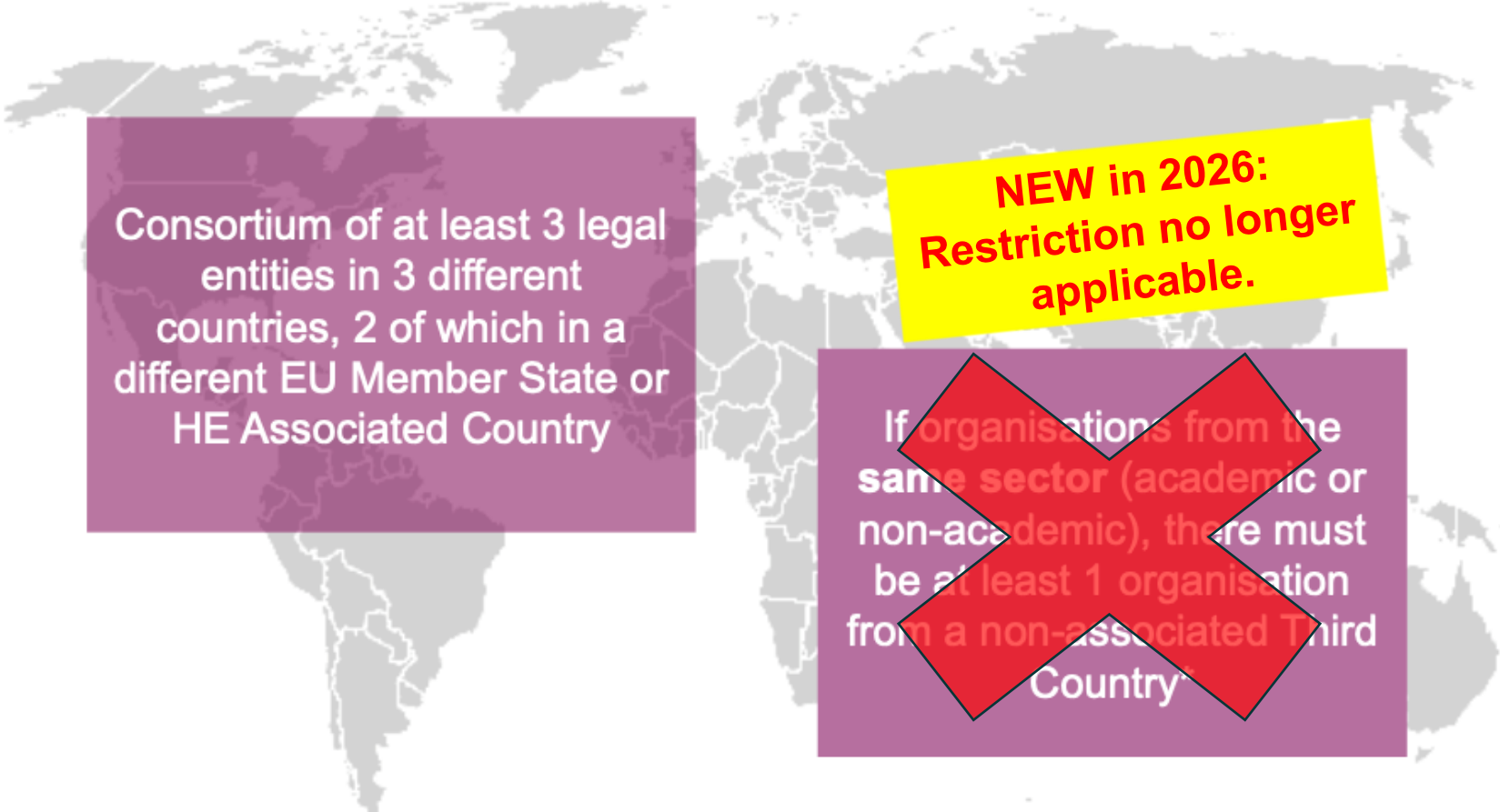
Main Features:

- ➤ **4 years** for project implementation

- ➤ Maximum **360 person-months** per project (max. ≈ 1.8 M€)

- ➤ Secondments: 1-12 months per staff

- ➤ ~~Interdisciplinary~~ **secondments in the same sector possible within Europe** ~~(max 1/3 of implemented EU funded person-months)~~

NEW in 2026: Restriction no longer applicable.

