



LEaDing Fellows

Postdocs Programme

LEaDing Fellows Postdoc Programme Guide for Applicants

Third call



Universiteit L U
Leiden M C
The Netherlands

Leiden University
Medical Center

Erasmus
University
Rotterdam

Erasmus

Erasmus M University Medical Center Rotterdam
Erasmus TU Delft Delft University of Technology



Contents

1. About LEADING Fellows Postdoc Programme	3
1.1 Summary.....	3
1.2 What? Who? Why?.....	3
1.2.1 What?	3
1.2.2 Who /Eligibility Criteria	4
1.2.3 Why?.....	4
2. LEADING fellows calls.....	6
2.1 Preparation of the application	6
2.2 Evaluation and selection	7
2.2.1 Stages in the selection process	7
2.2.2 Selection Criteria	8
2.2.3 Description of the evaluation and selection process	10
2.2.4 Committees involved in the selection process.....	10
2.3 Specific procedures	11
2.3.2 Appeal procedure	12
2.3.3 Equal Opportunity	12
2.4 Getting Started	12
2.4.2 Reporting.....	12
2.4.3 Intellectual Property Rights	13
2.4.4 Access to data and results	13
2.4.5 Communication	13
2.4.6 Data protection	14
Annex 1: Individual training plan.....	15
Annex 2: Ethical Issue Table	18
Annex 3: Application form.....	22
Annex 4: Letter of Commitment LEADING Fellows Postdoc	27



1. About LEaDing Fellows Postdoc Programme

1.1 Summary

The 'LEaDing Fellows Postdoc Programme' provides researchers from all over the world who recently obtained a PhD, with the opportunity to gain two years of work experience in the challenging, internationally acclaimed and multidisciplinary environment offered by Leiden University, Leiden University Medical Center, Erasmus University Rotterdam, Erasmus Medical Center and Delft University of Technology. LEaDing Fellows' is a Marie Skłodowska-Curie COFUND programme in the framework of Horizon 2020 and will run from January 2017 till January 2022. 90 positions are available. Recruitment is divided in three calls with fixed deadlines, accommodating first 20, then 40 and finally 30 fellows.

The wide variety of disciplines covered at the five partner institutions results in a situation in which each postdoc will find an opportunity to deepen skills levels in their main sub-discipline or broaden their research scope by developing skills in adjacent fields of research.

- [Leiden University](#)
- [Leiden University Medical Center](#)
- [Erasmus University Rotterdam](#)
- [Erasmus Medical Center](#)
- [Delft University of Technology](#)

The research fields of the five partners can be found [on the programme's website](#).

1.2 What? Who? Why?

1.2.1 What?

As a fellow you will be offered the unique chance to establish your own research project in research programmes embedded in the three universities and two university medical centers with options for internships and collaboration at one of these partner institutions and their public and industrial collaborators.

The cities of Leiden, Rotterdam and Delft all are located in the province of South-Holland, The Netherlands. This province is the most populated province of the country (3.6 million out of 16.8 million), an important part of the country's economic center (in the top three for income per capita) and seat of the national government. The province hosts a relatively large share of the nation's innovative, knowledge based, technology oriented start-up companies and full-grown businesses (one of 12 provinces, over 20 % of the nation's turnover).

The five Leading Fellows partners have modern advanced infrastructure in place for high tech research as well as for data management, including open access and broadband internet communication infrastructure. This facilitates inter-academic and inter-sector connections and collaborations. Nevertheless, topographical proximity truly facilitates actual internships and collaboration for LEaDing Fellows at one or more of the partners.



Applicants may tune their research to any existing or new collaborations between the partners, such as the [Leiden Erasmus Delft Centers and Medical Delta](#). Their research may also play a role in partners' initiatives with external parties.

Cooperating with non-academic partners such as established businesses, start-up technology companies, government authorities and other public organizations can open up new career prospects for the selected postdocs. The researchers will be introduced to their supervisors' networks but also invited to make their own contacts in public and private organizations in the region.

Fellows will be offered a full-time, fixed term employment contract for a period of 24 months. Fellows will benefit from Dutch employment conditions and remuneration will be according to the collective labour agreement (CAO) of [the Dutch universities \(CAO Nederlandse universiteiten\)](#) or the [University Medical Centers \(CAO Universitair Medische Centra\)](#). The annual gross salary will vary between 40-55k per year, depending on work experience.

1.2.2 Who /Eligibility Criteria

- Applicants of all nationalities are eligible, unless national, international or European legislation or embargos prohibit specific (combinations of (sub) disciplines and) countries of origin.
- Applicants shall not have spent more than 12 months in the Netherlands in the 3 years immediately prior to the recruitment date (1 May 2019).
- Applicants should have obtained their PhD before the recruitment date (1 May 2019) and less than 60 months prior. This application window can be extended with 6 months for pregnancy (per child born after PhD-award), parental leave (max. 6 months per child born before or after PhD-award), training for medical specialists (3 years) or compulsory and reserve military service (actual time). Evidencing documentation must be added to the application as an annex. Please submit together with your application a copy of your PhD degree in the English language. In case you will obtain your PhD degree after the call deadline (31 October 2018) but before the recruitment date (1 May 2019), you need to include a Statement signed by your current supervisor that you will obtain your PhD degree (diploma) before the recruitment date of 1 May 2019.

