



Università
Ca' Foscari
Venezia

“GLOBAL_AT_VENICE - Research and Training for Global Challenges” MSCA co-funded by the European Commission

Programme Overview

The “G@V - Research and Training for Global Challenges” Cofund Fellowship Programme is a 60-months Cofund Fellowship Programme implemented by Ca' Foscari University of Venice (UNIVE) that aims at exploiting the full potential of UNIVE's and its strategic partners to offer to 15 Fellows coming from all over the world a truly international, interdisciplinary, and inter-sectoral training.

The programme is jointly funded by the **European Commission** (Grant Agreement no. 945361) and Ca' Foscari University of Venice through the [Marie Skłodowska-Curie Actions COFUND scheme](#)

The aim of the programme is to **strengthen high-profile** researchers' **capacities**, thus providing Europe and the world with a pool of researchers capable of **bridging the gaps** between academic and applied research, and between research and market.

This major initiative is implemented by Ca' Foscari together with its **corporate partners**, including strategic research centres, non-academic networks of spin-offs and small and medium enterprises, where Fellows will have the opportunity to do **secondment** or **research and training activity**. A full list of the G@V partners is published on the programme's dedicated page on our website: [Partners & organisation: Institute for Global Challenges](#)

The key features of the G@V - Research and Training for Global Challenges Cofund Fellowship Programme are:

- 15 Fellowships for International Fellows lasting 24 months;
- interdisciplinary research options within six cross-departmental and multi-disciplinary [Research for Global Challenges Institutes](#);
- outstanding scientific research training paths with excellent supervision arrangements;
- connection to innovation ecosystem - 28 strategic partners, including spin-off companies, SMEs, large companies & research organisations that so far have already signed the letter of commitment;
- building of a unique postdoc opportunity with international networking and transferable skills;
- transparent, international, and merit-based evaluation and selection;
- HRS4R fully implemented guaranteeing the quality of the working conditions for the Researchers.
- Opportunity to join a large community of MSCA Fellows (almost 150 Fellows have already chosen Ca' Foscari as Host Institution).



Art 1 FELLOWSHIPS

Global at Venice second call for proposals will award a **maximum of 7 Fellowships** lasting each 24 months.

The opening date is 26 April 2022. The deadline to submit applications is 1pm (CET) 5th August 2022.

Applicants are requested to submit their own research proposal in one of the six multidisciplinary [Research for Global Challenges Institutes \(RGCI\)](#) that will support them with their individual research and training needs.

Applicants must contact a potential supervisor, who has to agree on the project they plan to submit. Supervisors can neither be involved in the validation of the proposal, nor in the selection process. However, they can provide the applicant with additional information on ongoing and upcoming research projects at Ca' Foscari, both in and outside their and the applicant's research field, that may be of interest and strengthen the interdisciplinary aspect of the proposal.

If awarded a Fellowship, the role of the Supervisor is to integrate the research within the Research for Global Challenge Institute. [A list of supervisors](#) will be available on our webpage.

If an applicant foresees secondments and/or short visits for their project, this should be included at the application stage and should be agreed, in principle, with the relevant partner. We expect candidates to discuss this with the proposed supervisor, contact the relevant partners or institutions before the deadline, and check whether there is mutual interest and benefit in the proposed secondment/short visit.

Secondments or short visits cannot be longer than 8 months in total, as we expect Fellows to spend the majority of their Fellowship at Ca' Foscari in Venice.

Secondments are not mandatory and they depend on the nature of the project. They can be added at a later stage, should an opportunity arise.

Art 2 ELIGIBILITY CRITERIA

2.1 Research Fellows **of any nationality** on the date of the deadline (1pm CET 5 August 2022) must meet the following three criteria to apply:

1. Be in possession of a PhD degree acquired not later than 8 years prior to this call deadline;
2. Have at least one major publication without his/her PhD supervisor (either accepted, in press or published) at the time of deadline;
3. Have not resided or carried out their main activity in Italy for longer than 12 months in the 3-year period before the call deadline in compliance with the MSCA mobility rule;

Please, be aware that:

If an applicant acquired their Ph.D. earlier than 8 years ago (before 5 August 2014) and they took some time off from research for **parental leave or long-term illness** since their Doctoral Degree, they might still be eligible as periods of inactivity in research for these reasons are not taken into account. If this is the case, the applicant must provide evidence for each period of time.