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Research and Innovation Network

Staff Exchanges

Eligible participants:

Consortium of at least 3 legal entities in 3 different countries, 2 of which in a different EU Member State or HE Associated Country

NEW in 2026: Restriction no longer applicable.

If organisations from the same sector (academic or non-academic), there must be at least 1 organisation from a non-associated Third Country

Novelties

Greater flexibility to support 3-way mobility

- **Same-sector secondments** now allowed; **international cooperation** strongly encouraged
  - Removal of requirement for a non-associated third country (when all partners were in the same sector)
  - Both academic and non-academic sectors must be involved

- Removal of the **"one-month rule"** before secondment

Skills development

- Enhanced skills development section

Minimum threshold

- New minimum threshold of 3 in each evaluation criteria

Unit cost

- Increased to €2,870 per month

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Research and Innovation Network

Staff Exchanges

Eligible participants:

EU COUNTRIES

- Member States (MS) including their outermost regions

- The Overseas Countries and Territories (OCTs) linked to the MS.

NON-EU COUNTRIES

- Countries associated to Horizon Europe (AC)

- Low and middle income countries: See HE Programme Guide.

- Other countries when announced in the call or exceptionally if their participation is essential

SPECIFIC CASES

- Affiliated entities established in countries eligible for funding.

- EU bodies

- International organisations (IO):

  - International European research organisations are eligible for funding.

  - **Other IO are not eligible (only exceptionally if participation is essential)**

Staff Exchanges

Academic and non-academic sectors

Academic sector

✓ public or private higher education establishments

✓ public or private non-profit research organisations

✓ International European Research Organisations (IERO)

Non-academic sector

✓ any socio-economic actor not included in the academic sector

Staff Exchanges

Summary of tasks				
Status	Sign Grant Agreement	Secondment of staff	Training and/ or hosting of seconded staff	Directly claim costs
Beneficiary*	✓	✓	✓	✓
Associated partner**	✗	✓	✓	✗

* Beneficiaries not requesting EU funding are not allowed under Horizon Europe rules, with the exception of the European Commission Joint Research Centre (JRC). Organisations from EU Member State or Horizon Europe Associated Country not requesting EU funding can participate as associated partners.
** Only secondments from associated partners located in low to middle-income third countries included in the List of Participating Countries in Horizon Europe are eligible for funding. See section 4.2 below.

Staff Exchanges **Eligible researchers:**

Condition	Explanation
1. Be considered staff of the sending organisation	☑ Type of relationship (employment contract, fellowship or other[15]) between the staff member and the sending organisation must comply with the applicable national law and internal practices (e.g., PhD candidate is sufficient to be considered staff member at the organisation where they are registered).
	☑ The staff member must be under the direction and instructions of the sending organisation for the duration of the secondment.
	⚠ **IMPORTANT**: In case a person is a member of staff of two or more independent organisations, which are participating in an MSCA Staff Exchanges project, this person can only be seconded from one of these organisations. Moreover, the staff member can only be seconded to organisations with which he/she is not affiliated.
2. Have the appropriate R&I experience	☑ Staff members shall have **appropriate competence** to implement the project and R&I work packages and deliverables. Moreover, those with a purely administrative role (e.g., accountants) are not considered to be actively involved in the R&I activities of the organisation. Therefore, they are not eligible for secondments.
3. Return to the sending institution	☑ After the period of secondment, seconded staff should **return to their sending institution**, thus maximising the impact of the action for knowledge sharing and long-term collaboration.

