

April 2026

# Guide for applicants

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

## Postdoctoral Fellowship Program

2026-2031  
MSCA-COFUND





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## 1. About Fundación Iberdrola España

**Fundación Iberdrola España (“FIBE”)** is a non-profit organization based in Spain linked to the **Iberdrola Group**. With a centenarian history, the Iberdrola Group is a global leader, with a market capitalisation reaching €125 billion in January 2026. Iberdrola, present in dozens of countries, is committed to the **electrification** with a sustainable business model based on **renewable energy, smart grids, large-scale energy storage** and **digital transformation**, so that we can offer our customers the most advanced products and services, while creating value for the whole of the society.

## 2. SE4S - Key Elements

**The Sustainable Energy for Society (SE4S) COFUND** is a programme of the **Marie Skłodowska-Curie Actions (MSCA)**. Part of **Horizon Europe**, the MSCA is the European Union’s flagship funding programme for doctoral education and postdoctoral training of researchers. The objective of **SE4S** is to support researchers and foster excellence in research, carrying out their research activities abroad, acquiring new skills and developing their careers. **SE4S** helps researchers gain experience in other countries, disciplines and non-academic sectors.

The Sustainable Energy for Society (SE4S) COFUND programme builds upon and advances the foundations established by **the current Energy for Future (E4F) MSCA COFUND** programme (2021-2027), aiming to support a new generation of researchers committed to addressing some of the most pressing challenges of our time: climate action, biodiversity loss, and resource depletion. Rooted in Fundación Iberdrola España (FIBE) and Iberdrola Group’s strategic priorities of sustainability, decarbonisation, and innovation, the **SE4S** programme, which will be led by FIBE as beneficiary, promotes advanced research and intersectoral collaboration to accelerate the shift towards a sustainable society and gives researchers the opportunity to develop their projects within a network of internationally

recognized universities, research centres and industrial companies from Europe, USA and Brazil.

In this single call, SE4S offers **16 post-doctoral fellowships for candidates of any nationality** holding a doctoral degree (should have a PhD degree at the time of the deadline for application), targeting Recognized Researchers (**R2**)<sup>1</sup>, based on the research profile descriptions of the European Commission<sup>2</sup>, and who comply with the **MSCA mobility rule** (the researcher must not have resided or carried out his/her main activity, work, studies, etc., in the host organisation's country for more than twelve months in the three years immediately prior to the call deadline).

SE4S will count with the participation of **19 participating organisations**, including FIBE, comprising 11 implementing partners and 7 associated partners across **11 countries**, acting as hosting and/or secondment institutions. SE4S places strong emphasis on researchers gaining not only **interdisciplinary** and **international** experience, but also **intersectoral** experience. It aims to strengthen fellows’ profiles for both academic and non-academic career paths, as each fellow will develop their main research project at a host university but must (not optional) complete a **compulsory industrial secondment** at a SE4S partner company, ensuring a genuine and impactful training experience in the private sector. Post-doctoral fellows will receive **mentoring** from company experts to understand how academic research translates into market-driven innovation, gain skills to operate across scientific and commercial/industrial domains and broaden professional networks to include key players in the energy sector, boosting **employability** domains and broaden professional networks to include key players in the energy sector.

You can see the list of participating organisations and the number of positions offered by each institution on Section 4 of this document and on the SE4S website, [www.sustainableenergyforsociety.com](http://www.sustainableenergyforsociety.com)

<sup>1</sup> *Recognised Researcher (R2): Researchers with a PhD or equivalent level of competence and experience who have not yet established a significant level of independence in developing their own research, attracting funding, or leading a research group.*

<sup>2</sup> *Researcher Career Tools & Support | EURAXESS Resources*

Each postdoctoral fellowship has a **duration of 36 months** and includes:

- **30-33 months employment contracts** (“Hosting period”) at one of the 11 implementing partners (10 Universities and 1 Research Centre).
- **3-6 months compulsory secondment** (“Secondment period”) at one of the 7 associated partners (Iberdrola Group companies).
- **3 months optional secondment** at one of the 11 implementing partners offering secondment or any other organisation proposed by the fellow.
- **Training and career planning and other activities** (result dissemination, communication, etc.) being done through the whole period.

Fellows will be selected through a **transparent and objective evaluation & selection process**, with the participation of External International Peer Reviewers (“**EIPRs**”) experts in the proposed Research Areas, as described in Section 9.

