

Příloha č. 1 - Popis a harmonogram Programu

History of changes

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|----|-------------------------------|---|
| 1. | July 2022, p. 26, 28 | Consortium agreement concluded between SIC and Implementing/Associated partner was replaced by Bilateral agreement concluded between SIC and Implementing partners. |
| 2. | July 2022, p. 27 | Gantt chart (Figure 6) was modified according to the formal requirements for MSCA-COFUND project funded under Horizon Europe |
| 3. | July 2022, p. 5, 27 | The calls and all subsequent deliverables and milestones were postponed by 2 months in the project timeline. |
| 4. | July 2022, p. 12 | Coaching/mentoring was added to the description of training costs |
| 5. | July 2022, p. 12 | The amount of management costs and total budget was changed |
| 6. | July 2022, p. 5 | Relaxed mobility rule was removed |
| 7. | July 2022, p. 11 | The information about candidates invited to oral interview was specified. Maximum of 30 candidates per call will be invited for oral interviews. |
| 8. | July 2022, p. 5,6, 32, 33 | Recommendations from the Ethics summary report were included and the text was aligned to be coherent with these recommendations. All successful proposals (ranked list and reserve list) will be screened or reviewed for ethics, therefore, the ethic pre-screening phase was removed. |
| 9 | September 2022, p. 34 - 37 | Section 5 with the table of partner organisations was included. |

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1. Excellence

1.1 Quality and novelty of the selection / recruitment process for the researchers

1.1.1 Transparency of the selection process of the researchers

1.1.1.1 Dissemination of the calls in appropriate ways

The Central Bohemia **M**obility Programme for **E**xcellence in **R**esearch, **I**nnovation and **T**echnology (hereafter **MERIT** or the Programme) will be a **new regional programme** for international **incoming** postdoctoral researchers. In total, 51 partners are committed to host, supervise and train **30 researchers** from all over the world within MERIT. The Implementing partners are represented by research organisations and universities established in the Central Bohemia Region (hereinafter the Region). Associated partners are represented mostly by SMEs, but also by large enterprises, universities and high schools located in the Region or outside the Czech Republic. **15 Implementing partners will host fellows for 24 to 30 months and 36 Associated partners will offer secondments for 2 to 9 months.** The total length of each secondment much depends on the total length of each fellowship, in any case for each fellow it will amount to a maximum of 30% of his/her fellowship length. The lengths of fellowships and secondments were agreed based on general consensus among the Implementing and Associated partners with regard to their hosting capacities and joint requirements of the Programme (in terms of communication/dissemination and training activities). The Programme and the network of partners will be coordinated by the **Beneficiary (hereinafter SIC)**. Two Calls for recruitment (and one reserve call if deemed as necessary) over the five-year programme will result in fellowships benefitting from **transnational mobility opportunities, intersectoral experience, an environment for interdisciplinary research and advanced training.** A full-time **Programme Manager (PM)** has been appointed together with other members of the **Management Board (MB)** that has designed a **Strategy for the dissemination and communication of the Programme and its calls** (Strategy). This Strategy is meant to promote both calls throughout the first 14 months of the running of the Programme.

With this Strategy, MERIT aspires to attract at least **100 high-quality candidates** in order to select the **30 best among them** through an international, open, transparent and equal opportunity process, with the intention to reach a success rate of the submitted applications of around **30%** in order to boost the competitiveness of the Programme. The PM will monitor the interest in the calls disseminated in various channels of communications (see Table 1) using web analytics and other tools, such as heat maps and online feedback questionnaires, to adapt the Strategy where necessary. The **MERIT logo** (including this image  representing **diversity** and **unity** and referring to **puzzles** that exercise the **brain** by fitting different pieces together; such pieces represent **new skills** that ultimately will build excellence in scientific research) and the MSCA visual identity will be used on the disseminated materials. SIC has significant marketing experience as the coordinator of the PR strategy in R&D&I for the Central Bohemia Region, has a professional team dedicated to PR & marketing and an expert responsible for international relations who will assist the PM with the public outreach strategy. In addition, the Implementing and Associated partners have relevant experience in the dissemination and communication of research results through their participation in previous **European framework programmes** or other international projects and especially **H2020** projects (e.g., one of the Implementing partners, the Řež Research Centre, participated in **32 H2020 projects**).

With all these elements in place, the Strategy is tailored to the desired target group: **international postdoctoral researchers** who have achieved outstanding results in their research and demonstrate potential in their field to apply for the prestigious fellowships under MERIT. SIC will carefully consider **diversity** aspects (e.g. geographical, age, ethnical, economic situation), the inclusion of **researchers at risk** and the **gender balance** when advertising the Programme, using tools that will reach all these groups.

Table 1: Tools for Calls dissemination

| Type of tool | Description |
|---|---|
| MERIT programme website | The Programme website will include key resources and details about MERIT, the Implementing and Associated partners, their infrastructures, supervisors, etc. The website will be launched in M2. It will be monitored using web analytics to know how much traffic it gets, including heat maps to know where the attention of the potential candidates is, and adjusted accordingly. |
| Programme launch event | The event will take place in the premises of one of the Implementing partners. The key audience will be leaders of research groups, ambassadors who will promote the call in their home countries, industry leaders, etc. Promotional material will be developed and handed out in digital form (USBs) to eliminate the use of paper as much as possible. |
| Electronic communication kit | In addition to the press releases, SIC will share an electronic communication kit that will include posters, flyers, and hand-outs about the calls. The kit will be used by Implementing and Associated partners in conferences and network events in the selected fields. |
| EURAXESS | The Programme and its Calls will be advertised on the EURAXESS website including the Science4Refugees initiative. |
| MERIT project consortium networks | Institutional websites, social media and other channels of, in total, 51 Implementing and Associated partners in the Czech Republic and abroad (located in many European countries such as Germany, Austria, Italy, Latvia, United Kingdom, Poland, Sweden, Ukraine, as well as in the U.S.A and Mexico) that committed (in the Letters of Commitment) to take an active role in the promotion and communication of the Programme and its calls. |
| International and national job portals | International job portals , e.g. Nature Careers , Jobs Science Career , Academic positions , New Scientist Jobs , University Positions EU , Jobs.ac.uk , Science Careers AAAS . Gender equality job search portals such as European Association of Women in Science, Engineering and Technology , Orange Jobs and Academia.Net . Other websites, |

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|--|--|
| | e.g. French research jobs ABG , International Association of Universities (IAU), Trabajar en Chequia , Czech Empleo , Life Science Network etc. Czech Academy of Sciences , Czech Technical University in Prague , Charles University , Research Jobs (Czech platform that advertises job opportunities in science and technology), STAR cluster , etc. |
| Social media | MERIT Facebook, LinkedIn, YouTube and Twitter accounts will be created. In addition, the MSCA Facebook and LinkedIn group will be used. To multiply the effect, SIC and its partners will share the promotional material (kit material) about the call on their own social media: e.g. LinkedIn, Facebook. |
| International networks and projects | Information about the calls will be sent to 1) the partners and NGOs of the Inspireurope project supporting researchers at risk , 2) Czech Embassies abroad , 3) foreign embassies in the Czech Republic and its network of Science and Technology Ambassadors, 4) international networks , e.g. Red Global Mexico , KEA network of New Zealanders abroad, Czexpats in Science , Czech.Global (Czechs living abroad), 5) Consortia (EU projects and others) that SIC or partners are part of, requesting to disseminate it among key research institutions. |
| Online Info days | An online Info day will be carried out before each call opens (promotion through the partner networks and the MSCA National Contact Point). It will be streamed and available on YouTube and aimed raising awareness about the Programme and its calls among potential applicants. |
| Thematic conferences, exhibitions, journals | Brochures will be prepared to be handed over in strategic conferences and exhibitions in the Czech Republic and abroad. Careful planning will be done in terms of content, location, timing, using the right language to create a large response. Examples: European Researchers' Night , Science Week , Innovation Week , International Rector's Conferences, etc. Ads in journals, e.g. <i>Optics & Laser Technology</i> , <i>Nature Biotechnology</i> , <i>Energy Research Journal</i> and <i>Journal of Innovation in Digital Ecosystems</i> will be also used. |

1.1.1.2 Information provided to the candidates

Table 2: Information provided to the candidates through the MERIT website¹

| Information | Description |
|---|---|
| Background and framework of the Programme | MERIT will be a one-of-a-kind regional programme of Central Bohemia with 5 application areas (Biotechnologies/Biomedicine, Laser technologies, Space technologies, Sustainable energy/materials and Digitalisation/AI). |
| Central Bohemia region, RIS3 | Applicants will be informed of living and working in the Region, visas and work permits (with links to the Central Bohemia website and Welcome Office website) and RIS3 Strategy of the Central Bohemia Region. |
| Implementing and Associated partners (using the full potential of digital tools) | A “virtual gallery” of Implementing partners will be part of the MERIT website, including their virtual tours, the research programmes they offer, key research facilities, infrastructure and equipment, profiles of supervisors and their expertise. A “virtual gallery” of Associated partners will be part of the MERIT website, including type of secondment they offer (non-academic or academic), related research disciplines and industry sectors, previous cooperation with Implementing partners, profiles of relevant supervisors, etc. |
| MERIT online system | A video tutorial will be created on how to apply through the MERIT online system (account creation, uploading documents, editing options, etc.). FAQs and Helpdesk will be available for technical support for the application. |
| Conditions of the fellowship | Applicants will be informed of terms and conditions, available budget, calls calendar and indicative timeline , eligibility requirements, selection and evaluation process, employment conditions and obligations, amounts that will be provided to the benefit of the researchers, as well as salary breakdown and applicable taxes and duration of fellowships. FAQs and corresponding downloadable Guide for Applicants, application form, annexes and mandatory templates will be available. Information about the Career Development Plan and training options will be available (see 1.3). Work contracts will be concluded in English. |
| Secondments | Secondments will be an imperative experience . All applicants will be informed of the requirements. Secondment options will be offered by Associated partners or freely chosen by the candidates. The secondment template will be available (see 1.1.1.3). |
| Transnational mobility | Transnational mobility will be an imperative experience . All applicants will be informed of the minimum requirements (see 1.1.1.3). |
| Evaluation and selection process | Information about the evaluation and selection workflow, indicative timeline, weighing factors + evaluation criteria (research proposal and interview), applying threshold, minimum and maximum scores and explanation of the scores will be provided. |
| Ethical issues | The Ethics Issues Table (EIT) using an MSCA template will be available on the MERIT website. An Ethics Self-Assessment will be required if any box is checked from the EIT. Research areas excluded from funding will be described. Personal data will be protected : consent with GDPR will be required (see 1.1.1.3). The Beneficiary and each Implementing partner has a Data Protection Officer who will ensure the applicants' personal data will be processed in compliance with the applicable data protection rules (see their names in part B2 - Ethics). |
| Feedback | All applicants will be notified about the successful submission of their application (by an automatic email generated by the MERIT online system). The outcomes of the eligibility check and evaluation score (a summary report from the experts' evaluation will be sent by email), and reasons for below threshold applicants (by email). Those who pass the threshold will receive an invitation for an interview . The final results of the selection process will be published on the MERIT website. The candidates recommended for funding will be contacted by the PM and instructed on the administrative procedure related to the recruitment. |
| Redress | A redress template will be available on the MERIT website. Redress requests can be made solely in regard to procedural issues . Applicants will have 10 calendar days to apply for a redress procedure after being notified of their eligibility check results. Applicants will be informed by email within 5 working days if their redress request is accepted from the date the redress is submitted. If so, a new evaluation will be conducted on procedural issues. The applicant will receive the final result within 15 working days from the date the applicant received the notification of the redress being accepted. |
| Suspension | The fellow is to complete the contracted period of the fellowship. Fellowships may not be suspended under other than exceptional circumstances (e.g., maternity or parental leave, military service or long-term illness). Any |

¹ The information provided to the candidates will be in English

suspensions must be in line with the employment terms and follow the procedures of the Implementing partners, and, where relevant, national procedures on this matter.

1.1.1.3 Eligibility criteria and application requirements

There will be **2 open Calls** for recruitment (and 1 reserve call if necessary), to be published in M6 and M14, offering 30 fellowships, 15 fellowships per call. Following the eligibility criteria, the application requirements will be applied and will be also detailed in the *Guide for Applicants*, in compliance with MSCA principles under Horizon Europe.

- **The structure of the application:** Part A – administrative information (candidates’ details, keywords, abstract and lay abstract, declarations on Open Science Policy and Research Data Management), Part B – research proposal (10-page limit), Part C – CV, Part D – Ethics Issues Table, Security Issues Table, and Ethics Self-Assessment (if applicable) Part E – Secondment template and Part F – GDPR form.
- A **short reflection** on the Gender dimension in research must be included in **all research proposals** (in Part B – research proposal). It means that all candidates must describe how **gender** or other intersectional categories such as age, ethnicity, etc., will be integrated in the content of their research projects (if not relevant, justification must be provided). See also 1.1.1.4.
- The proposals must be written in English, and must be completed and submitted before the call deadline, **through the MERIT online system**. Failure to submit the forms by the deadline will result in the application being deemed ineligible. Proposals that will not fulfil the eligibility criteria, form and completeness of the proposal (research experience, mobility rule, deadline) will be ineligible. Excess pages (10-page limit for the research proposal) will be disregarded.
- **Research experience:** candidates must be, at the date of MERIT’s call deadline, **in possession of a doctoral degree**. Researchers who have successfully defended their doctoral thesis 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.
- The **standard mobility rule** will be applied. Applications will be submitted under **different panels** (see Table 3).

Table 3: Mobility rule applying to 4 different panels

| Panel | Standard | Researchers at risk | Career Restart | Reintegration |
|----------------------|---|---|---|--|
| Description of panel | Researchers moving within Europe or coming in from other parts of the world who do not apply to Researchers at risk, Career Restart or Reintegration panel. | Researchers with the status of refugees or researchers at all stages of their careers who are experiencing threats to their life, liberty or research career, and those who are forced to flee or have been displaced because of such threats. | Researchers who wish to restart their research after a career break (e.g. after parental leave, working outside research, etc.). The researchers must not have been active in research for a continuous period of at least 12 months within the 18 months immediately prior to the deadline for submission of proposals. | Czech nationals or long-term residents who wish to return and reintegrate in a longer-term research position in the Czech Republic. |
| Mobility rule | Standard mobility rule | | | |

Standard mobility rule: Researchers must not have resided or carried out their main activity (work, studies, etc.) in the Czech Republic for more than **12 months in the 3 years** immediately before the call deadline.

Research proposals:

- During the preparation of their proposal, the Programme Manager will be at the candidates’ disposal regarding any technical and administrative issues of the call (in addition to the information and FAQs available on the MERIT website), regarding infrastructure, technical equipment of the Implementing/Associated partners or their supervisors. To ensure meeting the individual needs of all the candidates, during the application stage they will be able to **freely formulate their own research topics** and **choose** the appropriate **Implementing and Associated partners to host them**, including supervisors.

Ethics: MERIT is committed to ensuring that all research activities will comply with **ethical principles and relevant Union, national and international law**, respecting the relevant Horizon Europe ethics rules (see B2 – 4. Ethics).

- Applicants will need to fill in 1) the **compulsory Ethics Issues Table** and **Security Issues Table** to declare whether their proposed research activity deals with the research areas focusing on: human embryos/foetuses, humans, human cells/tissues, personal data, animals, third countries, environment & health and safety, artificial intelligence, other ethics issues or misuse; and 2) **Ethics Self-Assessment** (if any potential ethical issues are identified)..
- All successful proposals (ranked list and reserve list) will be screened or reviewed for ethics. SIC and the partners will ensure the applicant’s personal data will be treated in compliance with the **GDPR rules** (see part B2 – 4. Ethics). All Implementing partners possess **security certifications** related to the types of activities carried out by their employees. In the beginning of each fellowship, fellows will attend **mandatory security training** applying to the type of activity they will execute and will be familiarised with the **security protocol** of their workplace.

The following integral parts of the fellowship are the major benefits for the researchers’ career development:

Transnational mobility:

- Transnational mobility is **mandatory**. The fellows must participate in a **minimum of 3 events** outside of the Czech Republic. These should significantly add to the impact of the fellowship and be relevant in terms of the acquisition of new knowledge or the transfer of knowledge.
- Examples of international events can be **seminars, symposiums, congresses, workshops, conferences, summer schools, short visits** etc. These events and their expected results must be reflected in the Career Development Plan (CDP) and consulted with the supervisor in the Implementing partner.

Secondments:

- At least one secondment is **compulsory** for each fellowship. It should be relevant, feasible, and beneficial for the researcher and in line with the project objectives. The aim of secondments is to **assure intersectoral, international or interdisciplinary experience for fellows**, the transfer of knowledge and technologies from research organisations to industry or to gather relevant inputs and industry needs to research organisations. The applicants need to complete the **secondment template** as part of their application.
- The duration of the secondment is **from 2 to a maximum of 9 months (FTE)**. It can be carried out in one or more institutions in a single period or divided into shorter periods. Short visits and stays of less than 2 months are not counted as secondments.
- **The secondment can be carried out in the non-academic or academic sectors** (private or public) in the Czech Republic or abroad. Secondments in the **industry** are **preferred** because of the application focus of the Programme. However, secondments in public or academic sectors are welcome, if they better fit the research project needs or if fellows want to experience multiple types of secondments. In any case, secondments must fulfil at least one of the three key elements: **intersectoral, international or interdisciplinary**.
- Fellows will carry out their secondments at the premises of the Associated partners while keeping their contract with the sending institutions, the Implementing partners. The Programme offers a **wide range of secondment options** provided by Associated partners, including **large enterprises, SMEs, start-ups/spin-offs, international universities** and local **high schools**². 36 Associated partners are already known at the proposal stage. Other institutions can be freely chosen by fellows and become Associated partners during the Programme implementation.
- **The co-supervisor** from the Associated partner will be identified before the start of the secondment and will be named in the **secondment agreement** concluded between the Implementing and Associated.

1.1.1.4 Gender dimension and other diversity aspects

With reference to the document [GENDERED INNOVATIONS 2: How Inclusive Analysis Contributes to Research and Innovation](#), MERIT will stimulate gender-responsible science and technology. Since the **gender dimension** is a key element of MERIT, this will be present in the following stages and as a deliverable.

At the individual level (requirements at application stage): MERIT candidates must include a **short reflection** on the gender dimension or other intersectional categories (such as **sex, ethnicity, age, socioeconomic status, sexual orientation** or **geographical location**) **in their research proposals**. The review on the gender dimension in the research proposals will be carried out before the oral interviews by the **Equality and Diversity Committee composed of experts on gender in science**. This committee will play an important role in the evaluation and selection process (see Table 4) and be part of the Interview Panel to discuss the gender dimension with the candidates and potential future fellows.

At the Programme level:

- **Support for fellows:** The gender dimension issue can be particularly challenging for researchers from technical and life sciences research disciplines which are relevant for MERIT. That's why SIC will **offer training** on how to successfully and meaningfully include the **gender dimension** and intersectionality in the content of the fellows' research projects as part of the transferable skills training for all fellows (see Table 10). Additionally, individual consultations and support from the Management Board will be available.
- **Deliverable:** Based on the **gender dimension/intersectionality** cases that will be incorporated in the fellows' research projects, the Management Board will create a **Report** presenting the **best practices** and **lessons learned** which will be **shared** and **presented** among MERIT partners (this report will be one of the deliverables of the WP Diversity, D6.2).

1.1.2 Organisation of the selection process

The selection process is **inspired by the MSCA Postdoctoral Fellowships (PF)** and includes some **innovative elements**:

1. **Specific committees:** One innovative approach to the selection process is the creation of specific selection committees, the evaluation committees with the **full participation of international peer-reviewers** (in written and oral phases), strongly interconnected among themselves to ensure the principles of equal opportunities,



² Secondments in high schools will engage researchers in teaching activities for students from 11 to 19 years old.

transparency, ethics, and intersectorality oriented on applied results. Hence, the **Equality and Diversity Committee** will support the Management Board to secure equal opportunities for all candidates and fellows regardless of their gender, nationality, race, age, etc., while the **Steering Committee**, composed of representatives of **different sectors**, will put an emphasis on intersectorality and the application potential of the selected research projects.

2. **Experts from the industry:** In order to better assess the level of applicability of the research projects and to include the industrial point of view, the Pool of evaluators will be composed not only by scientists from the academic sector, but also by experts from the industry, particularly from the R&D departments of high-tech companies.
3. **Gender dimension in research:** The gender dimension and other intersectional categories such as age, race, nationality, sexual orientation or geographic location are carefully considered as part of the evaluation and selection process, despite the technical and life sciences focus of expected research projects.

1.1.2.1 Composition of committees involved in the different stages of the process

Table 4: Composition and roles of selection committees and other boards

| Name and role | Composition and description of roles |
|--|--|
| Management Board (MB): <i>Eligibility check and Coordination</i> | Composed of 3 full-time employees of the Beneficiary, SIC: Martina Vycudilíková (f), Programme Manager, Athziri Moreno Romo (f), Career Development Manager, Jakub Pechlát (m), Finance Manager The MB will check for the eligibility of all submitted proposals, prepare the report to the Steering Committee to approve the distribution of proposals to evaluators, be part of the Interview Panel (see below), prepare Panel Reports and coordinate the whole evaluation and selection process. |
| Equality and Diversity Committee (EDC): <i>Prevention of unconscious gender bias, Gender dimension in research</i> | Composed of 5 members: experts on gender in science and Open Science and prominent researchers , of mixed gender and different origins and ethnicities:  They will specifically: 1. Review and approve the call documents and procedures before the launch of each call to prevent any unintentional bias , particularly gender bias or the discouragement of female candidates from being incorporated into the Programme. 2. Review the reflection on the gender dimension in fellows' research proposals and be part of the Interview Panel to discuss these issues. 3. During the evaluation process and the fellowships: work closely with the Management Board and the Ombudsperson in case any issues related to gender, diversity or equal opportunities are raised. |
| Redress Committee <i>Redress process</i> | Composed of the Ombudsperson and the HR Specialist of SIC. All candidates will have recourse to redress solely with regard to procedural issues or the perceived incorrect application of eligibility criteria, and not with regard to the scientific judgments of the evaluators and members of the Interview Panel. The process is described in Table 2. The Redress Committee decisions are final. In addition, the role of the Ombudsperson will be to solve any potential issues (contractual or others) raised by selected researchers during the fellowships, and take immediate action, if necessary. |
| International evaluators: <i>Scientific evaluation of assigned proposals</i> | Pool of approximately 200 evaluators composed of independent experts of any nationality from outside the Programme partnership. 5 scientific panels will be established, one for each of the chosen areas , and headed by one Chair for each panel . The Chairs will match the proposals to the individual evaluators and check the quality and consistency of the experts' Consensus Reports. The advised matching will be sent for approval to the Steering Committee (SC). The SC will have the power to propose changes to optimise the matching. Once the allocation is completed, the MB will check for any potential conflict of interest. Each research proposal will be evaluated by 3 experts remotely . One of the evaluators will serve as a Rapporteur and will engage with the other evaluators (remotely) to prepare a Consensus Report for each application, based on the evaluation criteria and scoring. |
| Ethics Committee: <i>Ethics screening and the ethics review</i> | Composed of 7 independent ethics experts formed from the most important ethics committees in the Czech Republic (see part B2, section 4). The ethics screening will be executed by a single member and the ethics review by all members of the committee of proposals recommended for funding. |
| Interview Panel: <i>Oral interviews</i> | Composed of 10 people: 5 international evaluators , specifically the Chair of the corresponding scientific panel, 3 reviewers of the proposal and another international evaluator as an observer (for scientific discussion/independent observation); 1 permanent member of the Steering Committee ; 1 member of the Equality and Diversity Committee (for gender/intersectional topics); the Programme Manager ; an HR representative and a director of the corresponding Implementing partner to explain the working conditions and to enable the partners to choose their future employees. Oral interviews will be held through the online platforms ZOOM, Teams, Skype or using the virtual showrooms of concerned Implementing partners (to reduce the CO ² footprint) |
| Steering Committee (SC): <i>Synergies, monitoring and approving the evaluation and selection process</i> | Composed of 5 members related to the Central Bohemia Region and representing non-academic and academic (public and private) sectors:  |

They will specifically: 1. Review the secondments assessing the readiness of any industry/academic partnership specifically articulated in the proposal, and be **part of the Interview Panel** (at least 1 member). 2. Based on the final **Consensus and Panel Report**, **approve the final list of proposals recommended for funding**. The SC will also propose/approve issues to be solved during the negotiation phase. The decision of the SC will be final. 3. During the fellowships, monitor and approve **progress reports**. They will be authorised to **suspend or terminate a fellowship due to the unsatisfactory performance** of the fellow and they will provide **feedback** and propose adjustments to the running projects as well as the Programme in general.

