

# MSCA Postdoctoral Fellowships (PF) 2022

# Novedades y aspectos generales

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### Content

- ☐ MSCA Support in Spain
- MSCA General Aspects and features
- ☐ The MSCA Actions in Horizon Europe
- Postdoctoral Fellowships Call 2022 details: objectives, eligibility conditions, financial contribution and award criteria
- Some data
- ☐ General tips for proposal writing and useful links



# Puntos Nacionales de Contacto MSCA España





# Apoyo NCPs MSCA: Horizonte Europa



- Sesiones principalmente on-line, aunque poco a poco retomando la presencialidad
- Revisión propuestas:
- ✓ Doctoral Networks
- ✓ Staff Exchanges
- ✓ COFUND
- Actividades de apoyo a nivel de gestión a proyectos COFUND concedidos



MSCA budget

# **General Aspects MSCA**

Horizon Europe (2021-2027)

**EURATOM** 





# **General Aspects MSCA**













- Gender friendly and inclusive
- Focus not only on dissemination, but on public outreach
- Synergies with European Policies, such as Green Deal, bridging ERA and EEA



# The MSCA Actions in Horizon Europe

#### **Doctoral Networks**

in and outside academia incl. joint & industrial doctorates

# Postdoctoral Fellowships

Support to excellent postdoctoral researchers

#### Staff Exchanges

Support for research and innovation staff exchanges

#### **COFUND**

Co-funding doctoral and postdoctoral programmes

#### **MSCA** and Citizens

Public outreach events (European Researchers' Night, Researchers at School)



## MSCA PF 2022: What is it?

#### Main objectives:

- Foster excellence through implementation of research project
- Enhance the creative and innovation potential of researchers holding a PhD (training on transferable skills & career development)
- Focus on **I3** (international, inter- sectoral, interdisciplinary) mobility
- Improve employability and career prospects within academia and beyond
- Bridges and exposure to the non- academic sector
- Career development of researchers

WHO?

An individual postdoctoral researcher and a host organisation

HOW?

An excellent research deployed to the scientific proposal



# MSCA PF 2022: timeline

Call ID	Opens	Closes	Budget
TMA-MSCA-PF-2022	12/05/2022	14/09/2022	257 M€ (218.45 EF + 38.55 GF) + 1M€ Euratom

Publication May 2022 Closing Evaluation 10-12/22 Results Feb 2023 02-05/23

**Prospective Start Date: March 2023 - September 2024** 

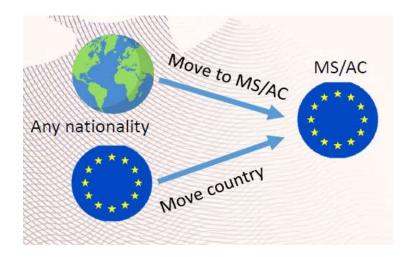
https://rea.ec.europa.eu/funding-and-grants/horizon-europe-marie-sklodowska-curie-actions/msca-postdoctoral-fellowships\_en



# Two types of MSCA Postdoctoral Fellowships

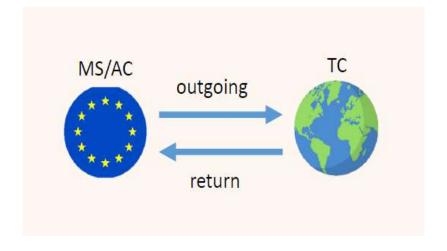
European Postdoctoral Fellowships

12 – 24 months



# Global Postdoctoral Fellowships

12-24 months outgoing phase + 12 months return phase





# MSCA PF 2022: European Fellowships

#### **EUROPEAN FELLOWSHIPS**





- For fellows coming to or moving within European countries.
- Panels are discontinued, new incentives apply
- · EURATOM areas no w included

- Open to all nationalities
- Mobility rule applies
- 12-24 months duration
- For EU nationals or long-term residents who wish to reintegrate, time outside of EU will not count towards scientific age
- Possibility to carry out secondments worldwide
- Possibility to have a placement at the end of the fellowship (+ 6 months)



# MSCA PF 2022: Global Fellowships

#### **GLOBAL FELLOWSHIPS**







- National or long term residents of EU MS/AC to do a research in a Third Country
- Transfer of knowledge, through a Return Phase to Europe is mandatory.