All applications shall be submitted through the **on-line Application Form**, available through the **Programme’s website** [www.sustainableenergyforsociety.com](http://www.sustainableenergyforsociety.com)

Applicants will need to create an account to register. Applications may be submitted until the Call deadline but may not be modified once submitted.

**Official language is English.** Applications submitted in other language will be considered not eligible.

### Timeline

<i>Call Opening:</i>	1st May 2026 at 09:00 CET
<i>Deadline for applications:</i>	30th June 2026 at 23:59 CET
<i>Evaluation Period:</i>	1st July – 31st December 2026
<i>Online Interviews:</i>	4th January– 15th February 2027
<i>Final ranking and funding decision:</i>	16th February – 31st March 2027
<i>Fellowship period begins:</i>	April – September 2027 (estimated)

## 3. Areas of research

SE4S programme reflects an evolution of Energy for Future and the drive to maximise the potential of FIBE and Iberdrola Group as a force to accelerate the transitions required to achieve a more sustainable world. The programme is structured around three key research areas: **Decarbonised Energy Systems, Biodiversity and Ecosystems Quality, and Circular Economy**. The themes represent SE4S’s primary areas of focus, each interconnected with overlapping boundaries, involving synergies and taking advantage of new technological enablers, such as Digitisation technologies, AI technologies and Data Science. Applicants will be fully free to define their projects, but in line with the defined research areas. Nevertheless, other emergent Research Areas comprised within the field of clean and sustainable energy will be considered if proposed by the applicants.

**Research area 1 is Decarbonised Energy Systems.** This area focuses on the transition from fossil fuels to renewable energy, improving energy efficiency, and integrating new technologies to achieve the targets of the Paris Agreement. It includes research on electrified mobility, such as the management and optimisation of charging networks, the development of wireless and high-power charging solutions, the integration of autonomous vehicles, fleet management, and the electrification of heavy goods transport. It also covers electrified living through industrial solutions like district heating and cooling, energy management systems for homes and industry, green hydrogen production and integration, and integrated energy grid planning. These research efforts are supported by digitalization technologies including IoT, cloud computing, digital twins, and AI.

**Research area 2 is Biodiversity and Ecosystems Quality.** This area aims to monitor and enhance the condition of terrestrial and marine ecosystems. Research includes the

development of cost-efficient technologies for ecosystem evaluation and monitoring, real-time species detection and identification using IoT, impact assessment of supply chains on biodiversity, and the design of nature-based mitigation solutions. It also focuses on quantifying the positive impacts of conservation actions and enhancing electricity grid resilience using digital twins.

**Research area 3 is Circular Economy.** This area promotes resource efficiency and waste reduction, especially in the electricity sector. Research covers the development of new technologies for recycling materials such as wind turbine blades, solar panels, and batteries, as well as the creation of sustainable business models and circular value chains. It also includes the implementation of digital passports for tracking the lifecycle of materials and initiatives to improve energy efficiency and reduce waste and CO2 emissions. This research is supported by recycling technologies, eco-design standards, digital passports, and energy efficiency strategies.

The objectives of SE4S directly align with urgent research priorities at European and national levels, particularly in the context of energy transition, climate action, ecosystem resilience and resource efficiency. Advancing in these fields is essential to manage the expected rise in power demand, integrate renewables and ensure grid resilience.

By fostering collaboration between leading research institutions, industry, and international partners, the programme will enhance the visibility and attractiveness of participating organisations, embed them in local innovation ecosystems, and support the socioeconomic development of their regions. The training and mobility of postdoctoral researchers will ensure the transfer of knowledge and best practices across borders and sectors, supporting the long-term objectives of national and regional innovation strategies.

These Research Areas directly address and contribute to European Competitiveness and societal challenges and are aligned with strategic planning processes of the Sustainable Development Goals Horizon Europe (Pillars 1 and 2) and European Green Deal.

Applicants may find more information of the research groups and priorities proposed by the SE4S Partner Organisations at the Programme website [www.sustainableenergyforsociety.com](http://www.sustainableenergyforsociety.com).