1.1.2.2 Selection of experts

SIC will seek to achieve **diversity among the experts** (gender, age, etc.). Priority will be given to the relevant **skills, knowledge and experience** in the areas of their selected fields. There are two types of experts to be hired: **1) experts** for selection committees and **2) international evaluators** for scientific evaluation and as members of the Interview Panel. Both will sign an expert contract with an honorarium of **EUR 500 per person per day**.

Experts for selection committees (Steering Committee, Equality and Diversity Committee, Redress Committee and Ethics Committee) will be selected by the Management Board based on the experts' CVs and personal interviews (online or offline) led by members of the Management Board or long-term cooperation with SIC. The majority of experts were already selected at the proposal stage (see Table 4).

Evaluators for scientific evaluation of proposals: SIC will **create an ample database of around 200 evaluators** to efficiently manage the submitted applications. **Common templates for evaluator profiles** will be used in order to obtain a unified database. The evaluators' personal data will be protected. SIC will look for national and international evaluators in different ways:

- **Open call for both national and international evaluators** in research disciplines related to Biotechnologies/Biomedicine, Laser technologies, Space technologies, Sustainable energy/materials and Digitalisation/AI. The call will be published in month 2 of the project and will be open for 3 months. The call will be published on the MERIT website and other international websites (from Table 1) and disseminated by:
 - asking **REA** to send the information about the call to the evaluators from the MSCA expert list;
 - contacting the **Czech NCP** to share the call within the NCP network and on the national Horizon Europe portal;
 - using **mailing lists and contacts** from 51 **Implementing/Associated partners**, especially through their networks of partners for international cooperation (universities and research organisations)
 - using **international contacts** of SIC and the Central Bohemia Region, especially through the signed memorandums of understanding and previous international activities, such as Twinning (at least 15 international co-operations); and
 - contacting **national grant agencies** or other providers of grants in R&D&I (Grant Agency of the CR, Technology Agency of the CR, Ministry of Education, Ministry of Industry and Trade, CzechInvest, etc.)
- **Using existing databases:**
 - List of contracted experts within H2020 2014-2020/Excellent science publicly available on European Funding and Tenders Portal.
 - **Database created within the previously implemented COFUND programme** in the Czech Republic (SOMOPRO) and other **independent expert databases** of 15 Implementing partners.
 - To complete the pool with evaluators coming from the business sector, SIC will use the national database of **YNOVATE network experts** (originally called PLATINN - Switzerland³, and the experts from R&D departments of SMEs and other companies from the SIC network (but from outside the Programme partnership to avoid any potential conflict of interest).

Before the evaluation and selection process of fellows (in month 5), the Management Board will select and nominate **5 Chairs of scientific panels** related to the MERIT application areas (on the basis of personal online interviews). The choice of Chairs will be approved by the Steering Committee. Before the written evaluation phase, the **Chairs of the relevant scientific panels** (supported by the Management Board) **will assign each research proposal to 3 individual evaluators from the pool**. The matching will be based on evaluators' abstracts, keywords, profiles and the following criteria:

- For each proposal, the evaluators shall be 1) of **mixed gender**, 2) at least **two evaluators** must be of **another nationality than Czech** and, 3) if a secondment in the private sector is foreseen, at least **one evaluator** shall come from the **business** sector.
- The selection of the evaluators will be based on their **expertise** as evidenced by research outputs, **geographic and gender balance**, reviewing experience, involvement in policy, ability to use IT tools and time availability.
- Experience in international project evaluations (especially in H2020 - MSCA) is welcome.

³ The Czech Republic has been a holder of the licence since 2013

Requirements towards experts and evaluators:

- All experts will perform their work on a personal basis, not as representatives of their institution, their country or any other entity. They are required to be independent, impartial and objective.
- They will sign an expert contract with SIC, including a **declaration of confidentiality**, **declaration of no conflict of interest⁴** and **declaration against the discrimination of candidates** on the basis of gender, age, ethnicity, nationality or social origin, religion or belief, sexual orientation, language, disability (both physical and mental), political opinion, or social or economic condition before beginning their work.
- Under the terms of their contract, all experts must declare beforehand any known conflicts of interest and must immediately inform the Programme Manager if they detect a conflict of interest during the work.
- The **evaluators** will be given clear evaluation criteria (guide including an assessment grid) and a mandatory **online evaluation briefing** (concerning criteria) organised by SIC.
- In addition, the members of the Interview Panel, Management Board, Equality and Diversity Committee, Steering Committee and individual evaluators will receive a mandatory **online briefing**, organised by SIC, on how to avoid **unconscious bias** based on gender, age, ethnicity, etc.

1.1.2.3 Fellows' selection workflow and powers entrusted to the different actors

Figure 1: Evaluation and selection process scheme

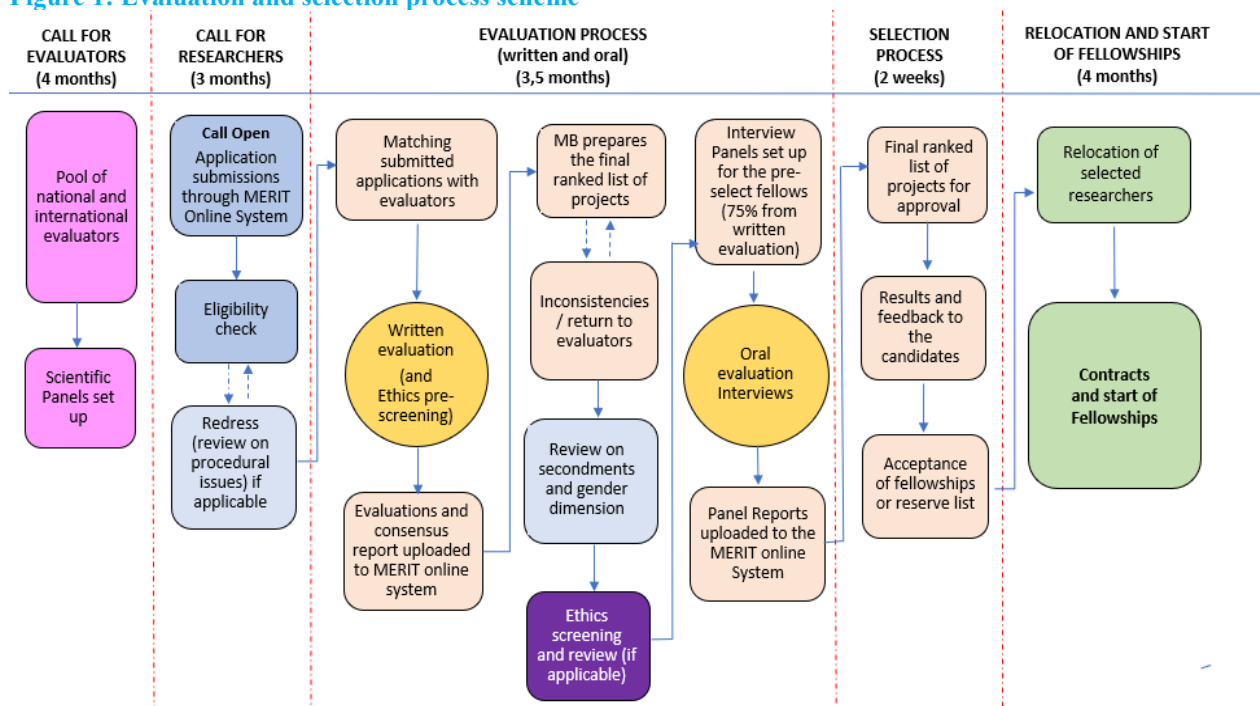


Table 5: Fellows' selection workflow and powers entrusted to the selection committees

| Steps in the selection process | Responsible Actors | Duration |
|--|----------------------------------|----------|
| Open call | Management Board | 3 months |
| Information on successful submission and eligibility check to the candidates | Management Board | 1 week |
| Redress procedure (if applicable) | Redress Committee | 3 weeks |
| Matching proposals to individual evaluators | Chairs of scientific panels | 1 week |
| Written evaluation. Consensus discussion and upload of Consensus Reports to MERIT online system | International evaluators | 3 weeks |
| Check of the quality and consistency of the evaluators' reports | Chairs of scientific panels | 1 week |
| Submission of the final Consensus Report to the SC | Management Board | 1 day |
| Preliminary rank list (at least a 75% in the written evaluation) of proposals for oral interviews | Steering Committee | 2 weeks |
| Review of secondments in proposals for interviews | Steering Committee | |
| Review of gender dimension in research in proposals for interviews | Equality and Diversity Committee | |
| Ethics screening and ethics review (if applicable) | Ethics Committee | 1 week |
| Sending invitations for oral interviews including Consensus Report | Management Board | |
| Oral interviews and the Panel Report | Interview Panel | 3 weeks |
| Preparation of the final list of project proposals: 1) recommended for funding, 2) reserve list, and 3) not funded | Management Board | 1 day |

⁴ The Horizon Europe contract for experts model will be used. If necessary, SIC may withdraw experts from evaluation duties. What constitutes a conflict of interest will be assessed according to the Horizon Europe rules.

| | | |
|--|------------------------------|-----------------|
| Final approval and award decision | Steering Committee | 1 week |
| Communication of results and acceptance of fellowships | Management Board | 1 week |
| Work contracts and relocations | Implementing partners | 4 months |

1.1.3 Evaluation Criteria

MERIT will have a **two-stage evaluation process: written and oral**. MERIT evaluation criteria will be inspired by MSCA-PF award criteria (excellence, impact, implementation) applying similar weighting factors. Evaluation scores will be awarded for each of the three criteria (see table below). All of the separate elements of each criterion will be considered by the evaluators in their assessment. The top ranked proposals will pass to the next stage, where candidate fellows will be invited for an oral interview.

Table 6: Criteria for the selection of researchers

| CRITERIA FOR RESEARCH PROPOSALS | | |
|--|---|---|
| Excellence | Impact | Implementation |
| Quality and pertinence of the project's research and innovation objectives (and the extent to which they are ambitious, and go beyond the state-of-the-art). | Credibility of the measures to enhance the career perspectives and employability of the researcher and contribution to his/her skills development. | Quality and effectiveness of the work plan and assessment of risks. |
| Soundness of the proposed methodology (including interdisciplinary approaches, the gender dimension and other diversity aspects if relevant for the research project). | Suitability and quality of the measures to maximise expected outcomes and impacts, as set out in the dissemination and exploitation plan, including communication activities. | Relevance, feasibility and benefit for the research project objectives of the planned secondment. Quality of the secondment choice in terms of at least one of the following principles: intersectorality, interdisciplinarity or international mobility. |
| Quality of the two-way transfer of knowledge between the researcher and the host. | Sustainability of the candidates' research project in the Region. Opportunities to continue the research through regional/international collaboration with relevant industry or academic sectors. | |
| Quality and appropriateness of the researcher's professional experience, competences and skills. | | |

CRITERIA FOR INTERVIEWS

Together with the invitation for oral interviews, candidates will receive the **Consensus reports** including comments and questions. The goal of the interviews is to assess the candidates' motivation for their research proposal, their capability to communicate effectively and their potential to lead a future team of their own. The interview will be held online and in English. To ensure **standardisation and objectivity** in the process, all candidates will have 30 minutes for the interview, including five minutes for the candidates' presentation about their research topic and motivations to come to the Czech Republic, and 25 minutes for questions asked by the members of the Interview Panel. There will be a fixed set of questions for each category and they will correspond to a weighted score (scoring 0-5).

| Scientific discussion | Communication ability | Potential for leadership |
|---|--|--|
| <ul style="list-style-type: none"> - Discussion following the questions raised in the Consensus reports - Discussion on the gender dimension /intersectorality in the research proposal | <ul style="list-style-type: none"> - Confidence - Clear and concise communication targeted to different audiences - Giving and receiving feedback | <ul style="list-style-type: none"> - Interest in coaching and mentoring or leading own research groups - Past experience with leading challenging projects |

Table 7: Overview of criteria, scoring, weights and threshold for oral interview

| Evaluation criteria | Scale | Criteria weight | Total weight |
|---|-------|-----------------|--------------|
| - Excellence | 0-5 | 50% | 70% |
| - Impact | 0-5 | 30% | |
| - Implementation | 0-5 | 20% | |
| Threshold for interview invitation | | 75% | |
| Criteria for interviews | Scale | Criteria weight | Total weight |
| - Scientific discussion | 0-5 | 50% | 30% |
| - Communication ability | 0-5 | 25% | |
| - Potential for leadership | 0-5 | 25% | |

Each criterion for the written and oral stage will be scored out of 5, including decimals. A weighted total score will be calculated based on the scores of the report from the **consensus discussion (70%)** and the scores of the **oral interview (30%)**. For the written part, each proposal will be remotely evaluated by three evaluators in an individual and independent manner. After carrying out their individual evaluation, the evaluators will join in a consensus discussion in order to agree on a common position, including comments and scores for each award criterion in a **Consensus Report**. For each proposal, one of the evaluators will be designated as the **Rapporteur** and will assume additional responsibilities in the evaluation phase (drafting of the Consensus Report, moderation of the remote consensus discussions). The discussion will be done through online platforms. The aim of the Consensus Report is to give a clear assessment of the proposal based on its merit, with **justification and clear feedback on the proposal's strengths and weaknesses**. The quality and consistency of the reports will be checked by the Chairs of each panel. **Those candidates that reach at least 75% in the written stage (but maximum 30 of candidates per call) will be invited for an interview**. For the oral part, the members of the Interview Panel will have access to the different Consensus Reports in order to ensure the consistency and equal treatment of the proposals. As the experts in the written phase, members of the Interview Panel will join in a consensus discussion after each interview to agree on a common position, including comments and scores for each award criterion, which will be formulated in a **Panel Report** that will contain a clear assessment on the candidate's skills and abilities.

For proposals with the same score, the following **sub-criteria** will apply:

1. Priority selection according to the scores they have been awarded for 1. Excellence, 2. Impact 3. and Implementation.
2. Assessment of the **secondments** and **gender dimension** in research proposals (reviewed by the Steering Committee and Diversity and Equality Committee).
3. The **gender balance** among the selected researchers will be taken into consideration.
4. Any further prioritisation will be based on **geographical diversity**.

1.1.3.1 Award decision, distribution of grants

According to the **Consensus Reports** and **Panel Reports**, the Programme Manager will prepare and present the final ranked list of projects 1) recommended for funding, 2) **reserve list**, and 3) not funded (proposals below the cut-off score) to the Steering Committee for their review and final award decision. There will be a **reserve list of up to 8 proposals per call**. The Steering Committee has the authority to request: a) a fourth review if there are major inconsistencies in the consensus report; b) a new application review if a potential conflict of interest is reported; c) a decision on the calculation of the average score when applications are evaluated by a fourth expert; d) the exclusion of proposals if they are not aligned to ethical and diversity principles. Those recommended for funding will be informed by the Programme Manager about an offer for a fellowship position at one of the Implementing partners.

1.1.4 Equal opportunities

MERIT will contribute significantly to strengthen European international competitiveness in the scientific field and improve working conditions for researchers at all levels of their career. The Czech central state authorities who serve as the founders of research and development institutions and others took the initiative to **respect and enforce the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers back in 2006⁵**. Implementing partners involved in MERIT will offer the fellows working conditions in line with those two documents. The **principle of non-discrimination** is also specified in the *Czech Labour Code*. Moreover, SIC and all Implementing partners have Ethic Codes or similar that ensure an equal opportunities policy. No researcher will be discriminated against based on **gender, age, ethnicity, nationality or social origin, religion or belief, sexual orientation, language, disability (both physical and mental), political opinion, or social or economic conditions**.

- **At the Programme level:** SIC created and nominated the members of the **Equality and Diversity Committee** to address diversity aspects and inclusion and the respect of people of different racial ethnic groups, ages, sexual orientation, gender identity, etc. SIC also nominated an **Ombudsperson for MERIT** who will individually address and solve any issues raised by fellows, including the issues connected to diversity and equal opportunities.
- **At the level of the dissemination of the calls:** MERIT will be open to **any postdoctoral researchers around the world** provided they comply with the mobility rule. **All candidates** will have **equal conditions** of access to information about the Programme on the MERIT website and professional support staff will be available to them. One of the roles of the **Equality and Diversity Committee** will be to **review the call documents and procedures** in order to prevent **any kind of unconscious bias**. MERIT will support and welcome **researchers at risk** (see different panels including Researchers at risk in Table 3). The calls will be advertised in the **Science4Refugees** initiative on the EURAXESS portal and through the network of NGOs and other partners of the **Inspireurope** project. SIC will advertise calls widely, explicitly promote **diversity**, and encourage **women** to apply by highlighting the number of female researchers already employed in some of the Implementing partners and by demonstrating how the gender balance and diversity in a fellowship cohort might have a long-lasting transformative impact.
- **At the evaluation and selection level: Briefing** on how to avoid an **unconscious bias** based on gender, age, race, nationality or health (both physical and mental) will be a **mandatory** experience for the members of all selection committees. SIC will use, to the extent possible, **diversity among evaluators** for each evaluation (see 1.1.2.2). To determine the prevalence of gender/diversity, the Management Board will monitor e.g. the percentage of women candidates/selected researchers in MERIT, the percentage of women in selection committees/evaluators, etc. Fellows will be selected following an open, transparent, merit-based, impartial and equitable selection procedure, based on international peer review. The main criterion for recruiting the fellow under MERIT will be his/her professional skills and experiences.
- **At the implementation level:** SIC will take all measures to **promote equal opportunities between women and men** in the implementation of MERIT aiming, to the extent possible for a gender balance at all levels. MERIT is committed to offering working conditions and a culture that allow women and men to have equally fulfilling careers and to equally value the aspirations and needs of women and men. Implementing partners ensure the appropriate conditions for **working parents with small children** (kindergartens) and workplace **accessibility for people with mobility impairments**. **Part-time fellowships** (at least 50%) in justified cases for family or

⁵ Resolution of the Government of the Czech Republic No 951 from 16th August 2006 about recognition of the European Commission's recommendation on the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers

professional reasons will be allowed in order to ensure equal opportunities to working parents with small children (given the fact that in science longer breaks can have a devastating impact on a scientific career). Regarding salary conditions, the Programme will offer **motivating Family Allowances** in order to encourage the arrival of whole families to the Region. Implementing partners possess advanced equipment and top-class infrastructures and will ensure **full Open Access** for the recruited researchers to the background and results needed for their training and research activities under MERIT. SIC will apply for Special Needs Allowances in the case of researchers with disabilities selected within MERIT. SIC will also do its best to meet the **needs and requirements** (as reasonable adjustments) for people that might require assistance due to their **gender, age, ethnicity, nationality social origin, religion or belief, sexual orientation, language, or their condition of disability (both physical and mental), political opinion, social or economic situation.**

1.1.5 Appointment conditions of researchers

Table 8: Amounts provided to researchers and hosting organisations

| Cost categories | EU contribution (EUR/person-month) | Total cost = EU contribution + own resources (EUR/person-month) |
|-------------------------|------------------------------------|---|
| COFUND allowance | 3 980 | 3980 |
| Mobility allowance | | 200 |
| Family allowance | | 500 |
| Travel allowance | | 300 |
| Research costs | | 400 |
| Training | | 300 |
| Management costs | | 870 |
| Indirect costs | | 100 |
| Number of fellows | | 30 |
| Number of fellow months | | 900 |
| Total amount | 3,582,000 | 5,985,000 |

Amounts for the benefit of the researchers:

COFUND allowance: €3,980 per month. It covers the salary, social security, contributions, taxes and other costs included in the remuneration. This amount will be taxable.

Mobility allowance: €200 per month. It is provided to compensate for the cost of the required personal and household relocation of the fellow and his/her dependents. This amount will be taxable.

Family allowance: Up to €500 per month. This will be paid if the researcher has family obligations (under the same conditions as defined in the MSCA Work Programme, p. 84) and will be two-level (€250 for researchers with family obligations not including children; €500 for researchers with family obligations including children). The amount was calculated based on the knowledge of the local environment (e.g., private English school fees) to motivate researchers to relocate to the Region with the whole family. This amount will be taxable.

Travel allowance: €300 per month. It covers travel expenses for training/events, workshops, conferences, etc. This amount will not be taxable.

Research costs: €400 per month. It covers research-related materials and small equipment purchases.

Training in transferable and research skills: €300 per month. It covers costs for both training in research and transferable skills and coaching/mentoring.

1.1.5.1 Employment conditions and comparison of the proposed working conditions through the Programme with the regional and national ones

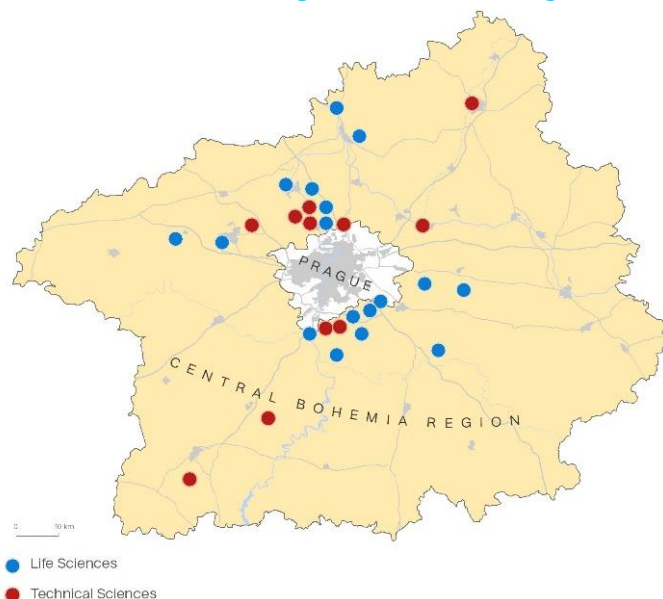
The researchers' cost was calculated at **€5,680/person/month**. Out of this amount, direct remuneration for selected researchers will be **€4,980** (including COFUND, mobility, family and travel allowances) and **€700** will cover research and training costs, also for the benefit of the fellows. The Programme salary conditions are therefore **highly competitive** with regard to living costs in the Central Bohemia Region and Prague and with regard to the average postdoctoral researcher's salary in the Czech Republic, which is approximately **€1,200/person/month**. The MERIT programme offers even more competitive salary conditions than **MSCA-PF for the Czech Republic**, which is **€5,278/person/month**. Moreover, MERIT fellows will benefit from excellent training programmes in research and transferable skills and from other career development opportunities (see 1.3) as well as interdisciplinary research options, intersectoral exposure and international networking opportunities (see 1.2.2), which exceed the regular career opportunities in the research centres of the Central Bohemia Region or the Czech Republic.

The fellows will be recruited by the Implementing partners under the relevant **employment law with full social security and health security coverage**. In the Czech Republic, the employment contracts imply sickness, parental and unemployment benefits. No additional commercial health insurance is necessary. Depending on the Implementing partners' practice, other benefits may also be provided to the fellow, such as contributions to pension funds, provisions for annual and sickness leave, etc. Some Implementing partners offer **accommodation** in the premises they themselves own. **All work contracts will be concluded in English. The funding to fellows will be paid on a monthly basis.**

Central Bohemia, where the Implementing partners are all located, is the largest and the most populous region of the Czech Republic, situated both in the heart of Europe and the Czech Republic. Its administrative centre is in the Czech capital city of [Prague](#), which lies in the natural territory of the Region. However, the city of Prague is **not part of** the Region but is a region of its own (see the map below).

In general, the workplaces of Implementing partners recruiting fellows are located in **quiet rural areas** of the Region surrounded by scenic landscapes but also in **proximity of the capital city of Prague**, with possibilities for an active international social and cultural life. There are **great train or bus connections across the Region**, with international lines to many European cities, affordable accommodation and good infrastructure (e.g., high-quality medical care accessible for everyone, kindergartens/schools for children including international ones). In conclusion, fellows will benefit from high-quality working and living conditions in the centre of the Czech Republic, which ranks as **the 9th safest country in the world**⁶. With a constantly **low unemployment rate** and **labour shortage**, the Region offers great job opportunities not only for international researchers, but also for their **family members**.

