



MSCA

Marie Skłodowska-Curie Actions

Developing talents, advancing research



MSCA Choose Europe for Science

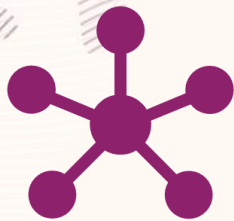
Robin Gadbled, PhD

Marie Skłodowska-Curie Actions Unit, European Commission

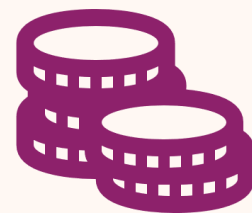
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Marie Skłodowska-Curie Actions

The Marie Skłodowska-Curie Actions (MSCA)



**Bottom-up,
excellent research
in all domains**



**Attractive working
and employment
conditions**



**Training, skills and
career
development**



**Structuring impact on
organisations**



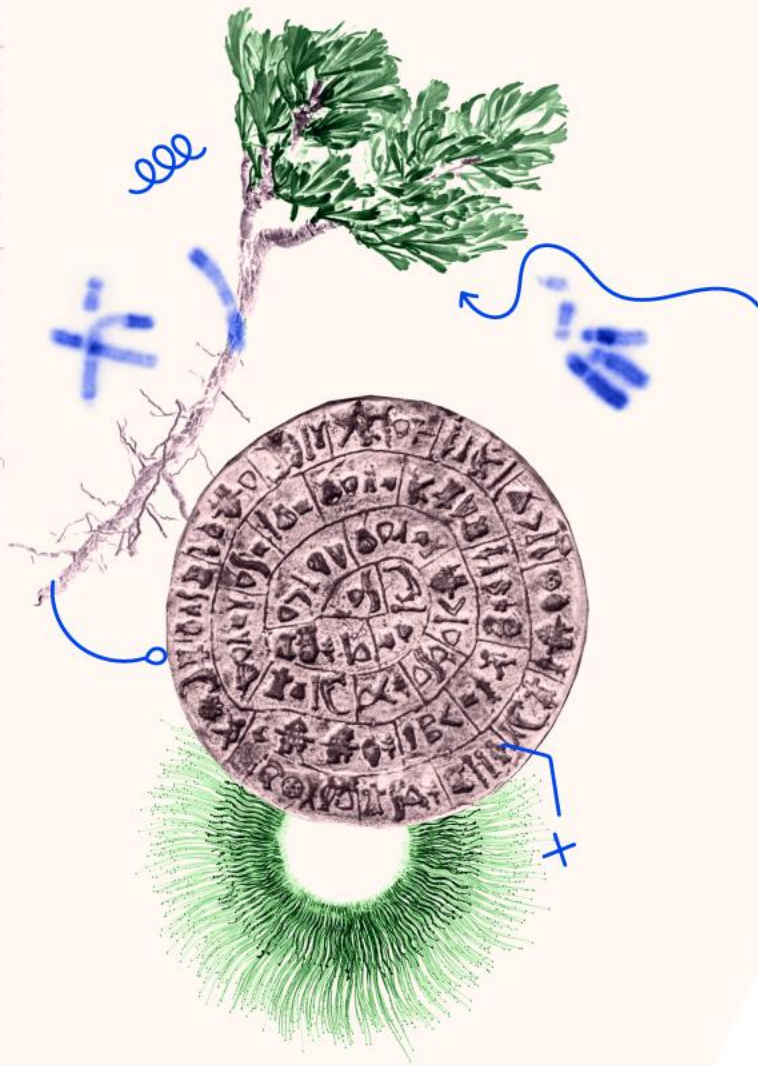
**International
Intersectoral
Interdisciplinary**



