



Global Cooperation Policy Enhancement and Strategic Promotion

Strengthening Europe's position in international research collaboration
through the Marie Skłodowska-Curie Actions programme
across 20 countries and 6 regions

MSCA-GLOPOL has received funding from the European Union's
Research and Innovation Program Horizon Europe under grant agreement No 101202507



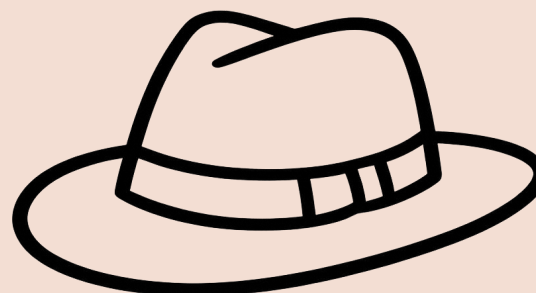
**Funded by
the European Union**

Three hats, one voice

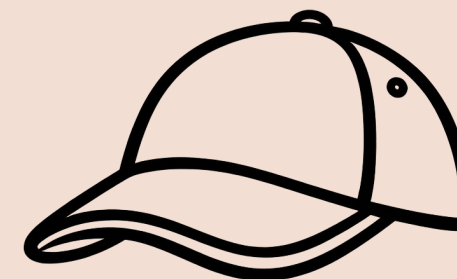
Coordinator



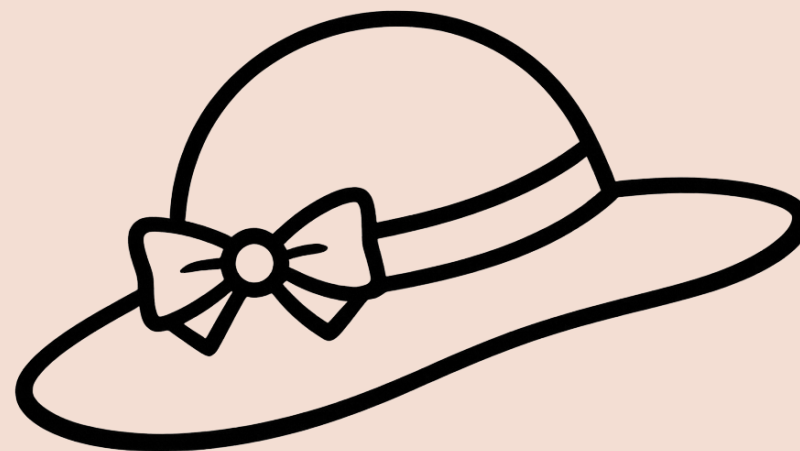
Evaluator



Regional Liaison Officer



Coordinator





Empa

Materials Science and Technology

GLOPOL
GLOBAL POLICY & PROMOTION

EMPAPOSTDOCS-II

Empa's postdoctoral fellowship program offers career opportunities for excellent researchers

WHAT IS IT?

EMPAPOSTDOCS-II is an **individual-driven research and career advancing fellowship which follows a bottom-up approach and offers incoming and re-integrating international mobile researchers a 2-year full employment contract at Empa.** It allows experienced researchers from all over the world to set up and implement a research project and get the opportunity to work on their own research idea at one of the 30 research laboratories of Empa. The following research areas welcome applications:

- Nanostructured Materials
- Sustainable Built Environment
- Health and Performance
- Natural Resources and Pollutants
- Energy



Best practice



closely aligned with internal structures



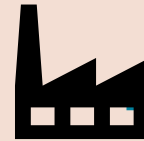
internal training facility 'Empa Akademie'



Strong supervisors who committed to their roles



highly international research environment facilitating integration



close industrial collaborations



close collaboration with HR and administration



smooth evaluation process



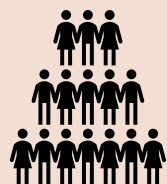
Challenges



internal expectation management



Communication, communication,
communication,...



(too) high interest in open posts
(Euraxess)



A very tired project manager
sorting applications

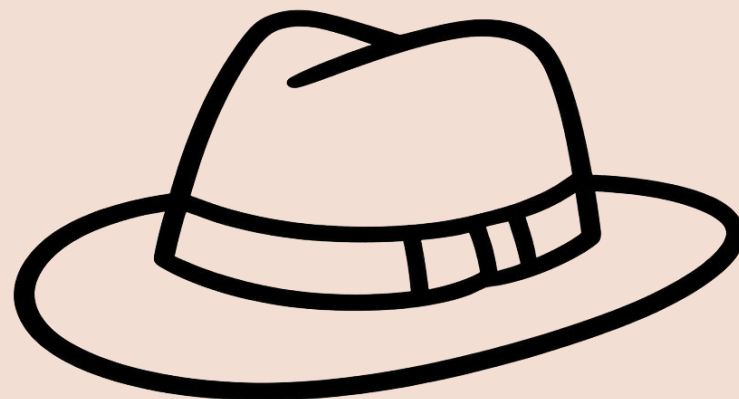


From 2020 on: pandemic restrictions
human aspect



Flexibility of HR and REA
Professional HR management

Evaluator



Excellence



Keep selection independent

Supervisors must not be involved in the evaluation or ranking of candidates.