Maternity leave: applicants must provide a copy of their child/children birth certificate. For each child we will allocate one year of inactivity in research, regardless of the actual length of time they took for maternity leave.

Parental leave: applicants must provide a parental leave certificate from their employer stating the time they took (exact dates).

Long-term sick leave (over 90 days): Applicants must provide a certificate (from their Doctor or the Hospital) confirming the illness they had and the length of time they had to be away from work as a result of this. If the certificate is not in English or Italian, applicants must provide a translation signed by themselves.

Applicants should be aware that any period of inactivity in research and/or unconventional paths for work reasons outside the academic field (e.g. industry), can be considered a potentially valuable contribution to the career development of researchers and should be explained in a detailed way in the researcher's CV so that the evaluation committees can assess them fairly.

If an applicant applied in the first call (2021) and got a score of less than 70% in their Evaluation Summary Report for the Scientific Proposal Evaluation, they cannot reapply for this call.

2.2 Cases of ineligibility and incompatibility with the Global at Venice project.

Situations of incompatibility established by a) art. 22 of Italian Law 240/2010 about research grants and by the subsequent circulars, amendments and regulations, and b) G@V programme regulations.

- If an applicant, at the date of recruitment, will have benefitted from more than 48 months of research fellowship (“assegni di ricerca”) according to L. 240/2010, from Italian universities or research bodies, is considered ineligible.

- The Fellowship cannot be awarded to permanent employees of an Italian university or public research institute or body, the Italian National Council for New Technology, Energy and the Environment (ENEA) or the Italian Space Agency (ASI).
- The Fellowship cannot be held simultaneously with other fellowships and grants, and the Fellow will be employed 100% on the Global At Venice project unless Ca' Foscari University has approved part-time commitment or temporary suspension for professional, personal or family reasons.
- The Fellowship cannot be awarded if applicants, at the date of recruitment, are enrolled on a Bachelor's degree or a Ph.D. course, in Italy or abroad.
- The Fellowship cannot be awarded to applicants who have any degree of kinship or relationship, up to and including the fourth degree, with any professor belonging to the Department or to the office that will be issuing the contract, or with the Rector, the Chief Executive Officer, or a member of Ca' Foscari University's Board of Directors.

Art 3 APPLICATION PROCEDURE

3.1 Candidates can submit only one proposal per call.

3.2 If an applicant applied in the first call (2021) and got a score of less than 70% in their Evaluation Summary Report for the Scientific proposal Evaluation, they cannot reapply for this call.

3.3 Proposals must be submitted exclusively online through the PICA electronic submission system: <https://pica.cineca.it/unive/cofund2022/domande/> A registration is required. Guidelines for applicants are available on our website: [Call and Useful info](#)

Applications will open on **26 April 2022 and will close at 1PM (CET) on 5 August 2022.**

Submissions not received through the PICA system and/or late submissions will not be considered.

3.4 The proposal must:

- be written in English.
- include all the required attachments uploaded in .pdf format. Should the PhD certificate be written in any other language than English or Italian, an English translation must be included. An official letter written in English from the University that awarded the PhD confirming the award and the date your PhD was obtained would be considered acceptable.
- If the certificate has not yet been issued, and you have passed the doctoral final examination (dissertation defence) before the call deadline, you must indicate this date as "Date of award" and upload an official letter in English issued by your University/Institution confirming this and stating the expected date your doctoral degree certificate will be issued.

4. Call timeline:

Call Opening	26 APRIL 2022
Deadline for application	1PM (CET) 5 AUGUST 2022
Eligibility Check and application matching	MID - SEPTEMBER 2022
Scientific proposal evaluation and Ethics review	BY END FEBRUARY 2023
Interviews	MARCH 2023
Final Evaluation Results	APRIL 2023
Start of projects	FROM JUNE 2023

