

Call Guidelines

Update (version 3.0)

15 June 2022

ComFuturo

Third Edition

**Growing a new generation
of global researchers**



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HISTORY OF CHANGES			
Version	Publication date	Changes	Page number
1.0	28 April 2022	- Initial version	
2.0	4 May 2022	- Update of Standard and Career break mobility rule	4 See also updated Compliance with mobility rule - Template (version 2.0 - 4 May 2022)
		- Clarification of requirements for CSIC supervisors	9, 10
		- Additional instructions (font size for tables) on required format for complimentation of Research proposal	See updated Research proposal - Template (version 2.0 - 4 May 2022)
3.0	15 June 2022	- Update of secondment requirements: may be carried out in any country, i.e. in any EU Member State, H2020 Associated Country, or non associated Third Country (including those not listed in General Annex A to the H2020 Work Programme)	9



CALL GUIDELINES

COMFUTURO THIRD EDITION

0. Introduction

Fundación General CSIC ([FGCSIC](#)) is a private, non-profit organization created in 2008 by a joint institutional initiative of the Spanish National Research Council ([CSIC](#)) and its founding patrons. Its goal is to promote public-private collaboration in the environment of scientific research, innovation and knowledge enhancement.

A prosperous and advanced country needs to ensure the generational renewal of scientific researchers who provide real, sustainable and innovative solutions to the productive fabric and to society. And the conventional ways of consolidating scientific careers are not always enough.

In order to contribute to this goal, in 2014, FGCSIC launched the ComFuturo programme, an acronym in Spanish for "A public-private collaboration committed to science and the future", an alliance with the CSIC and leading private entities to attract the best young research and entrepreneurial talent in the Spanish R&I system.

After four successful previous calls for young researchers at the national level, now, FGCSIC wants to expand ComFuturo, attracting international talent, offering 15 ComFuturo 36-month fellowships to Experienced Researchers. These will freely propose a research project to be carried out in one of the more than 120 institutes belonging to CSIC, Spain's largest research institution, distributed throughout the Spanish territory.

The ongoing third edition of ComFuturo belongs to the European Union's Marie Skłodowska-Curie Actions, as a COFUND postdoctoral programme. This allows the consolidation and reinforcement of the ComFuturo initiative, which aims to contribute to obtain a generation of researchers who are leaders in their fields of specialization, but at the same time, versatile and multifaceted, for an improvement in their employability prospects and a successful development of their professional careers, whether in the public or private sector.

1. Objective and articulation

ComFuturo is a public-private collaboration programme that aims to attract the best research talent, specifically first class young scientists, and to enable them to apply their valuable skills through the development of impact research projects in institutes belonging to CSIC.

In line with this, the programme seeks for creative researchers who can propose relevant objectives of interest and who are capable of developing research of excellence through original and innovative research projects with high applicability and which offer solutions to relevant scientific, technological and societal demands and challenges.

Furthermore, ComFuturo, in the ongoing third edition, is highly oriented to entrepreneurship. There is currently a strong demand of research profiles that are not



only strongly competent on research skills, but who also have outstanding entrepreneurship talents, and who can enhance the knowledge generated within the host institution (CSIC). ComFuturo seeks to identify these profiles and to provide them with the opportunity of developing highly innovative projects proposed by them for a direct impact on the productive fabric.

ComFuturo fellows and projects will be selected through a rigorous, transparent and objective selection process, which will include an external evaluation by scientific and technological experts.

A series of Partner Organisations committed to science, talent and the future support the ComFuturo programme through financial contributions, as well as making their facilities available for the development of non-academic secondments by the ComFuturo fellows, and providing them with training and career development courses and opportunities.

2. Requirements for the candidates

Candidates must comply with the following eligibility criteria:

- Present complete applications including all requested compulsory information and documentation.
- Be in possession of a PhD degree at the time of the call deadline, having been awarded with their first PhD in the 10 years prior to the time of the call deadline (23 June 2022).

The date of the defense act of the doctoral thesis will be considered to be the date of obtaining the doctoral degree. Should an applicant hold more than one doctoral degree, the above-mentioned period will be counted from the first degree earned.

In the cases of interruption of the research activity between the date of obtaining the doctoral degree and the call deadline, the candidate may request an extension of the period in which the doctoral degree must have been obtained. To these effects, the following causes are considered as interruption of the research activity:

- i. Illness or accident that has led to sick leave for three months or more. An extension may be applied for the number of justified months.
- ii. Maternity. An extension of 1 year can be applied for each child born after the PhD award date.
- iii. Paternity. An extension of 1 year can be applied for each child born after the PhD award date.

Through the online application form, candidates must upload a document where the defense date of the thesis is certified. In addition, evidence documentation to justify possible parental or sick leaves must also be uploaded together with the thesis title or academic certificate, as a single PDF file.