The eligibility criteria are checked by the LEaDing Fellows Programme Office before the evaluation begins. Proposals which do not fulfil these criteria will be rejected and excluded from scientific evaluation.

1.2.3 Why?

The LEaDing Fellows Postdoc Programme aims to help early stage ambitious and excellent



researchers to develop new research skills, transferable skills and a view on career options in an academic research, industrial or public setting, thus increasing their employability.

This postdoc programme aims to provide opportunities for international, intersectoral and interdisciplinary research training, as well as transnational and cross-sectoral mobility, by offering open recruitment and attractive working conditions.

For the programme partners innovation in HR management is gaining importance. Non-academic employers welcome well-educated PhD's and, thus, they are competitors for universities on the labor market. This situation has led to increasing interest in the development of a new vision on the role and position of postdocs in academia. The LEADING Fellows Postdoc Programme is one of the results of this development.



2. LEADING fellows calls

Call	Open	Deadline	Number of positions	Appointment	Recruitment date*
1	CLOSED	CLOSED	20	24 months, between 1 Nov 2017 - 30 April 2020	1 October 2017
2	CLOSED	CLOSED	40	24 months, between 1 August 2018 and 31 January 2021	1 July 2018
3	1 September 2018	31 October 2018	30	24 months, between 1 June 2019 and 30 November 2021	1 May 2019

* recruitment date is the reference date for eligibility.

2.1 Preparation of the application

Candidates should submit applications via e-mail (leadingfellows@tudelft.nl) and must be completed and received before 12:00:00 PM CET on the date of the call deadline (31 October 2018). Please submit your proposal as one PDF-document.

Applicants submit a proposal (font size 10-12, Calibri, Tahoma, Times New Roman or Arial) by filling in the application form (Annex 3), consisting of:

- **General applicant information and copy of your PhD degree¹**
- **Summary of research proposal and training plan (1 page max.)**

Make sure your summary is solid. In case the total number of applications exceeds 160, pre-selection/shortlisting will be done on the basis of your summary, CV and motivation letter.

- **Research proposal (3 pages max. excl. references, footnotes and bibliographic data)**

- Title of research proposal;
- Concise description of the research content;
- Specific research goals;
- Originality;
- Methodology and planning;
- Declaration of ethical consideration;

Use the Ethical Issues table (Annex 2). If you detect ethical issues, please attach the ethical issues table to your application as an annex.

- Plan for development of results towards viable application.

¹ In case you will obtain your PhD degree after the call deadline (31 October 2018) but before the recruitment date (1 May 2019), you need to include a Statement signed by your current supervisor that you will obtain your PhD degree (diploma) before the recruitment date of 1 May 2019.



- **Training plan** (3 pages max.) *See Annex 1 for more information about training and secondments/internships.*
 - Research skill widening and/or deepening, including meaningful exposure to (or collaboration with) industry or societal partners;
 - Plans for acquiring additional soft skills and transferable skills;
 - Impact on (inter-sectoral) career development.
- **CV and list of publications** (4 pages max.)
- **Ethical Issue Table** and Ethical Self-Assessment (if applicable)
- **Motivation letter of the candidate** (1 page max.)
- **Letter of commitment** from the legal representative of the research group or institute that will host the fellow (see format for letter of commitment in the application form in annex 3). *See the programme website* for an overview of research fields and contact persons per LEaDing Fellows partner.

Be aware that candidates should first contact potential supervisors in the field of their interest to explore options in order to ensure a good fit. Please note that obtaining a commitment letter may take some time.

2.2 Evaluation and selection

The evaluation of proposals is carried out by the LEaDing Fellows Programme Office (eligibility check), the LEaDing Fellows Panel and external reviewers (scientific evaluation), and the LEaDing Fellows Steering Committee (final invitation list). See paragraph 2.2.4 for a description of committees involved in the selection process.

2.2.1 Stages in the selection process

The selection process will be organized in the following stages:

- 1) Shortlisting the applications if the total number of applications exceeds 90 (done by the LEaDing Fellows Panel).

The assessment of applications takes place in three research domains and will be done by three sub panels. All applications will be divided in the following domains:

- Humanities and Social Sciences;
- Physical Sciences and Engineering and
- Life sciences and Health.

The allocation of a proposal to a sub-panel is based on the research field stated by the applicant. In this step of shortlisting the applications, every sub-panel will review the applications in their research domain. Each application will be reviewed by three panelmembers. Every effort is made to aspire



that each discipline has an equal share in the shortlist, however this also depends on the number of applications per research domain. Five external peers will join the panel in this step of the selection process.

2) External review (done remotely by experts/peers in the relevant field)

The LEADING Fellows Panel will invite external peers to review the shortlisted applications in the LEADING Fellows Postdoc Programme. Each application on the shortlist will independently be reviewed by three external peers. The peers will review the proposal based on the selection criteria (see paragraph 2.2.2). They conduct the evaluations on a personal basis and are expected to be independent and objective. The peers are senior researchers with a tenured position at a foreign university, company or (governmental) institute.