## 4. Partner organisations

The **SE4S Partner Organisations participating in the Programme**, together with the Research Areas of their interest and the maximum number of positions offered, differentiating between Hosting and Secondment Period, are listed below:

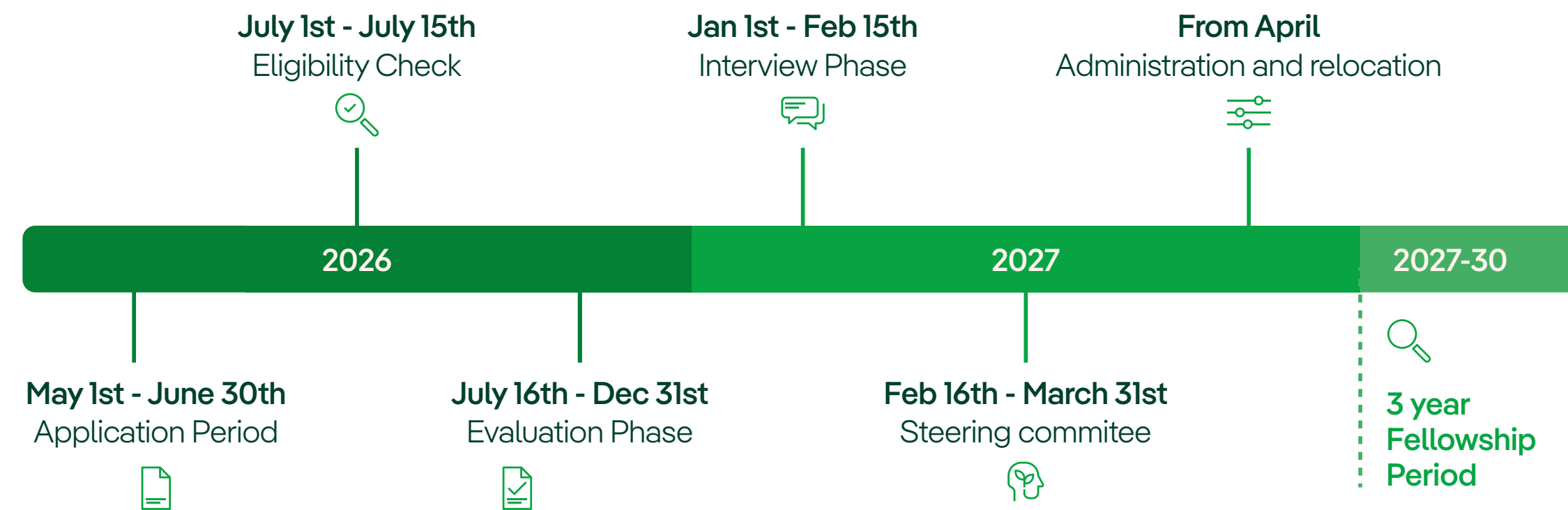
		Academic	N° positions		Research Areas		
			Y/N	*H	*S	1	2
Universities & Research Centres (Implementing Partners)	Fundación Iberdrola España	●	-	-	-	-	-
	Universidad del País Vasco	●	3	3	●	●	●
	Universidad Pontificia de Comillas	●	3	3	●	●	●
	Universidad Politécnica de Madrid	●	3	10	●	●	●
	Universidad de Salamanca	●	3	3	●	●	●
	Polymat - Basque Centre for Macromolecular Design and Engineering	●	3	2	●		●
	University of Strathclyde	●	3	3	●	●	●
	Imperial College of London	●	3	3	●	●	●
	TU DELFT	●	3	3	●	●	●
	Universidade de Trás-os-Montes e Alto Douro	●	1	1	●	●	●
	ETH ZURICH	●	2	2	●		●
LUT University	●	3	3	●		●	
Industrial Companies (Associated Partners)	Iberdrola España SAU	●	-	4	●	●	●
	Scottish Power UK Plc	●	-	4	●	●	●
	Iberdrola Energía Internacional SAU	●	-	4	●	●	●
	AVANGRID Inc	●	-	1	●	●	●
	Neoenergia	●	-	1	●	●	●
	Carbon2Nature	●	-	2	●	●	●
	Aerothermal Solutions SLU (A tu Aire)	●	-	2	●		

1 Decarbonized Energy Systems    2 Biodiversity & Ecosystem Quality    3 Circular Economy

The Programme's website ([www.sustainableenergyforsociety.com](http://www.sustainableenergyforsociety.com)) includes links to the websites of the Partner Organisations and a brief description of each entity and their main scientific interests, research groups, facilities and some other information that will help candidates in the application process.



## 5. Selection process timeline



## 6. Eligibility

### 6.1 Applicant's eligibility criteria

- Applicants must be in possession of a **doctoral degree** at the deadline of the programme's call. Researchers who have successfully defended their doctoral thesis (unconditional defence must take place before the call deadline) but who have not yet formally been awarded the doctoral degree will also be considered as postdoctoral researchers and will be considered eligible to apply. In this case, supporting documentation (Certificate of Successful Thesis Defence or Certificate of Approval of Doctoral Dissertation) will be requested.
- Only degrees that confer the title of “Doctor” in accordance with national legislation or academic practice will be accepted.
- Applicants must be considered **R2 Recognised Researchers**, and they should be able to demonstrate that they are at the initial stage of their research career, as the objective of the programme is to develop researchers in their early pot-doc years, offering them the opportunity of an international career.