- Comply with the MSCA mobility rule (either standard mobility rule or the rule applicable to candidates who have had career breaks):

Standard mobility rule: The researcher cannot have resided or carried out his/her main activity (work, studies, etc.) in Spain for more than 12 months in the three years immediately before the call deadline.

Time spent as part of a procedure for obtaining refugee status under the Geneva Convention, compulsory national service and/or short stays such as holidays, will not be taken into account (they will be considered as time spent in their country of usual residence, where they carried out their main activity).

Short stays are characterised by the type of activity rather than by a specific number of days. A period can only be considered as a short stay if the researcher did not reside or did not have their main activity (work, studies, etc.) in the country during that period (such as holidays or participation to conferences).

Career break mobility rule: applicable to candidates that have had a career break in research, i.e. they were not active in research for a continuous period of at least 12 months within the eighteen months immediately prior to the deadline for submission of proposals. In this case, the researcher cannot have resided or carried out the main activity (work, studies, etc.) in Spain for more than three years in the five years immediately before the call deadline.

“Active in research” means being employed or holding a scholarship in research. Parental leaves and unpaid leaves of absence will not be counted as periods of active engagement in research, even if a formal employment relationship exists during these periods. Publication activities or mere association to a university (i.e. any other link to the university that is not considered as an employment contract or a fellowship agreement) are not considered as periods of active engagement in research either.

Again, time spent as part of a procedure for obtaining refugee status under the Geneva Convention, compulsory national service and/or short stays such as holidays, will not be taken into account.

Candidates must upload in the online application form a compliance through a self-declaration (following template provided) by which they commit to comply with the mobility rule, specifying if standard or career break mobility rule applies to them. Applicants must attach to this compliance, as a single PDF file, all corresponding supporting documentation and certifications which can prove as evidence of this compliance (it may include employment contracts, work permits, rental contracts, residence certificates, evidence of unemployment, periods of employment outside research, parental or sick leave, refugee status, etc.).

Additionally, FGCSIC will be able to request from the researchers at any time any additional documentation that fully proves this requirement.

The mobility rule will be calculated including the date of the call deadline.

3. Requirements for the projects

Candidates must indicate in the online application form whether they choose one of the nine specific research lines (9 fellowships to be awarded) or the general thematic line (6 fellowships to be awarded). The latter will be open to projects of any scientific-technical discipline, which address SDGs and are aligned with one of the eligible knowledge areas listed further on.

The number of ComFuturo fellowships that will be allocated will be the following:

Specific research lines	Total of 9 fellowships
Artificial photosynthesis oriented to chemicals	1 fellowship
Waste to aromatics	1 fellowship
New high-performance stainless steels	1 fellowship
New stainless steel or nickel alloys for green energy	1 fellowship
Personalized medicine in oncology	1 fellowship
Quantum-safe digital society	1 fellowship
Self-sovereign health data	1 fellowship
Sustainable and digital management of the water cycle	1 fellowship
Sustainable energy through the generation/storage/distribution of green hydrogen	1 fellowship
General thematic line (<i>research areas aligned with the United Nations Sustainable Development Goals that contribute, from any scientific-technical discipline, to fulfilling the 2030 Agenda</i>)	Total of 6 fellowships

Candidates, as well as indicating the research line to which they opt, must also indicate, in the online application form, to which knowledge area does their Research proposal correspond, among the following 19 eligible ones:

Group 1: Social sciences and humanities

- Area 1. CSO / Social Sciences
- Area 2. DER / Law
- Area 3. ECO / Economy
- Area 4. MLP / Mind, language and thought
- Area 5. FLA / Culture: Philology, literature and art
- Area 6. PHA / Studies of the Past: History and Archeology
- Area 7. EDU / Educational sciences
- Area 8. PSI / Psychology

Group 2: Mathematical, physical, chemical and engineering sciences

- Area 9. MTM / Mathematical sciences
- Area 10. FIS / Physical sciences
- Area 11. PIN / Industrial production, civil engineering and engineering for society
- Area 12. TIC / Information and communication technologies
- Area 13. EYT / Energy and transportation
- Area 14. CTQ / Chemical Sciences and Technologies
- Area 15. MAT / Materials science and technology

Group 3: Life sciences

- Area 16. CTM / Environmental Sciences and Technologies
- Area 17. CAA / Agricultural and agri-food sciences
- Area 18. BIO / Biosciences and biotechnology
- Area 19. BME / Biomedicine



Out of the 6 fellowships to be awarded in the general thematic line, in principle two will be awarded to projects corresponding to Group 1, two to Group 2 and two to Group 3. In the event that not sufficient proposals are received in one of these Groups, or that the proposals received in that Group do not meet sufficient quality standards in terms of excellence, the fellowships which were to be awarded in that Group will be awarded to proposals corresponding to the other Groups (giving priority to the Group with the highest number of proposals received if one fellowship remains to be awarded, or to the remaining two Groups if two or more fellowships remain to be awarded).