Staff Exchanges

Eligible exchanges:

"HOSTING"
(receiving seconded staff members)

"SENDING" (sending staff members from organization)	Organisation in MS/AC (2)	Associated Partners eligible for funding	Associated Partners non-eligible for funding
Organisation in MS/AC (1)	✓	✓	✓
Associated Partners eligible for funding	✓	✗	✗
Associated Partners non-eligible for funding	✗	✗	✗

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Staff Exchanges

Overview	
Minimum number of participating organisations[4]	3 in 3 different countries
Minimum number of beneficiaries from EU Member States or Horizon Europe Associated Countries[5]	2
Min number of participants from **Academic** sector[6]	1
Min number of participants from **Non-academic** sector[7]	1
Number of associated partners	No minimum
Max number of person months (PM)	360
Secondment duration[8]	1 – 12 months
Intersectoral secondments	Must be between academic and non-academic sector
Ranking lists[9]	8 (scientific) panels[10]
Budget 2026	97.92 Million €

RISE under H2020
Overall Statistics - Duration of secondments

Y-axis: Number of secondments

X-axis: Duration of secondment (months)

Data labels:
- Month 1: ~3300 (45%)
- Month 2: ~1850 (25%)
- Month 3: ~870 (12%)
- Month 4: ~480 (7%)
- Month 5: ~180
- Month 6: ~370 (2,5%) (5%)
- Month 7: ~30
- Month 8: ~50
- Month 9: ~10 (1%)
- Month 10: ~30
- Month 11: ~5
- Month 12: ~120 (2%)
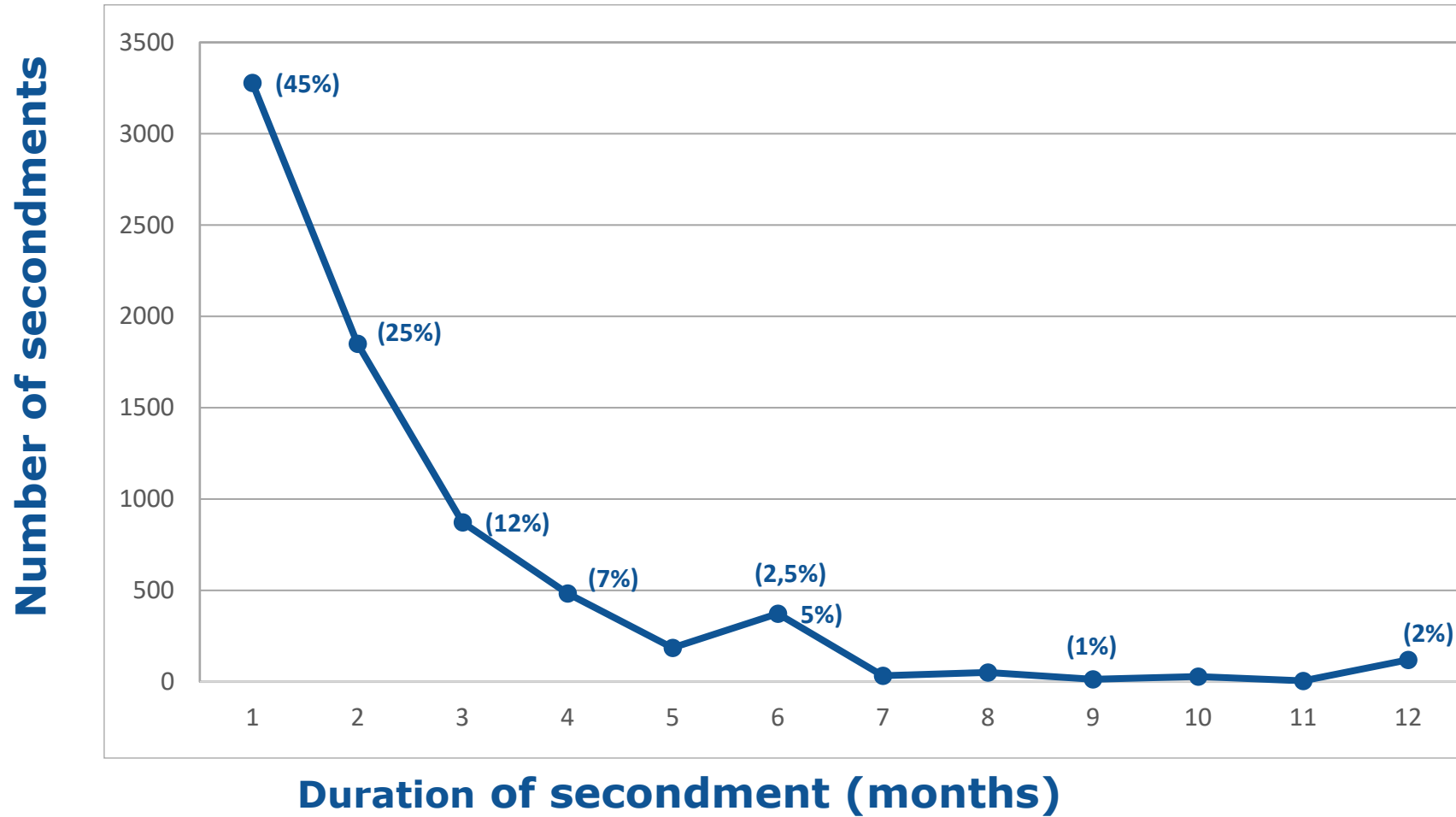
SE Success rates