- Open to EU/AC nationals or long-term residents
- Mobility rule applies in Third Country
- 24-36 months duration
- Possibility to carry out secondments in the outgoing phase
- Possibility to have a placement at the end of the fellowship (+ 6 months)



# **ERA Fellowships 2022**

The ERA Fellowships are open for applicants of any nationality with a beneficiary from a Widening Country.

Budget: €8M

#### How does it work?

- Global Fellowships are <u>not eligible</u>
- Applicants need to opt in at application stage (there will be no other opportunity later on)
- A number of excellent applications (i.e. on the reserve list) that cannot be funded by MSCA due to budget constraints will be offered an ERA Fellowship

#### Which countries are concerned?

Member States: Bulgaria, Croatia, Cyprus, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Luxembourg, Malta, Poland, Portugal, Romania, Slovakia, Slovenia and outermost regions - Guadeloupe, French Guiana, Réunion, Martinique, Mayotte and Saint-Martin (France), and the Canary Islands (Spain).

Associated Countries: Armenia, Bosnia and Herzegovina, North Macedonia, Georgia, Moldova, Montenegro, Serbia and Turkey and in process of association: Albania, Faroe Islands, Tunisia, Ukraine



# MSCA PF 2022 for Euratom fields of research

- Since 2021, MSCA is open to nuclear research falling under the scope of the Euratom research& training programme
- Indicative budget : €1M from Euratom programme annually
- Open for both European and Global Fellowships
- Opt in at application stage

#### **Specific eligibility conditions:**

- The following participants must be from an EU Member State or <u>Euratom Associated</u>
   Country\*:
- ✓ Individual researcher
- ✓ The **beneficiary**
- √ The non-academic placement host (if any)
- \* based on association agreements status as of February 2022, only Ukraine and the United Kingdom are expected to become associated



# MSCA PF 2022: who can apply



Eligibility aspects measured at call deadline



# MSCA PF 2022: who can apply

Single legal entity established in a EU MSC or HE AC (+ EURATOM areas)

#### Sector

Academic / Non-Academic

# Institution/Host

#### Beneficiary

Recruits the fellow (EF + GF)
Signs GA and receives funds

#### **Associated Partner**

Provides training opportunities

Located anywhere in the world (placements **EU MSC or HE AC)** 

Letters of commitment will apply for Placements (EF) and outgoing phases (GF)



# MSCA PF 2022: Eligibility conditions: Individual researchers

#### **Nationality of researcher**

- European Fellowships: any nationality
- **Global Fellowships**: nationals or long-term residents of MS or HE AC (see definition of long-term residents in MSCA-PF GfA)

#### The researchers must also:

- Be in **possession of PhD** at the call deadline
- Have **up to 8 years research experience maximum** after PhD (with exceptions = career breaks, work outside research, research outside Europe for reintegrating researchers)
- Not have resided /carried out their main activity in the country of the beneficiary (for European Fellowships) or TC associated partner <u>only</u> (for Global Fellowships) for more than 12 months in the 36 months before call deadline (mobility rule)
- An individual researcher can only submit one proposal
- •The **European Research Executive Agency** (REA) makes the final decision on whether the application meets the eligibility conditions



# MSCA PF 2022: Eligibility conditions: 8-years research experience

#### **Exclude time-spent for the following:**

- Maternity leave
- Paternity leave
- Long-term sick-leave
- Career break
- Time spent not working in research
- Compulsory national service
- For nationals or long-term residents of MS or AC 1) reintegrating from a third country and 2) applying for a European Fellowship <u>only</u>, the time spent doing research in third country can be excluded

#### All exceptions need to be documented.

#### How to calculate the 8-years research experience?

- REA Guidelines (MSCA-PF 2022): <a href="https://rea.ec.europa.eu/system/files/2022-05/Guidelines-8%20year%20rule-2022.pdf">https://rea.ec.europa.eu/system/files/2022-05/Guidelines-8%20year%20rule-2022.pdf</a>
- REA Self-assessment tool (MSCA-PF 2022): <a href="https://rea.ec.europa.eu/funding-and-grants/horizon-europe-marie-sklodowska-curie-actions/horizon-europe-msca-how-apply\_en#ecl-inpage-292">https://rea.ec.europa.eu/funding-and-grants/horizon-europe-msca-how-apply\_en#ecl-inpage-292</a>



# MSCA PF 2022: Eligibility conditions: Mobility rule example

In case of **remote work** performed from country A for an employer located in country B, both countries are taken into account in the eligibility check.