Figure 2: Central Bohemia Region and some of its figures⁷:



- 1.398 million inhabitants, 11,000 km²
 - Central Bohemia and Prague region represent **50 % of R&D capacity of the Czech Republic**
 - Number of researchers (3,968 in 2020) constantly growing each year
 - **Unemployment rate 2.9 %** (11/2021)
 - **33 research organisations** focused on technical and life sciences, 15 of them participating in MERIT
 - A strong industrial tradition with the automotive, engineering, food processing and chemical sectors being of key importance
- (sources: Eurostat and Czech Statistical Office, SIC)

All MERIT fellows will benefit from the **regional Welcome Office support** (a programme existing since 2018). The services are divided into “before arrival” and “after arrival”. **Before arrival:** it is intended to help researchers with procedures before entering the Czech Republic, in cooperation with [EURAXESS Prague](#). Researchers, especially non-EU researchers, will be informed about the scientific VISA procedure and will be supported in order to obtain all the necessary documents for the VISA application process **in due time**. In addition, fellows will obtain all practical information necessary to them and their family members for their life in the Central Bohemia Region, tips/advice on how to find **suitable accommodation** or **schools for children**. **After arrival:** fellows will be supported in their **communication with the authorities** and will be invited to join **regular International Researcher Meetups** organised (since 2020) by the Welcome Office, which are very popular among the foreign researchers living in the Region. Fellows will have an opportunity to attend free **Czech language courses** provided by the national NGOs and EURAXESS. Besides that, fellows will benefit from the support of the **institutional welcome offices** within the HR departments of each Implementing partner. Before a fellow is recruited, the **HR department at the host institution** will familiarise fellows with national regulations and provisions concerning social security and pensions, provisions for maternity/parental leave and answer any of the fellows’ questions regarding their work contract and affiliation to the institution.

1.2 Quality and novelty of the research options offered by the Programme

1.2.1 Excellence of the research programme

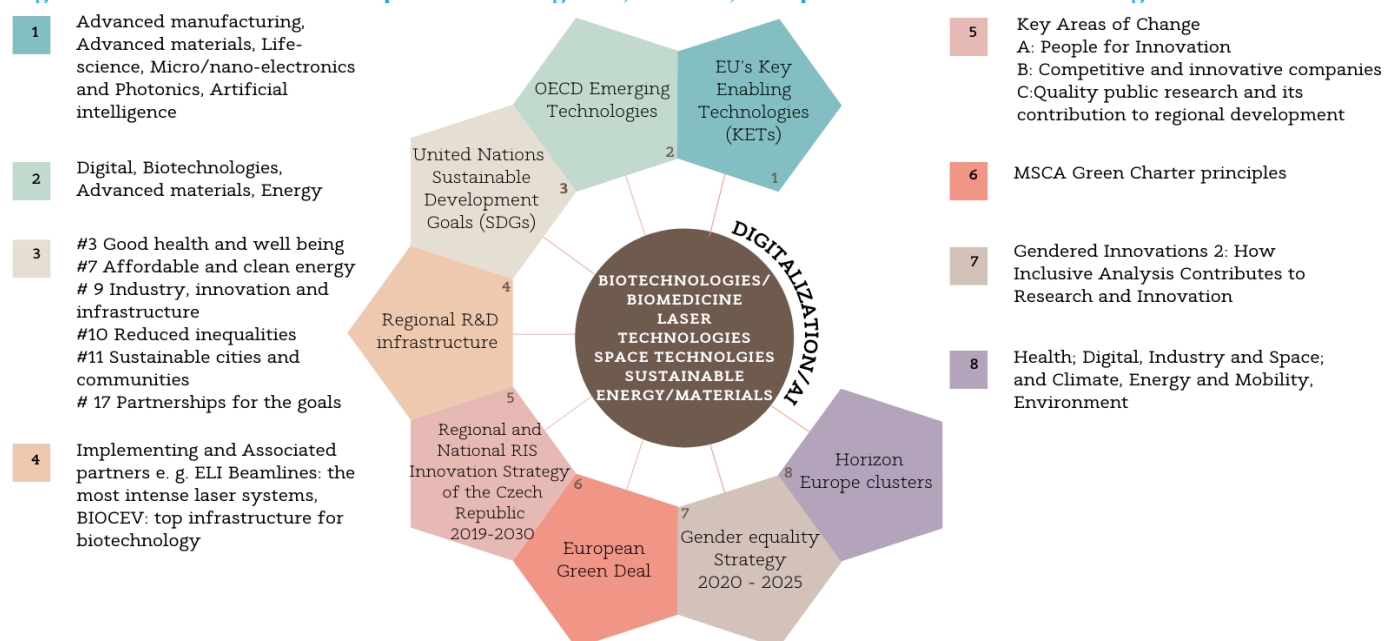
MERIT is an excellent research mobility programme offering a **wide range and quality of research options** in terms of research infrastructure, equipment, research teams/projects and disciplines. The uniqueness of the Central Bohemia Region is in its **great diversity** in research, innovation and technology, which creates the ideal ground for **interdisciplinary and intersectoral research**. MERIT research and training options will be ensured by the engagement and commitment of 15 Implementing partners (regional research organisations) and 36 Associated partners from non-academic (private and public) and academic sectors. MERIT sets up application areas which range among the most promising technologies for the future and are in line with the RIS3 of the Region:

⁶ The Global Peace Ranking 2021.

⁷ The dots on the map indicate research organisations located in the Region.

Biotechnologies/Biomedicine, Laser technologies, Space technologies, Sustainable energy/Materials and Digitalisation/Artificial Intelligence (which is a cross-cutting area because the research options offered within Digitalisation are always combined with some of the other application areas). The choice of these areas was based on the strategies at the regional, national, European and global level, including **Horizon Europe clusters from Pillar II (top-down approach)**. On the other hand, also the research **infrastructure and technical resources of the Region** offers fertile land for MERIT areas (**bottom-up approach**): the most intense lasers in the world in ELI Beamlines or the largest institute for phenogenomics in Central Europe in BIOCEV are good examples (see Figure 3). Digitalisation/AI is reinforced by the presence of the Brain4Industry **Digital Innovation Hub** (the national candidate for the European Digital Innovation Hub) and the prg.ai hub in artificial intelligence as an Associated partner of MERIT. Moreover, one of the Implementing partners is the leader of the H2020 RICAIP project to build the European Centre of Excellence for Industrial Robotics and Artificial Intelligence.

Figure 3: MERIT areas and compliance with regional, national, European and international strategic frameworks



MERIT is unique, among other mobility programmes, because the Beneficiary of MERIT is a **Regional Innovation Centre**, as the coordinator of the wide network of Implementing and Associated partners which will host selected researchers. SIC has the deepest knowledge of the regional innovation ecosystem and a close connection with the key stakeholders representing non-academic and academic sectors. It is the **leader of the Regional Innovation Strategy for Smart Specialisation (RIS3)** of Central Bohemia and, due to this strategic overview will create **synergies** between MERIT and other already existing regional programmes, initiatives and funding schemes. SIC is the designer of new regional programmes to boost the regional economy and its transition to Industry 4.0 while respecting the principles of sustainable development. In the last six years, SIC has fostered a **successful and trustworthy network of research and industry partners** at regional, national and international levels which will serve as a perfect **innovation ecosystem** for the implementation of the MERIT programme and it makes the Regional Innovation Centre the ideal COFUND programme leader in terms of **intersectoral, interdisciplinary, international and novelty** elements.

The Implementing partners are e.g. **large research infrastructures** with significant international overlaps and top-class equipment, **2 European Centres of Excellence BIOCEV** (Biotechnology and Biomedicine Centre of the Czech Academy of Sciences and Charles University) and the pan-European project ELI Beamlines, in addition to **4 other new infrastructures** (funded from ERDF in the programming period 2007-2013). On the other hand, there are **long-established institutes** with rich histories and achievements such the Astronomical Institute (dating back to 1898), hosting one of the European ARC nodes of the international ALMA project.

The privileged position in the vicinity of Prague also makes the Region an attractive location for the **private sector**. Seventeen branches out of the top 100 **European investors in R&D** are located in the Region, e.g., VOLKSWAGEN (ŠKODA), HELLA, CONTINENTAL or VALEO (one of the Associated partners). These corporations and other multinational companies such as RIGAKU (X-ray and Space), expanding local SMEs, e.g., LINET (the global leader of smart hospital beds exporting to 100 countries), BEZNOSKA (Healthcare) and **new businesses, incubators, start-ups**, e.g., DIANA Biotechnologies represent other potential career opportunities for the fellows. The fellows will benefit from the **already-existing network of academic institutions and businesses connected** for interdisciplinary research, and to carry their intersectoral collaboration. MERIT aspires to support **individual-driven research projects** with a **strong application** focus. In addition to **international networking, interdisciplinary exposure** and

career development, fellowships will also include **intersectoral secondments** and industry networking events such as speed dating or hackathons in cooperation with the stakeholders from industry mentioned above.

1.2.2 Quality of the research options in terms of interdisciplinary research options, intersectionality and international networking

1.2.2.1 Interdisciplinary exposure

MERIT offers a **real variety and diversity of research programmes** (see Table 9 below). These research programmes are offered by the 15 Implementing partners based on the **application areas** set up by MERIT and are composed of multidisciplinary research teams. **Interdisciplinarity** will be ensured because MERIT candidates will freely choose among these options and formulate their **own research topics** connecting several research disciplines.

Table 9: Research options of MERIT

| Main MERIT area | Examples of research programmes offered by 15 different Implementing partners | Main HE clusters synergies |
|--|---|--|
| Biotechnologies/ Biomedicine | Structural Biology and Protein Engineering (Structural biology of signaling proteins, Structural proteins and their complexes, Molecular Interactions of Anti-cancer drugs, Protein Structure Characterization by Advanced Mass Spectrometry), Development of Diagnostic and Therapeutic Procedures (Molecular Pathogenetics), Molecular Ecology, Cell Signaling, Experimental Neurobiology, Translational Neuroscience, Biotechnological Use of Algae, Biomonitoring and Water Treatment, Plant Biodiversity and Evolution, Environmental and Isotope Geochemistry | Health Cancer Biodiversity Environment Environmental observation |
| Laser technologies | Advanced Laser Development (Thin Disk Lasers and Nonlinear Optics, High-Energy Slab Lasers), Industrial Laser Application (Laser Shock Peening, Laser Induced Damage Threshold, Efficient Laser Micromachining), Scientific Laser Applications (Laser Matter Interaction, Laser Material Processing, Nanomaterials, Mid-IR and Bio-applications, Ultrafast Photonics), X-Ray Sources, Particle Acceleration, Ultrahigh Intensity Interactions, Development of new laser technologies (DPSSL technology, Nonlinear Laser Amplification, Petawatt Lasers) | Industrial research and innovation |
| Space technologies | Solar Physics - Physics of solar flares and prominences, Structure and dynamics of the solar atmosphere, Heliosphere and space weather, Solar Radioastronomy, Stellar Physics - Physics of Hot Stars, Extrasolar Planet Research, High Energy Astrophysics, Interplanetary Matter, Galaxies and Planetary Systems, Spatial Sciences in Ecology and Environment, Geodesy and Geodynamics (Development of multi-GNSS products) | Space (including earth observation) |
| Sustainable energy/ Materials | Architecture and the Environment, Energy Systems in Buildings, Materials and Structures, Indoor Environmental Quality, Complex flows in turbines for efficient power generation, Turbulent flows above terrain for improved exploitation of wind energy, Pollutant dispersion studies, Enhancement of efficiency in cooling applications, Nuclear Research (Nuclear Safety, New Technologies Development, Research Reactors, Environmental Protection, Material Research), Hydrogen Technologies | Energy Climate-neutral and smart cities Climate action |
| Digitalisation/AI (combined with some of the areas above) | GIS and Remote Sensing, Biomechanics and Assistive Technologies, Information and Communication Technologies in Medicine, Artificial Intelligence in Medicine, Data Science in Medical Environment, Virtual Reality in Neurosciences, Hydrological and Climate Variability, Laser scanning technology and metrological traceability, Control and Monitoring of Intelligent Buildings | Space Artificial intelligence and robotics |

All MERIT fellows will be able to develop core and advanced research skills **within and beyond their own disciplines** with regard to the scientific fields of the Implementing partners. The Implementing partners have the capacity to work with **multiple disciplines and approaches** and provide a perfect environment to **interconnect research disciplines** and even **combine research areas** set up by MERIT. This can be demonstrated on some of the already-existing research problems they address, such as *AI applications to medical data analysis*, *Human-Robot Interaction*, *Ergonomics and workload* which relates to Biotechnologies and Digitalisation; *Creating high spatial resolution maps of microclimates* which relates to Space technologies and Digitalisation. They also cooperate at an inter-institutional level on challenging projects requiring multidisciplinary approaches, profiles and equipment.

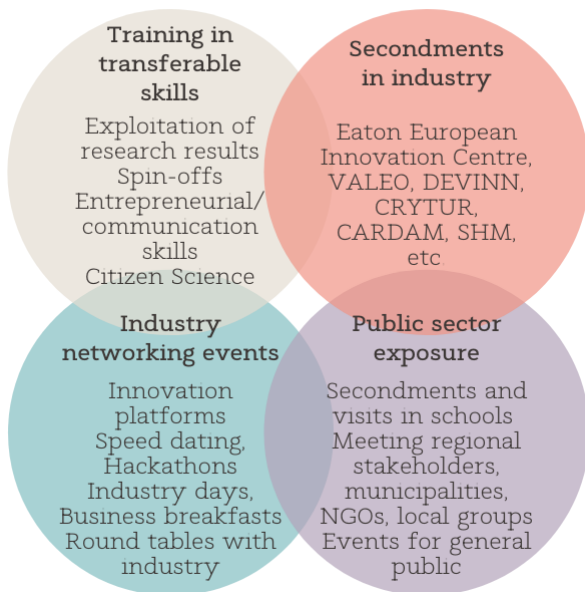
The Central Bohemia Region, thanks to its research infrastructures, but also due to its geographic location, provides the **perfect environment** for **multidisciplinary and interdisciplinary research**. For example, the Region hosts an innovative interdisciplinary project **Hydronaut** (one of the Associated partners for secondment), supported by ESA-BIC, that includes interdisciplinary research (hyperbaric medicinal and psychological research, development and testing of technology and space agencies training).

All Implementing partners are located in proximity to one another and, due to the high concentration (33 research organisations located on 11 000 km²), they cooperate closely with each other. Moreover, the capital city of Prague is the location of many other universities and research organisations, creating a natural knowledge corridor.

In addition, the **Supervisory Board** of MERIT (see 1.4) composed of supervisors, co-supervisors and directors from Implementing and Associated partners, will be also **multidisciplinary**.

1.2.2.2 Intersectoral exposure

Figure 4: Intersectoral exposure of fellows (examples)



Secondments will be an integral and **mandatory** part of the fellowships. Their conditions and major benefits are described in section 1.1.1.3. Fellows will benefit from the **great variety of secondment options** in the **non-academic sector** (private or public) offered by the project consortium. In total **22 non-academic** institutions have already become **Associated partners** of MERIT at the proposal stage. They include regional branches of **large multinational companies** (such as Eaton, VALEO), **local SMEs** (such as DEVINN, CRYTUR), **innovation centres, start-ups/spin-off** and **incubators** (such as prg.ai) and even **3 local high schools** (public sector exposure).

Fellows will be employed by the Implementing partners which have established **strong collaborations with national and international partners from the industry**. Some of them are strongly oriented to generate applied results (e.g. HiLASE [laser applications for high-tech industry](#)) and cooperate closely with stakeholders both

from the **private and public sectors** (e.g., [Smart City solutions for regional municipalities](#)).

SIC will provide multiple joint **training sessions in transferable skills** to all fellows, encouraging the **application of research results**, including workshops with local SMEs, spin-offs, etc. (see 1.3.).

Industry networking events will be organised by SIC and partners of MERIT in cooperation with other partners from the private and public sector. For example, **speed dating** and **matchmaking events** (events already organised by SIC) will bring together researchers and partners from industry. Moreover, SIC will also organise meetings of fellows with representatives from the **public sector**: the regional government, municipalities, schools, etc.

Moreover, the **application of research results** generated from MERIT can be potentially supported by **regional funding programmes** (e.g., INO:EX programme and Creative vouchers for research organisations, see section 0 – General description of the Programme) engaging research with industry, administered by SIC. These successful financial instruments have funded more than 100 innovative projects linking regional SMEs or start-ups with a partner from academia. SIC will promote the open calls among the fellows, their supervisors and regional business partners in order to enhance the sustainability of the research.

Lastly, the **Steering Committee**, which will review the secondments in the industry, be part of the Interview Panel and be the highest decision-making body of the selection process (see 1.1.2.1), **is also intersectoral**, since its members come from academic and non-academic sectors (public and private organisations).

1.2.2.3 International networking

Mandatory transnational mobility requirements (a minimum of 3 events outside the Czech Republic - see 1.1.1.3) **will be essential** to the process of integrating an international, intercultural, and global dimension into the fellows' career development. Fellows will be able to participate in prestigious international conferences, seminars, symposiums, congresses and workshops, with respect to their scientific disciplines, together with their research teams, e.g. *EMBO Symposium Microtubules: from atoms to complex systems* in Germany (see Table 11 for others). In order to promote the opportunities for transnational mobility, **SIC will regularly post on the MERIT website** and email the supervisors and fellows about the most relevant events happening around the world where fellows will be invited to participate.

The Programme will also provide **secondment opportunities in at least 11 other countries** than the Czech Republic (inside and outside Europe) thanks to the network of **15 international Associated partners** which have already joined the consortium at the proposal stage, e.g., DE.TEC.TOR. company (IT), Luleå University of Technology (S), Medical University Innsbruck (AUT), Queen's University Belfast, Centre for Plasma Physics (UK), Wrocław University of Environmental and Life Sciences (PL), University of Washington (U.S.A.), Tecnológico de Monterrey (MEX) and others.

All Implementing partners offer an **international environment** where researchers from all over the world (from Europe, the Americas, Asia, etc.) already work in cooperation with Czech researchers. One of the Implementing partners, ELI-Beamlines, is the statutory seat of the newly established [ELI-ERIC](#) consortium.

International networking will be enhanced by regular [International Research Meetups](#) organised 2-4x per year (from 2020) by SIC within the **regional Welcome Office** programme, bringing together researchers of different origins, nationalities, ages, backgrounds or scientific disciplines from all research institutions across the Region.

1.2.3 Open science practises

The Open Science policy of MERIT will be in line with Horizon Europe principles (Open Access policy and recommended guidelines - [Horizon Europe Programme Guide](#), national policy - [Open Access in the Czech Republic](#)). Mandatory as well as recommended Open Science practises will be applied. As part of the Welcome package, SIC will prepare a **practical Handbook for MERIT fellows** to provide them with useful information and templates related to Open Science. During fellowships, researchers will receive **mandatory training in Open Science** tackling Open Science components (Open Source, Open Access, Open Infrastructure, Open Methodology, Open Data, Citizen Science etc.) and how to ensure Open Access to scientific publications and research data in Horizon Europe. Open science practises of the Programme will include the following:

- MERIT will ensure research outcomes accessible without paywalls. The choice of venue for publishing will be done based on its Open Access policy: only Gold Open Access journals or transformative journals committed to transform into fully Open Access journals will be targeted. All of the publications will be also uploaded to either a general repository such as ZENODO or a discipline-specific repository trusted in a given research field such as bioRxiv, medRxiv, Arxiv. The upload will take place at the latest on the date of publication. Special attention will be paid to the copyright conditions set by the journals to ensure that the articles are published under open licence CC-BY (4.0) or a similar license in order to allow commercial use of the results. MERIT will ensure the **early and open sharing of research, research data management** (see 1.2.4), **reproducibility** of research outputs, provision of **Open Access** to research outputs (publications, data, software, models, algorithms, and workflows) and participation in **open peer-review**.
- **Citizen Science practises:** Since MERIT will be coordinated by a Regional Innovation Centre, there will be significant involvement of **citizens** in the research projects enabling joint collaborations between researchers and citizens (e.g., volunteers will be able to collaborate with fellows to collect research data using their mobile devices). This will be ensured by several means: 1) Special **Citizen Science workshops** including co-design and co-creation activities with citizens and end users (as part of transferable skills training sessions); 2) **Visits/secondments in high schools** where projects will be discussed with students enabling their engagement and empowerment; 3) **MERIT Innovation Days** where key stakeholders will be invited so that the fellows' project processes and results can be presented and have an impact on improving public policy, an essential goal in Citizen Science; 4) **Promotion** of national Open Science initiatives (such as *Open Science of the Czech Academy of Sciences*, offering up to 1 year high school student internships in research organisations or events for the public), where several Implementing partners already participate.

1.2.4 Research data management and management of other research outputs

Research data will be managed in compliance with FAIR (findable, accessible, interoperable and re-usable) principles and the principle "As open as possible, as closed as necessary". As stated above, MERIT will ensure **open access to peer review research articles and publications** and, in line with that also **to research data generated within the MERIT projects** following Horizon Europe's Open Access policy. The subsequent principles will be followed:

- Certified trusted repositories or disciplinary and domain repositories endorsed by the research communities and recognized internationally (e.g. ZENODO, or a suitable repository to be found through OpenDOAR, ELIXIR or Registry of Research Data Repositories) and online tools such as [DMP online](#), Argos or [Data Stewardship Wizard](#) and software and tools for research data and metadata management (GIT, JupyterLab, [RDMkit](#), etc.) will be recommended.
- **Standardised metadata framework:** including publication, author, title, date of publication, publication venue, project name, acronym and number, licensing terms, persistent identifiers for the publication, and the authors involved.
- Fellows must **develop their Data Management Plans (DMPs)** within 6 months of starting research projects. **Templates for the DMP** (Funding and Tenders portal of the EC) will be used. In the DMPs, fellows need to describe how they will 1) make data findable; 2) make data accessible; 3) make data interoperable; 4) increase data re-use and 5) how they will ensure data storage, protection and curation. They will also detail what kind of research data their project will generate, specify what research data will be open and which will be opt-out (with justification), whether and how it will be exploited or made accessible for verification and re-use. DMPs will be **part of the progress reports** submitted to the Steering Committee (SC) and therefore will be **reviewed every 6 months**.

1.3 Quality, novelty and pertinence of the research training programme

1.3.1 Overview and content structure of the postdoctoral training programme

In order to develop the skills of new generations of scientists and meet the industry and research organisations' needs, **an ambitious combination of core and advanced research skills and transferable skills training** will be offered aiming at career development and a **mutual transfer of knowledge** between fellows and their host institutions. The training programme will consist of:

- **Core and advanced research skills:** The corresponding supervisor (from the Implementing partner) and co-supervisor (from the Associated partner) will define the requirements together with the fellow. Development in **advanced** research skills **within** the MERIT fellows' discipline/s and of **core** research skills **beyond** the fellows' discipline/s will be ensured.
- **Transferable skills:** Will be offered as joint training sessions to all MERIT fellows and will provide **international networking** and **interdisciplinary experience** to them. Sessions will be organised by SIC (by the Career Development Manager) and provided by the subcontractors/experts of SIC or Implementing/Associated partners. SIC will require the **mandatory participation** of fellows during their fellowship in **at least 4 training sessions** in transferable skills (minimum 32 hours) from the list in Table 10, with the **Open Access course being mandatory**. The wide range of transferable skills will be mainly oriented on innovation, commercialisation and technology transfer and reflect the **most current trends**, such as **citizen science**, **crowdfunding** as one way to finance a research project, an emphasis on communication, entrepreneurial spirit and even **co-creation** or **maker culture**, which include digital fabrication, critical thinking and rapid prototyping. One of the transferable skills training sessions will focus on how to include the **gender dimension** in individual research projects in different disciplines (especially from technical and life sciences, which are relevant for MERIT).
- In addition, all fellows will attend **mandatory security training** (see part B2, 4. Ethics).

The MERIT training programme is based on the [Researcher Development Framework](#) (RDF) and its 4 domains of development (Knowledge and intellectual abilities, Personal effectiveness, Research governance and organisation, Engagement, influence and impact). This tool is already used by supervisors from the Implementing partners that recommended it as an example of best practice. The training programme boosts the principles of **interdisciplinarity**, **international networking** and **mainly intersectorality**, encouraging the **application of research results**.