HE MSCA SE

Bar chart showing success rates for 2021–2024. Values:
- 2021: Success Rate EU 40.68%, Success Rate PT 43.48%
- 2022: Success Rate EU 43.98%, Success Rate PT 44.44%
- 2023: Success Rate EU 32.80%, Success Rate PT 27.17%
- 2024: Success Rate EU 26.01%, Success Rate PT 25.00%

Legend: ■ Success Rate EU ■ Success Rate PT
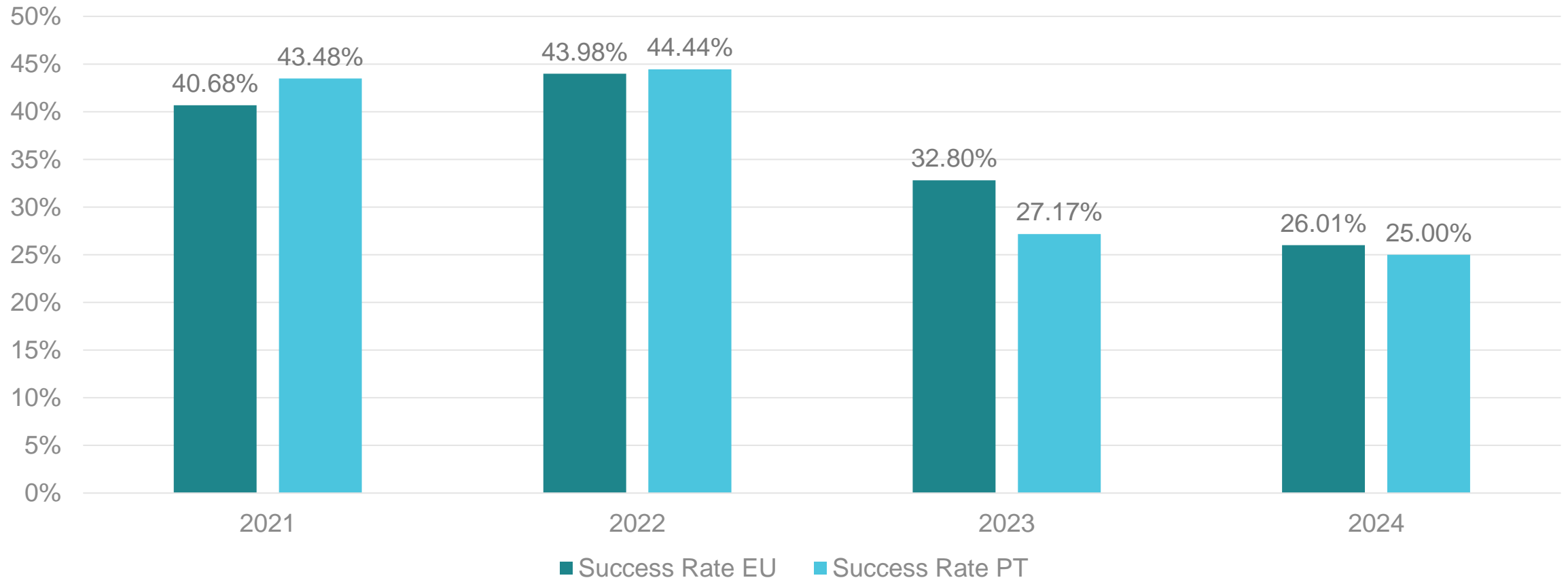
Proposal submission

MSCA Staff Exchanges

PERIN | Portugal in Europe
Research and Innovation Network

SE - 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)

SE - Proposal submission

- Read **all guidance documents**:

  - **Guide for applicants**: overview of rules, financial aspects, etc.