Based on the average score of the peer reviews and on a consensus meeting of the LEADING Fellows Panel a candidate list will be drafted for each research domain. The LEADING Fellows Steering Committee will decide on the final candidate list.

2.2.2 Selection Criteria

The applications will be assessed taking into account the (summary of the) research proposal and training plan and the quality of the track record of the applicant. In case the number of applications exceeds four times the number of positions available, pre selection/shortlisting is part of the procedure. In all steps of the selection process the same criteria apply. These criteria are the following:

Quality of the research proposal (35 %):

- originality of the research proposal, research design, quality of the methods proposed, relevance for current research themes in the field, scientific innovation;
- useful, complementary relation to previously acquired research skills, balanced and optimized connection with PhD work and sensible choice of adjacent research fields;
- expected scientific interaction between hosting group or department and LEADING Fellow, can mutual advantage be expected from the fellow's cooperation in the hosting group;
- opportunities for gaining experience in research related skills and practices such as drafting and publishing scientific articles, introducing new results to fellow researchers and graduate students, planning and organizing research projects, being involved in research grant scouting and application;
- intended use of multidisciplinary environment offered by the partners, intended interuniversity cooperation, specifically internship at one of the partners.

Quality of the individual training plan (35 %):

- well aligned choice of research skills and non-academic, transferable skills to be acquired: choice of three courses from those provided;
- project impact resulting in an optimal starting point to obtain a research position in a specific field or for a non-academic career requiring a research background;



- meaningful cooperation and exposure to non-academic sectors: visits to or internships at public or industrial collaborators;
- intended dissemination and exploitation activities: dedicated to intended users, applications, and related to career plan.

Quality of the applicants' track record (30 %):

- curriculum vitae; honours or other special annotation during bachelor, master or PhD education; number and quality of publications taking into account the number of years after PhD incl. career breaks if any, and the publication customs in researcher's field of work; obtained funding; academic recognition; relevant extra-curricular activities; relevant work experience non-academic settings.
- Motivation letter: reflection on inter-disciplinary and inter-sectoral career options.

Scoring table		
0	fail	Proposal fails or is incomplete
1	Poor	The criterion is inadequately addressed, there are serious inherent weaknesses
2	Fair	Proposal addresses the criterion, but there are significant weaknesses
3	Good	Proposal addresses the criterion well, but some shortcomings are present
4	Very good	Proposal addresses the criterion very well, but a small number of shortcomings are present
5	Excellent	Proposal successfully addresses all relevant aspects of the criterion. Any shortcomings are minor.

For each criterion applications receive a score between 0.0 and 5.0 (decimal points permitted); the threshold score is 3.0 for each criterion, and 10.0 for the sum. In all steps of the selection process, the average score (sum) of the evaluators/peers counts.



2.2.3 Description of the evaluation and selection process

1. Applicants should submit their full proposal and all accompanying documents as one single PDF by email to leadingfellows@tudelft.nl before 12:00:00 CET PM on the date of the call deadline (31 October 2018). Applicants will receive a confirmation of receipt.

2. All applications will be checked on formal eligibility at the LEADING Fellows Programme Office. *As soon as possible after submitting, though ultimately within 30 days after the application deadline, applicants will receive information in case the outcome of the formal eligibility check was negative. In case the application is incomplete, the LEADING Fellows Programme Office will give you the opportunity to complete your application.*

3. The LEADING Fellows Panel together with external peers will shortlist the applications per research domain based on the selection criteria indicated in 2.2.2. In case the number of applications exceeds 160, the process of shortlisting is based on the summary of the research proposal and training plan, CV and motivation letter. In case the number of applications exceeds 200, the process of shortlisting is based on the summary and CV. Therefore a solid summary is important.

After the process of shortlisting each applicant will receive information whether their application is put on the shortlist or not.

4. In each research domain external reviewers will assess and rank the shortlisted applications by reviewing the whole application applying the selection criteria as indicated in paragraph 2.2.2. Based on the average score (sum) of the peer reviews and on a consensus meeting of the LFP a ranked invitation list per research domain will be drafted.

5. The LEADING Fellows Steering Committee will decide on the final invitation list.

Each applicant will be informed about the outcome of the selection process. The names of evaluators matched to each proposal will remain confidential.

2.2.4 Committees involved in the selection process

LEADING Fellows Steering Committee

The rectors of the three universities and the two deans of the university medical centers together form the LEADING Fellows Steering Committee. Chairman is TU Delft rector.

LEADING Fellows Panel

This panel consists of tenured staff members drawn from the five partnering institutions and five foreign peers. The LEADING Fellows Panel guards over the scientific quality of the fellowships. All researchers involved in the LEADING Fellows Panel and the foreign peers will be invited based on research skills, managerial expertise, balancing disciplinary background and gender. To prevent conflicts of interests panel members are excluded from the selection process of an applicant who applies for a position in the hosting group of this panel member.



External reviewers

The external reviewers are senior researchers with a tenured position at a non-Dutch university, company or (governmental) institute.