#### **Example (FAQ Funding & Tenders Portal)**

A researcher started a **contract with a Belgian university** in January 2020. However, the researcher has **not been able to move to Belgium** until March 2021 and worked for the Belgian university **remotely from France**.

As per the mobility rule in MSCA-PF, the researcher will be <u>ineligible for</u> <u>institutions located in both countries (Belgium and France).</u>



# MSCA PF 2022: Eligibility conditions

Specific eligibility conditions apply for both the **individual researchers** and **participating organisations.** 

#### One Beneficiary (for European & Global Fellowships)

- Legal entity in an EU Member State or HE Associated Country
- Signs the grant agreement
- Recruits the researcher
- Main host of the researcher for European Fellowships
- Host of the return phase for Global Fellowships

#### + One Associated Partner for Global Fellowships

- For Global Fellowships, it is the host organisation in the third country (outgoing phase)
- It must be a legal entity outside an EU Member States and HE Associated Country
- It must submit a letter of commitment



# MSCA PF 2022: Eligibility conditions: Which countries?

#### **EU Member States (MS)**

**HE Associated Countries (AC)**: all countries associated to the Horizon Europe programme through an association agreement.

- Agreements in place: Armenia, Bosnia and Herzegovina, Georgia, Iceland, Israel, Kosovo, Moldova, Montenegro, North Macedonia, Norway, Serbia, Turkey
- In process of association (transitional arrangement): Albania, Faroe Islands, Morocco, Tunisia, Ukraine, United Kingdom\*

Third countries (TC): any other country

<sup>\*</sup> Based on <u>HE association agreements status</u> as of April 2022



# MSCA PF 2022: general concepts for institutions

	Beneficiaries	Associated Partners
Academic/Non-academic	<b>✓</b>	✓
Signatories of the Grant Agreement	✓	*
Recruitment of researchers	<b>✓</b>	*
Training and/or hosting of seconded researchers	~	<b>4</b>
Participation in Supervisory Board	<b>✓</b>	<b>✓</b>
Directly claim costs	✓	98

#### **Academic sector**

- ✓ public or private higher education establishments
- ✓ public or private nonprofit research organisations
- ✓ International European Research Organisations



#### Non-academic sector

✓ any socioeconomic actor not included in the academic sector





# MSCA PF 2022: New eligibility condition: Resubmissions

- ☐ As of 2021, new eligibility condition related to resubmissions.
- ☐ From 2022, resubmissions will **not be allowed for proposals that have scored**less than 70% in the previous call

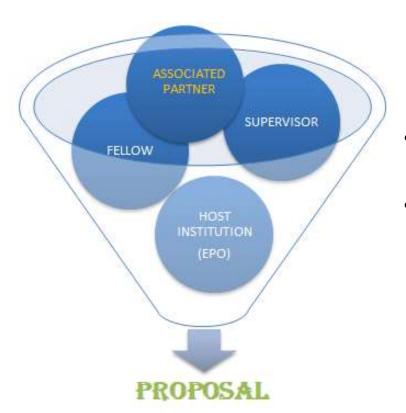
#### What is a resubmission?

Proposals involving:

- ✓ Same individual researcher
- ✓ With the same recruiting organisation (beneficiary)
- ✓ And for Global Postdoctoral Fellowships, the associated partner hosting the outgoing phase in the third country



# MSCA PF 2022: how does it work?



- Individual project supported by Host Institution
- Ensure the supervisor and European Project
   Office (EPO) participation in the process



# MSCA PF 2022: MSCA PF project

#### What is a project?

- Personalised and original research project written by the researcher
- Includes a concrete plan of training-through-research and clear career development objectives
- Implemented with the host organisation(s) (at their premises, unless on short visits, secondments or placements)
- Under the **direct supervision** of one or several supervisor(s)

#### **Flexibility arrangements**

- **Part-time** is possible
- Flexible project start date: up to 24m after call closure

#### Other possible collaboration & mobility during the project

- Short visits and fieldwork
- Secondments
- Non-academic placement



# MSCA PF 2022: Typical training activities

- Training-through-research: individual personalised action
- Hands-on training activities for developing scientific (new techniques, instruments) and transferable skills (proposal preparation to request funding, IPR management, task coordination, supervising & monitoring, exploitation of research results)
- Intersectoral or interdisciplinary transfer of knowledge (e.g. through **secondments** and **placement**)
- Organisation of scientific/training/dissemination events
- Communication, outreach activities and horizontal skills
- Training dedicated to gender issues
- Etc...