ComFuturo projects must comply with the following characteristics:

- Be original and aim to resolve current problems and challenges through innovative techniques and methodologies.
- Have an innovative approach and a high potential of transferring the expected results to the productive fabric.
- Have a maximum duration of 3 years.
- Comply with the eligible research areas (included in the table above).
- Be carried out in a CSIC institute. For this reason, in their Research proposal, fellows must propose the possible institute in which the project could be developed if funded, arguing why it is adequate in terms of infrastructure and scientific-technical capacities.

A Declaration of interest letter digitally signed by the Director of the proposed CSIC institute and by another proposed CSIC supervisor of the researcher (see Section 6) must be attached, indicating the predisposition to accept the fellow. In the online application form, a template is provided.

The CSIC supervisor of the researcher (apart from the Director of the CSIC host institute) may be the group leader of the team in which the fellow will be integrated or another CSIC supervisor (belonging to the host institute) freely chosen by the researcher.

The different CSIC institutes can be consulted in [CSIC's website](#), (they can be browsed by scientific area and geographical location) and in the document "CSIC research institutes" available in the online application form. All institutes are potentially possible hosts to the ComFuturo fellows, as the eligible research areas are potentially open to projects belonging to any discipline.

4. Fellowship description, duration and allowances

The ComFuturo fellowship will have a duration of 36 months. It will include a full time position employment contract with CSIC and will consist of the following items:

- **Salary in the payroll for the fellow (including different allowances)**

Each fellowship will include a competitive salary, which will be composed of the items listed below. The indicated amounts include the employer's social security contributions and taxes.



- i. Living allowance of 51,684 €/year (4,307 €/month).
- ii. Mobility allowance for moving and housing expenses of 4,992 €/year (416 €/month).
- iii. Possible family allowance of 2,400 €/year (200 €/month) only to researchers with family obligations.

The gross remuneration that the fellow will perceive will be calculated on the basis of the abovementioned living, mobility and, where applicable, family allowance, after deduction of the employer's social security contributions, payable by the employer, and will remain the same for the three years of the fellowship. This gross salary is estimated to be around 39.000 - 43.000 €/year.

COST CATEGORY (includes employer's social security contributions)	FELLOWSHIP FUNDING (EUR/month)	FELLOWSHIP FUNDING (EUR/year)
Living allowance	4,307	51,684
Mobility allowance	416	4,992
Total Living + Mobility (fellows without family allowance)	4,723	56,676
Possible Family Allowance	200	2,400
Total Living + Mobility + Family (fellows with family allowance)	4,923	59,076

Family allowance will be provided to researchers with family obligations defined as persons linked to the researcher:

- i. By marriage.
- ii. By a relationship with equivalent status to a marriage recognised by the legislation of the country or region where this relationship was formalized.
- iii. As dependent children who are being maintained by the researcher.

The family status will be determined at the deadline of the call and will be revised during the duration of the fellowship. For new family allowances (after the start of the fellowship), the payment will become effective in the payment enrollment of the following month to the month in which the fellow has made the official communication of his/her new family obligations to FGCSIC and CSIC.

Family allowance will be paid only to fellows who provide evidence of the mentioned family obligations (in documentation to be attached as part of the candidate's application or to be attached later on if new family obligations arise once the fellowship has started, together with the official written communication to FGCSIC and CSIC, which will be examined and must be approved).

- Complementary allowance of 15,000 €/year to cover research, travel and secondment costs that may be necessary for the correct execution of the ComFuturo research project

COST CATEGORY	FELLOWSHIP FUNDING (EUR/month)	FELLOWSHIP FUNDING (EUR/year)
Research + Travel + Secondment allowance	1,250	15,000

This allowance shall be used exclusively for the following concepts:

- Acquisition and maintenance of scientific equipment, consumables and reagents.
- Provision of services that are necessary for the execution of the research project.
- Expenses associated with the participation of the ComFuturo fellow in scientific meetings that are useful for the proper conduct of the research project.
- Expenses associated with publications and protection (through patents, etc.) of the results of the research project.
- Expenses related with the mandatory non-academic secondment and/or other possible optional secondments, in or outside Spain.
- Other possible expenses directly related to the implementation of the ComFuturo research project, subject to the prior written approval of the FGCSIC.

This allowance will be managed by the CSIC host institute for the benefit of the fellow and will be justified in the follow-up reports.

5. Secondments

ComFuturo fellows must undertake a compulsory secondment in at least one non-academic organisation (in private companies or other kind of non-academic institutions), to allow them to gain new skills for their research, widen their career and personal development, and have the chance to apply their skills in a different environment. Additional non-academic or academic secondments will be optional.

These secondments, which will reinforce the triple “i” dimension of the ComFuturo project (interdisciplinary, intersectorality and internationalisation), will be defined after the selection of the ComFuturo fellows, in coordination with the fellow’s CSIC supervisors and with FGCSIC.