LEaDing Fellows Programme Office

Day-to-day management and coordination is overseen by the LEaDing Fellows Programme Office, located at TU Delft. General questions regarding the programme can be emailed to leadingfellows@tudelft.nl. Each of the partners also has a local contact point which applicants and LEaDing Fellows can contact for institute specific questions.

Host institute/department/group

Host institution/ group/ supervisors will be responsible for the practical supervision of fellows' activities and opening their own network for the fellow to stimulate contacts with external parties. The supervisor will act as day-to-day coach. Together with the local HR department employment will be established.

2.3 Specific procedures

2.3.1 Ethical issues

It is the highest priority that all funded projects are fully in compliance with ethical principles. Applicants submitting research proposals for funding within Marie Skłodowska-Curie actions should demonstrate proactively that they are aware of and will comply with European and national legislation and fundamental ethics principles, including those reflected in the *Charter of Fundamental Rights of the European Union* and the *European Convention on Human Rights and its Supplementary Protocols*.

Although research ethics is most developed within the context of medical research and life sciences, research ethics is of crucial importance for all scientific domains. Please be aware that it is the applicant's responsibility to identify any potential ethical issue, to handle the ethical aspects of the proposal and to detail how these aspects will be addressed.

All applicants are requested to indicate potential ethical issues entailed by their research plan, using the Ethical Issues Table (annex 2). Applicants who flag ethical issues in the Ethical Issues Table attach the table to their proposal and also have to complete a more in depth Ethics Self-Assessment. The Self-Assessment must describe 1) how the proposal meets the EU and national legal and ethics requirements of the country/countries where the task raising ethical issues is to be carried out, and 2) explain in detail how you intend to address the ethical issues flagged in the Ethical Issues Table, in particular with regard to the research objectives, the research methodology and the potential impact of the research.

All research that may raise ethical issues must be approved by an ethical committee. The formal approval must be obtained before the start of the activity which raises the ethical issue(s). If your research involves the use of human embryonic stem cells (hESC), prior ethical clearance from the European Commission is needed.



The following fields of research shall not be funded:

- research activity aiming at human cloning for reproductive purposes;
- research activity intended to modify the genetic heritage of human beings which could make such changes heritable;
- research activities 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.

2.3.2 Appeal procedure

Candidates can appeal within two weeks after receiving a rejection, if they feel relevant information was neglected or procedural errors occurred. The LEADING Fellows Steering Committee will act as the appeal committee for the selection process. A committee of experts will assess whether the decision to reject the application has been made with care. This committee takes notice of the applicant's views and advises the LEADING Fellows Steering Committee. The LEADING Fellows Steering Committee takes a final decision.

2.3.3 Equal Opportunity

All programme partners endorse standing national and European legislation regarding equal opportunities (e.g. Directive 2006/54/EC) and the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers. They look to improve the gender balance significantly; for the LEADING Fellows Programme the aim is a balance of 40 % woman and 60% men, or better.

Career breaks for parental leave will be taken into account in the selection. The collective labour agreement for the Dutch Universities and University Medical Centres explicitly mentions safeguarding equal opportunities, without any prejudice based on gender, religion, nationality or any other extra-disciplinary notion.

2.4 Getting Started

2.4.1 Appointment conditions of selected fellows

Each fellow will be employed by one of the three universities or two university medical centres. Employment conditions and remuneration will be according to the collective labour agreement (CAO) of [the Dutch universities \(CAO Nederlandse universiteiten\)](#) or the [University Medical Centres \(CAO Universitair Medische Centra\)](#). The annual gross salary will vary between 40-55k per year, depending on work experience. The CAO specifies most of employees' rights and duties which guarantee full social security regulations, sickness, parental and invalidity benefits, benefits for accidents at work and occupational diseases, unemployment and pension benefits, paid holidays, etc.

2.4.2 Reporting

Each fellow is obligated to report about her/his research and training activities to the LEADING Fellows Programme Office. Appointed fellows will be informed about the details of this obligation. By all means fellows will:



- have formal progress meetings on a regular four-monthly basis with their supervisor and group leader. Twice, in months 8 and 16, fellows will write concise progress reports.
- at the end of the research training activities fellows will write a final report to the LEADING Fellows Programme Office and have to complete and submit the evaluation questionnaire and — two years later — follow-up questionnaire provided by the European Commission.

2.4.3 Intellectual Property Rights

LEADING Fellows will be employed by one of the five partnering universities and university medical centers. Under Dutch legislation patent rights and design rights are owned and paid for by employers. Inventors play a role in the application process and earn a share of any net benefits. All partners have experience in applying for patent rights and in commercializing innovations. Advice and support is available via the local technology transfer offices for any type of formal intellectual property right application. In case of secondments arrangements for IP rights will be made in advance. Fellows will be informed about IP regulations at the start of their project by the LEADING Fellows Programme Office.

2.4.4 Access to data and results

All partners fully adhere to open accessibility of scientific publications and research data. All LEADING Fellows' policy related to data and results is in line with the Horizon 2020 rules and regulations concerning this topic.