Explain roles clearly

Describe each committee, its composition, and its responsibilities in a transparent way.



Ensure fairness throughout

Include clear redress and complaint mechanisms at the main stages of the process.



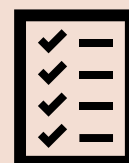
Use a realistic timeline

Present a feasible schedule for the call, evaluation, decisions, and recruitment.



Guarantee independent, international evaluation

Evaluation panels must be independent; for postdoctoral programmes, they should also be international.



Clarify the final decision step

Explain how the ranked list is formally validated and adopted, without altering the evaluation results.



Impact



Think beyond the project

Show how the programme will change research and training structures in the long term, not just what will happen during the fellowships.



Be clear about what changes

Distinguish clearly between what you *deliver* (e.g. fellows, calls), what this *improves* (e.g. careers, internationalisation), and what *lasts* (e.g. institutional or policy change).



Explain why Europe matters

Make it clear why EU support is needed and how MSCA principles raise quality beyond what national schemes can achieve alone.



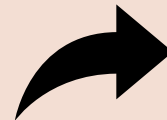
Show benefits for everyone involved

Explain the impact on fellows, host institutions, and the wider research and innovation ecosystem, including after the project ends.



Keep it realistic and specific

Support your impact claims with credible indicators or examples, and avoid vague or over-ambitious statements.



Make it easy to follow

Use clear language and ensure the impact story is consistent with the training programme, governance, and dissemination plans



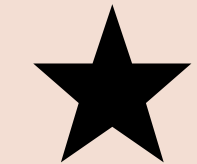
Implementation



And go! It is immediately clear that the programme can be launched without delay, with realistic timelines and well-defined workflows.



Quality and compliance built in risk management and quality assurance are addressed explicitly

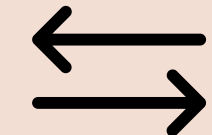


Clear leadership and roles

Management and decision-making structures are simple, robust, and transparent, with responsibilities clearly assigned.



Resources fit the plan Staff, expertise, and budget are clearly sufficient and proportionate to what is proposed.



Well-run processes

Calls, selection, recruitment, training, and supervision are organised through clear, efficient, and fair procedures.



Everything connects

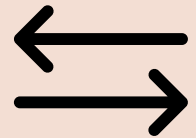
Work packages, milestones, and deliverables clearly support the programme's objectives and expected impact.



Please avoid



Unclear or non-independent selection Supervisors involved in selection, blurred committee roles, unclarity



Vague governance and procedures
Generic descriptions, missing responsibilities, or unclear decision-making chains.



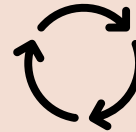
Over-promising and under-planning
Ambitious claims without credible measures, resources, or realistic timelines.



Lack of European added value Proposals that could just as well be funded nationally, with no clear EU-level benefit.



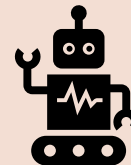
Missing sustainability logic
No clear explanation of what continues after EU funding ends.



Poor alignment across sections
Impact, Excellence, and Implementation telling different stories or using inconsistent terminology.

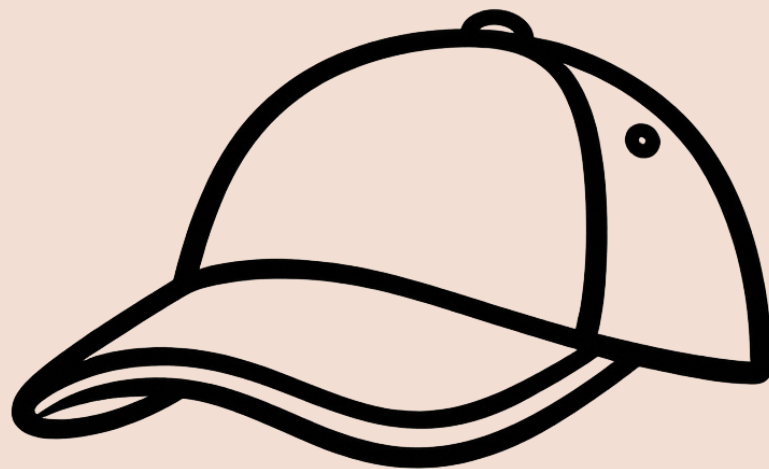


Weak fairness and compliance safeguards
Missing redress mechanisms, conflict-of-interest management, or ethics considerations.



Copy-paste language / AI language
Keep it real and authentic!

Regional Liaison Officer



Three pillars of excellence

POLICY



Tracking progress & opportunities

Monitor participation trends and cooperation challenges in MSCA bilateral and bi-regional partnerships through quantitative and qualitative assessment.