Regarding the compulsory non-academic secondment, fellows may opt for one of these two options:



- Choose to carry it out in the facilities of one of ComFuturo's Partner Organisations. This option will be strongly recommended in the case of ComFuturo projects corresponding to the specific research lines.
- Suggest another non-academic organisation of their election, as long as they meet quality standards and ensure that the secondment will add impact to their fellowship and that it will be adequate for the consecution of the objectives of their ComFuturo research project.

Secondments must comply with the following requirements:

- A compulsory non-academic secondment of 2-6 months duration must be undertaken. This must take place after the first year of the fellowship and in a single period or split into shorter mobility periods.
- Other secondments, academic or non-academic, of a maximum duration of 6 months may be undertaken.
- The maximum duration of all stays together, compulsory and optional, shall be 12 months over the three years of the fellowship.
- Secondments may be carried out in any country, i.e. in any EU Member State, H2020 Associated Country, or non associated Third Country (including those not listed in [General Annex A](#) to the H2020 Work Programme).
- Nevertheless, secondments to the country of the fellow's nationality or the country where the fellow lived or carried out his/her main activity (work, studies) in the 3 years prior to the call deadline, are not advisable, and will have to be strongly justified to be accepted.

Once the ComFuturo fellows have been selected, all necessary documentation and agreements for the secondments will be arranged (agreements with secondment organisations to cover managerial, financial, IP and other relevant issues; report on the purpose, suitability and expected activities to be carried out; timing and duration, etc.).

A specific supervisor from the non-academic host organisation will be allocated, to aid, guide and supervise the fellow during the whole duration of the mandatory secondment.

6. Supervision and Career Development

In ComFuturo, the aim is that the fellows become independent researchers, and as such, they will be Principal Investigators (PIs) of their research projects, but supervision will provide them with useful support and career guidance. The supervision will be in line with the [European Charter for Researchers](#).

Supervisors will accompany the ComFuturo fellows throughout the 3 years of their contracts and will include FGCSIC members, academic supervisors from CSIC and a supervisor for each secondment carried out.



Two academic supervisors from CSIC will support the ComFuturo fellow throughout the fellowship: the Director of the CSIC host institute (CSIC supervisor 1) and another supervisor from the CSIC department or research group in which the fellow will be integrated, generally its group leader (CSIC supervisor 2).

As already mentioned in Section 3, a Declaration of interest letter digitally signed by the two proposed academic CSIC supervisors of the researcher must be attached on the candidate's online application form, indicating the predisposition to accept the fellow. In the online application form, a template is provided for this purpose.

Once the ComFuturo fellows have been selected, the proposed academic CSIC supervisor 2 will have to guarantee that he/she will be contractually bound to CSIC during the whole duration of the ComFuturo 36-month fellowships. At that moment, the proposed supervisor will be required to prove this contractual binding, providing evidence documentation.

For all economic issues, the corresponding manager of the host CSIC institute will be the person in charge. As employer of the fellows, CSIC will also be responsible for supervising all aspects concerning their employment and labour issues.

ComFuturo will also include in its supervision and follow-up arrangements the monitoring of the secondments undertaken by the ComFuturo fellows in the participating private companies, for which there will be, as already mentioned, specific supervisors.

The definitive assignment of supervisors and their specific commitments may be established once the ComFuturo fellows and projects have been selected.

All supervisors will be carefully selected to ensure that they:

- Have excellent track records.
- Have solid mentoring experience, with experience training and supervising researchers.
- Count with a network of professionals who are experts in a broad range of fields to advise the fellows on the different aspects of the project (including IPR or open science issues, etc.).
- Bring added value to the career development of the fellow.

During the project execution, ComFuturo fellows will be encouraged to develop, together with their CSIC supervisors, a Personalised Career Development Plan (PCDP) which, following Europe's recommendations, will include research and innovation objectives but also the fellow's training and career needs, including training on transferable skills, teaching, planning for publications and participation in conferences.

Supervisors and fellows will analyse the needs of the latter to acquire new skills through training in transferrable and non-transferrable skills and will establish the short and long term objectives for their career development.



The PCDP will be reviewed at least once a year by both the academic CSIC supervisors and the fellows, and will be delivered to FGCSIC together with their follow-up reports.

7. Training

ComFuturo will provide fellows with a comprehensive training programme as part of their fellowship, which will comprise various activities, such as seminars, short courses, etc. aimed to broaden the fellow's research background, as well as contributing to their career development. This training aims to develop fellows' individual skills to prepare them to become first level researchers, and to promote their employability to enable them to compete for jobs, inside or outside academia, at the end of their projects or as they continue their research career.

Meetings between the ComFuturo fellows and the programme's Partner Organisations will be encouraged, for the exchange of ideas related to their research. In addition, some of ComFuturo's Partner Organisations will offer specific research training oriented to their sectors of activity.

Training in transferable skills will be included, through a series of workshops in aspects such as Ethics in research; Management, evaluation, monitoring and communication related to research and innovation projects; Open science; Career development in and outside the academia; Knowledge and technology transfer; or Funding opportunities, among others.

