



Energy for future – E4F Postdoctoral fellowship programme 2024-2025 MSCA-COFUND

Terms of the call

This document sets out the general terms in relation to an application for the fellowship

January, 2023



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Índice

1. ABOUT US	4
2. ENERGY FOR FUTURE – KEY ELEMENTS	4
3. AREAS OF RESEARCH	5
4. PARTNER ORGANISATIONS	6
5. ELIGIBILITY	7
5.1 Applicant’s eligibility criteria	7
5.2 Application’s eligibility	7
6. ONLINE APPLICATION SYSTEM	8
7. SUPERVISION & TRAINING	10
8. FINANCIAL CONTRIBUTION	11
9. SELECTION PROCESS	11
9.1 Phase 1: Eligibility check	11
9.2 Phase 2: Evaluation Phase	12
9.3 Phase 3: Interview Phase	12
9.4 Phase 4: Final ranking and Funding decision	13
10. PROJECT’S RESULTS	13
11. DISSEMINATION AND COMMUNICATION ACTIVITIES	14
12. INTELLECTUAL PROPERTY RIGHTS AND OPEN SCIENCE	15
13. SUPPORT	15
14. ETHIC ASPECTS AND DATA PROTECTION	16
ANNEX 1 – EXTERNAL INTERNATIONAL PEER REVIEW EVALUATION CRITERIA	17
ANNEX 2 – INTERVIEW PHASE EVALUATION CRITERIA	18

1. ABOUT US

Fundación Iberdrola España (“FIBE”) is a non-profit organization based in Spain linked to the **Iberdrola Group** (a worldwide leader 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”)**.

2. ENERGY FOR FUTURE – KEY ELEMENTS

E4F is an initiative of the Horizon 2020 MSCA-COFUND Programme and gives researchers the opportunity to develop their projects within a network of internationally recognized universities, research centres and industrial companies from Europe, USA and Mexico.

In this second call, E4F offers **16 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 18 partner organisations (i.e., 11 Universities, 3 research centres and 4 Energy companies) acting as hosting and/or secondment partners: 14 from 4 different European countries (Spain, France, UK and Germany) and 4 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 has a **duration of 24 months, starting between January and June 2024**, 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 **13 academic Hosting Partner Organisations** (10 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 **12 academic Hosting 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 9.

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>



All Applications shall be submitted through the **on-line Application Form**, available through 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.

Timeline

Call Opening:	1 st February 2023
Deadline for applications:	30 th March 2023 at 12:00 (noon) CET
Evaluation Period:	April – August 2023
On line Interviews:	September 2023
Award Notification:	October 2023
Fellowship period begins:	January – June 2024

3. AREAS OF RESEARCH

E4F Programme proposes five main Research Areas (“Research Areas”) within the clean and sustainable energy field:



1. Photovoltaic Energy
[PhE]



2. Wind Energy
[WiE]



3. Energy Storage
[EnS]



4. Smart grids
[SmG]



5. Electric Vehicle
[EV]

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 and Secondment Period, 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	2
	Universidad Pontificia de Comillas - ICAI	SPAIN	x	x	x	x	x	3	3
	Universidad del País Vasco	SPAIN	x	x	x	x	x	3	3
	Universidad de Cantabria	SPAIN		x		x		1	
	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	2	
	RIT - Rochester Institute of Technology	USA	x	x	x	x	x		1
	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	2	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	MÉXICO	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 criteria

- 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.

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 (Minimum C1 Advance level is required)**.
- Applicants must comply with the **MSCA mobility rule**:
 - To be hosted in Spain, France, UK, Germany, 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 the US**, applicants must be nationals or long-term residents of an 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, research Applications must comply with the following requirements:

- Applications must be submitted fully written in English **through the Programme website's on-line application form**, (www.europeanenergyforfuture.com) (the "**Application Form**"), as described and in compliance with Section 6 herein, before the Call's Deadline. **Applications will not be allowed after the Call's Deadline.**
- Applicants may only submit one application per call.
- The Application shall be within the clean and sustainable energy field, preferably in the E4F's Research Areas described in Section 3; however other relevant topics comprised within this field will be considered.
- All ethical standards required by the European Union shall be adhered to, as described in Section 14 herein.
- Applicants shall **upload all the documentation requested** when completing the Application Form.

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.

6. ONLINE APPLICATION SYSTEM

Applications must be submitted **through the E4F on-line application system that can be accessed through** (www.europeanenergyforfuture.com).