Table 10: Career development programme for fellows

| Core and advanced research skills | Format / time |
|--|---|
| Advanced research skills within the researchers' own disciplines. Example (from Biotechnology): <i>Heterologous protein expression and their in vitro biochemical, biophysical and structural characterisation.</i> | training through research (fellowships and secondments) |
| Core research skills beyond the researchers' own disciplines by meeting and working with other research teams from various departments/labs at Implementing/Associated partners. Example (from Energy): <i>Contribution to the development of advanced mathematical models.</i> | |
| Transferable skills: Title / description of training outcomes | Format / time |
| Open Science/Open Access: What are Open Science elements (Open Source, Open Methodology, Open Data etc.). How to ensure Open Access to scientific publications and research data in Horizon Europe, FAIR data management. | mandatory seminar 8 hrs |
| MSCA Green Charter: How to include green deal principles in research (reduce, reuse and recycle, use less paper, green purchasing for project-related materials, sustainability of project events, etc.). | workshop 8 hrs |
| Gender dimension in research: How to include the gender dimension and other intersectional categories (such as age, ethnicity, etc.) in individual research projects in different disciplines. | seminar 8 hrs + consultations |
| Leadership skills: Adopting problem-solving, leadership, critical-thinking and interpersonal skills. | workshop 8 hrs |
| Public engagement/Citizen Science: Adopting basic Citizen Science skills. Importance and channels; presentation skills, dealing with nervousness, unexpected questions, rehearsing, etc. | workshop 8 hrs |
| Citizen Science workshop: Adopting co-creation and design thinking skills for innovation and rapid prototyping (human-centred Maker method aligned to the UN Sustainable Development Goals). Analysis and prioritisation of key problems in the region according to the national strategic agenda. Development of functional prototype solutions according to local technological infrastructure. | 3-day workshop in local high school |
| IPR Management and Patenting: Learning about the legislative framework in the Czech Republic and Europe, principles of the Code of Practice annexed to the Commission. Management of IP in knowledge transfer activities. | workshop 8 hrs |
| Funding opportunities/Grant writing: How to write a successful application in EU/national funding programmes (based on an expression of the fellows' interest). Adopting basic project management in research . | workshop 8 hrs |
| Crowdfunding: How to crowdfund scientific research, how to find the right platforms, investors, including preparing an elevator pitch for investors. | workshop 8 hrs |
| Exploitation of research results: How to exploit research results with an emphasis on applied research and commercialisation (market validation, product or service commercialisation, patent licensing, contractual and collaborative research, spin-offs, etc.), national and European legislation. | workshop 8 hrs |
| Spin-offs: How to create academic spin-offs, legislative framework, administrative and mental barriers and how to overcome them. | workshop in local spin-off |
| Entrepreneurial/Communication skills: Adopting skills to effectively present research results to partners from the business sector (elevator pitch, business language); how to find an appropriate business partner. | workshop 8 hrs |

In addition to the sessions mentioned above, the fellows will attend and actively participate in many network-wide training events or conferences taking place in different countries all over the world and covering all MERIT application areas. The table below shows examples of them. All the events are regularly attended, organised or co-organised by the Beneficiary or MERIT Implementing/Associated partners.

Table 11: Main Network-Wide Training Events and Conferences and Contribution of the Beneficiary/ Partners

| Main Training Events & Conferences | Lead Institution | Acton Month (<i>estimated</i>) |
|---|---|-------------------------------------|
| EMBO Symposium Microtubules: from atoms to complex systems | EMBL Heidelberg, Germany | 6/2024, 26 |
| ASMS Conference, Houston, TX, U.S.A. | American Society for Mass Spectrometry, USA | 6/2024, 25, 26 |
| Fibroblast Growth Factors in Development and Disease | Gordon Research Conference | 5/2025 |
| EORTC-NCI-AACR , International symposium on molecular targets and cancer therapeutics | European Organisation for Research and Treatment of Cancer | 10/2024 |
| SPIE (Society of Photographic Instrumentation Engineers) conferences | Society of Photographic Instrumentation Engineers, USA | 1/2024,25, 26 |
| ELI Summer School . Annual event for high school students to provide young scientists with a comprehensive overview of the generation and application of intense laser pulses | ELI Beamlines (of the Implementing partners), Czech Republic | 8/2024, 25, 26 |
| Industrial Laser Applications Symposium (ILAS) | Association of Industrial Laser Users | 2024 |
| Advanced Solid State Lasers conference | OPTICA, USA | 10/2024 |
| International School & Symposium for Space Simulations | Uni Kobe, Japan | 2025 |
| General Assembly of International Astronomical Union | International Astronomical Union | 8/2025 |
| CISBAT Lausanne | EPFL Lausanne, Switzerland | 9/2024 |
| International Building Physics Conference (IBPC) | Ryerson University, Toronto, Canada | 5/2024 |
| FABx Conference FAB2024 . Held under the auspices of The Fab Foundation (founded at MIT) | Network of FabLabs in the Czech Republic, co-organised by SIC | 5/2024 |
| International Cartographic Conference (ICC) | International Cartographic Association | 8/2025 |

1.3.2 Role of non-academic sector in the training programme

The training programme was developed **guaranteeing the involvement** of academic and non-academic employers for skills development. The role of the non-academic sector in the training programme is therefore **fundamental**. Part of the core and advanced research skills will be developed at the premises of Associated partners, which are represented mostly by SMEs. **All transferable skills training sessions** will be organised by SIC, which is an NGO with close connection to the regional government and to the private sector (large companies, regional SMEs, incubators, start-ups and spin-offs). Other local non-academic actors will also be involved in the training.

Novelty: In addition to the career development in research and transferable skills, fellows will also benefit from individual **coaching** in three potential key areas of development (see 1.4.1 for more details). Coaching will be provided by **experienced counsellors, mentors, coaches and experts coming from industry** who have already worked closely with SIC through other existing programs. SIC will carefully choose the appropriate coaches for the fellows based on personal meetings with the fellows, after identifying their specific needs.

1.4 Quality, novelty and pertinence of the supervision, career guidance and career development arrangements

1.4.1 Supervision arrangements

Supervision arrangements in MERIT are designed as **joint initiatives**. Each fellow will have **one primary supervisor** appointed by the Implementing partner and **one co-supervisor** appointed by the Associated partner (for the secondment). The profiles of the supervisors and co-supervisors will be presented on the MERIT website. The co-supervisors for the secondment will be identified **by the start of the secondment** and named in the secondment agreement between the Implementing and Associated partners.

The core role of the **supervisors** in all partner organisations will be to **closely cooperate with the fellow on his/her research project** during the fellowship, in line with the *MSCA Guidelines on Supervision*. The supervisor will be in close contact with the fellow, working together to develop the research project and to ensure the adequate progress of the research tasks and plan. These tasks will require intensive communication not only in the fellow-supervisor relationship, but also between the fellow and other research group members, and staff from other organisations and institutions, whether academic or non-academic. The supervisor will also help the fellow with **networking and getting new contacts among researchers and commercial users** in a given field. The supervisor will **assist** with publications, monitor and guide him/her through the process of professional and personal development. The supervisor will be the **mentor and the scientific leader** of the fellow and will help the fellow to **develop his/her core and advanced research skills**.

Novelty: While fellow researchers will get scientific supervision from their supervisors at Implementing and Associated partners, the Programme will offer, to all fellows, **mentoring/coaching in three potential key areas of development** (see below) provided by experienced counsellors, mentors, coaches and experts.

- Life coaching for researchers** designed to support researchers to achieve their personal potential, especially to balance mental health and overcome academic challenges, focused on time and stress management.
- Leadership/career mentoring/coaching** for those who want to focus on leadership skills and/or become **principal investigators** (how to create a good working team, how to finance their own research project, how to become a future mentor/coach, etc.).

- Business** mentoring/coaching for those who want to create their own business or commercialise their research results (using several tools, such as Innovation Due Diligence®, good practice adopted by SIC from the Luleå University of Technology in Sweden, one of the Associated partners of MERIT).

Supervisors, co-supervisors and mentors/coaches will form a **Supervisory Board** and will **meet annually** to share the progress of the research projects before submitting the progress reports to the Steering Committee (SC). Additionally, the Supervisory Board will be invited to MERIT dissemination and communication events (see 2.3).

Career Development Plan (CDP): The CDP will be designed at the beginning of the fellowship jointly by the fellow and his/her supervisor/co-supervisor and supported where possible by the mentors/coaches. Based on the good practice, SIC will recommend to follow the Researcher Development Framework to all supervisors. The tool contains 4 basic domains of career and personal development of researchers. The CDP will be discussed between fellows and their **supervisors every 6 months** (and updated if necessary). SIC will provide a CDP template on the MERIT website. The CDP will include career development in research and transferable skills (seminars and workshops), secondments, dissemination and communication plans, international networking events, research and innovation projects, research methodology and outputs, etc.

Progress report: The fellows together with the supervisors will be required to submit a **progress report** to the SC every 6 months. Such a report will combine the **progress and the final results of the reviewed CDP** (including the Dissemination and Communication Plan) and the **corresponding Data Management Plan**. The SC will approve the progress and achievement of objectives and give feedback and recommendations to the fellow and his/her supervisors.

1.4.1.1 Qualifications and supervision experience of supervisors

38 current supervisors (of mixed gender) **from Implementing partners**, have expressed their interest in becoming MERIT supervisors within application areas set up by the Programme. All of them have excellent scientific profiles in their relevant disciplines, are senior researchers with significant results, an **h-index up to 65**, their own patents, foreign study/research/teaching experience, substantial experience in tutoring and mentoring postdocs (**including MSCA-IF**), and are prolific authors in their area of specialisation in high impact journals. In addition, more than **90 professionals from Associated partners**, including experts, successful managers with scientific backgrounds from the business sector and professors from renowned international universities, have expressed their interest in becoming potential **co-supervisors** of the Programme. Several supervisors and co-supervisors are listed in the table below (for the complete list of supervisors and co-supervisors see part B2, 5 – Partner Organisations).

SIC will also offer non-compulsory training **for all supervisors** before the commencement of the fellowships, addressing the following topics: **conflict resolution, leadership, critical thinking and interpersonal skills**.

Table 12: Examples of MERIT supervisors and co-supervisors (not exhaustive)

| | |
|-------------------------------------|--|
| Biotechnology Biomedicine | |
| Laser technologies | |
| Space technologies | |
| Sustainable energy/ Materials | |
| Digitalisation AI | |

1.4.1.2 Enhancement on potential and future career perspectives of selected researchers

The MERIT Programme will enhance the employability of the recruited researchers through the following activities:

- Mentoring/Coaching:** Mentoring/coaching is described in 1.4.1. There can be huge benefits to mentoring or coaching for researchers, such as increased motivation, productivity and performance, improved interpersonal relationships, communication and networks, more awareness of personal impact, a clearer idea of their career path or goals, and easier integration into a new role, institution, culture, or country. Moreover, the fellows mentored or coached will adopt the skills needed to become future mentors/coaches themselves.

2. **Shared database of selected researchers and other candidates' CVs:** Both categories, the fellows selected by the Programme and the candidates who have applied for fellowships and not have been selected (but have a competitive CV) will be asked for approval (in line with GDPR) if their CVs can be integrated in the **database** created and managed by SIC. Given the interest to reach a success rate of less than 30% of candidates, this database could contain **up to 100 researchers** following the 2 Calls of the Programme. With all researcher's prior permission, SIC will share this database with Implementing and Associated partners or other relevant regional stakeholders and potential employers who can offer permanent jobs or other career opportunities to the researchers within or outside the Programme.
3. **Events such as the MERIT Innovation Days intended to find private investors, commercial partners or other types of funding** for the fellows' research projects (to ensure the continuation of funding). These events will be organised 2- 3 times during fellowships. Fellows will prepare pitch presentations about their research projects (pitch presentations are one of the offered training sessions in transferable skills). After each pitch, a jury (composed of the members of the Steering committee of the Programme) will inquire about the next steps and the fellows' actual needs related to their research projects or future career plans. The event will be **attended by a large audience** composed of local and international investors, SMEs or big companies, grant providers, public organisations, and NGOs.
4. **Assistance** for fellows who will seek **to find a permanent position in the Region** (using the website researchjobs.cz of current vacancies and partner networks of key employers in the Region) or for fellows who are interested in creating their own start-ups, spin-offs.
5. Research projects generated from MERIT, which include industrial collaboration, can be potentially supported by regional **funding programmes** (current or future), administered by SIC (see section 0 – General description of the Programme).

2. Impact

2.1 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

2.1.1 Impact of the proposed programme on strengthening research human resources at the institutional, regional, national or international level

Institutional level:

1. **Up to 30 new collaborations between researchers and business partners** will be established through secondments in companies and networking/communication/dissemination events. This will **lead to a higher competitiveness and innovativeness of the institutions involved in MERIT, especially regional research organisations and SMEs** (research organisations with close connection to the private sector are more competitive; business products and services developed in collaboration with the academic sector are more innovative).
2. **Around 15 new international partnerships** between Implementing partners and those Associated partners located abroad will be established through secondments abroad.
3. The Implementing/Associated partners will **escalate their international openness and cooperation**, attracting more and more talented researchers from abroad even beyond the Programme. MERIT will expose their unique top-class research infrastructure and show exceptional results in applied research.
4. MERIT will help the Implementing/Associated partners or other regional key employers **recruit talented international researchers**, including **Czech researchers with international experience** (see Table 3 – Reintegration Panel), two categories of researchers identified in RIS3 of the Central Bohemia as an essential need, not only the selected ones, but potentially other MERIT candidates, especially through the tool of shared database as described in 1.4.1.2.
5. Since MERIT is a postdoctoral programme, the **mutual transfer of knowledge** between the fellows and researchers or managers from the Implementing/Associated partners is expected. Engagement in MERIT will therefore also be beneficial for the **personal and professional development of supervisors** from the Implementing/Associated partners, through their cooperation with postdoctoral researchers with international experience. Supervisors will also be offered training oriented on conflict resolution, leadership, critical thinking and interpersonal skills (see 1.3.1).
6. The engagement of 15 research organisations as Implementing partners will **contribute to the implementation of principles set out by the EU for human resources**. For example, the Programme will significantly strengthen **gender equality and diversity** in their workplaces (commitment of SIC to support them to implement the Gender Equality Plans - see 2.1.2). Participation in MERIT will also help them integrate the **gender dimension** in their research at the institutional level as common practice. This will lead to their higher **participation in Horizon Europe** (by 30% from the current status) and **increase their potential success** in it.

Regional level:

1. MERIT will **solve the main challenges defined in all three key areas of change of the regional RIS3**: 1) *Lack of talented people with international experience in regional research organisations* by recruiting 30 postdoctoral researchers from all over the world. 2) *Fragmented innovation ecosystem and lack of cooperation between academia and industry* through secondments, networking events, dissemination and exploitation activities. 3) *Not using the full potential of the Region's research capacities by regional stakeholders* by the participation of regional SMEs in MERIT as Associated partners and by the engagement of the regional government, municipalities and even citizens in the Programme.
2. MERIT **will be a completely new programme** for the Central Bohemia Region, which has never benefited from the MSCA-COFUND. Therefore, the implementation of a COFUND programme will significantly **increase the attractiveness and competitiveness of the Region and will have a direct effect on at least 15 regional key research organisations**. 30 new research projects will push the boundaries of the most promising technologies for the future and will generate interesting results from which all regional stakeholders will benefit. Moreover, the Region will offer career opportunities for the fellows to stay longer or permanently after their fellowships. This will enable research organisations or companies located in the Region to **get new talented and highly-skilled people** and for fellows to develop their projects or test/prove the applicability of their projects in different spheres.
3. MERIT will **produce a synergistic effect with regional financial instruments, programmes and policies already in place**, such as the regional RIS3 (see Figure 3), the INO:EX programme, Creative vouchers, Counselling programme for research organisations or the regional Welcome Office for incoming researchers (see section 0 – General description of the Programme).
4. The implementation of MERIT will **reinforce the intersectoral cooperation of key stakeholders at regional level**. In addition, there is a commitment of the regional government and the Implementing partners to provide financial contribution to implement MERIT.

National level:

1. MERIT will help **achieve the goals** to increase the international openness of the Czech research environments, and enhance cooperation between public research and the application sector, set in the **national RIS3**. In addition, MERIT is in line with key trends listed in the **Innovation Strategy of the Czech Republic 2019–2030** (artificial intelligence, nanotechnology, space and laser technologies, biotechnology, energy and their applications).
2. Following Horizon Europe's equal opportunities rules, MERIT is committed to **promote gender equality in research and motivate female researchers to become group leaders**. The Programme will **encourage and motivate female students in high schools** to choose a research career (see communication activities in Table 14) and **female researchers** to apply for prestigious grants (e.g., through training sessions such as Leadership skills). It is particularly important to raise and promote this topic in the Czech Republic where women in research are still underrepresented compared to other EU countries (in 2018 only 14.9% of women represented decision-making positions in research⁸).
3. MERIT will **enhance the research capacities of the Czech Republic**. Out of 14 Czech regions, Central Bohemia has the 3rd highest number of researchers and together with Prague creates **50%** of the research capacity of the whole country (Regional RIS3, p. 36)⁹. The implementation of the Programme, which intends to invite up to 30 postdoctoral researchers, will therefore increase research capacities on the national level.
4. MERIT will promote the **higher participation of Czech researchers and Czech research organisations in MSCA** and other international mobility programmes. MERIT will **place the Central Bohemia Region in a leading position in the Czech Republic in terms of research excellence** in a moment when the country aspires to be one of the EU's leaders in terms of the number and quality of its research centres and research infrastructures.

European and international level:

1. MERIT will strengthen the European and global human capital base in research and innovation and **contribute to a stronger European Research Area** where knowledge, technology and researchers circulate freely because some of the Implementing partners are included in the **ESFRI Roadmap** as **large research infrastructures** participating in the most important European and global research facilities and projects (**ELI Beamlines, ALMA, Czech Centre for Phenogenomics, Jules Horowitz Reactor, European Solar Telescope**, etc.) and are members of important European alliances (such as **EERA**).
2. The **MSCA Green Charter will be followed and promoted**. Long fellowships (up to 30 months) are planned. The Programme will combine physical and virtual mobility and the use of **low emission forms of transport** will be recommended to all participants. Oral interviews and some training sessions will be held **online**.

⁸ Source: The Position of Women in Czech Science - Monitoring Report 2018, p. 35

⁹ In 2020, 3968 researchers were affiliated in research organisations in the Region (source: Czech Statistical Office)

Committee meetings including international participants will be held online to the maximum extent possible (and to contribute to the reduction of the **CO² emissions footprint**). The outputs such as the MERIT website, multi-media outputs, etc., will be maintained several years after the end of the Programme in order to contribute to the sustainability of the Programme. Fellows will be encouraged (through dedicated training, see Table 10) to use green project-related materials, ensure the sustainability of their results, include awareness on environmental sustainability in their communication activities, etc. in order to **adopt these practices** for their further research path.

3. **Open Science** principles will be reinforced by dedicated training and workshops, going even to the level of Citizen Science practices (see 1.2.3).
4. The Programme will produce a **multiplier effect by increasing the value of European money invested into regional centres** within ESIF. The Region benefited from ERDF funding in research infrastructures and its equipment accounting for **more than €658 million in the last two programming periods (2007-2020)**. These investments have significantly enhanced the Region's research capacities and undoubtedly placed it on the research map of Europe. Several MERIT partners are centres of excellence or regional R&D centres supported by ERDF in past programming periods. The Implementing and Associated partners of MERIT will also benefit from ESIF within the forthcoming programming period 2021-2027, as well as from the **National Recovery Plan Package**, where substantial money is dedicated to research & development.
5. Participation in HE-MSCA-COFUND will contribute to **fully exploit the potential of Europe's talent pool**, since the Czech Republic, belonging to so-called **widening countries**, faced low participation rates in previous framework programmes.
6. MERIT will **reinforce Czech research organisations' internationalisation, openness and visibility** at the European and global level. The Programme will help them become key actors and partners in other European and international socio-economic ecosystems and strengthen their international, intersectoral and interdisciplinary collaborative networks.

2.1.2 Contribution of the Programme to the implementation of principles set out by the EU for the human resources development in R&I at the participating organisations

SIC and MERIT partners are aware of the importance of the EU Human Resources Strategy for Researchers (HRS4R), and especially the **HR Excellence in Research Award** and **Gender Equality Plans (GEPs)**. **SIC has encouraged regional research organisations to get involved in the process of obtaining the HR Award** since 2018 (e.g., holding seminars to promote this quality label and funding opportunities from ESIF). At present, **10 out of 15 Implementing partners** in MERIT are proud **holders of the HR Excellence in Research Award**: the Czech University of Life Sciences Prague, 2 institutes of the Czech Technical University in Prague, the National Institute of Mental Health and 6 institutes of the Czech Academy of Sciences: ELI Beamlines and HiLASE of the Institute of Physics, the Institute of Physiology, the Institute of Animal Physiology and Genetics, the Institute of Thermomechanics and the Institute of Botany.

Since one of the biggest challenges of the Central Bohemia Region is a gender imbalance among researchers in regional research organisations, one of the objectives set up by MERIT is to **advocate for the stronger representation of female scientists in technical and life sciences**. To reach this objective, SIC is committed to **support all Implementing partners to successfully implement GEPs**. For this purpose, SIC has launched a special counselling program designed for research organisations (in place since 2021). Experts of this program have been providing mentoring to the managers/HR managers of research organisations and guiding them through the process of the implementation and subsequent monitoring/evaluation of GEPs. Out of 15 Implementing partners, **6 have already adopted GEPs** and the rest of them are in the middle of the process. A survey in the hosting institutions will be carried out at the start (M6.1) and at the end (M6.2) of the MERIT implementation to assess the impact of GEPs (not only to assess the number of female researchers and women in leadership positions, but also institutional culture with regard to gender issues). This will lead to a *Report on the impact of GEPs* as a deliverable (D6.1). SIC also established a special **Equality and Diversity Committee** for MERIT. One of the roles of this committee will be to **prevent gender bias** within call documents and procedures and encourage female researchers to participate in the Programme (a representative of the Czech support infrastructure in Gender & Science is part of this committee). SIC will also promote the **importance of women in science** within dissemination actions of the calls and other communication activities (see 2.3). The MERIT has set the following two **goals** in this regard **to be achieved by the end of Programme** duration:

- **GEPs** will be successfully implemented in **15 technical and life sciences-oriented research institutions** (all the Implementing partners)
- The expected **increase** of female researchers and women in leadership positions at these 15 employers is at least by 15%.

2.2 Credibility of the proposed measures to enhance the career perspectives and employability of researchers and contribution to their skills development

2.2.1 Impact of the research and training on the fellows' careers

1. The training and acquisition of new skills by MERIT fellows will have the general goal of cultivating talents, helping the researchers to reach maturity and preparing the next scientific leaders to tackle global challenges imperative to both Europe and the world. But also, to bring an immediate **multiplier effect**, since fellows will be able to **share the acquired knowledge and skills** with **different audiences**: other researchers/colleagues (e.g., lecturing/presenting at conferences), students (e.g., secondments or holding seminars in high schools), business partners, regional government representatives, etc.
2. The fellows will be able to carry out their research projects in **progressive research organisations** while exploring **technologies with the biggest potential for the future** (see Figure 3). All Implementing partners have proven exceptional research results at the national, European, and global levels, e.g., the development of the promising **breast cancer treatment MitoTam**, the treatment of **Huntington's disease, new antibiotics and infertility treatment (BIOCEV)**, the development of a device which turns an arid desert into a green landscape called **S.A.W.E.R.** and the **micro power plant called WAVE** (University Centre for Energy Efficient Buildings), the development of a **small-scale nuclear reactor** (Řež Research Centre) or even **leading global projects** such as **ALMA**, the largest astronomical project (Astronomical Institute). By joining their teams, fellows will be able to build their own international networks for future career opportunities.
3. The experience of the fellowship within MERIT will enable the researchers to become **more competitive and independent in future career steps**, for example create their own research groups, become research group leaders and apply for national/European or international grants (such as ERC grants). What is more, fellows will increase their **attractiveness to international forerunner employers**, such as the Fraunhofer Institutes, the European Southern Observatory or the European Space Agency (thanks to close cooperation between them and some Implementing partners). In addition, the Region also offers **numerous job opportunities** and it is desired that fellows will settle in the Region where they may be offered a **permanent position in academia** (15 Implementing partners frequently looking for permanent positions suitable for international postdoctoral researchers) **or in the industry** (Associated partners based in the Region or other potential private employers mentioned in 1.2.1).
4. Fellows will adopt an **“entrepreneurial” mindset** and get a **set of skills to create their own companies** (start-ups or spin-offs). MERIT is strongly oriented on applied research and technology transfers. This approach, in conjunction with appropriate training courses, will train researchers how to **co-create with the potential user** and adjust to a business environment, which includes **understanding business timing and language** - often the primary barriers between the science and business worlds. Thanks to the training courses oriented on co-creativity and Design Thinking, the fellows will develop an innovative growth mindset and a set of skills to create their own companies.
5. Fellows will enhance **networking and communication capacities** with **scientific peers**, as well as the **general public** and the **private sector**. SIC will organise networking events for fellows to meet representatives of industry, municipalities, the general public, schools, etc., giving them the opportunity to improve their communication skills necessary to present their own research projects to various target groups.