# MSCA PF 2022: Optional features: Secondments

Fellows can undertake secondments within the duration of the fellowship:

- Worldwide for up to 1/3 of the fellowship duration
- It can be done in a single period or be divided into shorter mobility periods
- Can be done in any sector, in academic and/or non-academic sector organisations
- The secondment(s) should be in **line with the project objectives**, adding significant **value and impact to the fellowship**
- For Global Fellowships, secondments can only be done during the outgoing phase in the third country. No secondment can take place during the mandatory return phase in MS or AC



# MSCA PF 2022: Optional features: Non-academic placements

Novelty since 2021: Placement of up to 6 months in a non-academic European organisation at the end of the fellowship

#### **Objectives:**

- Expanding career opportunities for researchers and moves between sectors and organisations
- Stimulate innovation and knowledge transfer

#### How it works?

- At the end of the fellowship, an **additional period** is supported for the placement
- Integral part of the proposal: added-value for the project and for the career development of the researcher
- The placement host must be a non-academic organization in EU MS or AC
- The placement host must provide a letter of commitment at the application stage

If the non-academic placement is non-eligible (academic organisation or lack of letter of commitment), the proposal will be evaluated without taking into consideration this part



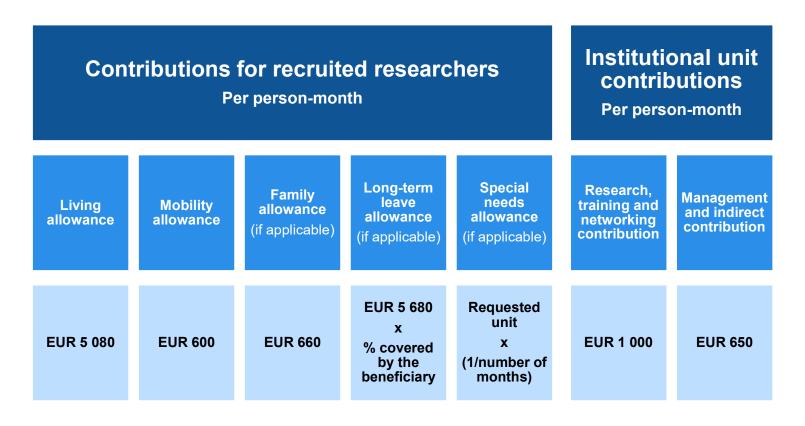
# MSCA PF 2022: secondments and placements NON-ACAD

	SECONDMENT		NON-ACADEMIC PLACEMENT
Maximum Duration	EF: Up to 1/3 of the normal project duration	GF: Up to 1/3 of the duration of the outgoing phase	Up to 6 months duration
Timing	EF: At any time during the during the standard project duration	<ul> <li>GF:</li> <li>up to three months possible at the start of the outgoing phase, to be included within the 1/3 maximum duration.</li> <li>not allowed during the mandatory 12 month return phase</li> <li>divided in several smaller periods</li> </ul>	Additional period after the standard duration of the fellowship
	Can be	Ell Mombor State or Horizon Europe	
Mobility	Any country worldwide		EU Member State or Horizon Europe Associated Country
Sector	Any sector		Non-academic sector only
Encoding in Part A	Not encoded as a participating organisation (associated partner).  Tick the box and indicate the number of months. Section 5		<b>Encoded</b> as a participating organisation (associated partner).
Description in part B1	<b>Yes</b> . Secondments should be described in part B1 and the evaluators will assess their relevance and quality in the respective criterion.		Yes. Non-academic placements should be described in part B1 and the evaluators will assess their relevance and quality in the respective criterion.
Supporting Doc in part B2	None		Yes. A letter of commitment is required.