- Applicants must be **proficient in written and spoken English** (Minimum C1 Advance level is required).
- Applicants can be of **any nationality**. Researchers who are refugees in an EU Member State or Horizon Europe Associated Country according to the Geneva Convention may also apply irrespective of whether they are long-term residents or not, if they fulfil the other eligibility conditions.
- Applicants must comply with the following **mobility rule**: they must not have resided or carried out their main activity<sup>3</sup> (work, studies, etc.) in the country of the recruiting or implementing partner for more than 12 months in the 36 months immediately before the call deadline.

Compulsory national service, short stays such as holidays and time spent as part of a procedure for obtaining refugee status under the Geneva Convention<sup>4</sup> are not taken into account.

- Applicants must not be permanently employed by the Implementing Partner Organisation of their choice.

### 6.2 Application's eligibility

To be eligible, research Applications must comply with the following requirements:

- Applications must be **complete** and contain all parts and mandatory supporting documents.
- Applications must be **submitted fully written in English via the Programme website's**

<sup>3</sup> Country of the main activity: the country where the researcher is physically based when carrying out the main activity and the country of the institution for which the main activity is performed (e.g., employer).

<sup>4</sup> 1951 Refugee Convention and the 1967 Protocol.

**online Application Form**, before the call deadline. Applications will not be allowed after the Call's Deadline.

- Only **one proposal per individual applicant** can be submitted. In case of several proposals involving the same individual applicant, only the last submitted one will be considered eligible.
- If proposals with the same research objectives and work plan are submitted for different applicants, only the first submitted one will be considered eligible.
- The Application shall be within the **clean and sustainable energy field**, preferably in the designated SE4S Research Areas; however other relevant topics within the wider field will be considered.
- All ethical standards required by the European Union shall be adhered to, as described in Section 14 herein.
- Applicants shall upload all the documentation requested when completing the Application Form.
- Applications must be based on “individual-driven mobility”, which means that the applicants will be able to freely choose a research topic and the appropriate host organisation and supervisor that fits their individual needs.

### Diversity aspects

Applications from candidates with disability, special assistance, researchers at risk, LGBTQ+ community, etc. are encouraged: in this respect equal opportunities in terms of diversity will be fully taken into consideration both during the selection process and during the programme execution. In case of similar CVs, applications from minority or underrepresented groups will be preferably selected.

## 7. Online application system

Applications must be submitted through the **SE4S on-line application system** that can be accessed through ([www.sustainableenergyforsociety.com](http://www.sustainableenergyforsociety.com)).

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

### Step 1. Personal information and family obligations

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

Indicate if you have family obligations and describe those obligations in the text field. Family is defined as “persons linked to the researcher (1) by marriage; (2) by a relationship with equivalent status to a marriage recognised by the legislation of the country or the region where this relationship was formalised; (3) as dependent children who are actually being maintained by the researcher”. The family status is determined at the date of the call deadline. In all cases, a change to the family status of the researcher should be informed to FIBE so it can be reflected in a change to the Researchers Declaration.

### Step 2. Education, research experience and career breaks

Indicate if you hold a PhD Degree and complete the table with your education details. Complete the details of your research experience and indicate the total number of years of research experience.

Indicate if you have had any career breaks. In this case, include the number of months. Recommendation letters: include Name, Position, email and Organization of the two Referees and upload the letters in the attachment section. In case the referee prefers to send the recommendation letter directly to us, please, ask them to use [se4s@iberdrola.es](mailto:se4s@iberdrola.es)

indicating your name in the subject of the email. In the attachment section, include a note indicating that the letters will be sent directly to us.

### Step 3. Language requirements and mobility

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

- TOEFL: minimum score of 95 for the Internet-based test.
- University of Cambridge: minimum C1 Advance
- IELTS: minimum score of 7
- Official Language Schools (EOI) in Spain: C1 level completed and passed.

If applicants are not in possession of one of those certificates at the date of submission of their application, please list any relevant detail that demonstrate an advanced command in English: place where you have lived/worked, publications etc. Selected applicants will be interviewed, and applicant's command of English will be assessed.