2.3 Suitability and quality of the measures to maximise expected outcomes and impacts, as set out in the dissemination and exploitation plan, including communication activities

2.3.1 Plan for the dissemination and exploitation activities, including communication activities

At the individual level: Fellows will develop their own Dissemination and Communication Plans (DCP) as part of their Career Development Plans. They will be delivered by the end of the Programme as a Plan for the dissemination and exploitation of results, including communication activities (D4.2 and D4.5). Since MERIT is **strongly focused on applied research** it is expected that fellows' research project results will be disseminated and exploited by various stakeholders and the projects will have an **impact in the private and/or the public sector**. The DCPs will be updated and will be **part of the progress reports**. Therefore, the DCP will be reviewed every 6 months by the Steering Committee (SC), considering any factor that could affect the exploitation and dissemination path. For every innovation result generated within the projects, the fellows, their supervisors and members of the SC will jointly decide whether it is suitable for protection or if it can be disseminated to increase the project's impact.

- **Dissemination/exploitation:** All fellows are expected to disseminate their research results in at least **1-2 scientific high-level publications** during the whole period of the fellowship (depending on the field and duration of the fellowship) and in at least **2 professional events per year** (from Table 13).
- **Communication:** Fellows will take part in at least **2 communication activities/events per year** (from Table 14) in order to communicate their research projects to the general public. The list of such events is publicly available in the publication issued by SIC [Central Bohemia Region Success stories](#) which will be shared with fellows. Fellows will be offered **training in public engagement**. Special attention will be dedicated to **women students**

in order to raise their interest to pursue research careers, especially in natural sciences and technical disciplines. For this purpose, **female fellows in particular will be encouraged to visit high schools** (as part of communication activities or as part of secondments) to become ambassadors of women in science.

At the Programme level: At the beginning of the implementation, **SIC will develop a practical Handbook for the MERIT fellows** which will contain a general framework for the dissemination, exploitation and communication activities and Open Science policy. The Handbook will also contain **comprehensive dissemination and communication guidelines** for promoting the MERIT programme and its research results, but also MSCA-COFUND as such, designed by SIC and supported by SIC partners from the creative industry (graphic designers, software developers, advertising, marketing, film and TV, etc.). Multiple target audiences will be reached, the **public and private sector, schools and women/girls** by using different tools (see Table 14). The guidelines will comprise a **common visual identity**, a **time schedule** for the implementation of the individual tools, and key performance indicators. The activities will be implemented by SIC, partner organisations and the fellows. The fellows will be supported by their supervisors, PR staff at the partner organisations, as well as by SIC.

- **Exploitation:** Up to four years after the end of the action, the Implementing partners who will recruit fellows and the fellows themselves will use their best efforts to exploit the results generated within MERIT directly or to have them exploited indirectly by another entity, in particular through transfers or licensing. If, despite their best efforts, the results are not exploited within one year after the end of the action, they must use the **Horizon Results Platform** to find interested parties to exploit the results.

Table 13: Plans and procedures for dissemination and exploitation towards different target audiences

| Target groups | Measures | KPIs per programme |
|--|--|---|
| Research community | Regional, national, international conferences related to relevant research disciplines (current events) | min. of 100 conferences |
| | Research articles and publications, Open Research Data (Open Access) | min. of 45 accepted peer reviewed publications, 30 different subjects in re3data where data will be deposited |
| | Dissemination during international or interdisciplinary secondments (14 Associated partners from academia, mostly located in other country than the Czech Republic) | 14 secondments expected |
| Industries, commercial actors | Market validation, product or service commercialisation licencing & patenting | min. of 30 validations, 30 new collaborations, 5 patent applications |
| | Funding through regional or national (Technology Agency of the Czech Republic) schemes | min. of 5 research projects funded from regional or national schemes |
| | Speed dating events, hackathons with the participation of companies, organised by SIC (current events) | min. of 5 speed datings or hackathons, min. of 30 new partnerships |
| | Business breakfasts, round tables, trade fairs and industry days organised by partners (current events) | min. of 20 events |
| | Secondments in the industry (19 Associated partners from industry) | 19 secondments expected |
| Policy makers, including the Region and municipalities | Presentations of research results to regional authorities and municipalities facilitated by SIC (current events) | min. of 10 meetings, 30 new partnerships, feedback from 5 policy makers |
| | Presentations of research results to Local Action Groups and NGOs facilitated by SIC (current events) | min. of 10 meetings |
| All target groups | MERIT Innovation Days (2 days of series of intersectoral/interdisciplinary/international meetings, seminars, conferences, thematic innovation platforms for different target audiences) organised by SIC (new events) | min of 4 days of events, min. of 400 stakeholders reached from different sectors (academic, private, public), their feedback, 30 new collaborations |

Table 14: Plans and procedures for communication towards different target audiences

| Target groups | Measures | KPIs per programme |
|--|--|--|
| General public including families with children, seniors | European Researchers' Night, National Researchers' Night, Czech science festivals Week of Science and Technology , the largest annual events in innovation: The Innovation week and Future port Prague . | min. of 25 events, 15 institutions involved, 30 fellows involved |
| | Open days, Open Doors, excursions and guided tours, public visit of the fellow's host institution, other societal engagement, communication and science popularisation for the general public, schools and families such as Science Coffee (current events). | min. of 60 events, min. of 20 events with fellows' participation |
| | Press releases, articles on the websites of SIC, the partners, the Czech Academy of Sciences, the MERIT website and existing general public communication platforms such as " Innovation in the heart " (for Central Bohemia R&D). Social media posts on FB, LinkedIN, YouTube. | min. of 100 press releases, 200 media posts, 50 different websites and social media accounts to be tackled |
| | Multimedia outputs - videos, podcasts, interviews related to fellows' projects and life in the Czech Republic distributed through social media (Facebook, LinkedIN, YouTube) | min. of 30 new multimedia outputs |
| | Secondments in high schools (3 Associated partners are local high schools) | 3 secondments expected |

| | | |
|-------------------------------|--|--|
| Schools, students | Excursions and guided tours, students visit to the research organisations e.g., LASER DAYS for schools organised by HiLASE and ELI Beamlines (current events) | min. of 50 visits, 1.500 students reached |
| | Competitions for students organised by some Implementing partners (e.g., ELI Beamlines Talent Academy or Science Trek of the Institute of Botany) (current events) | min. of 40 events, expected 5.000 participants |
| | Scientists go to schools (current events within several Implementing partners) | min. of 10 fellows involved |
| | Interactive and itinerant VR exhibition presenting research results to schools (current event carried out by SIC since 2020) | min. of 5 Implementing partners involved, 10 new schools reached |
| Women/ female students | Engagement of partners and fellows in the International Day of Women and Girls in Science on 11 February (promoted in the Czech Republic by the Academy of Sciences). | 15 institutions involved, 30 fellows involved |
| | Visits in schools - female fellows' testimonies for Czech female students to encourage them in their scientific career path and for other female researchers to encourage them to apply for prestigious grants | min. of 10 visits, 300 students reached |
| | Promotion of grants and conferences focused on women scientists such as L'Oréal-UNESCO For Women in Science Programme | min. of 3 events |
| All | Citizen Science practices (see 1.2.1.3) | min. of 5 events, expected min. of 1.000 citizens involved |

2.3.2 Strategy for the management of intellectual property, foreseen protection measures

General IPR issues will be managed in the Bilateral Agreements which will be concluded between the Beneficiary and the partners before the start of the implementation and the signature of the Grant Agreement. The standard EU IPR conditions will be used. Below is an extract of the most important ones.

- **IPR Ownership:** Each Implementing partner remains the sole owner of its IPR over its background. Since fellows will be employed by Czech research organisations, the research results created by them during the fellowship will be owned by the Implementing partners (as according to Czech legislation). IPR will be also included in the **work contract** between the fellows and the Implementing partners hosting them. In the case of research results generated during secondments in the premises of Associated partners, compatible solutions (e.g., transfers, joint ownership) will be negotiated beforehand in **secondment agreements** between the Implementing and Associated partners. SIC will indicate the owners of the results generated within MERIT (results ownership list) in the Final report (D1.4).
- **Access Rights to Background and Results IPR:** Each Implementing/Associated partner shall make its background and results available on a royalty-free basis to other project partners to the extent that this background and these results are needed for the execution of their work within the project, unless access to the background is subject to legal restrictions or limits. The background and results shall be made available to the other project partners for exploitation purposes (if it is needed to use their own results) under fair and reasonable conditions. If possibilities to commercialise or exploit the results arise, all the partners for whom intellectual property is concerned will be contacted and will be involved in the negotiations. The MERIT Steering Committee will monitor the progress of the fellows' projects every 6 months and, jointly with the fellows and their supervisors, will decide which research results are suitable for protection (if protection is possible and justified) or exploitation.
- The fellows will benefit from support and **highly professional assistance** related to IPR from institutional **technology transfer officers, lawyers and the supervisors**, who will assist the fellows to protect the research results suitable for protection (recommendations on which type of IP is suitable, how to proceed for patent application, etc.). All Implementing partners have their own institutional Technology Transfer Offices or joint Technology Transfer Centres (such as the Czech Academy of Sciences). In addition, SIC will prepare a **Handbook**, which will contain practical information, the legal framework and guidelines related to IPRs and this will be shared with all MERIT fellows, along with **dedicated training in IPR management** as part of the transferable skills training.

3. Quality and Efficiency of the Implementation

3.1 Quality and effectiveness of the work plan, management, structures, assessment of risks and appropriateness of the effort assigned to work packages

- In the management scheme, the **Implementing partners** are represented in the **Interview Panel** (by their directors and HRs), in the **Supervisory Board**, in **support teams for fellows** and by the **Project Managers** appointed by each Implementing partner (their names are listed among key persons of the Implementing partners in part B2, 5 – Partner Organisations). The **Associated partners** are represented in the Supervisory Board and in support teams for fellows.
- The roles and commitments, lengths of fellowships and secondments, financial contribution of the Central Bohemia Region and Implementing partners, cash-flow, as well as the types and amounts of allowances provided to the researchers were agreed upon based on the general consensus between SIC and the Managers/Directors of the Implementing and Associated partners and will be detailed and regulated in the **Bilateral Agreements (BA)** which will be concluded between **SIC and the Implementing** and signed before the signature of the Grant Agreement. The CA will also include information about the maximum number of fellows which individual Implementing partners will be able to recruit with regard to their HR and technical capacities.

3.2.2 Support offered to the candidates/researchers during the application/recruitment/implementation by the host/participating organisations

During the application process (see Table 2):

- **The MERIT online system** (including video tutorial on how to apply) will be available. The **Helpdesk** and email, phone, online **consultations** will be offered by the members of the Management Board of SIC (contact details will be available on the MERIT website). The MERIT website will include online documents such as the **Guide for Applicants and relevant templates**: the template for the research proposal, template for secondments, Ethic Issue table and redress template. All applicants will get **feedback** on the successful submission of their application through the MERIT online system.
- Information about conditions of the fellowships, eligibility criteria and mandatory parts will be provided, including FAQ (see Table 2).
- **Profiles of potential supervisors and co-supervisors** will be part of the MERIT website, as well as the virtual presentation of Implementing and Associated partners and information about their **institutional environment, infrastructure, equipment and research options** (see Table 2).

During the recruitment process (see Table 2):

- Communication of results: all applicants will get feedback on the outcomes of the evaluation and reasons for unsuccessful applications. The final results of the selection process will be published on the MERIT website. The applicants recommended for funding will be contacted personally (by email or phone) by the Programme Manager and instructed on how to proceed to commence the fellowship (see Table 2).
- An independent **redress process** will be ensured by the Redress Committee.
- **Visa, migration and relocation** support will be offered by EURAXESS and the Welcome Office of SIC and the Implementing partners (see section 1.1.5.1).

During the fellowships (see sections 1.3 and 2.3):

- The MERIT website will include any necessary online documents and templates: **Career Development Plan** and **progress report templates**, Open Access guidelines and templates (Horizon Europe **Data Management Plan** template) and the **practical Handbook** for the MERIT fellows (developed by SIC) for the purpose of communication and dissemination, Open Science, IP, technology transfers, etc.
- Supervisors, HR and PR departments, technology transfer officers and Project Managers from Implementing/Associated partners will be supporting the selected researchers.
- Training in research and transferable skills (related to Open Science, IP, the Gender dimension, etc.) and coaching/mentoring will be offered to all the fellows (see 1.3.1 and 1.4.1).
- The Programme Manager will communicate on important events relevant for all fellows (international conferences, International Researcher Meetups, other networking or communication/dissemination events).
- Fellows will get assistance/support/advice from the Programme Manager and the **Ombudsperson** of MERIT, which they will be free to contact with regard to any work or personal issues.

3.2.3 Consortium composition and exploitation of participating organisations' complementarities

The consortium includes **15 Implementing partners**, represented by 14 academic and 1 non-academic research institutions located in the Czech Republic, and **36 Associated partners** identified at the proposal stage. **Approx. 61%** of the Associated partners represent the **non-academic sector (19 partners from the industry and 3 public high schools)**, while the rest of the Associated partners are academic institutions, but located in other countries.

As the Beneficiary and the coordinator of the Programme, SIC selected the **Implementing partners** (15 regional research organisations out of 33) having **fulfilled the following criteria**: 1) They possess top-class **infrastructure and equipment** and their research programmes comply to at least 1 of the research areas of MERIT; 2) They allocated **key persons** for MERIT: the Project Manager, members of the support teams (from HR, TTOs etc.) and an adequate number of **supervisors** (of mixed gender) of high expertise in relevant fields and **dedicated** to become scientific

mentors of MERIT fellows; 3) They are able to provide **multidisciplinary, intersectoral and international mobility** experience for fellows; 4) Their HR policy complies with the EU HR principles.

The **Associated partners** were invited by SIC or by the Implementing partners themselves, having fulfilled the following criteria: 1) There is a potential for a relevant and feasible secondment (in their premises) in cooperation with some of the Implementing partners; 2) They allocated **key persons** for MERIT: members of the support teams (from HR etc.) and an adequate number of dedicated supervisors (of mixed gender) of high expertise in relevant fields; 3) Their HR policy complies with the EU HR principles.

SIC will ensure **training in transferable skills given its extensive experience** with organising this type of training sessions for researchers and promoting important topics, such as **Open Sciences, Gender aspects of R&I** among regional R&D stakeholders.

The Implementing partners and the majority of Associated partners will ensure **the research programme and training in research skills**, since they possess state-of-the-art research infrastructures and equipment and will provide experienced supervisors (see 1.4). On the other hand, those Associated partners that do not possess research infrastructures, such as the local high schools, will engage researchers in teaching activities for students from 11 to 19 years old or host the Citizen Science workshops.

Additionally, SIC approached several **international and national experts on gender in science and Open Science experts** (including experts from some of the Associated partners). Some of them are engaged as members of the Equality and Diversity Committee (see Table 4) who will be part of the evaluation and selection process. Moreover, these experts will lead some of the training sessions for the fellows to develop transferable skills (e.g. Open Science/Open Access, Citizen Science workshop, Public engagement, Gender dimension in research) and briefing in unconscious bias for other experts involved in the evaluation and selection process.

3.2.4 Commitment of the beneficiary and Implementing/Associated partners to the Programme

The total budget of the Programme is €5,985,000 which is split among three financial contributors:

European Commission: €3,582,000 corresponding to **59.85%** of the budget.

SIC: €1,310,400 corresponding to **21.89%** of the budget. The amount will be allocated from the regional budget of Central Bohemia based on the approval of the Regional Assembly on 9 December 2021.

Implementing partners: €1,092,600 corresponding to **18.26%** of the budget (€1214 person/month). The amount will be allocated from the research organisations' budgets and based on the approval of each Implementing partner individually.

Table 19: Roles and commitments of the Beneficiary and Implementing/Associated partners

| | |
|--|--|
| Beneficiary: Central Bohemian Innovation Centre | <ul style="list-style-type: none"> • Programme coordination, management and fulfilment of all WPs • Training in transferable skills, organisations of networking events, meetings etc. • Secondments in the public sector will be possible at the premises of the Beneficiary • Financial contribution of €1,310,400 from the Programme budget |
| Implementing partners: 15 research organisations located in the Central Bohemia Region. | <ul style="list-style-type: none"> • Recruiting, supervising, training and hosting fellows • Development of research skills of fellows and contribution to the development of transferable skills • Involved in the dissemination and communication of the Programme and its calls and in the dissemination and communication activities of fellows • Providing financial contribution of €1214 person/month in the event of a researcher's recruitment (in total €1,092,600 from the Programme budget) |
| Associated partners: 36 mostly non-academic partners located in the Czech Republic or abroad¹⁰ | <ul style="list-style-type: none"> • Training, supervising and hosting fellows without recruiting (for secondments) • Contribution to the development of research and transferable skills of fellows • Involved in the dissemination and communication of the Programme and its calls and in the dissemination and communication activities of fellows • They will not contribute financially. |

¹⁰ These Associated partners already joined the project consortium of MERIT. Others can be identified during the Programme implementation
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Recruitment monitoring table

| Call number | Call timing | Expected number of fellows in place following the call | Expected number of recruitment months Period 1: M1-M24 | Expected number of recruitment months Period 2: M25-M37 | Expected number of recruitment months Period 3: M38-M60 |
|--------------|-------------|--|---|--|--|
| 1 | M6 | 15 | 120 | 195 | 135 |
| 2 | M14 | 15 | 0 | 195 | 255 |
| TOTAL | | 30 | 120 | 390 | 390 |

4. Ethics

The MERIT programme sets up the following application areas: Biotechnologies/Biomedicine, Laser technologies, Space technologies, Sustainable energy/Materials and Digitalization/Artificial Intelligence as a cross-cutting area. Based on these areas, the 15 Implementing partners offer numerous research programmes. Fellows will be able to formulate their own research topics based on the research areas and programmes mentioned above. Although not knowing in advance which ethics issues might arise from the selected project proposals, it is possible that some activities can involve human embryos/foetuses, human cells/tissues, personal data, animals, environment & health and safety or artificial intelligence.

To mention just a few examples. From the Institute of Biotechnology of the Czech Academy of Sciences, some activities may involve animal mouse models. All experiments using animals will be performed according to protocols approved by the Animal Care and Use Ethics Committee of the Institute of Molecular Genetics of the Czech Academy of Sciences. From the Institute of Animal Physiology and Genetics of the Czech Academy of Sciences, some activities may involve animals. For this, commercially available cell lines are propagated and cryopreserved in labelled and designated labware; a database is used to keep track of the cells. Mice are typically obtained from commercial sources, and are housed in a designated animal facility according to the national and institutional legislative. Experiments are carried-out according to protocols approved by the institutional and national authorities. Production and use of GMO cell lines and animals also follows the institutional and national guidelines. From the National Institute of Mental Health, some activities may involve humans or animals. In this case, the clinical research study protocol is approved by the local research ethics committee and all participants will provide a written informed consent. The preclinical research using lab animals is approved and supervised by the Animal Care and Use Committees. Animal care and the experimental procedures are conducted in accordance with the guidelines of the European Community Council directives 86/609/EEC. The Institute possesses NIH Statement of Compliance with Standards for Humane Care and Use of Laboratory Animals #A5820-01 valid till 1/31/2014.

The Programme will involve treatment with personal data. Candidates' personal data will be properly protected. A GDPR form will be a compulsory part of candidates' applications. The Beneficiary and each Implementing partner (recruiting researchers) has a Data Protection Officer or a GDPR specialist who will ensure that the applicants' personal data will be processed in compliance with the applicable data protection rules.

Actions carried out under MERIT will comply with ethical principles and relevant Union, national and international law, including the Charter and the European Convention for the Protection of Human Rights, and the Fundamental Freedoms and its Supplementary Protocols.

All research activities performed under **the MERIT fellowship programme will comply with the EU legislation on ethics as well as the Czech legislation and rules on ethics in research.** In case the research activities are undertaken in another country, the ethical principles and practice of that country will also be ensured. In case the research activity takes place in a country with weak regulation of ethical principles, the ethical principles and practice of the Czech Republic will have to be followed. Projects which do not comply with these principles will not be funded under MERIT.

Compliance with ethical principles at the institutional level

In general, compliance with ethical principles will be part of the **Consortium Agreement** concluded between the Beneficiary, Implementing and Associated partners. By signing the Consortium Agreement, these partner organisations will assume responsibility for **ensuring that the research activities performed under MERIT comply with the EU legislation on ethics as well as Czech legislation** and rules on ethics in research and if relevant,

ethical principles and practice of other countries where the research will also be undertaken. The Implementing partners which will recruit researchers will secure all needed ethical approvals from national and/or local committees.

Applicants' personal data will be properly protected. A GDPR form will be a compulsory part of candidates' applications. On 12 March 2019, the Czech Republic approved legislation incorporating the provisions of the **General Data Protection Regulation (GDPR)**. The Czech national implementation consists of two acts reflecting both the GDPR and the data protection Directive (EU) 2016/680 for Police and Criminal justice authorities. The first one is the Act on Personal Data Processing (PDPA), replacing the previous data protection legislation from the year 2000. The second is the accompanying act adjusting other 39 related legal acts such as the Criminal Procedure Code, the Anti Money Laundering Act, the Freedom of Information Act and others. The newly adopted acts bring an end to the uncertainty in the area of the data protection in the Czech Republic caused by the lack of implementation legislation.

In order to protect personal data of applicants, the **Beneficiary and each Implementing partner** (recruiting researchers) **has a Data Protection Officer or a GDPR specialist** (see their complete list in the Table below) who will ensure that the applicants' personal data will be processed in compliance with the applicable data protection rules.

| Institution (Beneficiary and Implementing partners) |
|---|
| SIC (Beneficiary) |
| Czech Technical University in Prague |
| University Centre for Energy Efficient Buildings |
| Faculty of Biomedical Engineering |
| Czech Academy of Sciences |
| Institute of Physics- HiLASE |
| Institute of Physics - ELI Beamlines |
| Institute of Botany |
| Astronomical Institute |
| Institute of Microbiology |
| Institute of Biotechnology |
| Institute of Physiology |
| Institute of Thermomechanics |
| Institute of Animal Physiology and Genetics |
| Other universities and research organisations |
| Czech University of Life Sciences Prague |
| National Institute of Mental Health |
| Research Centre Řež |
| Research Institute of Geodesy, Topography and Cartography |

All Implementing partners assume the responsibility for ensuring that the research activities performed under MERIT comply with **ethical principles of Horizon Europe** as well as the **Czech legislation**, and if relevant, ethical principles and practice of other countries where the research will also be undertaken. **Projects which do not comply with ethical principles will be terminated.**

Compliance with ethical principles at the Programme level

Ethics Committee of MERIT will be established in month 5 of the project (milestone M5.1). The committee will be composed of 7 **independent ethics experts** to resolve any potential ethical issue of research proposals submitted by the MERIT applicants. Members of the Committee will be formed from the most important ethics committees in the Czech Republic: Ministry of Education, Youth and Sports, responsible for controlling research on Human Embryonic Stem Cells and related activities; Ministry of the Environment - approvals concerning genetic modifications; State institute for drug control - informed consent and use of biological samples and data; State Office for Nuclear Safety, relevant state institutions for animal research and ethics committees; [Commission for the Scientific Integrity of the Czech Academy of Sciences \(CAS\)](#). All MERIT applications will go through the Ethics Appraisal Procedure described below within the 1st and 2nd call to identify any potential ethical issues. Ethics screening will be executed by individual members and the ethics review by all members of the committee of proposals recommended for funding, if necessary.

Compliance with ethical principles at the application phase, evaluation and selection phase

The process to assess and address the ethical dimension of activities funded under MERIT will **follow the Horizon Europe rules** (Ethics Appraisal Procedure). Key sources of EU and international law are the *Charter of Fundamental Rights of the European Union* and the *European Convention on Human Rights* and its Supplementary Protocols. Another important source is the *UN Convention on the Rights of Persons with Disabilities*. Such sources will be available on the MERIT website.