The data gathered in research at TU Delft will be securely stored at 4TU.Datacentrum (<http://datacentrum.4tu.nl>). This is a Trusted Digital Repository for technical-scientific research data in the Netherlands. Research data obtained in Leiden will be stored in the University Computing Centre. Leiden university treats information security in accordance with the international Security Code (NEN-ISO/IEC standard 27001/2). Erasmus MC has a central data facility (Erasmus Digital Research Archive) for research data. Personal data information is processed in accordance with the Dutch Personal Information Protection Act, based on European legislation.

All bibliographic metadata will refer to "EU Marie Skłodowska-Curie Actions", the LEADING Fellows Postdoc Programme and the relevant project data.

2.4.5 Communication

Any communication activity related to the LEADING Fellows Postdoc Programme (including in electronic form, via social media, etc.) must:

- (a) display the European Union emblem and
- (b) include the following statement:

"This project has received funding from the European Union's Horizon 2020 research and innovation programme under the Marie Skłodowska-Curie grant agreement No 707404"

- (c) Mention the LEADING Fellows Programme and display the logo of the programme.



2.4.6 Data protection

Delft University of Technology, the beneficiary in the H2020 Marie Skłodowska-Curie COFUND postdocs project LEaDing Fellows, is committed to data protection (Law of 6 July 2000 ‘Wet Bescherming Persoonsgegevens’, WBP, the Dutch data protection Law, and Regulation EU2016/679 ‘Algemene Verordening Gegevensbescherming’ Law implemented by 25 May 2018).

The personal data you have entered on the application form will be uploaded in the EU Portal². Other supporting documents for which we may ask in the LEaDing Fellows project, will only be transmitted to bodies inside the EU for purposes of monitoring, inspection or regulatory tasks under the H2020 EU law. Data will not be transferred to other third parties.

Data will be held for a period of five years after the final payment of the EU contribution in order to prove the proper implementation of the action. We will keep your records until mid 2027. After that period, all personal data will be destroyed.

² The persons whose personal data are processed in the EU portal have the right to access and correct their own personal data. For this purpose, they must send any queries about the processing of their personal data to the data controller, via the contact point indicated in the ‘service specific privacy statement(s) (SSPS), that are published on the EU Agency and the Commission website.



Annex 1: Individual training plan

The LEaDing Fellows Programme will serve as an instrument to articulate the role of the postdoc position in the career line of researchers having obtained their PhD. The programme helps postdocs to broaden their perspective on opportunities inside and outside of academia. Training will be organized individually, based on the Fellow's training plan.

Applicants should propose an individual training programme of their own choice. The training programme should be a well aligned choice of research skills and non-academic, transferable skills. On top of that, meaningful cooperation and exposure to non-academic sectors is also an important part for the career development of a fellow. Also, two collective courses will be offered for all fellows, to broaden their perspective and get to know the other fellows.

Research/discipline related skills

Applicants can choose to developing specialized research skills and expertise beyond their PhD research, or broadening their skills portfolio in fields of research adjacent to their PhD topic. Discipline related skills can be development by training to have the breadth and depth of knowledge required in the field. Research skills are necessary to have the ability (research skills) to conduct scientific research.

Transferable skills

Also organized training opportunities are available and fellows will have chances to gain experience in non-discipline or research specific skills of their choice. Transferable skills courses focuses on personal and professional development, which facilitates your growth now and in the future career. Each fellow **will choose and attend at least three courses** in transferable skills.

See overview of courses offered for post-docs by Leiden University, Leiden University Medical Center, Erasmus University Rotterdam, Erasmus Medical Center and Delft University of Technology at [the programme website](#). You are free to propose other training courses which are not on the list.

Secondment or internship

To accomplish meaningful cooperation and exposure to non-academic sectors fellows could carry out an secondment or internship. The programme also provides the fellows with an opportunity to orient themselves on professional prospects outside of the field of scientific research through contacts and internships.

Multi-disciplinary and inter-sectoral collaboration between partners

Postdocs will have opportunities to visit and do short inter-disciplinary internships at any of the other partner institutes in this programme. The LEaDing Fellows partners comprise of many outstanding research groups. This excellent academic hotspot will be beneficial to LEaDing Fellows' pursuit of additional research experience and research skill training. The wide variety of disciplines covered results in a situation in which each postdoc will find an opportunity to deepen skills levels in their main sub-discipline or broaden their research scope by developing skills in adjacent fields of research. The partners have a longstanding and institutionalized cooperation experience.



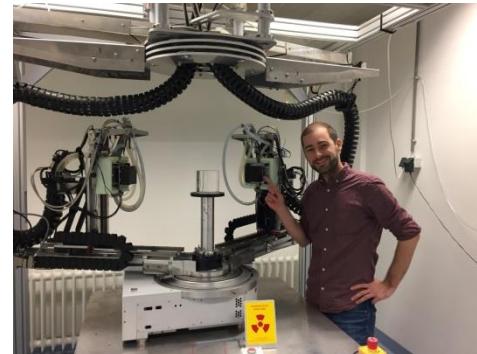
All 5 partners are also deeply involved in cooperation with non-academic partners such as local start-up incubators and science parks, public government bodies and industry. There exists a wide variety of options for cooperation with several partners in industry, government, start-ups or societal organizations. High-tech start-ups and mature companies are located near or on campus. This offers fellows opportunities for networking both within and outside of academia. Fellows can arrange their secondment or internship in collaboration with their supervisor.