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

### Step 4. Research project, implementing partner and other funding

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

Applicants shall upload a maximum **10 pages document**, describing their proposed research project (the "**Research Project**", max 6 pages), and **Curriculum Vitae** (max 4 pages), using the SE4S template, available in the application form and in [www.sustainableenergyforsociety.com](http://www.sustainableenergyforsociety.com)

Applicants shall select **1 preferred option** for the **Hosting Period**, from the list of SE4S **Implementing Partner Organisations**, considering the MSCA mobility rule already described (see Section 6). The SE4S Programme Management Office will offer other options in case the preferred implementing partner selected by a successful applicant has covered all offered positions and it's no longer available.

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

### Step 5. Horizon Europe ethics self-assessment

Applicants must complete the attached assessment form and upload a copy on the attachment section.

The European Commission provides good guide on how to complete ethics self-assessment in Horizon Europe applications: [how-to-complete-your-ethics-self-assessment\\_en.pdf](#)

For ethics and data protection please refer to [ethics-and-data-protection\\_he\\_en.pdf](#)

Briefly describe any possible ethics issues that you have identified.

### Step 6. Attachments

Documentation to be uploaded

- a) A scanned copy of passport or identity card\*
- b) A scanned copy of PhD diploma or Certificate of Successful Thesis Defense and, a certified translated copy in English must also be attached.\*

- c) A scanned copy of Transcripts of University Diplomas (in English) \*
- d) Research project & Curriculum Vitae \*
- e) A motivation letter\*
- f) 2 recommendation letters from referees, according to contact information provided by the candidate in the online Application Form; in case, the referees prefer to send the letter to us, please indicate that in the pdf. \* Recommendation letters must include date (maximum one year old), signature and must be specific to the SE4S programme.
- g) a scanned copy of English Certificate (if applicable)
- h) Evidence of residence / activity / employment in the last 3 years\*
- i) Documents proving any other funding (the document must state the name of the payer or awarding authority, and the value of the award)
- j) Ethics self-assessment completed\*

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

Applicants must state their **agreement with all terms and conditions described in this 2026 Guide for applicants.**

## 8. Selection process

FIBE, under the continuous supervision of the Programme Manager, will lead and oversee the entire selection process. The process is designed in alignment with the principles of the Charter and Code for researchers and the **Code of Conduct for the Recruitment of Researchers**<sup>5</sup>, ensuring it is open, **transparent, merit-based, supportive, internationally comparable, and tailored to the nature of the position.** Participants will act responsibly, respectfully, and in a way that supports fair conditions for researchers and contributes to the **European Research Area.**

The SE4S selection process will follow **four main phases:**

### 8.1 Phase 1: Eligibility check

Each application will be carefully checked against the eligibility criteria as described in section 6 herein and those not fulfilling the criteria will be considered ineligible. Applications submitted after the deadline or missing application documents will not be accepted. In addition, documents submitted in an incorrect section will not be considered. Only those applications passing through the eligibility check will go to the external evaluation phase (phase 2).

The PMO will compile and share the list of eligible applications with the Ethics Committee for transparency purposes.

Applications that are not eligible will be rejected and applicants will receive a rejection letter explaining the administrative grounds.

It is expected that the full process will take 15 days to complete.

### 8.2 Phase 2: Evaluation Phase (EIPRs and Evaluation Panel)

The result of the Evaluation phase will account for **70% of the final score.**

In this phase, the **scientific and technical** merit of each eligible application will be assessed. **Two External Independent Peer Reviewers (EIPRs)** will independently evaluate each proposal using predefined criteria<sup>6</sup>:

- Excellence of the applicant's CV (50% scoring weight)
- Excellence of the project proposal (50% scoring weight)

The final evaluation score will be the average of both assessments. In case that an application receives significantly different scores from the two reviewers (i.e. more than 30%

<sup>5</sup> [https://euraxess.ec.europa.eu/sites/default/files/am509774cee\\_en\\_e4.pdf](https://euraxess.ec.europa.eu/sites/default/files/am509774cee_en_e4.pdf)

<sup>6</sup> Evaluation criteria described in Annex 1

difference), it will be evaluated by a third reviewer. The reports with the comments (no scores) will be shared with each applicant. A procedure will be available, allowing candidates to address any factual inaccuracies or misinterpretations, within five calendar days of receiving their report.

**An external Evaluation Panel** will review the EIPRs reports, and any comment provided by the applicant, and will assign a final score to each candidate. **A ranking list and an Evaluation Summary Report (ESR)** for each proposal will be produced. A minimum threshold of 70% will be applied. Proposals scoring below this threshold will not proceed to the next phase and will be formally notified.