8. Ethical issues

All proposals should respect ethics principles, specifically those included in the [Charter of Fundamental Rights of the European Union](#) and the [European Convention on Human Rights and its Supplementary Protocols](#). In this context, ComFuturo candidates will have to demonstrate proactively in their proposal that they are aware of, and will comply with, ethical principles and applicable international, European and national law. In order to do so, they will have to point out those ethical issues that will be involved in the development of their proposal. Specifically, candidates must fill in an Ethics self-assessment form (template available in the online application form) that will be an integral part of their application. It is the candidates' responsibility to identify any potential ethical issue in order to handle the ethical aspects of the proposal. General guidance to make the proposal ethically compliant can be found at https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/common/guidance/how-to-complete-your-ethics-self-assessment_en.pdf. This guide can help identify ethical issues that may arise from projects, but it is not necessary to provide additional information or documents at this stage, apart from the Ethics self-assessment form correctly filled in.

→ The research activities must have an exclusive focus on civil applications.
→ Research areas excluded from funding:
(a) those aiming at human cloning for reproductive purposes;
(b) those intended to modify the genetic heritage of human beings which could make such changes heritable (with the exception of research relating to cancer treatment of the gonads, which may be financed), or

(c) those intended to create human embryos solely for the purpose of research or for the purpose of stem cell procurement, including by means of somatic cell nuclear transfer.

In the event that the proposal contains sensitive ethics issues (as specified by checking any of the boxes in the Ethics self-assessment form), candidates must also sign an Ethics declaration of responsibility (template available in the online application form), by which they acquire the commitment that, in the case of resulting proposed as ComFuturo fellows, they must submit, within 10 calendar days of receiving the communication, a formal request to the CSIC Ethics Committee for an ethical evaluation of their proposed project. The procedure for this request and the evaluation will be duly delivered to the selected fellows. Additionally, an Ethics handbook is provided (available in the online application form), which includes all the steps to be followed in more detail and supplementary useful information.

No research involving any ethics issue will be initiated before having obtained the corresponding approval from the CSIC Ethics Committee and any additional authorisations that might be applicable to the particular case considered. Copies of the corresponding documents will be kept on file and made available upon request.

Any questions or queries that candidates may have in any of these phases, may be sent to the email comitedeetica@csic.es. Likewise, in <https://www.csic.es/en/csic/scientific-integrity-and-ethics-csic/csic-ethics-committee> the contact persons of the CSIC Research Ethics Department are identified, which is the technical and support unit of the Committee, together with their contact telephone numbers.

9. Application procedure and deadlines

Before starting to fill in (in one single session, as data cannot be saved), the online application form, the applicant must have:

- Previously registered on the Becas Santander Platform at <http://app.becas-santander.com/program/becas-santander-investigacion-comfuturo-tercera-edicion>.
- Have prepared all the necessary documents to be uploaded (for documents that must follow specific templates, these are available through the online application form).

The application must be made by filling in the form accessible at <https://fgcsic.es/en/convocatoria-evento/call-comfuturo-third-edition/> structured in the following sections:

Applicant data
Personal and contact information; date of obtaining first PhD (date of first thesis defense); ORCID; current employment organisation; current employment position
Project overview

Title; acronym; knowledge area; research line; keywords; summary; name of the proposed CSIC host institute
Curriculum vitae (English, following specific template and instructions). With researcher's digital signature
<ul style="list-style-type: none"> → <i>Personal information</i> Ø Current position Ø Previous positions (research activity interruptions) Ø Education → <i>CV summary</i> → <i>Relevant merits</i> Ø Publications Ø Congresses Ø Research projects Ø Technology/Knowledge transfer and exploitation of results
Research proposal (English, following specific template). With researcher's digital signature
<ul style="list-style-type: none"> → <i>General information of the project</i> → <i>Excellence</i> Ø Relevance Ø Scientific and technological justification Ø Originality and novelty Ø Interdisciplinary, international and intersectoral dimension → <i>Impact</i> Ø Expected results and outputs. Applicability Ø Sustainable Development Goals directly aligned with the proposal → <i>Implementation</i> Ø Work Plan Ø CSIC integration
Ethics Issues (both documents must include researcher's digital signature)
<ul style="list-style-type: none"> → <i>Ethics self-assessment form (following specific template)</i> → <i>Ethics declaration of responsibility (if applicable; following specific template)</i>
Declaration of interest letter from proposed CSIC host institute (following specific template). With the digital signature of the Director of the proposed CSIC institute and of the proposed CSIC supervisor (group leader or other)
Copy of ID card / Passport
Copy of thesis title / Academic certificate with attached documentation proving evidence of parental or sick leave (if applicable)
Declaration of compliance with mobility rule with attached supporting documentation (employment contracts, work permits, rental contracts, residence certificates, evidence of unemployment, periods of employment outside research, parental or sick leave, refugee status, etc.). Following specific template. With researcher's digital signature
Evidence documentation to claim for family allowance (if applicable)

All documentation must be uploaded in PDF. In the event that supporting documentation to evidence different requirements is provided in a language different

to Spanish or English, a translation to one of these languages must be uploaded too. Regarding the different evidence documentation to prove PhD experience, mobility rule, or family obligations, different documents may be merged and uploaded as a single PDF file for each category, as long as each file does not exceed the allowed size (in MB) indicated in the online application form.