  - MSCA Work Programme and annexes

  - Proposal templates

  - Model Grant Agreements

  - Online manual on how to submit an application

  - Frequently Asked Questions

  - Guidelines on Supervision: https://data.europa.eu/doi/10.2766/508311

  - Green Charter: https://data.europa.eu/doi/10.2766/720690

- Submit specific queries to the **Research Enquiry Service** (funding, validation of participants, etc.)

SE – proposal submission

Gender Equality Plan

Corporate eligibility criterion in Horizon Europe (not specific to MSCA)

Applicable to public bodies, research organisations and higher education establishments from EU Member States and Horizon Europe Associated Countries

Minimum process-related requirements for publication, dedicated resources, data collection & monitoring, and training

https://op.europa.eu/en/publication-detail/-/publication/ffcb06c3-200a-11ec-bd8e-01aa75ed71a1/language-en/format-PDF/source-232129669

SE Proposal Structure

MSCA-NET

Part A - administrative forms

filled *on-line on the Funding & Tenders Opportunities Portal*

Part B1 - the proposal, max <u>32</u> pages (PDF uploaded)

 # Start page (1 page), table of contents (1 page), list of participating organisations

 # Excellence

 # Impact

 # Implementation, incl. Gantt Chart

Maximum 30 pages

Excess pages disregarded

Part B2 - no page limit, PDF uploaded

 # Participating organisations (including 1 pg per Beneficiaries and ½ pg per Associated partners and non-academic beneficiaries table)

 # Inter-relationship declaration between different participating beneficiaries

~~**# Letters of Commitment (compulsory for Associated partners)**~~

NEW

Letter of Commitment required for Implementing Partners only before the grant signature

NEW

Proposal structure – part A

PART A:
- ✓ General information:
  - title,
  - acronym,
  - panel,
  - descriptors,
  - keywords,
  - abstract,
  - declarations
- ✓ **Participants** and contacts
- ✓ Budget – based on person-months
- ✓ **Gender Equality plan**
- ✓ **Ethics** questionnaire

Administrative forms – to be filled on-line

Call:
0
Topic:
Type of Action:
0
Proposal number:
Proposal acronym:
Type of Model Grant Agreement:

Table of contents

Section	Title	Action
1	General information	
2	Participants	
3	Budget	
4	Ethics and security	

How to fill in the forms
The form must be filled in for each proposal using the templates available in the submission system. Some data fields in the form are pre-filled based on the steps in the submission wizard.

Example, not to complete

Part A - GEP, Ethics and questions

Application forms
Proposal ID
Acronym   **Acronym is mandatory**
Short name

A **self-declaration** will be requested **at proposal stage**

Gender Equality Plan

Does the organization have a Gender Equality Plan (GEP) covering the elements listed below?   ○ Yes   ● No

Minimum requirements (building blocks) for a GEP

Public GEP: formal document published on the institution's website and signed by the top management, addressing the following issues:

- **Dedicated resources:** commitment of human resources and gender expertise to implement it.
- **Data collection and monitoring:** sex/gender disaggregated data on personnel and students and annual reporting based on indicators.
- **Training:** Awareness raising/trainings on gender equality and unconscious gender biases for staff and decision-makers.
- **Minimum areas** to be **covered** and addressed via concrete measures and targets:
  - o   work-life balance and organisational culture;
  - o   gender balance in leadership and decision-making;
  - o   gender equality in recruitment and career progression;
  - o   integration of the gender dimension into research and teaching content;
  - o   measures against gender-based violence including sexual harassment.

If you are a public body, a research organisation or a higher education establishment (including private research organisations and higher education establishments), then you must have a Gender Equality Plan.