The online “**Application Form**” includes the following information:

PERSONAL DETAILS

Indicate your name, surname, Passport/Id number, gender, email (the same email that you used to register), mobile number, nationality, country of residence, permanent address and date of birth.

FAMILY OBLIGATIONS

Indicate if you have family obligations and describe those obligations in the text field.

Family is defined as “persons linked to the researcher (1) by marriage; (2) by a relationship with equivalent status to a marriage recognised by the legislation of the country or the region where this relationship was formalised; (3) as dependent children who are actually being maintained by the researcher”. *The family status is determined at the date of the call deadline.*

EDUCATION, RESEARCH EXPERIENCE AND CAREER BREAKS

Indicate if you hold a *PhD Degree* and complete the table with your education details.

Complete the details of your *research experience* (max of 5 years) and indicate the total number of years of research experience

If you do not have a PhD, you must attach supporting documentation of your research experience in the attachment sections (minimum 4 years).

Indicate if you have had any *career breaks*. In this case, include the number of months

Recommendation letters

Include Name, Position, email and Organization of the two Referees and upload the letters in the attachment section.

In case the referee prefers to send the recommendation letters directly to us, please ask them to use energyforfuture@iberdrola.es indicating your name in the subject of the email. In the attachment section, include a note indicating that the letters will be sent directly to us.

LANGUAGE REQUIREMENTS

Applicants who are not nationals, or long-term residents of a country where English is the official language, will need to demonstrate their English proficiency. This can be done by uploading one of the following certificates in the attachment section:

- 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 one of those certificates at the date of submission of their application, please list any relevant detail that demonstrate an advanced command in English: place where you have lived/ worked, publications etc. Selected candidates will be interviewed, and applicant's command of English will be assessed.

MOBILITY REQUIREMENTS

List the places where you have resided in the 3 years immediately prior to the call deadline, including the start date and end-date for each place. You will be required to attach supporting documents in the attachment section.

RESEARCH PROJECT

Select the research area of your project and provide the title and project description. **Note that the research area and the project description will be used for the selection of the evaluators that will assess your proposal.**

Applicants shall upload a maximum **10 pages document**, describing their proposed **research project** (the "**Research Project**" max 6 pages), and **Curriculum Vitae (max 4 pages)**, using the E4F template, available in the application form and in www.energyforfuture.com

Hosting and Secondment Partners

- i. Applicants shall select **3 preferred options** for the **Hosting Period**, from the list of **E4F Hosting Partner Organisations**, considering the MSCA mobility rule already described, by order of preference, (see table in Section 4);
- ii. Applicants shall also select an **Industrial Partner Organisation, among the 4 Iberdrola Group companies**, for the 3-6 months Compulsory Secondment.
- iii. Applicants may also select an additional Partner Organisation for an **Optional Secondment** (3 months), always respecting the 24-months total research period. Please consider that not all HPO have offered secondment positions.

In addition, applicants who select a **secondment organisation** which is not an E4F Partner Organisation shall upload a **Letter of Commitment** from that organisation in the attachment section.

Other funding

In case you have additional funding for your project, please include the entity, amount, period and a description. Please upload supporting documentation in the attachment section.

H2020 ETHICS SELFASSESSMENT

Please read and complete H2020 Ethics Self-Assessment using the attached template and upload a copy in the attachment section.

Briefly describe any possible ethics issues that you have identified.

ATTACHEMENTS

Documentation to be uploaded

- 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. 2 recommendation letters from referees, according to contact information provided by the candidate in the online Application Form; in case, the referees prefer to send the letter to us, please indicate that in the pdf ;*
- f. A motivation letter;*
- g. a scanned copy of English Certificate (if applicable);
- h. Evidence of residence / activity / employment in the last 3 years;*
- i. Research project & Curriculum Vitae;*
- j. Letter of commitment (only if a **secondment organisation** which is not an E4F Partner Organisation has been selected by the applicant);
- k. documents proving any other funding (the document must state the name of the payer or awarding authority, and the value of the award);
- l. H2020 Ethics self-assessment completed;*

**The submission process will not be completed if compulsory attachments are not properly uploaded*

Applicants must state their **agreement with these Terms of the 2023 Call for Application**, including among others the **Dissemination and Communication commitments** in case they are selected (detailed in Section 11 herein).

7. 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 Hosting 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.