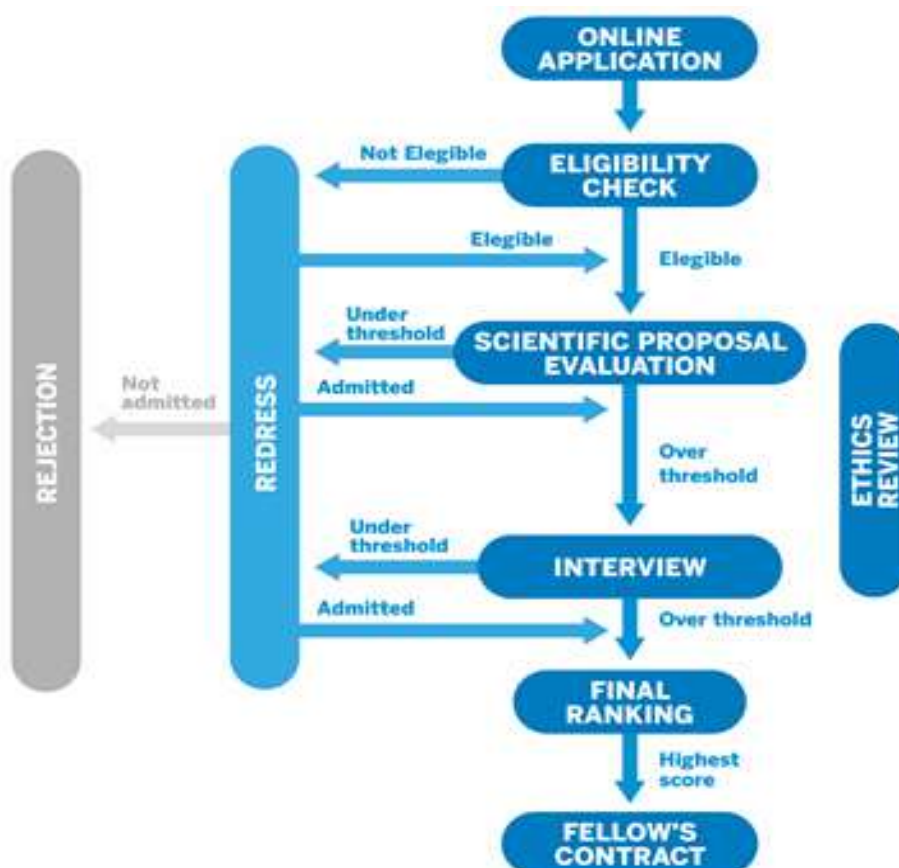
Dates, after the closing date, are indicative and will depend on the number of proposals received. In case of delays, applicants will be informed via our website.

Applicants will be duly informed about their proposal outcome at every step of the evaluation process.

We strive to ensure all applicants are able to participate in our selection process. We welcome applicants to inform us at any stage if there are any adjustments due to their disability or health condition that they require to enable them to do so.

Art 4 SELECTION PROCESS

The selection process of the Global@Venice call is composed by the following phases:



4.1 Eligibility check

- After the call deadline, all proposals will be checked by the Management Team to ensure they meet the eligibility requirements in accordance with Art. 2.1 of this call for proposals.
- The Management Team will be responsible also for checking cases of ineligibility and incompatibility in accordance with Art 2.2 of this call for proposals.
- The results of the eligibility check will be published on our website [Calls, useful info](#) around one month after the closing date showing the project acronym and the applicant initials.
- Applicants excluded from the selection process due to not meeting the eligibility criteria, for incompatibility reasons or for failing to provide the correct or complete paperwork will be informed by email. Such email will also describe the procedure for a possible redress. For more information about the right to submit a request for redress, see Art. 4.5, Redress procedure.

4.2 The Scientific proposals evaluation

- Each proposal passing the eligibility check will be assigned to three independent experts with international reputation in the relevant scientific areas mentioned by the applicant in their proposal. They will form the International Review Panel(s).
- The experts will be chosen from REPRISE, Italian Ministry Of University and Research database by matching the keywords indicated by the applicant in their application to the ones allocated to the experts in the database. Reprise database might be combined with UNIVE's database.
- The experts will be required to complete an individual assessment based on the following criteria: Excellence, Impact, and Quality of the implementation.
- For each proposal, one of the experts designated as Rapporteur will collate all the individual assessments and will be responsible for drafting a consensus report with a final score for each candidate.

Evaluation criteria for the International Review Panels

Each criterion will be scored out of 5, including decimal points:

- 0 – Proposal fails to address the criterion or cannot be assessed due to missing or incomplete information.
- 1 – Poor. The criterion is inadequately addressed, or there are serious inherent weaknesses.
- 2 – Fair. Proposal broadly addresses the criterion, but there are significant weaknesses.
- 3 – Good. Proposal addresses the criterion well, but a number of shortcomings are present.
- 4 – Very Good. Proposal addresses the criterion very well, but a small number of shortcomings are present.
- 5– Excellent. Proposal successfully addresses all relevant aspects of the criterion. Any shortcomings are minor.