Experiences of Marie-Curie fellows at TU Delft: Stefan Brunner

Stefan Brunner, originally from Austria, started his Marie Skłodowska Curie European Individual Fellowship at the Radiation Science and Technology Institute of TU Delft in September 2015. He is working on a new detector concept for positron emission tomography (PET) scanners with improved time resolution and high sensitivity. The proposed design would result in improved quality of medical images with at the same time reduced doses of the radioactive tracer that must be injected in the patient's blood stream for the PET scans to work. Stefan met the TU Delft scientist supervising this project, Dennis Schaat, at a conference. After some initial discussions, they decided to try and work together on the development of a new detector design, and apply for funding from the Marie Skłodowska Curie programme. There was a nice match between Stefan's background in fast processes in radiation detectors, and Dennis' knowledge of system integration into PET scanners. Dennis furthermore suggested that the detector that Stefan wanted to build could be used also for material science research, e.g., solar cells, enriching the project with another target application.

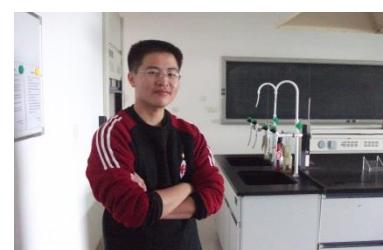
The project also includes a collaboration with Stefan's previous institute, the Stefan Meyer Institute for Subatomic Physics of the Austrian Academy of Sciences, and Philips Digital Photon Counting in Aachen. The collaboration with - and periodic visits to – the Philips lab allows Stefan to use their unique detectors which can detect even single optical photons with time precision better than a 10-millionth of a second.

Stefan is very happy with the Marie Curie fellowship: "Now I can do what I always wanted to do. Many people are afraid of applying, but it is always worth a try!"



Experiences of Marie-Curie fellows at Leiden University

Dr. Yi-Fan Huang (Marie-Curie Fellow at Leiden University: "My Marie Skłodowska-Curie fellowship is hosted by catalysis and surface chemistry in Leiden Institute of Chemistry, which is one of the top research groups in the field of electrochemistry. The research is collaborated with Leiden Institute of Physics, which extends my research background and interest. Together with the professional training and project management, the adventure in Leiden is promoting my research career mature!"



Dr. Yuliya Shakalisava (Marie-Curie Fellow at Leiden University from 1 October 2016): “Leiden University was an attractive choice for hosting my Marie Skłodowska-Curie fellowship. My host research group at Leiden Academic Center for Drug Research is at the top edge of International research in Bioanalytical chemistry. The close collaboration with Leiden University Medical Center and start-up companies at Leiden BioScience Park made a great set up for my multidisciplinary project. I am confident that the intensive research training and career development opportunities at Leiden University will enhance my future career prospective in research. I am also excited about new life experience in The Netherlands!”



Annex 2: Ethical Issue Table

Use this Ethical Issue Table as guideline to the ethical consideration in your research proposal. If your answer to one of the questions is yes, please attach the table to your proposal and prepare a more in depth Ethics Self-Assessment.

1. Human embryo/foetus		YES	NO
Does the proposed research involve human embryos?		<input type="checkbox"/>	<input type="checkbox"/>
If yes,	Will they be directly derived from embryos within this project?	<input type="checkbox"/>	<input type="checkbox"/>
	Are they previously established cells lines?	<input type="checkbox"/>	<input type="checkbox"/>
Does your research involve the use of human embryos?		<input type="checkbox"/>	<input type="checkbox"/>
If yes,	Will the research lead to their destruction?	<input type="checkbox"/>	<input type="checkbox"/>
Does your research involve the use of human foetal tissues / cells?		<input type="checkbox"/>	<input type="checkbox"/>
If yes,	Will the research lead to their destruction?	<input type="checkbox"/>	<input type="checkbox"/>
Does your research involve the use of human foetal tissues / cells?		<input type="checkbox"/>	<input type="checkbox"/>

2. Humans		YES	NO
Does your research involve human participants?		<input type="checkbox"/>	<input type="checkbox"/>
	Are they volunteers for social or human sciences research?	<input type="checkbox"/>	<input type="checkbox"/>
	Are they healthy volunteers for medical studies?	<input type="checkbox"/>	<input type="checkbox"/>
	Are they vulnerable individuals or groups?	<input type="checkbox"/>	<input type="checkbox"/>
	Are they persons unable to give consent?	<input type="checkbox"/>	<input type="checkbox"/>
	Are they children/minors?	<input type="checkbox"/>	<input type="checkbox"/>
	Are they patients?	<input type="checkbox"/>	<input type="checkbox"/>
	Are they healthy volunteers for medical studies?	<input type="checkbox"/>	<input type="checkbox"/>
Does your research involve physical interventions on the study participants?		<input type="checkbox"/>	<input type="checkbox"/>
If yes,	Does it involve invasive techniques? (e.g. collection of human cells or tissues, surgical or medical interventions, invasive studies on the brain, TMS etc.)	<input type="checkbox"/>	<input type="checkbox"/>