Not obligatory, must be well defined in the project // Supervisors are needed in both cases



## MSCA PF 2022: Unit Costs



Budget pre - calculated by EC, based on unit costs: 100% financing



# MSCA PF 2022: Unit Costs

MSCA	Researcher Unit Cost (person/month)			Institutional Unit Cost (P/M)	
	Living Allowance*	Mobility Allowance	Family Allowance	Research, training and networking	Management and overheads
PF	5.080	600	660	1.000	650
PF ES	4.638,04	600	660	1.000	650
PF 24 months ES	111.312,96	14.400	15.840	24.000	15.600
TOTAL PF 2 years	181.152,96 €				

#### **RESEARCHER UNIT COST**

#### **Living Allowance:**

- CCC: country correction factor applies (host country) 91,3
- Gross EU contribution living allowance (- cuota patronal, taxes, S.S...) before taxes!

#### **INSTITUCIONAL UNIT COST**

#### Research, training and networking costs:

Purchase of material, organisation and travel to events, payment of conferences fees, etc.

#### **Management and overheads:**

Indirect costs for institutions



# MSCA PF 2022: Allowances Novelties

- Family Allowance increases from 500€ to 660€ paid during the project life-time.
- Long-term allowance personnel cost incurred by the beneficiaries in case of researchers' leave, including maternity, paternity, parental, sick or special leave – during the project life-time.
- Special needs allowance additional costs for the acquisition of special needs items ad services for researchers with disabilities (up to 60.000 € per researcher) during the project life-time.



# MSCA PF 2022: main evolution aspects

Unique mobility rule

Eligibility of researcher

Bottom up +

Euratom

European and Global Fellowships

World wide secondments up to 1/3 of the duration

Additional placement to the EU/AC nonacademic organisation for 6 months

Increased budget categories

Evaluation criterium

Resubmission restriction



# MSCA PF 2022: Award criteria

EXCELLENCE	IMPACT	QUALITY AND EFFICIENCY OF THE IMPLEMENTATION
Quality and pertinence of the project's research and innovation objectives (and the extent to which they are ambitious, and go beyond the state of the art)	Credibility of the measures to <b>enhance the career perspectives and employability</b> of the researcher and contribution to his/her skills development	Quality and effectiveness of the work plan, assessment of risks and appropriateness of the effort assigned to work packages
Soundness of the proposed methodology (including interdisciplinary approaches, consideration of the gender dimension and other diversity aspects if relevant for the research project, and the quality of open science practices)	Suitability and quality of the measures to maximise <b>expected outcomes and impacts</b> , as set out in the dissemination and exploitation plan, including communication activities	Quality and capacity of the host institutions and participating organisations, including hosting arrangements
Quality of the supervision, training and of the two-way transfer of knowledge between the researcher and the host	The magnitude and importance of the project's contribution to the <b>expected</b> scientific, societal and economic impacts	
Quality and appropriateness of the researcher's professional experience, competences and skills		
50%	30%	20%



# MSCA PF 2022: The Evaluation

- ☐ Ca **9,000-10,000 proposals** received per year
- **■** MSCA-PF success rate:  $\approx 14\%$
- ☐ 4,500 experts from around the world, working remotely
- 8 Scientific Panels (LIF, PHY, MAT, ENG, CHE, ENV, SOC, ECO)
- ☐ Time-to-Grant: 5m + 3m (from the call closure date)

The results for the 2022 call will **not be available before mid-February 2023** 



# MSCA Seal of Excellence

- The Seal of Excellence is awarded to applications achieving a score of 85% or above not retained for funding
- Quality label, helping recipients to attract other potential funders
- **Specific support schemes** exist for MSCA Seal of Excellence holders. You will find the complete list here
- The certificate will be sent out automatically



# Commitments for successful applications (non-exhaustive)

- Mobility: the researcher must move to the country of the beneficiary
- Working commitment: in principle full-time, but requests for part-time work are possible and must be approved by REA
- Working conditions for fellows in accordance with the principles set out in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers
- Address the recommendations in the *MSCA Guidelines on Supervision* on a **best- effort basis**
- Address the principles of the MSCA Green Charter, on a best-effort basis
- Ensure open access to research outcomes, including FAIR data management
- **Key deliverables** to be submitted at different stages of the project (see MSCA Work Programme 2021-2022, p.93-94)



# Two Novelties under Horizon Europe

The *MSCA Guidelines on Supervision* and the *MSCA Green Charter* are both new instruments to be implemented on a **best-effort basis**, by MSCA beneficiaries

### **MSCA Guidelines on Supervision**

MSCA beneficiaries must ensure adequate supervision or mentoring and appropriate career guidance for the researchers.