Ethics questionnaire → further reading at
https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/horizon/guidance/programme-guide_horizon_en.pdf (p. 21-26) and
https://op.europa.eu/en/publication-detail/-/publication/16edbd19-0989-4308-882f-ae1fc572e3bc

Questions related to completing part A of your proposal → EC FAQ section here and MSCA-NET Q&A blog here

How to select keywords in a Horizon Europe MSCA Staff Exchanges proposal?

- All eligible proposals will be evaluated under one of the eight major areas of research (known as scientific evaluation "panels")
- Proposals must be submitted to **only one of eight 'main evaluation panels'**.
- Document providing a breakdown of each research area into a number of keywords is available on the REA website

Regarding the keywords, **applicants can select from three (3) to five (5)** as explained below. Applicants must:

1. **Select the panel**, i.e. the area of research (e.g. CHE) in which the proposal best fits. This should be considered as the core discipline of the proposal.
2. Within the **most relevant sub-area of research** (e.g. C1-Inorganic Chemistry), select the first keyword that best characterises the subject of the proposal (e.g. Catalytic materials).
3. The **second keyword** that best characterises the subject of the proposal must be selected within the area of research (e.g. CHE)
4. **Third keyword**: it is mandatory to select at least one (1) additional keyword which can be chosen from any of the eight (8) areas of research.
5. If needed **you may add further two** (2) additional keywords chosen freely from any of the eight (8) areas of research.

Please note that you should select the descriptors in order of importance, the first being the most important.

Keywords are used to find the appropriate expert evaluators whose expertise best matches your proposal

Scientific panel	Level 1 keywords	Level 2 keywords
Chemistry (CHE)	C1-Inorganic Chemistry	Catalysis
		Coordination chemistry
		Inorganic and nuclear chemistry
		NMP Non-Metallic Materials & basic processes
		Organometallic chemistry
		Radiation and nuclear chemistry
	C2-Organic, Polymer and Molecular Chemistry	Carbonhydrates
		Combinatorial chemistry
		Heterocyclic chemistry
		Macromolecular chemistry
		Molecular architecture and s
		Molecular biology
		Molecular chemistry
		Natural product synthesis
		Organic chemistry
		Organic reaction mechanism
		Peptide chemistry
		Polymer chemistry
		Stereochemistry
		Supramolecular chemistry
		Synthetic Organic chemistry

Physics (PHY)	P1-Particle and Nuclear Physics	Observation ... ic rays, neutrinos, and other particles
		Particle physics
		Particles and fields physics
	P2-Atomic and molecular physics, optics	Atomic, molecular physics
		Chemical physics
		Lasers, ultra-short lasers and laser physics
		Metrology and measurement
		Nonlinear optics
		Optics (including laser optics and quantum optics)
		Optics, non-linear optics and nano-optics
		Photonics
		Quantum optics and quantum information
		Statistical physics (gases)
		Ultra-cold atoms and molecules
		Wave Interaction and Propagation
	P3-Condensed matter physics	Condensed matter physics (including formerly solid state physics, superconductivity)
		Electronic properties of materials, surfaces, interfaces, nanostructures, etc
		Fluid dynamics
		Gas and plasma physics
		Magnetism and strongly correlated systems
		Mechanical and acoustical properties of condensed matter, Lattice dynamics
		Mesoscopic physics
		Nanophysics: nanoelectronics, nanophotonics, nanomagnetism, nanoelectromechanics, etc.
		Phase transitions, phase equilibria
		Semiconductors and insulators: material growth, physical properties
		Soft condensed matter
		Spintronics
		Statistical physics (condensed matter)
		Structure of solids and liquids
		Superconductivity
		Superfluids
		Surface Physics
		Thermal properties of condensed matter
		Transport properties of condensed matter