Applicants who consider that their proposal has been unjustly evaluated may submit a request for redress. Applicants wishing to start the redress procedure should send the completed redress template<sup>7</sup> to FIBE Programme Manager at [se4s@iberdrola.es](mailto:se4s@iberdrola.es) within 5 days of receiving the peer review or the Evaluation Summary Report feedback. Requests can be made with regards to evaluation procedures that were followed and/or to the feedback provided in the ESR.

Redress requests must be submitted personally by the applicant. A Redress Committee will review the template submitted. If the redress request is accepted, a new evaluation will be arranged. Applicants will be informed about the redress results within 2 weeks of their request. Decisions from the Redress Committee are binding.

It is expected that the full evaluation phase will take 5 months and a half to complete.

### 8.3 Phase 3: Interview Phase (Interview Committee).

The result of the Interview phase will account for **30%** of the final score.

Candidates ranked above the threshold in the evaluation phase will be invited to a 30-minute remote interview. Interviews will be conducted by the Interview Committee (IC), with each member independently scoring candidates according to:

- **Scientific background and skills** in the research area of interest based on their previous

research experience (e.g. PhD work, fellowships, participation in projects and publications, among others).

- **Justification of the research project** and the feasibility of the work plan.
- **Communication skills** (including English language), quality of the project presentation, and ability to explain expected results and value of the proposed project for both research community and society.
- **Capacity of synthesis**, critical analysis and creative thinking.
- **Motivation** for the innovative project and future career ambition.

The final interview score will be the average of individual evaluations. A minimum threshold of 70% will apply; candidates scoring below this threshold will not advance. All interviewees will receive a **Feedback Report** from the IC, along with details on the redress procedure.

Applicants wishing to start the redress procedure should send the completed redress template to FIBE Programme Manager at [se4s@iberdrola.es](mailto:se4s@iberdrola.es) within 5 days of receiving the Interview Feedback Report. Requests can be made with regards to interview procedures that were followed and the feedback provided in the interview report.

Redress requests must be submitted personally by the applicant. A Redress Committee will review the template submitted. If the redress request is accepted, a new interview will be arranged. Applicants will be informed about the redress results within 2 weeks of their request. Decisions from the Redress Committee are binding.

It is expected that this phase will take 1 month and a half to complete.

<sup>7</sup>Redress form template available in Annex 2

## 8.4 Phase 4: Final ranking and Funding decision

### Duration of the phase: month and a half long.

The final candidate score will be calculated by the Programme Manager as a weighted average of the Evaluation Panel score (70%) and Interview Committee score (30%) and a final ranked list of candidates will be produced. The Ethics Committee will conduct a final review of the selected research projects to ensure ethical compliance before results are communicated. The Steering Committee (SC) will formally approve the **final ranking** and selection decision based on the Programme Manager's recommendations. Following approval, the SE4S Programme Manager will notify selected candidates. A reserve list will also be established based on descending final scores.

Each implementing partner will prepare an individual funding proposal for the selected candidates, validated by the PMO. Offer letters will be issued by the Programme Coordinator. Selected candidates will have 15 days to accept or decline; in case of rejection, the next candidate on the reserve list will be contacted.

Once the funding decision is communicated, selected candidates will have up to six months to take their positions. This allows time to complete administrative and logistical preparations such as visas, travel, accommodation, and relocation for themselves and their families. Implementing partners, in coordination with the PMO, will offer guidance and support throughout the onboarding process.

## 9. Supervision & training

Fellows will be provided with the following supervision and training support by FIBE and Partner Organisations:

- **Each Fellow will be assigned a supervisor** (Implementing Partner Organisation), a

**mentor** (Iberdrola Group company) **and 1 co-supervisor** (in case of optional secondment period at an academic Partner Organisation).

- Each Fellow, with the support of the appointed supervisor, shall prepare a **Career Development Plan (“CDP”)**, within the first six months of their fellowship. FIBE Programme Management Office will provide a CDP standard template to fellows, including the following sections:
  - o Fellowship goals and research objectives
  - o Supervision arrangements
  - o Technical and transversal skills assessment & development
  - o Training Plan
  - o Dissemination & Exploitation & Communication Plan
  - o Career Planning
- Supervisors will guide researchers in developing, technical, and transferable skills, monitor progress, support career planning, enable autonomy, and foster networking and open communication throughout the fellowship. Periodic progress monitoring will be performed, where fellows will update their CDP every 6 months and a progress report should be provided to FIBE Programme Management Office to give an update on all CDP sections progress.
- Regarding the researchers' career, supervisors and mentors will be expected to provide **counselling and support on career development** and defining a current and prospective work plan to match future research and professional ambitions and support the networking opportunities.
- To build community and ensure alignment with COFUND values, a structured **3-year engagement plan** for postdoctoral researchers to maintain an active communication between candidates, supervisors, mentors and the management team will be developed.