The guidelines are a reference and code of good practice to ensure that researchers receive adequate supervision during their MSCA research project.

### **MSCA Green Charter**

Code of good practice for individuals and institutions to promote the sustainable implementation of research activities.

At **final reporting stage**, all MSCA projects will be asked to report on the ways they have sought to **minimise the environmental impact** of their research activities and how they **applied the principles of the Green Charter**.



## Statistics MSCA PF 2021

### **Cutt off MSCA PF 2021**

	PF-EF			PF-GF	
PANEL	CUT-OFF	Nº FUNDED PROJECTS	PANEL	CUT-OFF	Nº FUNDED PROJECTS
СНЕ	92,8	148	СНЕ	92	11
ECO	92	17	ECO	83,8	2
ENG	92,8	143	ENG	95	11
ENV	93,6	123	ENV	95,8	19
LIF		230	LIF		19
MAT		23	MAT		2
PHY	92,2	119	PHY	94,2	11
SOC		222	SOC		56
	,	1025			131



## Statistics MSCA PF 2021

#### Some conclusions

- Panel with the highest number of retained proposals: SOC
- SOC and LIF panels almost half of all funded proposals (45.6%), followed by CHE and ENG (13%).
- · Differences across types of action:
  - ✓ For **EF**, SOC and LIF similar numbers in terms of funded proposals (19.2-19.8%)
  - ✓ For **GF**, SOC the biggest ranking list (42.8%), followed by ENV and LIF, both 13%.
- Funded proposals including NAPs: 64 proposals (53 in EF, 11 in GF).
- Top 5 countries for outgoing phase of funded GF: US (79), CH (14), CA (13), AU (9), BR (2) different from IF-2020 (US, CA, AU, JP, NZ)
- Most successful host countries (ratio of funded/submitted proposals): SK (25%), DK (19.8%), AT (16.4%), DE (15.8%), NL (15.4%)
- Top 5 nationalities of researchers for funded proposals: Italy (161), Spain (123), India (78), China (68), Germany (64)



# MSCA PF 2022: General tips for proposal writing

### **About the project:**

- A PF proposal is not a research proposal as such, but a proposal for training in research
- Don't be over-ambitious —it is a common flaw that the work plan is not realistic
- Be precise less is sometimes more; structure the proposal well
- Try to have the best match researcher/supervisor/Host Institution

### About the researchers' CV:

- CV don't have to be perfect, but the training should mend any shortcomings
- The employability after the fellowship is key



# MSCA PF 2022: General tips for proposal writing

### **General Approach:**

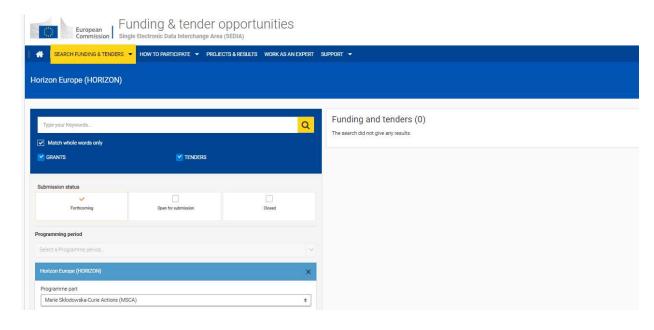
- It is an individual project but a collaborative work
- Involve the HOST institution: European Projects Offices / Transfer of Technology Offices/ HR Departments, other colleagues...
- National Contact Points...
- Get familiar with the Funding and Tenders Portal, upload a version, you will be able to rewrite it

#### About the evaluation:

- The weighting of criteria is 50% -30% -20%. You need to perform at close to 100% on each
- Follow the template –the evaluators need to find all key points
- The reviewers may not be specialists in the field
- "Una imagen vale más que mil palabras": use visuals to provide global information at a glance



## MSCA PF 2022: Useful links



Search Funding & Tenders (europa.eu)