	Does it involve collection of human biological samples?	<input type="checkbox"/>	<input type="checkbox"/>
--	---	--------------------------	--------------------------

3. Human cells/tissues		YES	NO
Does your research involve human cells or tissues (other than from Human Embryos/Foetuses)?		<input type="checkbox"/>	<input type="checkbox"/>
If yes,	Are they available commercially?	<input type="checkbox"/>	<input type="checkbox"/>
	Are they obtained within this project?	<input type="checkbox"/>	<input type="checkbox"/>
	Are they obtained within another project, laboratory or institution?	<input type="checkbox"/>	<input type="checkbox"/>
	Are they deposited in a biobank?	<input type="checkbox"/>	<input type="checkbox"/>

4. Personal data		YES	NO
Does your research involve personal data collection and/or processing?		<input type="checkbox"/>	<input type="checkbox"/>
	Does it involve the collection and/or processing of sensitive personal data (e.g.: health, sexual lifestyle, ethnicity, political opinion, religious or philosophical conviction)?	<input type="checkbox"/>	<input type="checkbox"/>
	Does it involve processing of genetic information?	<input type="checkbox"/>	<input type="checkbox"/>
	Does it involve tracking or observation of participants?	<input type="checkbox"/>	<input type="checkbox"/>
Does your research involve further processing of previously collected personal data (secondary use)? Including use of pre-existing data sets or sources, merging existing data sets, sharing data with non-EU member states.		<input type="checkbox"/>	<input type="checkbox"/>

5. Animals		YES	NO
Does your research involve animals?		<input type="checkbox"/>	<input type="checkbox"/>
If yes,	Are they vertebrates?	<input type="checkbox"/>	<input type="checkbox"/>
	Are they non-human primates (NHP)(e.g. monkeys, chimpanzees, gorillas,	<input type="checkbox"/>	<input type="checkbox"/>



	etc.)?		
	Are they genetically modified?	<input type="checkbox"/>	<input type="checkbox"/>
	Are they cloned farm animals?	<input type="checkbox"/>	<input type="checkbox"/>
	Are they endangered species?	<input type="checkbox"/>	<input type="checkbox"/>

6. Third countries		YES	NO
Does your research involve non-EU countries?		<input type="checkbox"/>	<input type="checkbox"/>
specify the countries involved.			
Do you plan to use local resources (e.g. animal and/or human tissue samples, genetic material, live animals, human remains, materials of historical value, endangered fauna or flora samples, etc.)?		<input type="checkbox"/>	<input type="checkbox"/>
Do you plan to import any material from non-EU countries into the EU? <i>For data imports, please fill in also section 4.</i> <i>For imports concerning human cells or tissues, fill in also section 3.</i>		<input type="checkbox"/>	<input type="checkbox"/>
specify material and countries involved.			
Do you plan to export any material from the EU to non-EU countries? <i>For data exports, please fill in also section 4.</i> <i>For exports concerning human cells or tissues, fill in also section 3.</i>		<input type="checkbox"/>	<input type="checkbox"/>
specify material and countries involved.			
If your research involves low and/or lower middle income countries, are benefits-sharing measures foreseen?		<input type="checkbox"/>	<input type="checkbox"/>
Could the situation in the country put the individuals taking part in the research at risk?		<input type="checkbox"/>	<input type="checkbox"/>



7. Environment, health and safety	YES	NO
Does your research involve the use of elements that may cause harm to the environment, to animals or plants? <i>For research involving animal experiments, please fill in also section 5.</i>	<input type="checkbox"/>	<input type="checkbox"/>
Does your research deal with endangered fauna and/or flora and/or protected areas?	<input type="checkbox"/>	<input type="checkbox"/>
Does your research involve the use of elements that may cause harm to humans, including research staff? <i>For research involving human participants, please fill in also section 2.</i>	<input type="checkbox"/>	<input type="checkbox"/>

8. Dual use	YES	NO
Does your research have the potential for military applications? Items which are normally used for civilian purposes but may have military applications, or may contribute to the proliferation of weapons of mass destruction.	<input type="checkbox"/>	<input type="checkbox"/>

9. Exclusive focus on civil applications	YES	NO
Could your research raise concerns regarding the exclusive focus on civil applications?	<input type="checkbox"/>	<input type="checkbox"/>

10. Misuse	YES	NO
Does your research have a potential for misuse of research results?	<input type="checkbox"/>	<input type="checkbox"/>

11. Other ethics issues	YES	NO
Are there any other ethics issues that should be taken into consideration?	<input type="checkbox"/>	<input type="checkbox"/>



Annex 3: Application form

Please read the Guide for Applicants carefully before filling in this form.

- Candidates should submit applications via e-mail (leadingfellows@tudelft.nl).
- We advise you not to wait until the deadline: before 12:00:00 CET PM on the date of the call deadline (31 October 2018). Please notice that it can take some time to get the commitment letter from your host group.
- After the submission of your application you will receive a confirmation of receipt.
- Should you have any further questions, don't hesitate to contact the LEADING Fellows Project Office (leadingfellows@tudelft.nl).