Ethics Appraisal Procedure

| Activity | Who/ | When? | How? |
|------------------------------|--|--------------------------------------|--|
| Ethical Issue Table | Applicant | Application phase (mandatory) | Ethical Issue Table (Horizon Europe template) |
| Ethics Self-assessment | Applicant | Application phase (if applicable) | Using EU Grants: How to complete your ethics self-assessment |
| Ethics screening | Ethics expert (a member from MERIT Ethics Committee) | Evaluation stage | All application materials |
| Ethics review | MERIT Ethics Committee | Evaluation stage | Review additional material, interview if required |
| Commission Ethics Assessment | EC Ethics Committee | Grant preparation/ negotiation phase | The Steering Committee file a request to the Commission |

Source: Ethics Appraisal Procedure, Horizon 2020 Manual and updates from Horizon Europe

Based on the above, any project proposal with potential ethical issues will go through the ethics process describe below.

During proposal submission (performed by applicants):

- **Ethics Issues Table** is an integral part of the application. In line with the Horizon Europe template, applicants will be asked in their research proposal summary form to declare whether their proposed research activity deals with the research areas in the Ethical Issues Table focusing on: **human embryos/foetuses, humans, human cells/tissues, personal data, animals, third countries, environment & health and safety, artificial intelligence, other ethics issues or misuse**. In case any potential ethical issue is identified, they will be requested to complete an **Ethics Self-Assessment** form. During this process, applicants will be required to follow the *EU Grants: How to complete your ethics self-assessment*.
- **Ethics Self-Assessment**. If applicable, an overview of local/national licenses/approvals for the proposed research is necessary. A list of the relevant local, national and international standards and regulations must be described along with the respective approvals/guideline, as well as how the approvals from the relevant authorities will be delivered for ethical clearance once the project will have been accepted for funding.

During proposal evaluation (performed individual ethics experts):

- **Ethics screening**. Ethics experts will conduct an ethics screening for all proposals recommended for funding, to identify all proposals that require ethical approval at the national level. Due to the complexity of some research proposals, the ethics experts and/or qualified staff may also recommend an ethics review rather than formulating direct requirements. Proposals involving the use of Human Embryonic Stem Cells (hESCs) automatically proceed to the Ethics Assessment. All successful proposals (ranked list and reserve list) will be screened or reviewed for ethics.
- To ensure applicant's understanding of the ethics expectations and regulations in the EU (especially by non-EU applicants), ethical issues and regulations will be discussed during the interview process.

During ethics review (performed by the Ethics Committee):

- **Ethics review**. Proposals recommended for ethics review will be sent to the MERIT Ethics Committee. The panel should reach a consensual conclusion and make recommendations for ethical issues monitoring during the project implementation. Their findings and recommendations will be presented to the Steering Committee (SC). Based on these recommendations the SC may recommend changes to the project to comply with the required ethical principles or decide about the proposal not receiving funding.
- **Commission Ethics Assessment**. For proposals that will raise a serious concern or complex ethical issues the SC will file a request with the Commission as set out in Article 19, point 3 of the Horizon Europe – the Framework Programme for Research and Innovation, laying down its rules for participation and dissemination, and repealing Regulations (EU) No 1290/2013 and (EU) No 1291/2013 and provide all application material and findings of the ethics experts and ethics committee. Such proposals will be processed according to the decision/recommendation of the assessment carried out by the Commission.

Compliance with ethical principles at the implementation phase (during the fellowships)

All Implementing and Associated partners possess **security certifications** related to the types of activities carried out by their employees. All experiments will be carried-out according to protocols approved by the institutional and national authorities. In the beginning of each fellowship, fellows will attend **mandatory security training** applying to the type of activity they will execute and will be familiarized with the **security protocol** of their workplace.

The Ethics Committee of MERIT will monitor ethical issues during the project implementation of ongoing research projects (applicable only for those projects where ethical issues were identified). MERIT fellows will be required to submit **annual progress reports** to the Steering Committee (SC) which will monitor the progress of the research projects. For these reports, the fellows will be asked to provide information about how the research projects comply with ethical principles and applicable international, EU and national law and how the issue of **Responsible Research and Innovation (RRI)** is handled in their research project implementation. The SC has the right to decide about suspension or cancellation of a fellowship in case non-ethical research is discovered during the research project implementation, despite the efforts in the evaluation and selection phase. **The SC is entitled to terminate such fellowships immediately.**

If activities undertaken in non-EU countries (e.g, US) raise ethics issues, the beneficiary will confirm that the research conducted outside the EU is legal in at least one EU Member State.

Due to the ongoing conflict in Ukraine, the persons responsible for ethics will carry out a risk assessment for possible secondments or other travel to Ukraine. The aim of the assessment is not to exclude Ukraine from participation, but to facilitate safe participation of researchers who wish to travel to Ukraine.

Beneficiary's obligations regarding selected research proposals involving the use of human embryonic stem cells (hESC) or human embryos (hE):

Notwithstanding the stipulations under Article 14 and Annex V of the Grant Agreement, the beneficiary shall inform the Research Executive Agency (REA) in writing of any research project selected for funding that may involve the use of human embryonic stem cells (hESC) or human embryos (hE). Such research may not start without approval of the European ethics review and of the relevant Programme Committee completed by the communication of the explicit approval in writing from REA to the beneficiary. If the beneficiary breaches any of its obligations regarding selected research proposals involving the use of human embryonic stem cells (hESC) or human embryos (hE), the grant may be reduced (see Article 28 of the Grant Agreement) or terminated (see Article 32 of the Grant Agreement) without prejudice to any of the other measures described in Chapter 5 of the Grant Agreement

5. Partner Organisations

Table 5.1

| Partner organisation name | Partner organisation short name | Country | Implementing Partner | Associated Partner | Academic (Y/N) | Role | | | |
|--|---------------------------------|----------------|----------------------|--------------------|----------------|---|--|--|---|
| | | | | | | Hosting researchers WITH recruiting (Y/N) | Hosting researchers WITHOUT recruiting (Y/N) | Providing other training or career development opportunities (Y/N) | Financial contribution in EUR (if applicable) |
| Institute of Biotechnology of the Czech Academy of Sciences | IBT | Czech Republic | ✓ | | Y | Y | N | Y | 1,214 person/month |
| Institute of Microbiology of the Czech Academy of Sciences | IMIC | Czech Republic | ✓ | | Y | Y | N | Y | 1,214 person/month |
| The Institute of Physiology of the Czech Academy of Sciences | IPHYS | Czech Republic | ✓ | | Y | Y | N | Y | 1,214 person/month |
| Institute of Animal Physiology and Genetics of the Czech Academy of Sciences | IAPG | Czech Republic | ✓ | | Y | Y | N | Y | 1,214 person/month |
| Institute of Botany of the Czech Academy of Sciences | IBOT | Czech Republic | ✓ | | Y | Y | N | Y | 1,214 person/month |
| National Institute of Mental Health | NIMH | Czech Republic | ✓ | | Y | Y | N | Y | 1,214/ person/month |
| Institute of Physics of the Czech Academy of Sciences / ELI Beamlines | ELI Beamlines | Czech Republic | ✓ | | Y | Y | N | Y | 1,214/ person/month |
| Institute of Physics of the Czech Academy of Sciences / HiLASE | IP-ASCR | Czech Republic | ✓ | | Y | Y | N | Y | 1,214/ person/month |
| Astronomical Institute of the Czech Academy of Sciences | ASU | Czech Republic | ✓ | | Y | Y | N | Y | 1,214/ person/month |

| | | | | | | | | | |
|---|-------|----------------|---|---|---|---|---|---|------------------------|
| Centrum výzkumu Řež (Řež Research Centre) | CVŘ | Czech Republic | ✓ | | N | Y | N | Y | 1,214/ person/month |
| Czech Technical University in Prague, University Centre for Energy Efficient Buildings | UCEEB | Czech Republic | ✓ | | Y | Y | N | Y | 1,214/ person/month |
| Czech Technical University in Prague, Czech Institute of Informatics, Robotics, and Cybernetics | CIIRC | Czech Republic | ✓ | | Y | Y | N | Y | 1,214/ person/month |
| Czech University of Life Sciences Prague | CZU | Czech Republic | ✓ | | Y | Y | N | Y | 1,214/ person/month |
| Institute of Thermomechanics of the Czech Academy of Sciences | IT | Czech Republic | ✓ | | Y | Y | N | Y | 1,214/ person/month |
| Research Institute of Geodesy, Topography and Cartography | VUGTK | Czech Republic | ✓ | | Y | Y | N | Y | 1,214/ person/month |
| Eaton Elektrotechnika s.r.o. | | Czech Republic | | ✓ | N | N | Y | Y | |
| VALEO AUTOKLIMATIZACE K.S. | | Czech Republic | | ✓ | N | N | Y | Y | |
| Deloitte Advisory s.r.o. | | Czech Republic | | ✓ | N | N | Y | Y | |
| CRYTUR spol. s.r.o. | | Czech Republic | | ✓ | N | N | Y | Y | |
| SHM s.r.o. | | Czech Republic | | ✓ | N | N | Y | Y | |
| CARDAM s.r.o. | | Czech Republic | | ✓ | N | N | Y | Y | |
| Santiago chemikalie s.r.o. | | Czech Republic | | ✓ | N | N | Y | Y | |
| NEXARS | | Czech Republic | | ✓ | N | N | Y | Y | |
| Beznoska | | Czech Republic | | ✓ | N | N | Y | Y | |
| ESSENCE LINE, s.r.o. | | Czech Republic | | ✓ | N | N | Y | Y | |
| DEVINN s.r.o. | | Czech Republic | | ✓ | N | N | Y | Y | |

| | | | | | | | | | |
|---|---------|----------------|--|---|---|---|---|---|--|
| Czech Green Building Council | | Czech Republic | | ✓ | N | N | Y | Y | |
| prg.ai, z.s. | | Czech Republic | | ✓ | N | N | Y | Y | |
| EuroGV | | Czech Republic | | ✓ | N | N | Y | Y | |
| AffiPro | | Czech Republic | | ✓ | N | N | Y | Y | |
| Magicware s.r.o. | | Czech Republic | | ✓ | N | N | Y | Y | |
| Hydronaut Project a.s. | | Czech Republic | | ✓ | N | N | Y | Y | |
| Gymnázium J. S. Machara, Brandýs nad Labem | | Czech Republic | | ✓ | N | N | Y | Y | |
| Vyšší odborná škola, Střední průmyslová škola a Jazyková škola s právem státní jazykové zkoušky, Kutná Hora | | Czech Republic | | ✓ | N | N | Y | Y | |
| Střední průmyslová škola Emila Kolbena Rakovník, příspěvková organizace | | Czech Republic | | ✓ | N | N | Y | Y | |
| BOSC (Baltic Open Solution Center) | BOSC | Latvia | | ✓ | N | N | Y | Y | |
| DE.TEC.TOR | | Italy | | ✓ | N | N | Y | Y | |
| Instituto Nazionale di Fisica Nucleare | INFN | Italy | | ✓ | Y | N | Y | Y | |
| UW (University of Washington) | UW | USA | | ✓ | Y | N | Y | Y | |
| NCSU (North State Carolina University) | NCSU | USA | | ✓ | Y | N | Y | Y | |
| ITESM (Instituto Tecnológico y de Estudios Superiores de Monterrey) | | Mexico | | ✓ | Y | N | Y | Y | |
| MUI (Medical University Innsbruck) | MUI | Austria | | ✓ | Y | N | Y | Y | |
| TUD (Technische Universität Dresden) | TUD | Germany | | ✓ | Y | N | Y | Y | |
| TUB (Technische Universität Berlin), Zentrum für Astronomie und Astrophysik | TUB/ZAA | Germany | | ✓ | Y | N | Y | Y | |

| | | | | | | | | | |
|--|---------|-----------------|--|---|---|---|---|---|--|
| Wrocław University of Environmental and Life Sciences | UPWr | Poland | | ✓ | Y | N | Y | Y | |
| IMP-PAN (Instytut Maszyn Przeplywowych Im. Roberta Szwalskiego Polskiej Akademii Nauk) | IMP-PAN | Poland | | ✓ | Y | N | Y | Y | |
| LTU (Lulea Tekniska Universitet) | LTU | Sweden | | ✓ | Y | N | Y | Y | |
| Queen's University Belfast, Centre for Plasma Physics | CPP | United Kingdom | | ✓ | Y | N | Y | Y | |
| TUKE (Technical University of Košice) | TUKE | Slovak Republic | | ✓ | Y | N | Y | Y | |
| Kyiv National University of Construction and Architecture | | Ukraine | | ✓ | Y | N | Y | Y | |
| Global Change Research Institute CAS | | Czech Republic | | ✓ | Y | N | Y | Y | |

Letter of Commitment

Call for proposals HORIZON-MSCA-COFUND-2021: Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)

Dear Madam/Sir,

We, undersigned *Marcela Ludvíková and Dušan Pirich*, in our quality of Statutory representatives, commit to set up all necessary provisions to participate as **Associated partner** in the proposal **Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)** submitted within the call HORIZON-MSCA-COFUND-2021, should the proposal be funded.

On behalf of Eaton Elektrotechnika s.r.o., we also confirm that we will participate and contribute to the Postdoctoral research training programme as planned. In particular, Eaton European Innovation Centre, branch of Eaton Elektrotechnika s.r.o. will be involved in:


- Hosting researchers without recruiting (secondment), training and supervising researchers in a defined research project that aligns with our priorities. The specifics of such cooperation will be described in a separate secondment agreement between our organisation and one of Implementing partners of the MERIT programme. The duration of the secondment will be agreed according to the needs of the research project and shall not exceed 30% of the fellowship period.
- Dissemination of the programme MERIT and its calls in order to guarantee equal opportunities and to reach diversity among candidates.

This document does not establish any legal obligations between the parties.

We hereby declare that we are entitled to commit into this process the entity we represent.

Place, date: Prague, December 9th 2021

Legal Representatives Signature:



Marcela Ludvíková

Statutory representative



Dušan Pirich

Statutory representative



Letter of Commitment

Call for proposals HORIZON-MSCA-COFUND-2021: Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)

Dear Madam/Sir,

I undersigned Ing. Leoš Dvořák, in my quality of R&D Centre General Manager, commit to set up all necessary provisions to participate as **Associated partner** in the proposal *Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)* submitted within the call HORIZON-MSCA-COFUND-2021, should the proposal be funded.

On behalf of VALEO AUTOKLIMATIZACE k.s., I also confirm that we will participate and contribute to the Postdoctoral research training programme as planned. In particular, VALEO AUTOKLIMATIZACE k.s. will be involved in:

- Hosting researchers without recruiting (secondment), training and supervising researchers in a defined research project that aligns with our priorities. The specifics of such cooperation will be described in a separate secondment agreement between our organisation and one of Implementing partners of the MERIT programme. The duration of the secondment will be agreed according to the needs of the research project and shall not exceed 30% of the fellowship period.
- Dissemination of the programme MERIT and its calls in order to guarantee equal opportunities and to reach diversity among candidates.

This document does not establish any legal obligations between the parties.

I hereby declare that I am entitled to commit into this process the entity I represent.

Place, date: Prague, 20.1. 2022

Legal Representative Name: Ing. Leoš Dvořák

Legal Representative Signature:

A large black rectangular redaction covers the signature area. A blue ink signature is visible behind the redaction, extending upwards and downwards from the signature line.

Letter of Intent

for the attention of:

Ing. Antonín Lupíšek, Ph.D., Director for Research and Innovation, Head of Team Sustainable Building, at Czech Technical University in Prague

Call for proposals HORIZON-MSCA-COFUND-2021: Central Bohemia Mobility Program for Excellence in Research, Innovation and Technology (MERIT)

Dear Madam/Sir,

I undersigned Pavel Šiška, in my quality of Partner on behalf of **Deloitte Advisory s.r.o.**, declare our readiness to set up all necessary provisions to participate as **Associated partner** in the proposal *Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)* submitted within the call HORIZON-MSCA-COFUND-2021, should the proposal be funded.

I also confirm that Deloitte Advisory s.r.o. intends to participate and contribute to the Postdoctoral research training programme as planned. In particular, Deloitte Advisory s.r.o. expects to be involved in:

- Hosting researchers without recruiting (secondment), training and supervising researchers in a defined research project that aligns with our priorities. The specifics of such cooperation will be described in a separate secondment agreement between our organisation and one of Implementing partners of the MERIT program. The duration of the secondment will be agreed according to the needs of the research project and shall not exceed 30% of the fellowship period.
- Dissemination of the program MERIT and its calls in order to guarantee equal opportunities and to reach diversity among candidates.

This document does not establish any legal obligations between the parties and any performance described above may be subject to additional approvals on our side.

Place, date: In Prague, on 28.01.2022

Legal Representative Name: Pavel Šiška,
acting based on a power of attorney

Legal Representative Signature:





Letter of Commitment

Call for proposals HORIZON-MSCA-COFUND-2021: Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)

Dear Madam/Sir,

I undersigned, Jindřich Houžvička, in my quality of Chief Executive Officer, commit to set up all necessary provisions to participate as **Associated partner** in the proposal *Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)* submitted within the call HORIZON-MSCA-COFUND-2021, should the proposal be funded.

On behalf of CRYTUR, s.r.o., I also confirm that we will participate and contribute to the Postdoctoral research training programme as planned. In particular, CRYTUR, s.r.o. will be involved in:

- Hosting researchers without recruiting (secondment), training and supervising researchers in a defined research project that aligns with our priorities. The specifics of such cooperation will be described in a separate secondment agreement between our organisation and one of Implementing partners of the MERIT programme. The duration of the secondment will be agreed according to the needs of the research project and shall not exceed 30% of the fellowship period.
- Dissemination of the programme MERIT and its calls in order to guarantee equal opportunities and to reach diversity among candidates.

This document does not establish any legal obligations between the parties.

I hereby declare that I am entitled to commit into this process the entity I represent.

Place, date:

Turnov, January 7, 2022

Legal Representative Name:

Dr. Jindřich Houžvička, CEO

Legal Representative Signature:

Letter of Commitment

Call for proposals HORIZON-MSCA-COFUND-2021: Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)

Dear Madam/Sir,

I undersigned **Ing. Petr Mrkos MBA**, in my quality of **CEO of SHM, s.r.o.**, commit to set up all necessary provisions to participate as **Associated partner** in the proposal **Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)** submitted within the call HORIZON-MSCA-COFUND-2021, should the proposal be funded.

On behalf of SHM, s.r.o., I also confirm that we will participate and contribute to the Postdoctoral research training programme as planned. In particular, SHM, s.r.o. will be involved in:

- Hosting researchers without recruiting (secondment), training and supervising researchers in a defined research project that aligns with our priorities. The specifics of such cooperation will be described in a separate secondment agreement between our organisation and one of Implementing partners of the MERIT programme. The duration of the secondment will be agreed according to the needs of the research project and shall not exceed 30% of the fellowship period.
- Dissemination of the programme MERIT and its calls in order to guarantee equal opportunities and to reach diversity among candidates.

This document does not establish any legal obligations between the parties.

I hereby declare that I am entitled to commit into this process the entity I represent.

In Šumperk, Czech Republic



.....
Date, Name, Signature



Center of Applied
Research and Development
for Additive Manufacturing

Letter of Commitment

Call for proposals HORIZON-MSCA-COFUND-2021: Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)

Dear Madam/Sir,

I undersigned *Ondřej Kurkin* in my quality of CEO, commit to set up all necessary provisions to participate as **Associated partner** in the proposal *Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)* submitted within the call HORIZON-MSCA-COFUND-2021, should the proposal be funded.

On behalf of CARDAM s.r.o., I also confirm that we will participate and contribute to the Postdoctoral research training programme as planned. In particular, [*name of the entity*] will be involved in:

- Hosting researchers without recruiting (secondment), training and supervising researchers in a defined research project that aligns with our priorities. The specifics of such cooperation will be described in a separate secondment agreement between our organisation and one of Implementing partners of the MERIT programme. The duration of the secondment will be agreed according to the needs of the research project and shall not exceed 30% of the fellowship period.
- Dissemination of the programme MERIT and its calls in order to guarantee equal opportunities and to reach diversity among candidates.

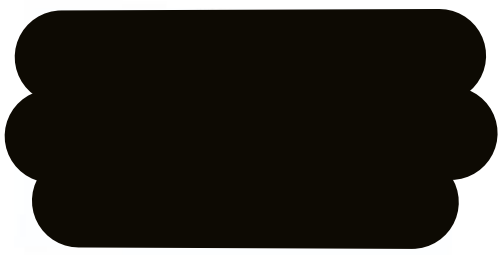
This document does not establish any legal obligations between the parties.

I hereby declare that I am entitled to commit into this process the entity I represent.

Place, date: Dolní Břežany, 1.12.2021

Legal Representative Name: Ondřej Kurkin

Legal Representative Signature



Letter of Commitment

Call for proposals HORIZON-MSCA-COFUND-2021: Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)

Dear Madam/Sir,

I undersigned Ing. Kryštof Šigut, in my quality of CEO, commit to set up all necessary provisions to participate as **Associated partner** in the proposal *Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)* submitted within the call HORIZON-MSCA-COFUND-2021, should the proposal be funded.

On behalf of Santiago chemikálie s.r.o., I also confirm that we will participate and contribute to the Postdoctoral research training programme as planned. In particular, Santiago chemikálie s.r.o. will be involved in:

- Hosting researchers without recruiting (secondment), training and supervising researchers in a defined research project that aligns with our priorities. The specifics of such cooperation will be described in a separate secondment agreement between our organisation and one of Implementing partners of the MERIT programme. The duration of the secondment will be agreed according to the needs of the research project and shall not exceed 30% of the fellowship period.
- Dissemination of the programme MERIT and its calls in order to guarantee equal opportunities and to reach diversity among candidates.

This document does not establish any legal obligations between the parties.

I hereby declare that I am entitled to commit into this process the entity I represent.

Place, date: Kralupy nad Vltavou, 26th November 2021

Legal Representative Name: Ing. Kryštof Šigut

Legal Representative Signature: 

Letter of Commitment

Call for proposals **HORIZON-MSCA-COFUND-2021: Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)**

Dear Madam/Sir,

I undersigned *R. Hromádka* in my quality of *knowledge*, commit to set up all necessary provisions to participate as Associated partner in the proposal *Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)* submitted within the call HORIZON-MSCA-COFUND-2021, should the proposal be funded.

On behalf of [*name of the entity*], I also confirm that we will participate and contribute to the Postdoctoral research training programme as planned. In particular, [*name of the entity*] will be involved in:

- Hosting researchers without recruiting (secondment), training and supervising researchers in a defined research project that aligns with our priorities. The specifics of such cooperation will be described in a separate secondment agreement between our organisation and one of Implementing partners of the MERIT programme. The duration of the secondment will be agreed according to the needs of the research project and shall not exceed 30% of the fellowship period.
- Dissemination of the programme MERIT and its calls in order to guarantee equal opportunities and to reach diversity among candidates.

This document does not establish any legal obligations between the parties.

I hereby declare that I am entitled to commit into this process the entity I represent.

Place, date: BRNO, January 12, 2022

Legal Representative Name: Róbert Hromádka, M.D.

Legal Representative Signature:



Letter of Commitment

Call for proposals HORIZON-MSCA-COFUND-2021: Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)

Dear Madam/Sir,

I undersigned **Petr MILATA**, in my quality of **CEO**, commit to set up all necessary provisions to participate as **Associated partner** in the proposal **Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)** submitted within the call HORIZON-MSCA-COFUND-2021, should the proposal be funded.

On behalf of Beznoska, I also confirm that we will participate and contribute to the Postdoctoral research training programme as planned. In particular, Beznoska will be involved in:

- Hosting researchers without recruiting (secondment), training and supervising researchers in a defined research project that aligns with our priorities. The specifics of such cooperation will be described in a separate secondment agreement between our organisation and one of Implementing partners of the MERIT programme. The duration of the secondment will be agreed according to the needs of the research project and shall not exceed 30% of the fellowship period.
- Dissemination of the programme MERIT and its calls in order to guarantee equal opportunities and to reach diversity among candidates.

This document does not establish any legal obligations between the parties.

I hereby declare that I am entitled to commit into this process the entity I represent.