8. FINANCIAL CONTRIBUTION

The E4F Fellowship Programme will include the following:

- Fellows will be offered a **full-time 24 months employment contract or equivalent by their Hosting Partner Organisation**, in similar terms that those given to any other equivalent researcher working for the selected Hosting Partner Organisation.
- This contract will include **social benefits or equivalent**, in compliance with the country's legal and social framework.
- Specific 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 to researchers of equivalent experience**.
- As a reference, the estimated **total contribution**, including gross salary, mobility, social benefits and family allowances, and subject to any employer's contributions, income taxes and pension deductions applicable in accordance with national rates and law, is the following:
 - Spain & France: between 46.032 and 52.200 EUR /year
 - USA and Germany between 69.600 and 75.600 EUR/year
 - UK: between 55.200 and 61.200 EUR/year in the case of University of Strathclyde and between 78.000 and 84.000 EUR/year in the case of Imperial College of London.
- Hosting Partner Organisations will receive an additional amount to cover Fellow's travel, research and training costs, of 12.000€ per fellowship.
- All relevant facilities and equipment, necessary for the Research Project, will be provided by the Hosting Partner Organisation.
- FIBE will provide administrative support to Fellows and Hosting Partner Organisations to guarantee all the paperwork is properly performed.

9. 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**:

9.1 Phase 1: Eligibility check

All the complete Applications received before the Call Deadline will be reviewed to check compliance with all criteria indicated in Sections 5 and 6.

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

If an application lacks any critical documentation or information, applicants will be given 10 days to rectify the situation. If the situation is not rectified within 10 days, the application will be Rejected through a rejection letter.

The applicant will have 5 days, upon the date of the rejection letter, to submit a redress in writing to the E4F Team. Redress shall be sent through the email energyforfuture@iberdrola.es (including “E4F Application – Request for Redress” in the subject of the e-mail).

9.2 Phase 2: Evaluation Phase

All eligible applications will be evaluated by 2 international and independent experts (EIPRs) by an external agency, taking into account their area of expertise and the topic of the proposal. Each applicant will be assessed individually based on the Energy for Future criteria, attached in annex 1.

Whenever necessary, the Ethical Committee will perform an ethical assessment of compliance with international, EU and national ethics law and principles and will make recommendations.

Applicants will have the right to a rebuttal procedure within 7 days upon having access to the evaluation results, taking into account that the rebuttal shall only refer to the technical comments of the evaluators.

Once the rebuttal process is finished, a Review Panel covering the relevant areas of the E4F will be set up. The panel will be composed of 8-10 international experts. Panel members will be researchers of international stature with a good transversal knowledge of the state of the art of the disciplines covered by the panel. The panel will review the two external reviews and, if applicable, the rebuttal made by the applicant and will propose the **best 28 applicants that** will continue to the next phase.

All candidates will receive a consensus report summarizing the panel discussion.

The evaluation phase will last approximately 4 months.

9.3 Phase 3: Interview Phase

The **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 relevant (first choice) **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, (max 5 pages, without taking into account the front page and submitted in advance)** 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.



9.4 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%).

All interviewed candidates will receive a feedback report.

Applicants will have the possibility to submit a request for redress, in relation to the results of the interview process within **5 days** from the **communication of the results**. Redress shall be sent through the email energyforfuture@iberdrola.es (including “E4F Application – Request for Redress” in the subject of the e-mail).

Once the redress procedure is closed, the final ranking list of the candidates will be created according to the global score.

For the allocation of the fellowship position to HPOs, the order of priority for candidates will be in accordance with the final scoring list.

In case a candidate is within the list of 16 selected candidates but there is position on his/her first choice HPOs, he/she will be offered the possibility of selecting an alternative HPOs.

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 16 selected candidates, together with the Funding Proposal, for a final decision.

The **16 selected Fellows** will receive by email an **acceptance letter** with an invitation to the contracting phase and next steps;

The remaining **applicants** will be included in a **reserve list** in a descending order, according to their evaluation scores.

The 16 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.

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. ETHIC ASPECTS AND DATA PROTECTION

All participants in the E4F Programme are committed to:

- Respect fundamental ethical 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.

Ethical aspects will be assessed during the E4F project lifecycle. Four main phases have been identified for the assessment of ethical 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 ethical aspects involved in all phases of the Programme. Thus, any ethical 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 relation 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%



Fundación
IBERDROLA
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