https://rea.ec.europa.eu/system/files/2021-10/MSCA%20Keywords.pdf

Additional reading on the evaluation procedure:
https://rea.ec.europa.eu/funding-and-grants/horizon-europe-marie-sklodowska-curie-actions/horizon-europe-msca-how-apply_en#ecl-inpage-292
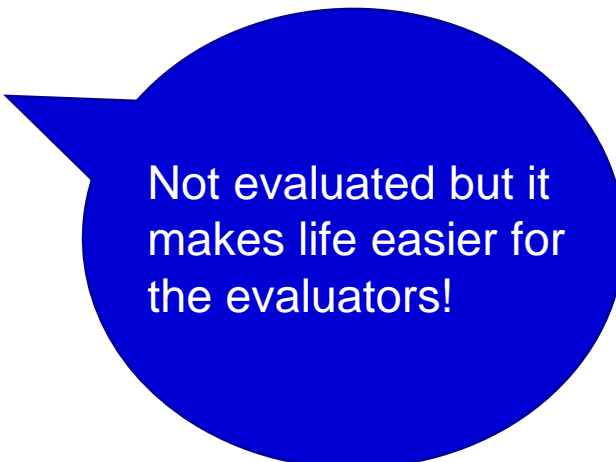
Proposal structure – layout

– **Be sure to use the EC template!**

– Page size A4

– Legible font (Times New Roman (Windows platforms), Times/Times New Roman (Apple platforms) or Nimbus Roman (Linux distributions).

– The minimum font is 11 except for Gantt charts and tables where it can be 9

– Literature references: listed in footnotes, min. font size 8

– Single line spacing

– Margins 15 mm (top, bottom, left and right)

– Header – Call: [insert call identifier - HORIZON-MSCA-2022-SE-01] – [insert call name - MSCA Staff Exchanges 2022]

– Pages must be numbered - footer - "Part B - Page X of Y„

– Name of the documents: Proposal Number-Acronym-Part B1.pdf / Proposal Number-Acronym-Part B2.pdf

> **Strictly follow the headings and subheadings as indicated in the GfA!**
> **The structure correspond to the evaluation criteria!**

Layout – general advice

Not evaluated but makes life easier for the evaluators

- ✓ Use charts, diagrams, tables, text boxes, figures
- ✓ Ensure any colour diagrams etc. are understandable when printed in black and white
- ✓ Use highlighting where appropriate (**bold**, <u>underline</u>, *italics*) but don't overdo it!

- ✓ Avoid jargon
- ✓ Explain any abbreviations
- ✓ Simple and clear text
- ✓ Avoid long sentences
- ✓ Get rid of repetitions (refer to other parts of the proposal if necessary)
- ✓ Don't copy text from other documents or websites
- ✓ Be consistent with language (UK/ US English)

Not evaluated but it makes life easier for the evaluators!

Award criteria

MSCA Staff Exchanges

Excellence	Impact	Quality and efficiency of the implementation
Quality and pertinence of the project's research/innovation objectives (and the extent to which they are ambitious, and go beyond the state of the art)	Developing new and lasting research collaborations, achieving transfer of knowledge between participating organisations and contributing to improving research and innovation potential at the European and global level	Quality and effectiveness of the work plan, assessment of risks, and appropriateness of the effort assigned to work packages
Soundness of the proposed approach to foster international, intersectoral and interdisciplinary collaborations	Credibility of the measures to enhance the career perspectives of staff members and contribution to their skills development	Quality, capacity and role of each participant, including hosting arrangements and extent to which the consortium as a whole brings together the necessary expertise
Soundness of the proposed methodology (including consideration of the gender dimension and other diversity aspects if relevant for the research project, and the quality of open science practices)	Suitability and quality of the measures to maximise expected outcomes and impacts, as set out in the dissemination and exploitation plan, including communication activities	
Quality of the proposed interaction between the participating organisations in light of the research and innovation objectives.	The magnitude and importance of the project's contribution to the expected scientific, societal and economic impacts.	
50%	30%	20%

Use this handbook to prepare your proposal:

https://horizoneuropencpportal.eu/sites/default/files/2025-07/radiance-se-handbook-2025.pdf

MSCA

Radiance

Staff Exchanges Handbook Call 2025

NETWORK OF THE NATIONAL CONTACTS POINTS FOR THE MARIE SKŁODOWSKA-CURIE AC-TIONS (MSCA)

Task 3.1	Handbooks and Submission Guides
Issued by:	DLR (DE)
Issued date:	14 July 2025
Work Package Leader:	RANNIS (IS)