PROMOTION



Strategic promotion

Coordinate with local information networks to ensure strategic, targeted and effective promotion of MSCA opportunities for institutions.

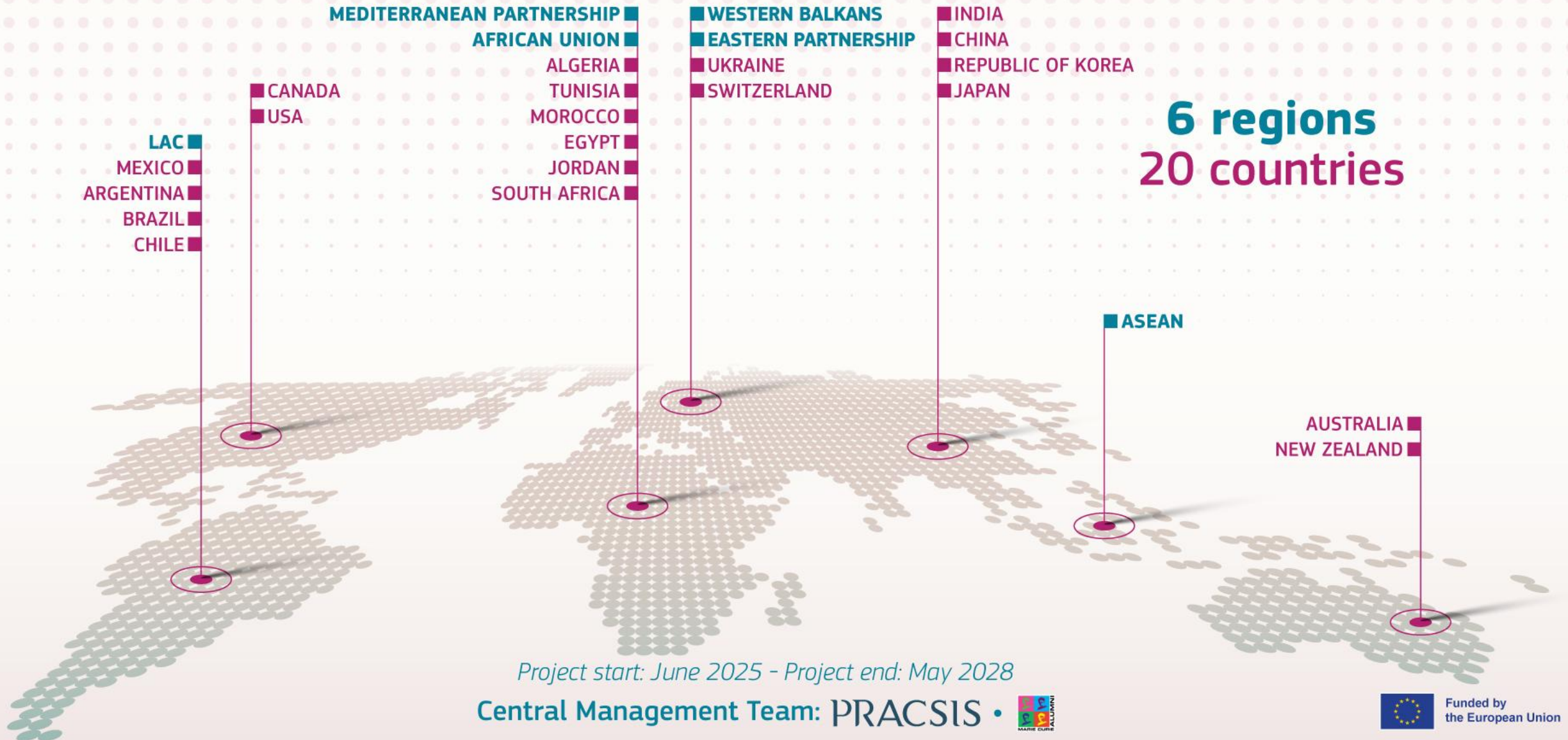
SYNERGIES



Strengthening synergies

Align MSCA activities with other EU research and innovation initiatives for maximum impact.

MSCA-GLOPOL geographical coverage



Expected impact: Enhancing strategic research collaboration

MSCA-GLOPOL will deliver improvements in international research collaboration, strengthening Europe's position as a global leader in research excellence and innovation.

Policy enhancement

Evidence-based
recommendations improving
bilateral cooperation frameworks

Targeted institutional engagement

Selected institutions through
stakeholder mapping and
coordinated promotion groups

Research excellence

Accelerated scientific
breakthroughs through global
collaboration

Strategic partnerships

Enhanced collaboration between
European and international
institutions based on mutual
research priorities



Get involved with MSCA-GLOPOL

Whether you are a policymaker shaping research frameworks or an institution looking to strengthen global partnerships, MSCA-GLOPOL offers pathways to enhance your impact.

Connect with us to learn about upcoming training programmes, policy consultations, and networking opportunities that will define the future of international research collaboration.

- **Website**
msca-glopol.eu
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contact@msca-glopol.eu
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