Application Assessment			
Criteria	Points to be considered	Weighting	Priority in case of <i>ex aequo</i>
Excellence	<ul style="list-style-type: none"> • Scientific excellence • Clarity of the research and training objectives • Originality and novelty • CV and research track record 	50%	1
Impact	<ul style="list-style-type: none"> • Impact on career development • Long-term vision • Communication and dissemination plan 	30%	2
Quality of Implementation	<ul style="list-style-type: none"> • Coherence of the work plan • Project feasibility • Ability to carry out the research project 	20%	3

A weighted total score will be calculated based on the scores of the three individual criteria and converted into a percentage of the maximum score.

The ranking list will be published [on our website](#) using the project acronym and the candidates' initials.

Applicants who have passed the Scientific Proposal Evaluation will be informed by email, will receive an evaluation report, and will be invited to the Interview according to their position in the ranking list.

A maximum number of 14 proposals above the threshold of 80% will be invited for an interview. If one or more applicants in the first 14 positions withdraw or cannot attend the interview, we will scroll down the ranking list to cover 14 interview slots.

Applicants who have not been invited for an interview will be contacted by email and receive an evaluation report. Such email will also describe the procedure for a possible redress. For more information about the right to submit a request for redress, see Art. 4.5, Redress procedure.

4.3 Ethics review

As part of the application form, candidates are requested to complete an ethics form.

The UNIVE Ethics Committee is asked to examine proposals of candidates invited for an interview, whose project has been flagged for potential ethical concerns.

Ethics Report will be sent to the Scientific Advisory Board prior to the interview.

4.4 Interviews and final ranking

Interview panels will be formed by 4 members of the Scientific Advisory Board, of which at least 2 will be selected among the 6 external experts of the Scientific Advisory Board.

Panels will be appointed according to the research areas of the candidates.

The candidates who will be invited for the interviews will double the number of Fellowships available for the second call of the G@V Cofund Programme.

Candidates will be invited for their interview by email with a notice of approximately one month. Interviews will be organised via video conference and held in English.

Unavailability to attend the interview or absence on the interview day will be considered as withdrawal from the selection process and will result in the exclusion of the proposal from the funding.

The Scientific Advisory board will evaluate the interview based on the following assessment criteria:

Interview Assessment			
Criteria	Points to be considered	score/100	Priority in case of candidates with the same total score (proposal + interview)
Expertise	<ul style="list-style-type: none">• Candidate potential growth• Networks collaborations	40/100	1
Value added	<ul style="list-style-type: none">• Project Impact on the international community and research environment• Relevance of the proposed project for Ca' Foscari, the RGCI and the partners	30/100	2
Motivation	<ul style="list-style-type: none">• Future career plans	30/100	3

The score by the International Review Panel and the interview score will jointly result in the final rank order list.

Candidates whose interview mark is below 60/100 cannot be considered for funding, regardless of the final total mark.

Following the European Commission's appeal on the situation in Ukraine, we will reserve one fellowship for a researcher whose nationality is Ukrainian, and whose project is considered fundable, after the interview stage.

The Scientific Advisory Board will make funding decisions taking into account the outcome of the Ethics Review Report, proposing further recommendations, if needed.

Final ranking will be published on the webpage within 2 weeks after the last Interview. The ranking list published will contain the acronyms of the selected and funded projects and the candidates' initials.

Applicants will be informed via email whether or not their proposal will be funded.

4.5 Redress Procedure

Applicants will have the right to submit a request for redress following the outcome of each selection process step: the eligibility check, the scientific proposal evaluation, and the interview.

Upon receipt of the relevant notification email, the candidate has 30 days to submit a request for redress, which will be evaluated by the Redress Committee. We will only be able to accept requests due to administrative errors. The experts' scientific or technical judgements cannot be questioned at any time during the selection process.

After the above mentioned time lapse, the disqualification becomes definitive.

The aforementioned notification email will include information on the procedure for a possible redress.

The University reserves the right to disqualify proposals at any time if one or more requirements for participation are missing.

4.6 Boards and Committees of the G@V Programme and their role in the selection process

The full list of Boards, Committees and Teams involved in the selection process:

- International Review Panels

International Review Panels will be in charge of evaluating all the application proposals that pass the eligibility check.