Check this submission guide:

https://horizoneuropencpportal.eu/sites/default/files/2025-07/howtosubmit-pf-proposal.2025_0.pdf

Radiance MSCA

How to submit your MSCA – Staff Exchanges– 2025 project proposal

NETWORK OF THE MARIE SKŁODOWSKA-CURIE ACTIONS NATIONAL CONTACT POINTS

Task 3.1	Submission Guides
Issued by:	TUBITAK, Türkiye
Issued date:	25 June 2025
Work Package Leader:	RANNIS (IS)

SE – award criteria

'Excellence', 'Impact' and 'Quality and efficiency of the implementation'

- Each criterion includes the 'aspects to be taken into account'. The same aspect is not included in different criteria, so it is not assessed twice.

- Open Science practices are assessed as part of the scientific methodology in the excellence criterion.

SE – proposal submission

1.2 Soundness of the proposed methodology

- *International, interdisciplinary and inter-sectoral approaches*

- *Gender dimension and diversity aspects*

- *Open science practices*

SE – proposal submission

2.3 The magnitude and importance of the project contribution to the expected scientific, societal and economic impacts.

- Expected scientific impact(s)

- Expected economic/technological impact(s)

- Expected societal impact(s)

SE – proposal submission

Quality and efficiency of the implementation

3.1 Quality and effectiveness of the work plan, assessment of risks and appropriateness of the effort assigned to work packages

- Management structures not assessed anymore

- Risk management at consortium level

- Gender aspects (both at the level of the seconded researcher and that of decision-making within the action)

- Environmental aspects in light of the **MSCA Green Charter**

SE – proposal submission

Quality and efficiency of the implementation

3.2 Quality, capacity and role of each participant, including hosting arrangements and extent to which the consortium as a whole brings together the necessary expertise

• Operational capacity fully assessed under criterion 3.2

Evaluation

MSCA Staff Exchanges

SE – evaluation

Overview of the process

Receipt of proposals

Individual evaluation

Consensus group

Panel review

Finalisation

Admissibility/eligibility check

Allocation of proposals to evaluators

Experts assess proposals **individually**.

Minimum of three experts per proposal (but often more than three).

All individual experts discuss together to agree on a **common position**, including comments and scores for each proposal.

The panel of experts reach an **agreement** on the scores and comments for all proposals within a call, checking **consistency across the evaluations**.

if necessary, resolve cases where evaluators were unable to agree.

Rank the proposals with the same score

The Commission/Agency reviews the results of the experts' evaluation and puts together the **final ranking list**.

European Commission

Budget Structure

MSA Staff Exchanges

SE – budget structure

Contributions for seconded staff members Per person-month		Institutional unit contributions Per person-month	
Top-up allowance	**Special needs allowance** (if applicable)	**Research, training and networking contribution**	**Management and indirect contribution**
EUR 2870	Requested unit[1] x (1/number of months)	EUR 1 300	EUR 1 000

Top-up allowance: travel, accommodation and subsistence costs

Research, training and networking contribution: training, transfer of knowledge, networking activities and research expenses

Management and indirect contribution: beneficiary's additional costs

Participating organisations are expected to continue paying the salary of the staff during the secondment

SE – budget structure

- The **research, training and networking contribution** should cover costs for training and networking activities research expenses, visa- related fees and travel expenses, additional costs arising from each secondment (e.g. travel insurance).

- The **management and indirect contribution** should cover the beneficiary's additional costs in connection with the action (e.g. personnel costs for project management/coordination, indirect costs).

- Staff exchange must devote themselves on a **full-time** basis to the project.

- **Part-time is not allowed during the secondment**. Staff being employed part-time at the sending institution can be seconded (full- time).

Staff Exchange

2026 Call planning

Indicative timeline

- 16 December 2025: launch of the call for proposals (TBC)
- 16 April 2026: deadline for submitting proposals (TBC)
- September 2026: notification of call results to applicants (TBC)
- November 2026: grant agreement signature for successful projects (TBC)
- January 2027: first EU-funded projects start (TBC)

PERIN Portugal in Europe Research and Innovation Network

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Research Infrastructures

Thank you!

PERIN Portugal in Europe Research and Innovation Network