Place, date: 2.12. 2021

Legal Representative Name: Petr Milata

Legal Representative Signature:

Letter of Commitment

Call for proposals HORIZON-MSCA-COFUND-2021: Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)

Dear Madam/Sir,

I undersigned *Petr Novotny*, in my quality of the Executive Manager, commit to set up all necessary provisions to participate as **Associated partner** in the proposal ***Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)*** submitted within the call HORIZON-MSCA-COFUND-2021, should the proposal be funded.

On behalf of ESSENCE LINE, I also confirm that we will participate and contribute to the Postdoctoral research training programme as planned. In particular, ESSENCE LINE will be involved in:

- Hosting researchers without recruiting (secondment), training and supervising researchers in a defined research project that aligns with our priorities. The specifics of such cooperation will be described in a separate secondment agreement between our organisation and one of Implementing partners of the MERIT programme. The duration of the secondment will be agreed according to the needs of the research project and shall not exceed 30% of the fellowship period.
- Dissemination of the programme MERIT and its calls in order to guarantee equal opportunities and to reach diversity among candidates.

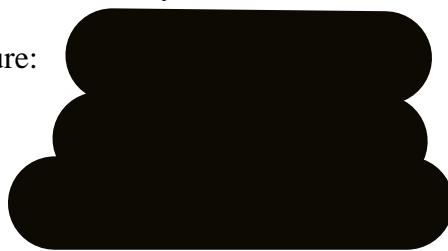
This document does not establish any legal obligations between the parties.

I hereby declare that I am entitled to commit into this process the entity I represent.

Place, date: 30.12.2021

Legal Representative Name: Petr Novotny

Legal Representative Signature:



Letter of Commitment

Call for proposals HORIZON-MSCA-COFUND-2021: Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)

Dear Madam/Sir,

I undersigned *Luboš Hajský*, in my quality of CEO, commit to set up all necessary provisions to participate as **Associated partner** in the proposal *Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)* submitted within the call HORIZON-MSCA-COFUND-2021, should the proposal be funded.

On behalf of *DEVINN s.r.o.*, I also confirm that we will participate and contribute to the Postdoctoral research training programme as planned. In particular, *DEVINN s.r.o.* will be involved in:

- Hosting researchers without recruiting (secondment), training and supervising researchers in a defined research project that aligns with our priorities. The specifics of such cooperation will be described in a separate secondment agreement between our organisation and one of Implementing partners of the MERIT programme. The duration of the secondment will be agreed according to the needs of the research project and shall not exceed 30% of the fellowship period.
- Dissemination of the programme MERIT and its calls in order to guarantee equal opportunities and to reach diversity among candidates.

This document does not establish any legal obligations between the parties.

I hereby declare that I am entitled to commit into this process the entity I represent.

Place, date: Mladá Boleslav, 24th November 2021

Legal Representative Name: Luboš Hajský, CEO

Legal Representative Signature:

A large black rectangular redaction box covering the signature of the legal representative.



LETTER OF COMMITMENT

Call for proposals HORIZON-MSCA-COFUND-2021: Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)

Dear Madam/Sir,

I undersigned Simona Kalvodová, in my quality of Executive Director of the *Czech Green Building Council, z.s.*, commit to set up all necessary provisions to participate as **Associated partner** in the proposal ***Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)*** submitted within the call HORIZON-MSCA-COFUND-2021, should the proposal be funded.

On behalf of *Czech Green Building Council, z.s.*, I also confirm that we will participate and contribute to the Postdoctoral research training programme as planned. In particular, *Czech Green Building Council, z.s.* will be involved in:

- Hosting researchers without recruiting (secondment), training and supervising researchers in a defined research project that aligns with our priorities. The specifics of such cooperation will be described in a separate secondment agreement between our organisation and one of Implementing partners of the MERIT programme. The duration of the secondment will be agreed according to the needs of the research project and shall not exceed 30% of the fellowship period.
- Dissemination of the programme MERIT and its calls in order to guarantee equal opportunities and to reach diversity among candidates.

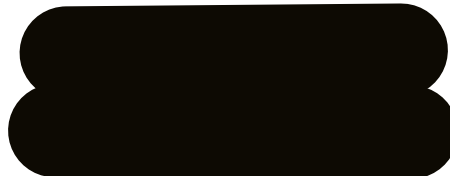
This document does not establish any legal obligations between the parties.

I hereby declare that I am entitled to commit into this process the entity I represent.

Place, date: Prague, 26th January 2022

Legal Representative Name: Simona Kalvodová

Legal Representative Signature:



Letter of Commitment

Call for proposals HORIZON-MSCA-COFUND-2021: Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)

Dear Madam/Sir,

I undersigned, Lenka Kučerová, in my quality of Managing Director at prg.ai, commit to set up all necessary provisions to participate as **Associated partner** in the proposal *Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)* submitted within the call HORIZON-MSCA-COFUND-2021, should the proposal be funded.

On behalf of prg.ai, I also confirm that we will participate and contribute to the Postdoctoral research training programme as planned. In particular, prg.ai will be involved in:

- Hosting researchers without recruiting (secondment), training and supervising researchers in a defined research project that aligns with our priorities. The specifics of such cooperation will be described in a separate secondment agreement between our organisation and one of Implementing partners of the MERIT programme. The duration of the secondment will be agreed according to the needs of the research project and shall not exceed 30% of the fellowship period.
- Dissemination of the programme MERIT and its calls in order to guarantee equal opportunities and to reach diversity among candidates.

This document does not establish any legal obligations between the parties.

I hereby declare that I am entitled to commit into this process the entity I represent.

Prague, 25th November 2021



Letter of Commitment

Call for proposals HORIZON-MSCA-COFUND-2021: Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)

Dear Madam/Sir,

I undersigned *Ing. Karel VACH, CSc.*, in my quality of *executive head*, commit to set up all necessary provisions to participate as **Associated partner** in the proposal *Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)* submitted within the call HORIZON-MSCA-COFUND-2021, should the proposal be funded.

On behalf of *EuroGV spot. s r.o. (Czech Republic)*, I also confirm that we will participate and contribute to the Postdoctoral research training programme as planned. In particular, *EuroGV spot. s r.o. (Czech Republic)* will be involved in:

- Hosting researchers without recruiting (secondment), training and supervising researchers in a defined research project that aligns with our priorities. The specifics of such cooperation will be described in a separate secondment agreement between our organisation and one of Implementing partners of the MERIT programme. The duration of the secondment will be agreed according to the needs of the research project and shall not exceed 30% of the fellowship period.
- Dissemination of the programme MERIT and its calls in order to guarantee equal opportunities and to reach diversity among candidates.

This document does not establish any legal obligations between the parties.

I hereby declare that I am entitled to commit into this process the entity I represent.

Place, date:

Legal Representative Name: *Ing. Karel VACH, CSc*

Legal Representative Signature:

A large black rectangular redaction box covering the signature of the legal representative.

Letter of Commitment

Call for proposals HORIZON-MSCA-COFUND-2021: Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)

Dear Madam/Sir,

I undersigned Alexandra Pompachova, in my quality of general manager, commit to set up all necessary provisions to participate as **Associated partner** in the proposal *Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)* submitted within the call HORIZON-MSCA-COFUND-2021, should the proposal be funded.

On behalf of AffiPro s.r.o., I also confirm that we will participate and contribute to the Postdoctoral research training programme as planned. In particular, Affipro s.r.o. will be involved in:

- Hosting researchers without recruiting (secondment), training and supervising researchers in a defined research project that aligns with our priorities. The specifics of such cooperation will be described in a separate secondment agreement between our organisation and one of Implementing partners of the MERIT programme. The duration of the secondment will be agreed according to the needs of the research project and shall not exceed 30% of the fellowship period.
- Dissemination of the programme MERIT and its calls in order to guarantee equal opportunities and to reach diversity among candidates.

This document does not establish any legal obligations between the parties.

I hereby declare that I am entitled to commit into this process the entity I represent.

Place, date: Mratín, 20.1.2022

Legal Representative Name: Alexandra Pompachova

Legal Representative Signature: 

Letter of Commitment

Call for proposals HORIZON-MSCA-COFUND-2021: Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)

Dear Madam/Sir,

I undersigned Ing. Tomáš Novosad in my quality of CEO, commit to set up all necessary provisions to participate as **Associated partner** in the proposal *Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)* submitted within the call HORIZON-MSCA-COFUND-2021, should the proposal be funded.

On behalf of MAGICWARE, společnost s ručením omezeným, I also confirm that we will participate and contribute to the Postdoctoral research training programme as planned. In particular, MAGICWARE, společnost s ručením omezeným will be involved in:

- Hosting researchers without recruiting (secondment), training and supervising researchers in a defined research project that aligns with our priorities. The specifics of such cooperation will be described in a separate secondment agreement between our organisation and one of Implementing partners of the MERIT programme. The duration of the secondment will be agreed according to the needs of the research project and shall not exceed 30% of the fellowship period.
- Dissemination of the programme MERIT and its calls in order to guarantee equal opportunities and to reach diversity among candidates.

This document does not establish any legal obligations between the parties.

I hereby declare that I am entitled to commit into this process the entity I represent.

Place, date: Prague, 21/01/2022

Legal Representative Name: Ing. Tomáš Novosad

Legal Representative Signature:





Hydronaut Project a.s.
Pod Velkým hájem 1647/13,
Radotín, 153 00 Praha 5
Czech Republic

Letter of Commitment

Call for proposals HORIZON-MSCA-COFUND-2021:

Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)

Dear Madam/Sir,

I undersigned Stanislav Smolaga in my quality of Statutory director of Hydronaut a.s. commit to set up all necessary provisions to participate as **Associated partner** in the proposal **Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)** submitted within the call HORIZON-MSCA-COFUND-2021, should the proposal be funded.

On behalf of Hydronaut a.s. I also confirm that we will participate and contribute to the Postdoctoral research training programme as planned. In particular, Hydronaut a.s. will be involved in:

- Hosting researchers without recruiting (secondment), training and supervising researchers in a defined research project that aligns with our priorities. The specifics of such cooperation will be described in a separate secondment agreement between our organisation and one of Implementing partners of the MERIT programme. The duration of the secondment will be agreed according to the needs of the research project and shall not exceed 30% of the fellowship period.
- Dissemination of the programme MERIT and its calls in order to guarantee equal opportunities and to reach diversity among candidates.

This document does not establish any legal obligations between the parties. I hereby declare that I am entitled to commit into this process the entity I represent.

Prague, 16.1.2022

Stanislav Smolaga
CEO **Hydronaut Project a.s.**





Gymnázium J. S. Machara,

Brandýs nad Labem – Stará Boleslav, Královická 668

Královická 668, 250 50 Brandýs nad Labem – Stará Boleslav

Středočeský kraj

Letter of Commitment

Call for proposals HORIZON-MSCA-COFUND-2021: Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)

Dear Madam/Sir,

I undersigned **Miroslava Zachariášová**, in my quality of headmaster of High School J. S. Machara, Brandýs and Labem – Stará Boleslav, commit to set up all necessary provisions to participate as **Associated partner** in the proposal **Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)** submitted within the call HORIZON-MSCA-COFUND-2021, should the proposal be funded.

On behalf of High School J. S. Machara, Brandýs and Labem – Stará Boleslav, I also confirm that we will participate and contribute to the Postdoctoral research training programme as planned. In particular, High School J. S. Machara, Brandýs and Labem – Stará Boleslav will be involved in:

- Hosting researchers without recruiting (secondment) training and supervising researchers in a defined research project that aligns with our priorities. The specifics of such cooperation will be described in a separate secondment agreement between our organization and one of Implementing partners of the MERIT programme. The duration of the secondment will be agreed according to the needs of the research project and shall not exceed 30 % of the fellowship period.
- Dissemination of the programme MERIT and its calls in order to guarantee equal opportunities and to reach diversity among candidates.

This document does not establish any legal obligations between the parties.

I hereby declare that I am entitled to commit into this process the entity I represent.

Place, date: The Czech Republic - Brandýs and Labem – Stará Boleslav, 15th of Dezember 2021

Legal Representative Name: PhDr. Ing. Miroslava Zachariášová

Legal Representative Signature

Tel.: 326 902 311
IČO: 613 88 939
DIČ: CZ 613 88 939

www.gbl.cz
Číslo účtu u MONETA Money Bank, a. s.
165 95 09 504/0600

E-mail: info@gbl.cz
IZO: 108 003 868
IDS: 3k9w9ci



VYŠŠÍ ODBORNÁ ŠKOLA, STŘEDNÍ PRŮMYSLOVÁ ŠKOLA
A JAZYKOVÁ ŠKOLA S PRÁVEM STÁTNÍ JAZYKOVÉ ZKOUŠKY, MASARYKOVA 197, KUTNÁ HORA

Letter of Commitment

Call for proposals HORIZON-MSCA-COFUND-2021: Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)

Dear Madam/Sir,

I undersigned *Ing. Josef Tremel*, in my quality of headmaster, commit to set up all necessary provisions to participate as **Associated partner** in the proposal *Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)* submitted within the call HORIZON-MSCA-COFUND-2021, should the proposal be funded.

On behalf of Technical High school Kutná Hora, I also confirm that we will participate and contribute to the Postdoctoral research training programme as planned. Technical High school Kutná Hora will be involved in:

- Hosting researchers without recruiting (secondment), training and supervising researchers in a defined research project that aligns with our priorities. The specifics of such cooperation will be described in a separate secondment agreement between our organisation and one of Implementing partners of the MERIT programme. The duration of the secondment will be agreed according to the needs of the research project and shall not exceed 30% of the fellowship period.
- Dissemination of the programme MERIT and its calls in order to guarantee equal opportunities and to reach diversity among candidates.

This document does not establish any legal obligations between the parties.

I hereby declare that I am entitled to commit into this process the entity I represent.

Place, date: Kutná Hora, 15. 12. 2021

Legal Representative Name: Ing. Josef Tremel

Legal Representative Signature:

Letter of Commitment

Call for proposals HORIZON-MSCA-COFUND-2021: Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)

Dear Madam/Sir,

I undersigned Jan Jirátko, in my quality of headmaster, commit to set up all necessary provisions to participate as **Associated partner** in the proposal *Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)* submitted within the call HORIZON-MSCA-COFUND-2021, should the proposal be funded.

On behalf of Emil Kolben High Technical School, I also confirm that we will participate and contribute to the Postdoctoral research training programme as planned. In particular, Emil Kolben High Technical School will be involved in:

- Hosting researchers without recruiting (secondment), training and supervising researchers in a defined research project that aligns with our priorities. The specifics of such cooperation will be described in a separate secondment agreement between our organisation and one of Implementing partners of the MERIT programme. The duration of the secondment will be agreed according to the needs of the research project and shall not exceed 30% of the fellowship period.
- Dissemination of the programme MERIT and its calls in order to guarantee equal opportunities and to reach diversity among candidates.

This document does not establish any legal obligations between the parties.

I hereby declare that I am entitled to commit into this process the entity I represent.

Place, date: Rakovník, January 3rd, 2022

Legal Representative Name: RNDr. Jan Jirátko, headmaster

Legal Representative Signature



Letter of Commitment

Call for proposals HORIZON-MSCA-COFUND-2021: Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)

Dear Madam/Sir,

I undersigned ...*Michal Kepka*..., in my quality of ...*member of the board*..., commit to set up all necessary provisions to participate as **Associated partner** in the proposal *Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)* submitted within the call HORIZON-MSCA-COFUND-2021, should the proposal be funded.

On behalf of *Baltic Open Solution Center*, I also confirm that we will participate and contribute to the Postdoctoral research training programme as planned. In particular, [*name of the entity*] will be involved in:

- Hosting researchers without recruiting (secondment), training and supervising researchers in a defined research project that aligns with our priorities. The specifics of such cooperation will be described in a separate secondment agreement between our organisation and one of Implementing partners of the MERIT programme. The duration of the secondment will be agreed according to the needs of the research project and shall not exceed 30% of the fellowship period.
- Dissemination of the programme MERIT and its calls in order to guarantee equal opportunities and to reach diversity among candidates.

This document does not establish any legal obligations between the parties.

I hereby declare that I am entitled to commit into this process the entity I represent.

Place, date: Osek 24th January 2022

Legal Representative Name: Michal Kepka

Legal Representative Signature:



LETTER OF COMMITMENT

Call for proposals HORIZON-MSCA-COFUND-2021: Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)

Dear Madam/Sir,

I undersigned Giuseppe Pittà, in my quality of legal representative of DE.TEC.TOR. Devices and Technologies Torino commit to set up all necessary provisions to participate as Associated partner in the proposal Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT) submitted within the call HORIZON-MSCA-COFUND-2021, should the proposal be funded.

On behalf of DE.TEC.TOR. Devices and Technologies Torino, I also confirm that we will participate and contribute to the Postdoctoral research training programme as planned. In particular, our company will be involved in:

- Hosting researchers without recruiting (secondment) training and supervising researchers in a defined research project that aligns with our priorities. The specifics of such cooperation will be described in a separate secondment agreement between our organization and one of Implementing partners of the MERIT programme. The duration of the secondment will be agreed according to the needs of the research project and shall not exceed 30% of the fellowship period.
- Dissemination of the programme MERIT and its calls in order to guarantee equal opportunities and to reach diversity among candidates.

This document does not establish any legal obligations between the parties.

I hereby declare that I am entitled to commit into this process the entity I represent.

Turin, 26.01.2022

Dr. Giuseppe Pittà





Letter of Commitment

Call for proposals HORIZON-MSCA-COFUND-2021: Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)

Dear Madam/Sir,

I undersigned *Dr Santo Gammino*, in my quality of Director of INFN-LNS, commit to set up all necessary provisions to participate as **Associated partner** in the proposal ***Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)*** submitted within the call HORIZON-MSCA-COFUND-2021, should the proposal be funded.

On behalf of INFN-LNS, I also confirm that we will participate and contribute to the Postdoctoral research training programme as planned. In particular, INFN-LNS will be involved in:

- Hosting researchers without recruiting (secondment), training and supervising researchers in a defined research project that aligns with our priorities. The specifics of such cooperation will be described in a separate secondment agreement between our organisation and one of Implementing partners of the MERIT programme. The duration of the secondment will be agreed according to the needs of the research project and shall not exceed 30% of the fellowship period.
- Dissemination of the programme MERIT and its calls in order to guarantee equal opportunities and to reach diversity among candidates.

This document does not establish any legal obligations between the parties.

I hereby declare that I am entitled to commit into this process the entity I represent.

Place, date:
January th 26th

Dr Santo Gammino
INFN-LNS Director



Legal Representative Signature:



Letter of Commitment

Call for proposals HORIZON-MSCA-COFUND-2021: Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)

Dear Madam/Sir,

I undersigned *Prof. František Tureček*, in my quality of PI and research group leader at Department of Chemistry, University of Washington, Seattle, WA, USA, commit to set up all necessary provisions to participate as **Associated partner** in the proposal *Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)* submitted within the call HORIZON-MSCA-COFUND-2021, should the proposal be funded.

On behalf of my research group at Department of Chemistry, University of Washington, Seattle, WA, USA I also confirm that we will participate and contribute to the Postdoctoral research training programme as planned. In particular, my group will be involved in:

- Hosting researchers without recruiting (secondment), training and supervising researchers in a defined research project that aligns with our priorities. The specifics of such cooperation will be described in a separate secondment agreement between our organisation and one of Implementing partners of the MERIT programme. The duration of the secondment will be agreed according to the needs of the research project and shall not exceed 30% of the fellowship period.
- Dissemination of the programme MERIT and its calls in order to guarantee equal opportunities and to reach diversity among candidates.

This document does not establish any legal obligations between the parties.

I hereby declare that I am entitled to commit into this process the entity I represent.

Seattle, WA, January 5, 2022

Legal Representative Name: Prof. František Tureček

Legal Representative Signature:



NC State European Center in Prague
Office of Global Engagement

prague.ncsu.edu

Malé náměstí 1/Karlova 27
Prague 1, 110 00
Czech Republic

Letter of Commitment

Call for proposals HORIZON-MSCA-COFUND-2021: Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)

Dear Madam/Sir,

I undersigned, *Kimberly A. Strozewski*, in my quality of *Director of the North Carolina State University's branch in Prague (organizační složka)* commit to set up all necessary provisions to participate as **Associated partner** in the proposal *Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)* submitted within the call HORIZON-MSCA-COFUND-2021, should the proposal be funded.

On behalf of North Carolina State University, org. sl. I also confirm that we will participate and contribute to the Postdoctoral research training programme as planned. In particular, North Carolina State University, org. sl. will be involved in:

- Hosting researchers without recruiting (secondment), training and supervising researchers in a defined research project that aligns with our priorities. The specifics of such cooperation will be described in a separate secondment agreement between our organisation and one of Implementing partners of the MERIT programme. The duration of the secondment will be agreed according to the needs of the research project and shall not exceed 30% of the fellowship period.
- Dissemination of the programme MERIT and its calls in order to guarantee equal opportunities and to reach diversity among candidates.

This document does not establish any legal obligations between the parties.

I hereby declare that I am entitled to commit into this process the entity I represent.

Place, date:

Legal Representative Name:

Kimberly A. Strozewski

Director, NC State European Center in Prague

Legal Representative Signature:

Letter of Commitment

Call for proposals HORIZON-MSCA-COFUND-2021: Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)

Dear Madam/Sir,

I undersigned **Neil Hernández Gress**, in my quality of **Director of Research, Vicerectorate for Research and Technology Transfer**, commit to set up all necessary provisions to participate as **Associated partner** in the proposal **Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)** submitted within the call HORIZON-MSCA-COFUND-2021, should the proposal be funded.

On behalf of **Tecnológico de Monterrey**, I also confirm that we will participate and contribute to the Postdoctoral research training programme as planned. In particular, **Tecnológico de Monterrey** will be involved in:

- Hosting researchers without recruiting (secondment), training and supervising researchers in a defined research project that aligns with our priorities. The specifics of such cooperation will be described in a separate secondment agreement between our organization and one of Implementing partners of the MERIT program. The duration of the secondment will be agreed according to the needs of the research project and shall not exceed 30% of the fellowship period.
- Dissemination of the program MERIT and its calls in order to guarantee equal opportunities and to reach diversity among candidates.

This document does not establish any legal obligations between the parties.

I hereby declare that I am entitled to commit into this process the entity I represent.

Place, date:

Monterrey, México. January 14, 2022

Legal Representative Name/LEAR:

Neil Hernández Gress

Legal Representative Signature:



MEDICAL
UNIVERSITY
INNSBRUCK

Letter of Commitment

Call for proposals HORIZON-MSCA-COFUND-2021: Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)

Dear Madam/Sir,

I undersigned Assoc.Prof. Dr. Michael J. Ausserlechner, in my quality of being the Lab Head of the Molecular Biology Laboratory, Dept. of Pediatrics I, Medical University Innsbruck, commit to set up all necessary provisions to participate as **Associated partner** in the proposal **Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)** submitted within the call HORIZON-MSCA-COFUND-2021, should the proposal be funded.

On behalf of Medical University Innsbruck, I also confirm that we will participate and contribute to the Postdoctoral research training programme as planned. In particular, Medical University Innsbruck will be involved in:

- Hosting researchers without recruiting (secondment), training and supervising researchers in a defined research project that aligns with our priorities. The specifics of such cooperation will be described in a separate secondment agreement between our organisation and one of Implementing partners of the MERIT programme. The duration of the secondment will be agreed according to the needs of the research project and shall not exceed 30% of the fellowship period.
- Dissemination of the programme MERIT and its calls in order to guarantee equal opportunities and to reach diversity among candidates.

This document does not establish any legal obligations between the parties.

I hereby declare that I am entitled to commit into this process the entity I represent.

24.01.2022

Place, date:

Place, date:

25/01/2022

Legal Representative Name: Univ.Prof.Dr. Thomas Müller

Legal Representative Signature:



Technische Universität Dresden, 01062 Dresden



Author: Susan Hensel, M. A.
Telephone: +49 351 463-42084
Telefax: +49 351 463-37719
E-mail: susan.hensel@tu-dresden.de
Our Reference:

Dresden, 25.01.2022

Letter of Commitment

HORIZON-MSCA-COFUND-2021: Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)

Dear Madam/Sir,

I undersigned Dr. Andreas Handschuh, in my quality of Chancellor of Technische Universität Dresden, TUD, commit to set up all necessary provisions to participate as associated partner in the proposal **Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)** submitted within the call HORIZON-MSCA-COFUND-2021, should the proposal be funded.