The keywords selected by the applicants in the application form will be matched to the keywords allocated to each reviewer in REPRISE, the Italian Ministry for University and Research database.

In case of need, UNIVE's database of International experts including over 200 experts from all over the world, will be used to select reviewers.

- The Scientific Advisory Board

The Scientific Advisory Board is made up of 12 experts chaired by Ca' Foscari's Vice-Rector for Research of which: 6 internal experts, and 6 external experts selected among UNIVE's international and strategic partners and the G@V Cofund Programme Partner Organisations.

The Scientific Advisory Board will conduct the interviews and will approve the final ranking list.

- Ethics Committee

UNIVE's Ethics Committee was set up in 2016 with advisory functions, research, investigation, promotion and dissemination in ethics.

The Ethic Committee will be asked to examine proposals of candidates invited for an interview, whose project has been flagged for potential ethical concerns.

- Management Team

The Management Team (MT) will carry out the administrative eligibility and incompatibility check. The MT is made up of the G@V Project Manager, members of staff at the International Research Office, and it is chaired by the Head of the Research Area.

- Redress Committee

The Redress Committee will consider and review requests of redress following the result of each selection process stage.

This committee consists of the G@V Project Manager, the Chair of the Scientific Advisory Board, one staff member from the International Research Office with Secretary Functions, and staff members from UNIVE's Legal Office.

Art 5. FELLOWSHIPS AWARD and RECRUITMENT CONDITIONS

Selected candidates will receive a notification email confirming that they have been awarded a G@V Fellowship, and must reply with an acceptance letter (by email) within 30 days after receiving the notification.

Following the implementation of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (C&C) and Human Resources Strategy for Researchers, Fellows will be appointed at UNIVE with tax free and up to 24 months full time employment contract "assegno di ricerca", according to the [University Regulations on Research Fellowship](#)

Fellows are expected to start their Fellowships within two months from the notification of the award. In case they need to defer the start of their project, this can be discussed on a case-by-case basis and negotiated with the staff of the International Office, Departments and the Supervisors.

Fellows will be hosted in the same department as their supervisor and will have full access to the department's infrastructures, services, equipment, libraries and laboratories to carry out the project. They will receive training to improve their language skills in Italian (Italian language classes are offered free of charge).

To all G@V Fellows UNIVE guarantees the first three months of the salary paid in one instalment at the beginning of their Fellowship, to make their mobility easier.

Fellows will receive:

1. basic salary conditions per month (living allowance €3836 gross) and instructions about taxes, national insurance and pension deductions at national rates;
2. benefits provided (including annual leave, maternity/paternity leave, pension provision, social security);
3. mobility allowance (500€ per month) and family allowance (500€ per month if eligible);

In addition to the gross salary amount, a personal research budget (max 800€ per month) managed by the relevant Department will be available for research activity, training, publications and workshops.

Allowances	amount in €/month
Living allowance	3836
Mobility allowance	500
Family allowance (if eligible) ¹	500
Gross total amount	4836 or 4336 (without family allowance)

Please, bear in mind that The Marie Skłodowska-Curie Actions (MSCA) have introduced a new allowance to cover the additional costs that its researchers with a disability face due to the increased costs of their mobility: [MSCA - new allowance](#)

Art 6 FELLOWS' OBLIGATIONS

The Research Fellow undertakes to implement all the project activities as foreseen in their proposal and approved by the Scientific Advisory Board.

Fellows must attend a number of **mandatory courses on soft skills** organised by Ca' Foscari University.

Fellows must review and finalise with their Supervisor the Career Development Plan submitted online within one month from the start of their project.

Fellows are requested to complete scientific reports regularly to monitor the progress of their Fellowship.

If a Fellow wishes to take up the opportunity of a secondment or short visits, they must be agreed with the Supervisor and the staff at the International Research Department, and must comply with the [University Regulations on research travel](#).

Open access to research results will be deposited in the University ARCA repository, in accordance with the [University Regulations on Open Access](#).

Art 7 ADDITIONAL INFORMATION

For anything not specified in this call for proposals, please see Law no.240/2010 and the Ca' Foscari University of Venice current regulations for research fellowships and subsequent amendments and integrations, and other current regulations.