**Strong collaboration
beyond academia**

Budget: EUR ~ 7bn / 'Excellent Science' Pillar of Horizon Europe

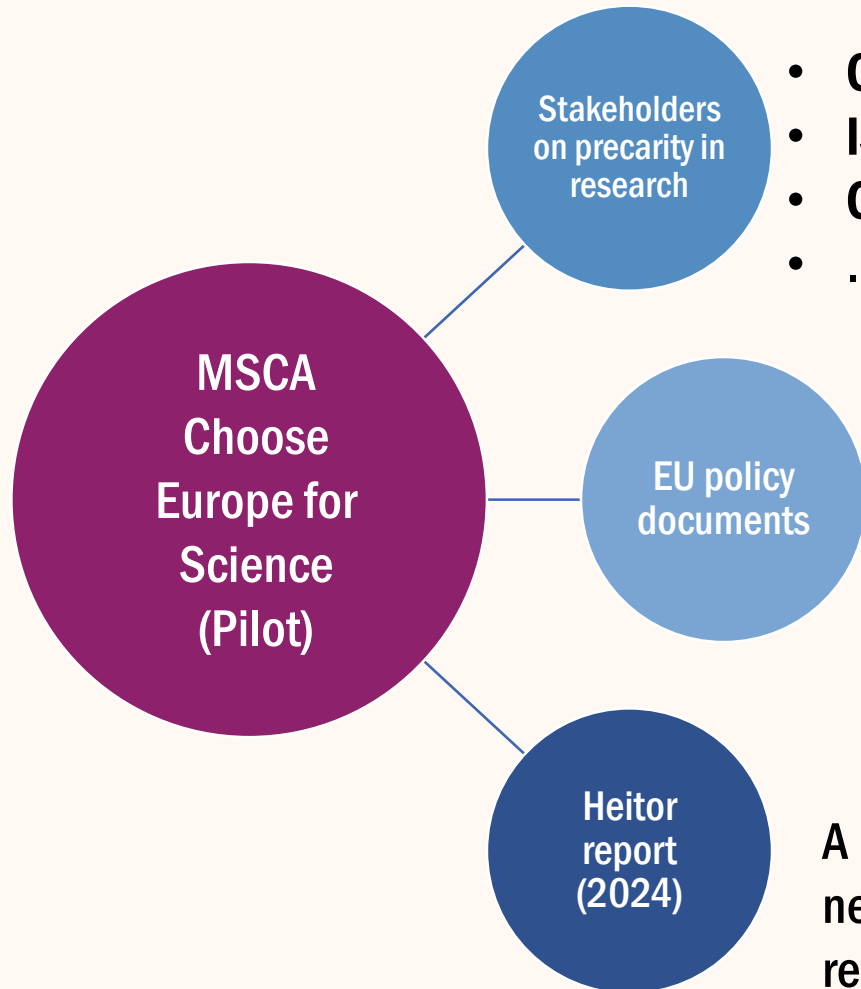




MSCA Choose Europe for Science (pilot)

- Background: tackling **precarity** in research careers
- The **focus** of MSCA Choose Europe for Science
- MSCA Choose Europe projects **in practice**
- **Awarding** Choose Europe projects

Tackling precarity in research careers



- OECD “[Precarity of academic research careers](#)” report (2021)
- ISE “[Academic job security for ECRs](#)” paper (2024)
- CESAER “[Research Careers Survey](#)” report (2024)
- ...

2023 Council Recommendation & European Charter for Researchers:
“(...)to reinforce careers in academia, up to the top positions, a transparent, structured, inclusive and gender-equal career accession and progression system is needed”

A “**Choose Europe**” scheme under MSCA in 2025 as a new instrument to foster the careers of young researchers

The focus of MSCA Choose Europe for Science

Tackling precarity in research careers.

Spreading best practice through promoting high standards & excellent working conditions.
Encouraging sustainable structuring effects.

Recruit and train researchers at postdoctoral level with a vision to employment beyond the project period.



MSCA Choose Europe projects in practice

Beneficiary:

Single legal entity established in an EU Member State or Horizon Europe
Associated Country

→ Recruits researchers

No implementing partners

Associated partners:

→ Can contribute to training, secondments, resources, ...