### MSCA PF 2022: Useful links

- Marie Skłodowska-Curie Actions Website <a href="https://ec.europa.eu/research/mariecurieactions/node\_en">https://ec.europa.eu/research/mariecurieactions/node\_en</a>
- Euraxess (PhD and postdoctoral vacancies, more information) <a href="https://euraxess.ec.europa.eu/">https://euraxess.ec.europa.eu/</a>
- Enterprise Europe Networks (for non academic partners) <a href="https://een.ec.europa.eu/">https://een.ec.europa.eu/</a>
- MSCA-NET project www.msca-net.eu
- MSCA matchmaking platform <a href="https://msca.b2match.io/">https://msca.b2match.io/</a>
- National Contact Points <a href="https://ec.europa.eu/info/funding-tenders/opportunities/portal/screen/support/ncp">https://ec.europa.eu/info/funding-tenders/opportunities/portal/screen/support/ncp</a>
- Research Enquiry Service <a href="https://ec.europa.eu/info/research-and-innovation/contact/research-enquiry-service-and-participant-validation en">https://ec.europa.eu/info/research-and-innovation/contact/research-enquiry-service-and-participant-validation en</a>
- European Charter and Code for Researchers <a href="https://euraxess.ec.europa.eu/jobs/charter-code-researchers">https://euraxess.ec.europa.eu/jobs/charter-code-researchers</a>
- MSCA Guidelines on Supervision <a href="https://ec.europa.eu/research/mariecurieactions/about-msca/msca-guidelines-on-supervision">https://ec.europa.eu/research/mariecurieactions/about-msca/msca-guidelines-on-supervision</a>
- MSCA Green Charter <a href="https://ec.europa.eu/research/mariecurieactions/green-charter">https://ec.europa.eu/research/mariecurieactions/green-charter</a>
- MCAA (Marie Curie Alumni association) <a href="https://www.mariecuriealumni.eu">https://www.mariecuriealumni.eu</a>



# MSCA matchmaking platform



The MSCA matchmaking platform brings together fellows, companies, supervisors, NGOs and Academic Institutions from a large number of European countries and beyond. This is a unique opportunity to generate new contacts and future successful projects in the upcoming MSCA calls for 2022.

Using this platform, you will be able to publish your researchers 'profile, your company profile and offer your hosting arrangements to attract talent or participate in Doctoral Networks and Staff Exchanges Proposals.



https://msca.b2match.io/

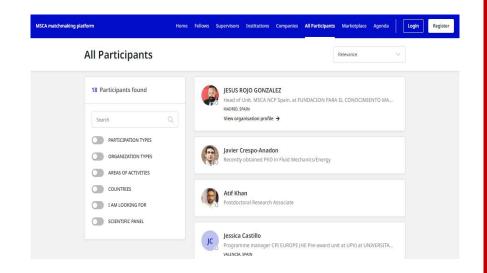


# MSCA matchmaking platform



#### You will able to connect with:

- Future Fellows for PF proposals
- Supervisors
- Academic Institutions
- Companies
- Other Organisations
- Book 1-1 meetings
- The right place to find partners for MSCA proposals
- Covers PF, DN and SE 2022
- Special section with infodays and useful resources
- Submit your profile!



https://msca.b2match.io/

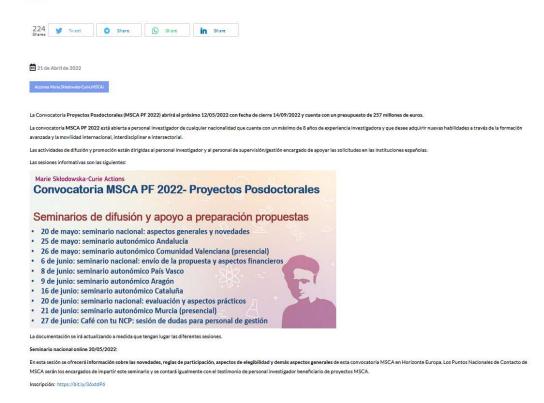


# Centralized documents: www.horizonteeuropa.es

Sesiones informativas y
documentación de apoyo
Convocatoria Proyectos
Posdoctorales MSCA 2022
Horizonte Europa



Sesiones informativas y documentación de apoyo Convocatoria Proyectos Posdoctorales MSCA PF 2022





Nothing in life is to be feared, it is only to be understood. Now is the time to understand more, so that we may fear less

## ¡Gracias por vuestra atención!

msca@fecyt.es