Personal data provided by candidates shall be processed according to the EU Regulation no.679/2016 (*General Data Protection Regulation - GDPR*)

¹ In addition to the basic salary, Fellows are eligible to receive a Family allowance of EUR 500 per month. Family is defined as persons linked to the Fellow: 1) by marriage. 2) by a relationship with equivalent status to a marriage recognised by the legislation of the country or region where this relationship was formalised.3) As dependent children who are actually being maintained by the Fellow. Applicants can let us know if they have family obligations in the online form. If successful, they will have to provide evidence.

The candidates' personal data will be electronically processed only for the purposes of this call for proposals and the possible establishment of their employment contract.

All relevant documents for this call for proposals are available at the following link: www.unive.it/globalvenice

If you need to contact us for further information on this call, please email: globalvenice@unive.it

All documents are available in English.

ANNEXES

Annex 1: Curriculum Vitae

Annex 2: G@V Project Proposal Form

Annex 3: G@V Personal Career and Development Plan Form

Annex 1: Curriculum Vitae

Curriculum Vitae (max 4 pages)

Text highlighted in light blue and in *italics* serves as a guideline only and should be deleted. It is mandatory to use this template. It should be modified only if necessary and appropriate. Please, do not include information such as photo, marital status, number of children, medical condition.

PERSONAL INFORMATION

Family name, First name:

Researcher unique identifier(s) (such as ORCID, Research ID, etc. ...):

Date of birth:

Nationality:

Country of residence:

URL for web site:

- **EDUCATION**

in reverse chronological order, using exact dates

- **CURRENT POSITION(S)**

year(s) Current Position

Name of Faculty/ Department, Name of University/ Institution, Country

- **PREVIOUS POSITION(S)**

in reverse chronological order

year(s) Position held

Name of Faculty/ Department, Name of University/ Institution, Country

- **PRIZES, AWARDS AND FELLOWSHIPS**

year(s)

- **FUNDING RECEIVED**

*year Project Title, duration, amount awarded, Name of University/ Institution, Country
link to project detail/website, if available*

- **TEACHING ACTIVITIES**

year Teaching position – Topic, Name of University/Institution, Country

- **SUPERVISING AND MENTORING ACTIVITIES**

year(s) Number of Postdocs/ PhD/ Master Students

Name of Faculty/ Department/ Centre, Name of University/ Institution, Country

- **MAJOR COLLABORATIONS**

Please, enter major collaborations such as networks, academic and non academic collaborations

- **CAREER BREAKS**

Please indicate exact dates, the duration in months and the reason

Please consider that any periods of inactivity in research and/or unconventional paths for work reasons outside the academic field (e.g. industry), can be considered a potentially valuable contribution to your career development and should be explained in a detailed way

- **PUBLICATIONS**

please enter details of your publications

- **INVITED PRESENTATIONS**

Invited presentations to internationally established conferences and/or international advanced schools;

- **ORGANISATION OF INTERNATIONAL CONFERENCES** in your field(s) of research,

including membership in the steering and/or programme committee

- **OTHER RELEVANT ACTIVITIES** i.e. science-policy or science-community activities

- **PARTICIPATION IN INDUSTRIAL INNOVATION**

- *Granted* **PATENT(S)**

The **Curriculum Vitae** is true and correct as at (insert date)

Signature: (please print, sign, scan and upload the CV as a .pdf)

Annex 2: G@V Project Proposal Form

Instructions:

This page of instructions is for information only and should be deleted from your proposal!

Text in italics on the following pages serves as a guideline only and must be deleted.

Proposals must respect the following minimum standards:

- a minimum font size of 11 points, except for the Gantt chart and tables where the minimum font size is 8

Points;

- single line spacing;
- A4 page size;
- margins (top, bottom, left, right) of at least 15 mm (not including any footers or headers);
- a clearly readable font (e.g. Arial) on a printed copy.

Footnotes are to be used exclusively for literature references. Their minimum font size is 8. They will count towards the page limit. Any other information included in a footnote will be disregarded.

Proposal Template should not contain any hyperlinks in the core text. Any additional information provided through hyperlinks in the core text will be disregarded.

The maximum total length for this document is 6 pages.

Applicants are free to decide on the allocation of pages among the required paragraphs. However, do NOT add a cover page as the overall page limit will be strictly applied: after the call deadline, excess pages will not be taken into consideration by the experts.

It is the applicant's responsibility to verify that the submitted PDF documents are readable and are within the page limit. PDF documents can contain colours.