→ Cannot claim costs or recruit researchers



MSCA Choose Europe projects in practice



Co-funding

Max. EUR 3.5m/beneficiary



Duration

Programme: max. 72 months
Fellowship: 48-60 months



Recruitment

min. 3 PhD-holding researchers
adhering to the mobility rule



MSCA Choose Europe projects in practice: Eligible researchers



**PhD holders
(postdoc)**



**Not permanently
employed by
beneficiary**



Any nationality



Mobility rule

MSCA Choose Europe projects in practice:

Two phases

1st Phase

(24-36 months)

- **MSCA funding** in the form of a Choose Europe for Science allowance.
- **Minimum remuneration:** EUR 6700 (can be used to cover any cost category if cofunding available)+ special needs/long-term leave allowances if applicable.
- **Cofunding** from beneficiary is already expected in the first phase to cover e.g. training & networking costs.

2nd Phase

(24 months)

- **Beneficiary** covers all costs and sets remuneration at a level. It must be **competitive** at national/regional level.
- MSCA funding from the 1st phase **cannot** be used in the 2nd phase.

Awarding Choose Europe projects

Excellence	Impact	Quality and efficiency of the implementation
Quality of the selection / recruitment process for the researchers (transparency, composition and organisation of selection committees, evaluation criteria, equal opportunities, the gender dimension and other diversity aspects)	Contribution to addressing local human resource needs , to advancing regional/national specialisation strategies , and to strengthening European research, innovation and teaching capacity	Quality, credibility and effectiveness of the recruitment plan, assessment of risks and appropriateness of the effort assigned towards offering concrete career prospects for recruited researchers
Quality and attractiveness of the appointment conditions , including inclusive working conditions, quality and attractiveness of the research environment and the resources, training and career development opportunities provided, and remuneration offered in the second phase of the fellowship	Strengthening human resources good practices at institutional, regional, national, or international level, in particular through aligning the practices of participating organisations with the principles set out by the EU for human resources development in research and innovation	Quality and capacity of the recruiting institutions, including hosting arrangements and institutional procedures' alignment with the European Charter for Researchers (institutions with the HRS4R label are exempted from providing further justification for this criterion) and the Agreement on Reforming Research Assessment
Quality and attractiveness of the concrete long-term career prospects that extend beyond the duration of the fellowship		
Quality and ambition of the research, innovation and/or academic objectives of the recruitment programme		
50%	30%	20%

Awarding Choose Europe projects:

Describing career options

Concrete prospects



- Post-project prospects should be adapted to national laws and limitations
- They can be:
 - Direct recruitment into an open-ended contract
 - Structured accession and progression system which can include performance evaluations
 - Open recruitment for a position in the field of the project
- The project should train and prepare the fellows for the concrete prospect proposed

Roles



- Work related to research and academic teaching i.e. senior researchers, lecturers, data scientists, research managers, specialised technicians, ...
- Open to needs of institutions, local R&I ecosystems and researchers

Awarding Choose Europe projects: Inspiration for concrete prospects

SECURE Principles for Tenure Track-like Models

Tenure 1

Fair pay and benefits

Tenure 2

Stability

Tenure 3

Transparency

Tenure 4

Inclusive and healthy working environments

Tenure 5

Professional development

Tenure 6

Responsible Evaluation

Tenure 7

Recognition through career pathways

Tenure 8

Supportive management

Tenure 9

Competitive and inclusive recruitment

Sustainable Careers for Researcher Empowerment (SECURE) project

Awarding Choose Europe projects: Inspiration for research assessment: CoARA



- The Agreement sets a **shared direction for changes in assessment practices for research, researchers and research performing organisations.**
- **4 core commitments:**
 - Recognise the **diversity of contributions** to, and careers in, research, in accordance with the needs and the nature of the research
 - Base research assessment primarily on qualitative evaluation for which **peer-review** is central, supported by responsible use of quantitative indicators
 - **Abandon the inappropriate uses** in research assessment of journal- and **publication-based metrics**
 - **Avoid the use of rankings** of research organisations in research assessment

MSCA Choose Europe for Science pilot call

Call	2025	
	Opening Closing	Budget (EUR m)
Choose Europe for Science 2025	1 October 2025 3 December 2025	22.5

Indicative calendar:

- January/February 2026: **Evaluation**
- April 2026: announcement of evaluation **outcome**

Thank you!



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