## 10. Financial contribution

The SE4S Fellowship Programme will include the following:

- Fellows will be offered a **full-time 36-month employment contract or equivalent by their Implementing Partner Organisation**, in similar terms that those given to any other equivalent researcher working for the selected Organisation.
- This contract will include **social benefits or equivalent**, in compliance with the country's legal and social security framework.
- Specifics amount of the fellowship will be established individually, considering each awarded fellow background and experience, and ensuring they are **competitive with the terms offered by the Implementing Partner organisation to researchers of equivalent experience**.
- As a reference, the estimated gross salary, including, social benefits and any allowances, and subject to any employee's contributions, income taxes and pension deductions applicable in accordance with national rates and law, is the following:
  - o Spain, Portugal & Finland: between 40.121 and 64.950 EUR /year.
  - o UK: between 56.374 and 73.200 EUR/year.
  - o Switzerland and the Netherlands: between 61.176 and 110.200 EUR/year.
- Implementing Partners will receive an additional amount **to cover fellow's travel, research and training costs**, of 7.200 EUR /year per fellow. This amount will require justification of expenses.
- All relevant facilities and equipment, necessary for the Research Project, will be provided by the Implementing Partner Organisation.

## 11. Project's results

The SE4S Programme does not require specific technical or economic results coming from the research projects performed by Fellows. FIBE and Partner Organisations are aware that the research projects might not have the expected results, and therefore this fact will not have any negative impact in the Programme's commitments towards SE4S Fellows.

## 12. Dissemination and exploitation of results

During the first months of the programme, the focus will be centred on raising awareness and introducing the programme to key stakeholders identified. When the results and outputs are available with time, the strategy will move on to communicating these achievements to maximise the reach and impact. The communication activities will be targeted to the research and scientific community, the academic community, industry companies, business and third sector stakeholders, and the public.

Fellows will actively contribute to dissemination through various channels and media platforms, such as:

- o Open doors / visits to academic institutions, including schools.
- o Networking events.
- o National & International conferences.
- o Multidisciplinary seminars.
- o Scientific publications.
- o SE4 S website and social media.
- o European Researchers' Night and Science week.

## 13. Intellectual property rights and open science

The **management of Intellectual Property Rights (IPRs)** will strictly adhere to MSCA guidelines and be consistent with both European and national legal frameworks, as applicable to each host organisation. **Ownership of IP arising from the fellows' research projects will be attributed to the fellows and implementing partners.**

Prior to the launch of SE4S, comprehensive partnership agreements will be established between FIBE and all participants and will govern essential internal matters such as the terms of secondments and the handling of intellectual property rights. Should any partner organisation have its own specific IPR regulations, these will be carefully analysed and integrated into the programme's overall IPR strategy to prevent any conflicts or legal issues. FIBE will make every reasonable and justified effort to protect the results generated by the fellows. Each partner organisation will retain the right to determine the most suitable form of protection for its results, including patents, trademarks, or copyright. FIBE will grant royalty free access to its results to EU institutions, agencies, and bodies for the purpose of policy development and for non-commercial, non-competitive uses.

SE4S is in line with the objectives and rules of Horizon Europe on increasing openness at all stages of the research life cycle. In this sense, SE4S COFUND programme promotes and support of **Open Science (OS)** principles and the use of new tools and workflows by researchers for transparency, reproducibility, dissemination and transfer of new knowledge. Under the SE4S programme, all fellows will ensure open access (free of charge, online access for any user) to all peer-reviewed scientific publications relating to results produced. To accomplish the Open Science philosophy of MSCA-COFUND, fellows will receive training in Open Science, and furthermore, Open Science practices will be integrated in the dissemination and exploitation, ensuring that the results are accessible and usable by the scientific community and society.

## 14. Ethical aspects

All participating researchers, implementing and associated partners as well as any actors involved in the programme will be expected to uphold the highest standards of ethical research, fostering a culture of responsibility, fairness, and scientific integrity.

SE4S **Ethics procedure** will define the ethical requirements applying to all candidates and

their respective projects in order to be able to join the SE4S, as well as the obligations and procedures to be followed by FIBE to grant compliance with the relevant European and national ethical standards. In particular, the programme will adhere to the principles and guidance outlined in the ALLEA European Code of Conduct for Research Integrity<sup>8</sup>.