Each researcher may submit only one application, following the established online form. The Curriculum vitae and Research proposal must be in English, follow the corresponding templates and instructions (a separate document of instructions for the filling in of the CV will be available in the online application form), and must include the digital signature of the researcher.

The Declaration of compliance with the mobility rule (following specific template) must also include the researcher's digital signature.

The Declaration of interest letter from the proposed CSIC host institute (following specific template) must include both the digital signature of the Director of the proposed CSIC institute and of the proposed CSIC supervisor (group leader or other).

Queries regarding the application process will be attended via the following email address: comfuturo@fgcsic.es.

The deadline for the submission of applications is 23 June 2022, at 10:00 a.m. Applications received after this deadline will not be accepted.

The deadlines and times included in these rules are in the local time of Peninsular Spain (Central European Summer Time - CEST).

Once the application has been submitted via the online application form, the applicant will receive an email with a certificate confirming that the application has been sent.

FGCSIC may, at any time, request from candidates additional documentation to that included in the application form.

10. Evaluation and selection

The principles of the [European Charter for Researchers](#) and the [Code of Conduct for the recruitment of researchers](#) will be applied throughout the evaluation and selection stage, and consequently throughout the recruitment and project implementation phases. After a single call, ComFuturo fellows will be selected following an open, transparent, merit-based, impartial and equitable selection procedure, based on international peer review and interviews.

Gender balance criteria will be taken into account in the composition of the evaluation panels and of all committees or boards of experts intervening in the evaluation and selection process.

All external experts participating in the process will sign a contract, including a declaration of confidentiality and absence of conflict of interest, before beginning their work. Confidentiality rules must be adhered to at all times before, during and after the evaluation and selection process.



Eligibility check

Once the call for applications is closed, FGCSIC will check the compliance of the proposals with the eligibility requirements and the validity of the digital signatures included in the documentation attached to the application. FGCSIC will contact those candidates whose application contains rectifiable errors or whose application is unacceptable. Communication will preferably be by email. The corresponding correction of errors by the candidates must be made within 5 working days of the communication.

After the correction period, applications which do not meet the eligibility criteria will be rejected and will not pass to the evaluation phase.

All definitive ineligible applicants will be informed of the decision and reasons by email.

After receiving feedback on the ineligibility, the applicants will be able to initiate a request for redress (see Section 12).

Eligible applicants who will continue to the evaluation phase will also be informed by email.

The no inclusion of the Research proposal or the Curriculum vitae in the online application form, or their inclusion in a different format or language to the requested, will be considered non-rectifiable and the proposal will be considered unacceptable and rejected.

If it becomes clear later on, after eligibility check, during or after the evaluation phase, that one or more of the eligibility criteria has not been met (for example, due to incorrect or misleading information), the proposal will be declared ineligible and not considered any further. Applicants will be kept informed about the status of their application.

External evaluation process

After eligibility check, an external evaluation process will be carried out by experts in the scientific topics of the proposals, as well as in risk and feasibility assessment associated with research projects and in the valorisation of results.

This external evaluation will be undertaken, in principle, by the Spanish State Research Agency (AEI), unit that is dependent on the Spanish Secretary of State for Research for the evaluation of the technical-scientific quality of proposals framed in calls from the Spanish governments and/or managed by other public and private entities. This Agency has signed the [San Francisco Declaration on Research Assessment](#) (DORA) and thus will take into account its recommendations in the evaluation of proposals.

If for any reason the AEI cannot carry out the external evaluation process, another external evaluation system will be proposed for this purpose, always maintaining the quality, independency and objectiveness of the process.

Each proposal will be evaluated by at least two experts. A prioritised list for each research line will be drawn up, based on the scores obtained, accompanied by the evaluation reports.



FGCSIC will provide to each evaluated applicant the outcome of the external evaluation through individual emails attaching the corresponding evaluation reports. Each candidate will be informed if he/she passes to the next evaluation phase (the personal interview).

Personal interviews

The researchers responsible for the highest rated proposals will be interviewed by ComFuturo's Scientific-technical Board (composed of representatives of CSIC, FGCSIC and external experts) in person or by videoconference, in English or Spanish if the candidate is fluent in the latter. In principle, only up to three times the number of fellowships available for each research line will be taken to the interview step.

Final selection

The final selection of the projects to be funded will be made by ComFuturo's Scientific-technical Board, based on the results of the external evaluation process and interviews.

FGCSIC will send by email to each candidate who has been interviewed a final evaluation report with the corresponding scores in the two phases of the evaluation process (external evaluation and personal interviews).