Applicants will not be able to submit their proposal in the submission system unless Project Proposal Form and Career Development Plan Form are provided in PDF format



Global@Venice Project Proposal Form

START PAGE COUNT—MAX 6 PAGES—DO NOT ADD INTRODUCTORY PAGES BEFORE THIS

1. Surname, Name: Project Title - Acronym

2. Relevant Research for Global Challenges Institute

Insert the Research for Global Challenges Institute to work with.

3. State-of-the-art

Provide an introduction, discuss the state-of-the-art, specific objectives and give an overview of the action.

4. Research aims and methodology

Discuss the research methodology and approach, highlighting the type of research / innovation activities proposed.

5. Relevance and added-value of proposed research project

Describe the originality and innovative aspects of the planned research as well as the contribution that the action is expected to make to advancements within the research field. (Including

interdisciplinary approaches, consideration of the gender dimension and other diversity aspects if relevant for the research project)²

6. Interdisciplinary nature and research alignment with one or more research areas connected to one or more RCGI

Discuss the interdisciplinary aspects of the action (if relevant) and the alignment with the research areas of the selected Research for Global Challenge Institute – describe the choice of Ca' Foscari as Host Institution.

7. Career impact

Explain the expected impact of the planned research and training activities, demonstrate how professional experience and the proposed research will contribute to the development of your independence as a researcher.

8. Communication and dissemination activities

Provide a communication plan - Demonstrate how both the research and results will be made known to the public in such a way that they can be understood by non-specialists.

Provide a dissemination and if relevant an exploitation plan, discuss the strategy for targeting peers and key stakeholders.

9. Work plan: Feasibility of your Research project

Describe how the work planning (including deliverables and milestones) and the resources mobilised will ensure that the research and training objectives will be reached. Provide a Gantt chart of your activities.

STOP page count (maximum 6 pages including the start page)

²*Gender dimension and other diversity aspects: Describe how the gender dimension and other diversity aspects are taken into account in the project's research and innovation content. If you do not consider such a gender dimension to be relevant in your project, please provide a justification. **Remember that this question relates to the content of the planned research and innovation activities, and not to gender balance in the individuals/teams involved in the project.** Sex, gender and diversity analysis refers to biological characteristics and social/cultural factors respectively. For guidance on methods of sex /gender analysis and the issues to be taken into account, please refer to [this page](#).*

Annex 3: Career Development Plan

Instructions:

This page of instructions is for information only and should be deleted from your proposal!

Text highlighted in light blue and in italics serves as a guideline only and should be deleted.

Career Development Plan must respect the following minimum standards:

- **a minimum font size of 11 points;**
- **single line spacing;**
- **A4 page size;**
- **margins (top, bottom, left, right) of at least 15 mm (not including any footers or headers);**
- **a clearly readable font (e.g. Arial) on a printed copy.**

The maximum total length for this document is 2 pages.

It is the applicant's responsibility to verify that the submitted PDF documents are readable and are within the page limit. PDF documents can contain colours.

Applicants will not be able to submit their proposal unless Project Proposal form and Career Development Plan form are provided in PDF format



Global@Venice Career Development Plan

START PAGE COUNT—MAX 2 PAGES—DO NOT ADD INTRODUCTORY PAGES BEFORE THIS

1. Career Development objectives and training needs

Please make clear how this builds on your current achievements, and please be specific about how you expect to achieve your goals (e.g. by attending a specific course or working with a particular person in Venice)

Include what you expect to achieve, such as Outputs, Activities, Other, and what you expect to acquire: skills (be specific), experience, network. Use the list below as an example.

Research results:

- Anticipated publications.
- Anticipated conference, workshop attendance, courses, and /or seminar presentations.

Research skills and techniques:

- Training in specific new areas, or technical expertise etc.

Research management:

- Fellowship or other funding applications planned (indicate name of award if known; include fellowships with entire funding periods, grants written/applied for/received, professional society presentation awards or travel awards, etc.).

Communication skills:

Other professional training (course work, teaching activity):

Other activities (community, etc.) with professional relevance:

2. Networking and cross-sectoral training opportunities

You are encouraged to include cross-sectoral mobility and to describe possible networks and connections, employment perspectives through intersectoral and international secondments (maximum duration of 8 months in total, and/or possible short visits)

STOP page count (maximum 2 pages including the start page)