The research project carried out by the fellow must comply with the EU's ethical principles, local and international legislation applicable in this field, as well as the Charter of Fundamental Rights of the European Union.

The research projects of the selected candidates that may involve ethical issues will be sent to the programme's Ethics Committee. Ethical issues that may arise during the implementation of the projects will be also monitored.

FIBE shall not be responsible for the content and results of the research project, including any documentation and information related to it, notwithstanding the methods used for its foundation (e.g., Artificial Intelligence tools). In this regard, they guarantee:

- (i) compliance with all applicable current regulations
- (ii) non-infringement of third-party rights of any kind
- (iii) the application of the best ethical practises

The following phases have been identified for the appropriate assessment and management of ethical issues in SE4S:

- a) Ethics checks during the application process
- b) Ethics checks during the selection process
- c) Ethics checks during the project implementation

<sup>8</sup> [european-code-of-conduct-for-research-integrity\\_horizon\\_en.pdf](#)

## 15. Privacy and data protection

Applicants will be duly informed, within the framework of the application process, about the processing of their personal data, as well as about the exercise of their rights regarding the protection of personal data in accordance with the provisions of Article 13 and following of the General Data Protection Regulation.

FIBE acts as the Data Controller for the processing of personal data for the resolution of doubts and queries in this call for applications. The legal basis for the processing is the execution of a contract, at the request of the applicant. Personal data will be retained until the expiry of the applicable statute of limitations. The data will only be disclosed for the purpose of fulfilling legal obligations, as well as to third party providers acting in their capacity as data processors. Access to such data by technology providers located outside the European Economic Area is subject to all required legal safeguards. You may request further information or exercise your rights of access, rectification, suppression, limitation, portability and opposition by contacting [se4s@iberdrola.es](mailto:se4s@iberdrola.es). You can also complain to the Spanish Data Protection Agency ([www.aepd.es](http://www.aepd.es)).

## 16. Support

Any issue during the application process that may require **technical support** should be addressed via e-mail to the Programme's contact address: [se4s@iberdrola.es](mailto:se4s@iberdrola.es), including "SE4S Application - Technical Support Required" in the subject of the e-mail.

In case there are general or specific questions and clarifications about the Programme, to be clarified during the application process, those should also be addressed to the Programme's e-mail address: [se4s@iberdrola.es](mailto:se4s@iberdrola.es), including "SE4S Application - Clarifications Required" in the subject of the e-mail.

The SE4S Programme Manager will ensure all those communications are properly responded in a timely manner.

An e-mail address for each Partner Organisation will also be available at the Programme's website [www.sustainableenergyforsociety.com](http://www.sustainableenergyforsociety.com), in case applicants would like to contact them for any related matter.

Links to relevant websites that may be needed during the application process (such as EURAXESS, European Commission and MSCA Programmes, Partner Organisations, Social Media accounts, Fellows' recruitment sites, etc.) can be found at the Programme's website [www.sustainableenergyforsociety.com](http://www.sustainableenergyforsociety.com).

# Annex 01

EIPR Review Criteria	Weight
<b>Excellence of the applicant's CV</b>	<b>50%</b>
Research experience and training of the candidate in relation with the project proposal (including participation in collaborative projects (i.e. preparation and as member), inter-sectoral and international mobility, and experience in research or innovation management).	20%
Scientific track record (number of relevant peer-reviewed articles (including authorship, impact factor, citations, quartiles), conference presentations and proceedings, book chapters, registered patents, etc.	15%
Personal grants and fellowships, awards and honours, as well as other professional activities.	5%
Supervising, teaching experience and reference letters.	5%
Academic records (i.e. transcripts or formal records).	5%
<b>Excellence of the project proposal</b>	<b>50%</b>
Excellence (quality, credibility, and originality of the project, proposed secondment(s); methodology).	20%
Impact (enhancing the future career prospects of the researcher and his/her capacity towards a mature research position after the fellowship).	15%
Implementation (quality, efficiency, and coherence of the work plan, including a plan for Open Access).	15%
<b>Total score</b>	<b>100%</b>

# Annex 02

## Redress request

Name : \_\_\_\_\_

Date: \_\_\_\_\_

Contact email : \_\_\_\_\_

Stage of selection reached : Eligibility check Evaluation Interview

Stage : \_\_\_\_\_

Reason for redress request\*:

Please provide details\*:

\*Mandatory to evaluate the request