→ External Evaluation criteria (relative weight: 80%)

EVALUATION CRITERIA	RELATIVE WEIGHT
EXCELLENCE	50%
Quality and relevance of the proposed project.	
Credibility and feasibility of the proposed project.	
Originality and innovative character of the proposal (originality of objectives, approaches and experimental techniques).	
Interdisciplinarity, internationality and intersectoriality.	
Assessment of the researcher. Capacity to reach relevant, original and innovative objectives as demonstrated by his/her scientific/technical production in relation to his/her years of professional experience. Creativity and ability to propose scientific and technical solutions to industry or societal challenges. Intersdisciplinarity and transdisciplinarity in previous works, collaborations with researchers from other countries. Participation in industrial research projects. Patents. Entrepreneurial profile as demonstrated by technology transfer experience.	
IMPACT	30%
Predictable economic and social impact of the expected results. Applicability and potential transfer to the productive fabric and/or impact on social innovation.	
IMPLEMENTATION	20%
Coherence and effectiveness of the work plan, including the appropriateness of the allocation of tasks and resources, and risk management.	
Appropriateness of the institutional environment (proposed CSIC host institute), in terms of infrastructure and resources.	

→ Personal interview criteria (relative weight: 20%)

- Leadership and self-driven approach and attitude.

- Understanding and alignment to the programme's philosophy. Motivation to be part of ComFuturo.
- Clarity and creativity when communicating, exposing and defending the ideas.
- Understanding and familiarity with concepts of knowledge transfer and initiative shown to apply or transfer the results of his/her project.
- Proper alignment and integration into CSIC proposed host institute.

11. Redress

All candidates will have the right to a redress procedure after each step of the evaluation process.

All redress requests must be addressed to comfuturo@fgcsic.es and they will be examined.

The redress procedure will look at procedural shortcomings and into possible errors, not against decisions made by evaluation panels, committees or boards, neither against ratings or comments established by experts. FGCSIC will not call into question the scientific or technical judgement of appropriately qualified experts.

Requests for redress must:

- Be raised within 10 working days of the communication of the result of the eligibility check or the external evaluation.
- Relate to the eligibility check or external evaluation processes.
- Include a clear description of the grounds for complaint.

The evaluation score following any re-evaluation will be regarded as definitive. It may be lower than the original score.

Only one request for redress per proposal and phase will be considered.

The redress procedure will ensure a coherent interpretation of such requests, and equal treatment of all applicants. All requests for redress will be treated in strict confidentiality.

12. Outcome of the call and appointment of candidates

The outcome of results, expected for November 2022, with the proposed candidates and projects to be funded will be published after the decision from the ComFuturo's Scientific-technical Board, in the FGCSIC (www.fgcsic.es) and ComFuturo (www.comfuturo.es) websites.

Selected candidates will also be informed by email and will have to respond within 5 working days informing whether they accept or decline the fellowship. Any declined fellowships will be offered to the candidates on the reserve list resulting from the evaluation and selection process, according to the order established.



This call for fellowship applications may be declared void for one, some, or all of the research lines, if so proposed by ComFuturo's Scientific-technical Board.

The start of the fellowships with the recruitment and incorporation of the ComFuturo grant beneficiaries (ComFuturo fellows) to the corresponding CSIC host institutes will be during the first quarter of 2023. The exact date of incorporation, which in principle will be the same for all ComFuturo fellows, will be duly notified to selected fellows soon after the outcome of the call. Once the starting date has passed, if the researcher has not incorporated to the corresponding institute, the fellowship may no longer be activated.

If due to the volume of applications received or other possible unexpected circumstances regarding the evaluation and selection procedure, the outcome of the call cannot be notified by the estimated date (November 2022), it will be delayed (and consequently the fellowship starting date too) and all applicants will be informed if this should happen.

The outcome of the call, after all redress phases, shall be final.

13. ComFuturo fellows' commitments

The conditions of the ComFuturo fellowship, as well as the commitments it entails, will be set out in the specific clauses of the contract that the CSIC will sign with the ComFuturo fellow.

Obligations will include:

- To assume, for all purposes, that the ComFuturo programme is managed by the FGCSIC, to which the fellow will respond if any aspect or conflict may arise during the development of the ComFuturo research project.
- To accept that the CSIC, as their employer, will be responsible for managing their holidays, possible sick or paternity leaves, and any other aspect related to their obligations and rights.
- To be exclusively dedicated to their ComFuturo research project in accordance with the project proposal approved within the framework of the ComFuturo call, and, under no circumstances, to be able to carry out any activity or task, direct or indirect, principal or accessory, unrelated to those that are the object of their employment contract. However, they may undertake teaching activities (as long as they arise from their own request), for which they will need CSIC's approval as well as FGCSIC's. On a general basis, the maximum teaching hours allowed will be 80 hours per year. Despite this obligation of exclusive dedication to their research project, fellows will be allowed to apply for other grants for the subject matter of their ComFuturo project, of which they must inform FGCSIC.
- To meet the requirements made by FGCSIC for their availability or intervention, in person or remotely, to be consulted on the development of their ComFuturo research project or for actions to disseminate the ComFuturo programme.