General information

Personal information	
Name, first name, title (s)	
Gender	
Date of birth	
Nationality	
Email	
Address	
Zipcode	
Town	
Country	
Period of residence	



PhD degree	
PhD discipline	
Award date / forecasted award date ³	
Institution	
Country	
Extension window ⁴	

History of place of residence (since 1 May 2016)⁵	
<i>country of residence</i>	<i>Period of residence</i>

³ Applicants should have obtained their PhD before the recruitment date (1 May 2019) and less than 60 months prior. Please submit together with your application a copy of your PhD degree in the English language. In case you will obtain your PhD degree after the call deadline (31 October 2018) but before the recruitment date (1 May 2019), you need to include a Statement signed by your current supervisor that you will obtain your PhD degree (diploma) before the recruitment date of 1 May 2019.

⁴ The application window can be extended with 6 months for pregnancy (per child born after PhD-award), parental leave (max. 6 months per child born before or after PhD-award), training for medical specialists (3 years) or compulsory and reserve military service (actual time). Evidencing documentation must be added to the application as an annex.

⁵ Applicants shall not have spent more than 12 months in the Netherlands in the 3 years immediately prior to the recruitment date of 1 May 2019. If an applicant had more places of residence in this period, please indicate the periods and countries.



Project

Title of Proposal	
Keywords of your proposal (5)	1. 2. 3. 4. 5.
Field of research/Research domain	<input type="checkbox"/> Humanities and Social Sciences, namely, <input type="checkbox"/> Physical Sciences and Engineering, namely..... <input type="checkbox"/> Life and Health Sciences, namely.....
Institution	<input type="checkbox"/> Leiden University <input type="checkbox"/> Leiden University Medical Center <input type="checkbox"/> Erasmus University Rotterdam <input type="checkbox"/> Erasmus Medical Center <input type="checkbox"/> Delft University of Technology
Hosting group ⁶
Anticipated dates for fellowship position (24 months) ⁷	From until
Did you apply with this proposal before? If yes, for which grant? What was your score?	

⁶ Be aware that candidates should first contact potential supervisors. A commitment letter from the hosting group is part of the application. The commitment letter format can be found in this application form.

⁷ The appointment window for the third call is between 1 June 2019 - 30 November 2021. The starting date will be between 1 June 2019 and 30 November 2019.



Experts/Peers

Please provide the names of three international experts in the field of your research and who could be asked to evaluate the application. Please mention only experts from whom you suspect no conflict of interest situation exists with respect to your application or your hosting groups. Experts from research units in which you have previously worked or with whom you have published will be considered as being in “conflict of interest”. The expert needs to be associated/tenured with a non-Dutch organization. Please do not contact the experts you suggest.

Expert 1	
Name	
University/research unit	
Department	
Email	
Expert 2	
Name	
University/research unit	
Department	
Email	
Expert 3	
Name	
University/research unit	
Department	
Email	

Declaration of Ethical Issues

I declare that I have used the EU Ethical Issues Table (see Annex 2 in Guide for Applicants) to identify potential ethical issues entailed by my research plan. In case my answer to one of the questions is yes, I attach the ethical issues table including a more in depth Ethics Self-Assessment to my proposal.



Proposal

Summary of proposal and training plan⁸ (max 1 page)
Research proposal (max 3 pages)
Training plan (max 3 pages)
CV and list of publications (max 4 pages)
Ethical Issue Table and Ethics Self-Assessment (if applicable)
Motivation letter of the candidate (max 1 page)
Letter of commitment (see format below)
Copy of your PhD-degree or statement from your supervisor (see footnote 1)

⁸ In case the total number of applications exceeds 160, pre-selection will be done based on your summary, CV and motivation letter. A solid summary might be important.



Letter of Commitment LEaDing Fellows Postdoc

Name of applicant	Click here to enter text.
Title of project	Click here to enter text.
University where the project would be embedded	Click here to enter text.
Department where the project would be embedded	Click here to enter text.
Name legal representative of hosting group *	Click here to enter text.
Email address of legal representative of hosting group	Click here to enter text.
Name of supervisor-to-be	Click here to enter text.
Research area of supervisor-to-be	Click here to enter text.
Email address of supervisor-to-be	Click here to enter text.
Phone number of supervisor-to-be	Click here to enter text.
Motivation Hosting Group (optional)	Click here to enter text.

I, legal representative of *university/faculty/department* agree that [the name post-doctoral fellow] will be supervised during the LEaDing Fellowship if this is awarded.

I declare that funding for this project will be available from my department or another source to make up the total required in addition to the funding which will be provided from the EU as part of the COFUND project.

I declare that the appropriate conditions (office, laboratory space, equipment, etc) for the correct development of the proposed project will be available.

I have read and understood the responsibilities of hosting a LEaDing Fellow (See *Terms of Reference hosting group*).

Signature legal representative hosting group:

Date:

*The legal representative is the authorized person to commit the hosting group to above mentioned actions.