- To accept the use of their image for all dissemination actions of the ComFuturo programme that may be required of them, during the entire time of the fellowship. Dissemination actions may include acts, events and dissemination and communication activities organised by FGCSIC.
- To consult FGCSIC about any variation in their ComFuturo research project that they may consider necessary for the appropriate development and achievement of its objectives, so that FGCSIC can examine and eventually approve the convenience and necessity of such a modification.
- To refer to themselves as "ComFuturo fellows" in all communications and publications.
- To draw up and submit to FGCSIC, within the deadlines and in the formats communicated to them, follow-up reports on the activities carried out and the progress of their work within the framework of their research project, including their PCDP. At least one annual follow-up report will be requested from the ComFuturo fellows. Likewise, to prepare and submit a final report on the results of their ComFuturo project. Reports will include a financial section justifying the costs of the activities carried out by the fellows, as provided by their CSIC host institutes (which will manage the allowance for research, transport and secondment costs allocated for each fellowship).
- To accept that the Partner Organisations supporting the programme may request their participation in events of interest to them, such as internal training days, discussion sessions, etc. FGCSIC must be kept informed of any communication with any Partner Organisation participating in the programme or any other company or organisation for matters related to their ComFuturo research project.
- To inform FGCSIC, as a matter of urgency, of any possible conflict that may be restricting the fulfilment of their obligations under their employment contract, in sufficient time for the FGCSIC to take the necessary measures.
- To comply with all other commitments included in the different Sections of the present Guidelines.
- To comply, in general, with any legal obligations that may be applicable as a consequence of signing the corresponding employment contract with CSIC.

14. Acknowledgment of the EU funding and to the ComFuturo programme

ComFuturo fellows must acknowledge ComFuturo, FGCSIC and the cofunding of the European Commission under the Marie Skłodowska-Curie grant agreement N° 101034263 in any related publication or public event. The exact reference will be duly indicated to the researchers once the fellowships start.

Fellows will also acknowledge, when possible, the support of ComFuturo's Partner Organisations.



15. Open access

ComFuturo fellows must ensure open access (free of charge online access for any user) to all peer reviewed scientific publications and data relating to their scientific results.

16. Intellectual property rights

By agreement established between FGCSIC and the CSIC, the industrial property derived from the research projects during the duration of the ComFuturo fellowships will belong to the CSIC, without prejudice to the recognition, where appropriate, of the corresponding authorship and the rights that the regulations recognise to the inventors in terms of industrial property. In this respect, ComFuturo fellows undertake to notify CSIC and FGCSIC, immediately and in writing, of any result of the research project that is susceptible of protection by means of a patent or any other instrument for the protection of industrial and intellectual property.

17. Incompatibilities

The ComFuturo fellowships will be incompatible with any other paid work, fellowship or grant that implies another salary. The fellowship will not be compatible with an employment contract from another institution other than CSIC.

The ComFuturo fellow must inform FGCSIC of any possible cause of incompatibility, such as obtaining grants, subsidies, income or resources for activities unrelated to the ComFuturo project.

18. Acceptance of the call's rules

Participation in this call for proposals implies acceptance by the researcher of the terms and conditions of the call.

Detection of any non-compliance with these terms, at any stage, will also result in the cancellation of the application or the fellowship, if already awarded. FGCSIC, in coordination with the European Commission, reserves the right to take the measures it may consider appropriate.

In addition, participation in this call also implies the commitment of the candidates that the information provided through the online application form or any other communication channel with FGCSIC is true and accurate to the best of their knowledge, and that they understand that any incorrect information provided to FGCSIC can result in discipline, including suspension or revocation of their eligibility or ComFuturo fellowship.

The candidates accept that the evaluators of the evaluation and selection process, as well as the Partner Organisations of the project, may have access to the information contained in their applications.

FGCSIC reserves the right to interpret and resolve any doubts, controversies and exceptions in all matters foreseen or not foreseen in these rules.



19. Privacy and data protection policy

FGCSIC fully complies with current legislation in terms of personal data protection.

All personal data belonging to fellowship applicants, which are included in the documents referred to in these rules, will be processed by FGCSIC to manage and process the applications or enquiries made by the applicants meeting always with the corresponding legal obligations.

Applicants agree to FGCSIC's [Legal Advice](#) and [Privacy Policy](#) upon completing ComFuturo's online application form.

Applicants may revoke consent at any time and exercise their rights of access, rectification, deletion, limitation, opposition and portability of their personal data by sending an email to info@fgcsic.es or by sending a letter by post to c/ Joaquín Costa 12, Madrid (28002) with the reference "exercise of rights".

Madrid, 28 April 2022

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