On behalf of TUD, I also confirm that we will participate and contribute to the postdoctoral research training programme as planned. In particular, TUD will be involved in:

- Hosting researchers without recruiting (secondment), training and supervising researchers in a defined research project that aligns with our priorities. The specifics of such cooperation will be described in a separate secondment agreement between our organisation and one of the implementing partners of the MERIT programme. The duration of the secondment will be agreed according to the needs of the research project and shall not exceed 30% of the fellowship period.
- Dissemination of the programme MERIT and its calls in order to guarantee equal opportunities and to reach diversity among candidates.

This document does not establish any legal obligations between the parties.

I hereby declare that I am entitled to commit into this process the entity.

Yours sincerely,



Name: Dr. Andreas Handschuh
Function: Chancellor of Technische Universität Dresden

Postal Address
TU Dresden, European Project Center
01062 Dresden

Visitor Address
Nürnberg Str. 31A
Nürnberg Ei [NÜR]

3. Floor
01187 Dresden
Office
Room: 310

Tax number
(Inland)
203/149/02549

VAT number
(Overseas)
DE 188 369 991

Bank accounts
Commerzbank AG,
Branch office Dresden

IBAN
DE52 8504 0000 0800 4004 00
BIC COBADEFF850

audit Family-friendly
university / EMAS
Environmental management



HORIZON-MSCA-COFUND-2021
Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)

Berlin, 7.1. 2022

Letter of Commitment

Dear Madam/Sir,

I undersigned Prof. Dr. Wolf-Christian Müller of the Zentrum für Astronomie und Astrophysik, Technische Universität Berlin, commit to set up all necessary provisions to participate as Associated partner in the proposal Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT) submitted within the call HORIZON-MSCA-COFUND-2021, should the proposal be funded.

On behalf of Zentrum für Astronomie und Astrophysik, Technische Universität Berlin, I also confirm that we will participate and contribute to the Postdoctoral research training programme as planned. In particular, Zentrum für Astronomie und Astrophysik, Technische Universität Berlin will be involved in:

- Hosting researchers without recruiting (secondment), training and supervising researchers in a defined research project that aligns with our priorities. The specifics of such cooperation will be described in a separate secondment agreement between our organisation and one of Implementing partners of the MERIT programme. The duration of the secondment will be agreed according to the needs of the research project and shall not exceed 30% of the fellowship period.
- Dissemination of the programme MERIT and its calls in order to guarantee equal opportunities and to reach diversity among candidates.

This document does not establish any legal obligations between the parties. I hereby declare that I am entitled to commit into this process the entity I represent.



Prof. Dr. Wolf-Christian Müller

**Fakultät II | Mathematik und
Naturwissenschaften**

Zentrum für Astronomie und Astrophysik

Prof. Dr. Wolf-Christian Müller

Raum ER 373
Hardenbergstraße 36A
10623 Berlin

Telefon +49 (0)30 314-27351
wolf-christian.mueller@tu-berlin.de

Sekretariat
Silke Ebbbers

Raum ER 375

Telefon +49 (0)30 314-27353
Telefax +49 (0)30 314-27833
silke.ebbbers@tu-berlin.de

W0000000.014.19.2021

Wroclaw, 21.12.2021 r.

Letter of Commitment

Call for proposals HORIZON-MSCA-COFUND-2021: Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)

Dear Madam/Sir,

I undersigned *Anna Chelmońska-Soyta*, in my quality of *Vice Rector for Internationalization*, commit to set up all necessary provisions to participate as **Associated partner** in the proposal **Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)** submitted within the call HORIZON-MSCA-COFUND-2021, should the proposal be funded.

On behalf of Wrocław University of Environmental and Life Sciences, I also confirm that we will participate and contribute to the Postdoctoral research training programme as planned. In particular, Wrocław University of Environmental and Life Sciences will be involved in:

- Hosting researchers without recruiting (secondment), training and supervising researchers in a defined research project that aligns with our priorities. The specifics of such cooperation will be described in a separate secondment agreement between our organisation and one of Implementing partners of the MERIT programme. The duration of the secondment will be agreed according to the needs of the research project and shall not exceed 30% of the fellowship period.
- Dissemination of the programme MERIT and its calls in order to guarantee equal opportunities and to reach diversity among candidates.

This document does not establish any legal obligations between the parties.

I hereby declare that I am entitled to commit into this process the entity I represent.

Place, date:

Legal Representative Name:

Legal Representative Signature:



Signed by /
Podpisano przez:





Letter of Commitment

Call for proposals HORIZON-MSCA-COFUND-2021: Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)

Dear Madam/Sir,

I undersigned *Prof. dr hab. inż. Jan Kiciński*, in my quality of Director, commit to set up all necessary provisions to participate as **Associated partner** in the proposal *Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)* submitted within the call HORIZON-MSCA-COFUND-2021, should the proposal be funded.

On behalf of *Instytut Maszyn Przepływowych im. Roberta Szewalskiego Polskiej Akademii Nauk (IMP PAN)*, I also confirm that we will participate and contribute to the Postdoctoral research training programme as planned. In particular, IMP PAN will be involved in:

- Hosting researchers without recruiting (secondment), training and supervising researchers in a defined research project that aligns with our priorities. The specifics of such cooperation will be described in a separate secondment agreement between our organisation and one of Implementing partners of the MERIT programme. The duration of the secondment will be agreed according to the needs of the research project and shall not exceed 30% of the fellowship period.
- Dissemination of the programme MERIT and its calls in order to guarantee equal opportunities and to reach diversity among candidates.

This document does not establish any legal obligations between the parties.

I hereby declare that I am entitled to commit into this process the entity I represent.

Place, date:

Gdansk, 2022-01-20

Legal Representative

Prof. dr hab. inż. Jan Kiciński

Legal Representative

Letter of Commitment

Call for proposals HORIZON-MSCA-COFUND-2021: Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)

Dear Madam/Sir,

I undersigned *Veronika Sundström*, in my quality as University Director, commit to set up all necessary provisions to participate as **Associated partner** in the proposal *Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)* submitted within the call HORIZON-MSCA-COFUND-2021, should the proposal be funded.

On behalf of Luleå University of Technology, I also confirm that we will participate and contribute to the Postdoctoral research training programme as planned. In particular, Luleå University of Technology will be involved in:

- Hosting researchers without recruiting (secondment), training and supervising researchers in a defined research project that aligns with our priorities. The specifics of such cooperation will be described in a separate secondment agreement between our organisation and one of Implementing partners of the MERIT programme. The duration of the secondment will be agreed according to the needs of the research project and shall not exceed 30% of the fellowship period.
- Dissemination of the programme MERIT and its calls in order to guarantee equal opportunities and to reach diversity among candidates.

This document does not establish any legal obligations between the parties.

I hereby declare that I am entitled to commit into this process the entity I represent.

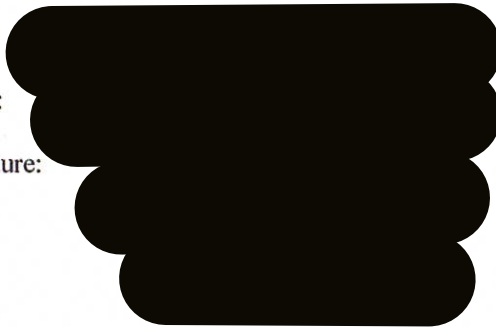
Place, date:

Luleå 20/01/2022

Legal Representative Name:

Veronika Sundström

Legal Representative Signature:





Centre for Plasma Physics
School of Mathematics and Physics

Queen's University Belfast

Phone: +44-28-90973516
www.qub.ac.uk/mp/cpp

Belfast, 21/1/2022

LETTER OF COMMITMENT

Call for proposals HORIZON-MSCA-COFUND-2021: Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)

Dear Madam/Sir,

I undersigned..Marco Borghesi, in my quality of Head of the Centre for Plasma Physics at Queen's University Belfast, commit to set up all necessary provisions to participate as **Associated partner** in the proposal *Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)* submitted within the call HORIZON-MSCA-COFUND-2021, should the proposal be funded.

On behalf of Queen's University Belfast, I also confirm that we will participate and contribute to the Postdoctoral research training programme as planned. In particular, Queen's University Belfast will be involved in:

- Hosting researchers without recruiting (secondment), training and supervising researchers in a defined research project that aligns with our priorities. The specifics of such cooperation will be described in a separate secondment agreement between our organisation and one of Implementing partners of the MERIT programme. The duration of the secondment will be agreed according to the needs of the research project and shall not exceed 30% of the fellowship period.
- Dissemination of the programme MERIT and its calls in order to guarantee equal opportunities and to reach diversity among candidates.

This document does not establish any legal obligations between the parties.

I hereby declare that I am entitled to commit into this process the entity I represent.

Place, date: Belfast, 25/1/2022

Legal Representative Name: Prof. Marco Borghesi

Legal Representative Signature:

A black oval redaction box covering the signature of Prof. Marco Borghesi. A blue pen stroke is visible at the bottom right of the redaction.



Letter of Commitment

Call for proposals HORIZON-MSCA-COFUND-2021: Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)

Dear Madam/Sir,

I undersigned **assoc. Prof. Ing. Peter Blišťan, PhD., MBA**, in my quality of **director of institute**, commit to set up all necessary provisions to participate as **Associated partner** in the proposal **Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)** submitted within the call HORIZON-MSCA-COFUND-2021, should the proposal be funded.

On behalf of **Institute of Geodesy, Cartography and Geographical Information Systems of Technical university Kosice, (Slovak Republic)**, I also confirm that we will participate and contribute to the Postdoctoral research training programme as planned. In particular **Institute of Geodesy, Cartography and Geographical Information Systems of Technical university Kosice, (Slovak Republic)** will be involved in:

- Hosting researchers without recruiting (secondment), training and supervising researchers in a defined research project that aligns with our priorities. The specifics of such cooperation will be described in a separate secondment agreement between our organisation and one of Implementing partners of the MERIT programme. The duration of the secondment will be agreed according to the needs of the research project and shall not exceed 30% of the fellowship period.
- Dissemination of the programme MERIT and its calls in order to guarantee equal opportunities and to reach diversity among candidates.

This document does not establish any legal obligations between the parties.

I hereby declare that I am entitled to commit into this process the entity I represent.

Place, date: 25.01.2022

Legal Representative Name: **assoc. Prof. Ing. Peter Blišťan, PhD., MBA**

Legal Representative Signature:



МІНІСТЕРСТВО ОСВІТИ І НАУКИ УКРАЇНИ

КИЇВСЬКИЙ НАЦІОНАЛЬНИЙ УНІВЕРСИТЕТ БУДІВНИЦТВА І АРХІТЕКТУРИ

Повітрофлотський пр. 31, м. Київ, 03037, тел. (044)241-55-80, факс (044) 248-32-65

E-mail: knuba_admin@ukr.net ; Web: <http://www.knuba.edu.ua>, код ЄДРПОУ 02070909

17.01.2022 № 14-1.9/25 На № _____ від _____

Letter of Commitment

Call for proposals HORIZON-MSCA-COFUND-2021: Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)

Dear Madam/Sir,

I undersigned Petro Kulikov, in my quality of rector, commit to set up all necessary provisions to participate as **Associated partner** in the proposal *Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)* submitted within the call HORIZON-MSCA-COFUND-2021, should the proposal be funded.

On behalf of Kyiv National University of Construction and Architecture, I also confirm that we will participate and contribute to the Postdoctoral research training programme as planned. In particular, Kyiv National University of Construction and Architecture will be involved in:

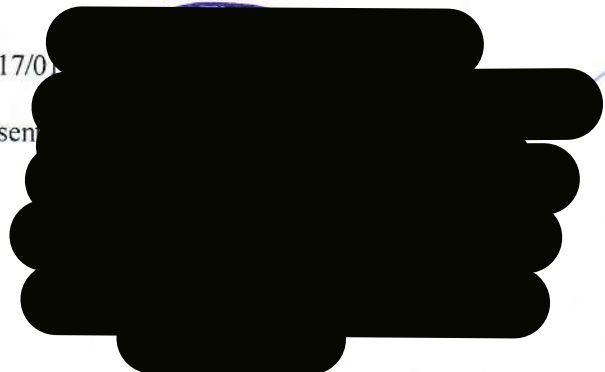
- Hosting researchers without recruiting (secondment), training and supervising researchers in a defined research project that aligns with our priorities. The specifics of such cooperation will be described in a separate secondment agreement between our organisation and one of Implementing partners of the MERIT programme. The duration of the secondment will be agreed according to the needs of the research project and shall not exceed 30% of the fellowship period.
- Dissemination of the programme MERIT and its calls in order to guarantee equal opportunities and to reach diversity among candidates.

This document does not establish any legal obligations between the parties.

I hereby declare that I am entitled to commit into this process the entity I represent.

Place, date: 17/01/2022

Legal Represent



Petro Kulikov

Letter of Commitment

Call for proposals HORIZON-MSCA-COFUND-2021: Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)

Dear Madam/Sir,

I undersigned prof. Miroslav Trnka, in my quality of domain leader, commit to set up all necessary provisions to participate as **Associated partner** in the proposal *Central Bohemia Mobility Programme for Excellence in Research, Innovation and Technology (MERIT)* submitted within the call HORIZON-MSCA-COFUND-2021, should the proposal be funded.

..


On behalf of Global Change Research Institute (GCRI), Czech Academy of Sciences, I also confirm that we will participate and contribute to the Postdoctoral research training programme as planned. In particular, GCRI will be involved in:

- Hosting researchers without recruiting (secondment), training and supervising researchers in a defined research project that aligns with our priorities. The specifics of such cooperation will be described in a separate secondment agreement between our organisation and one of Implementing partners of the MERIT programme. The duration of the secondment will be agreed according to the needs of the research project and shall not exceed 30% of the fellowship period.
- Dissemination of the programme MERIT and its calls in order to guarantee equal opportunities and to reach diversity among candidates.


This document does not establish any legal obligations between the parties.

I hereby declare that I am entitled to commit into this process the entity I represent.

Place, date: Brno, 25th January

Domain Leader Name and Signature: prof. Miroslav Trnka, Ph.D. 

Legal Representative Name: prof. RNDr. Ing. Michal V. Marek, DrSc., dr. h. c.

v zastoupení: doc. Ing. Dalibor Janouš, CSc. 

Legal Representative Signature:

Příloha č. 2 - Vzor Souhrnné zprávy o realizaci a Žádosti o platbu

Průběžná souhrnná zpráva o realizaci

Obsahová část

| | |
|---|--|
| Aplikační oblast MERIT | |
| Název Hostující organizace | |
| Zařazení (název laboratoře, oddělení, výzkumné skupiny či projektu) | |
| Jméno supervizora | |
| Jméno Vybraného výzkumníka/výzkumnice | |
| Název řešeného projektu Vybraného výzkumníka | |
| Počet měsíců strávených v hostitelské organizace za uplynulé období | |
| Výše příspěvku na rodinu / měsíc | |

| | |
|--|--|
| Stručný popis řešeného projektu | <ul style="list-style-type: none">- 5 – 10 větami prosím popište řešený projekt tak, aby byl srozumitelný i pro nevědeckou komunitu. |
| Aktuální stav řešeného projektu | <ul style="list-style-type: none">- Popište dosažené výsledky a způsob jejich komunikace/diseminace nebo komercializace- Je projekt v souladu s harmonogramem? Pokud ne, vysvětlete.- Popište problémy, neúspěchy a jejich příčiny či odchylky od původního plánu včetně vysvětlení- Rozsah 5 – 10 vět. |
| Informace o stavu secondmentu | <ul style="list-style-type: none">- Kolik je plánováno secondmentů- Kde je secondment domluven?- V případě, že secondment proběhl nebo probíhá, uveďte stručnou aktuální informaci. |
| Milníky projektu | <ul style="list-style-type: none">- Uveďte důležité milníky projektu po celou dobu realizace a jejich splnění v monitorovaném období |
| Osobní hodnocení ze strany supervizora | <ul style="list-style-type: none">- Posuďte silné a slabé stránky kandidáta a jeho působení ve vašem týmu |
| Stručná informace o absolvovaných kurzech | <ul style="list-style-type: none">- Včetně vzdělávání poskytované SICem |
| Stručná informace o zveřejnění vědeckých publikací nebo vědeckých dat formou Open Access | <ul style="list-style-type: none">- Uveďte počet plánovaných publikací- Uveďte počet zveřejněných publikací, včetně místa zveřejnění- Generuje daný výzkumník data? Jakým způsobem je s nimi nakládáno v souladu s principy FAIR (findable, accessible, interoperable, reusable) |

Přílohy obsahové části:

- Aktuální plán kariérního rozvoje výzkumníka
- Aktuální Data management plán výzkumníka (je-li relevantní)
- Aktuální plán komunikačních a diseminačních aktivit

Datum a podpis supervizora

Datum a podpis vybraného výzkumníka

MERIT
Průběžná Žádost o platbu

| | |
|---|--|
| Název partnera: | |
| Zařízení (název laboratoře, oddělení, výzkumné skupiny či projektu): | |
| Jméno supervizora: | |
| Jméno vybraného výzkumníka/výzkumnice: | |
| Název řešeného projektu vybraného výzkumníka/výzkumnice: | |
| Počet měsíců strávených v hostitelské organizaci za uplynulé období: | |

CELKEM K VÝPLATĚ - Kč

| I. | Měsíční částka | Nárokováná částka | Počet měsíců | Celkem EUR | Celkem Kč |
|--------------------------------|----------------|-------------------|--------------|------------|-----------|
| COFUND příspěvek | 3 980,00 € | 3 383,00 € | _____ | - € | |
| Příspěvek na mobilitu | 200,00 € | - € | _____ | - € | |
| Příspěvek na rodinu (s dětmi) | 500,00 € | 336,00 € | _____ | - € | |
| Příspěvek na rodinu (bez dětí) | 250,00 € | 86,00 € | _____ | - € | |
| CELKEM I | | | | | - Kč |
| II. | | | | | |
| Cestovné celkem | | | | | - Kč |
| Vzdělávání celkem | | | | | - Kč |
| Výzkum celkem | | | | | - Kč |

Rozpis výdajů v kategorii cestovné, výzkum a vzdělávání (částky uvádějte včetně DPH)

| | Položka | Částka v EUR | Částka v Kč |
|---------------|---------|--------------|-------------|
| Cestovné | _____ | | |
| | _____ | | |
| | _____ | | |
| | _____ | | |
| Vzdělávání | _____ | | |
| | _____ | | |
| | _____ | | |
| | _____ | | |
| Výzkum | _____ | | |
| | _____ | | |
| | _____ | | |
| | _____ | | |
| Celkem | | - € | |

V Praze dne

Příloha č. 3 - Pokyny k Pracovní smlouvě s Vybraným výzkumníkem

Pokyny k Pracovní smlouvě s Vybraným výzkumníkem

Partner v postavení Hostující organizace má za účelem realizace Projektu povinnost s Vybraným výzkumníkem uzavřít **Pracovní Smlouvu**, která plně pokrývá **zdravotní a sociální zabezpečení**. Pracovní smlouva musí být uzavřena v českém jazyce, s poskytnutým překladem **v anglickém jazyce**. Charakter projektů MSCA vyžaduje, aby byl Vybraný výzkumník zaměstnán na plný úvazek; ve výjimečných odůvodněných případech (a pokud to schválí Koordinátor) může dojít k zaměstnání na zkrácený úvazek, např. z důvodů rodinné situace Vybraného výzkumníka (výchova nezaopatřeného dítěte atd.), nikoliv však z důvodu zapojení do více Projektů.

Pracovní smlouva definuje práva a povinnosti Vybraného výzkumníka a jeho finanční odměnu. Na vyžádání poskytne Koordinátor Hostující organizaci vzor Pracovní smlouvy, který může být pro účely projektu MERIT využit. Hostující organizace může použít vzor Pracovní smlouvy, který je zvyklá v rámci své běžné praxe používat. Koordinátor však explicitně stanovuje povinné náležitosti, které musí být v Pracovní smlouvě uvedeny, a to:

1. Jméno školitele/školitelky pro výzkumné aktivity
2. Datum zahájení a délka trvání výkonu práce.
3. Druh práce, který bude Vybraný výzkumník jakožto zaměstnanec Hostující organizace vykonávat – název pozice a název řešeného Projektu.
4. Místo výkonu práce.
5. Rozvržení pracovní doby.
6. Informace o tom, zda se sjednává zkušební doba a na jakou dobu.
7. Výši měsíčních příspěvků náležejících Vybranému výzkumníkovi dle čl. 5 Smlouvy o účasti na programu MERIT. V případě, že jsou příspěvky vypláceny v jiné měně než v EUR, je nutné uvést také **směnný kurz**, který byl aplikován při přepočtu z EUR na národní měnu (CZK). Pracovní smlouva by měla celý tento proces transparentně popsat.
8. Závazky Vybraného výzkumníka, zejména:
 - a. **věnovat se výhradně Projektu**. Doplňkové aktivity jsou možné pouze za předpokladu, že neohrozí realizaci Projektu a jsou předem naplánovány v plánu projektových aktivit;
 - b. nepobírat (za aktivity vykonávané v rámci Projektu) jiné příjmy než ty, které mu vyplácí Hostující organizace;
 - c. informovat Hostující organizaci neprodleně o jakýchkoliv událostech nebo okolnostech, které by mohly ovlivnit implementaci Projektu, Grantové dohody a Programu;
 - d. zachovávat mlčenlivost v souvislosti s daty, informacemi nebo materiály, které byly během realizace Projektu označeny jako „důvěrné“;
 - e. uvádět skutečnost, že Projekt byl financován ze zdrojů EU a Středočeského kraje (zejména při publikačních a komunikačních aktivitách či v žádostech o ochranu výsledků) a ve stejných případech uvádět také logo a prohlášení dle čl. 17 Grantové dohody. Jakákoliv publicita Projektu musí zahrnovat následující prohlášení: *„Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the Central Bohemian Region. Neither the European Union nor the Central Bohemian Region can be held responsible for them.”*
 - f. závazky týkající se indikátorů programu MERIT dle Grantové dohody. Vybraný výzkumník se zúčastní minimálně 2 akcí typu odborná konference souvisejících s šířením nebo využíváním výsledků výzkumu ročně a v rámci celého Projektu se zavazuje k vytvoření nebo spoluvytvoření minimálně jedné publikace. Dále

se zúčastní minimálně 2 aktivit souvisejících s komunikací nebo propagací výsledků výzkumu ročně.

9. Ustanovení týkající se práv duševního vlastnictví mezi Hostující organizací a Vybraným výzkumníkem v průběhu realizace Projektu i po jeho skončení. Pracovní smlouva nebo její součástí musí obsahovat následující ustanovení:

- a. *Zaměstnavatel se zavazuje nakládat či zajistit nakládání s výsledky duševní činnosti v souladu s pravidly Horizon Europe.*
- b. *Smluvní strany berou na vědomí, že zaměstnavatel je vlastníkem práv k výsledkům duševní činnosti (předmětům duševního vlastnictví) existujícím před vznikem pracovního poměru (background IPR). Zaměstnavatel poskytne zaměstnanci za účelem plnění Projektu zaměstnance u zaměstnavatele přístup k background IPR. Poskytnutím přístupu k background IPR nedochází ke změně vlastnictví k background IPR, která nadále zůstávají ve vlastnictví zaměstnavatele.*

10. Ustanovení týkající se otevřeného přístupu. Pracovní smlouva nebo její součástí musí obsahovat následující ustanovení:

- a. *Zaměstnanec bere na vědomí, že v případě, že vytvoří při trvání pracovněprávního poměru publikaci, bude tato publikována v režimu otevřeného přístupu v souladu s pravidly Programu Horizon Europe. Zaměstnanec se zavazuje informovat zaměstnavatele o vytvoření jakékoliv publikace v rámci trvání pracovněprávního poměru.*
- b. *Otevřený přístup je u projektů spolufinancovaných programem Horizon Europe povinný v případě tvorby recenzovaných vědeckých publikací. Hlavním požadavkem je okamžitý otevřený přístup prostřednictvím důvěryhodného úložiště, bez ohledu na to, zda je publikace v režimu otevřeného přístupu, či nikoli. I v případě, že je publikace zveřejněna v časopise s otevřeným přístupem a je dostupná na webových stránkách vydavatele, musí být zajištěn okamžitý otevřený přístup k uložené publikaci prostřednictvím repozitáře, a to pod nejnovější dostupnou verzí mezinárodní veřejné licence Creative Commons Attribution (CC BY) nebo licence s rovnocennými právy. Kromě toho musí být metadata uložené publikace nejpozději při zveřejnění otevřena pod licenci CC 0 nebo rovnocennou licencí v souladu se zásadami FAIR a musí obsahovat informace o licenčních podmínkách. "Dohledatelnost", "Přístupnost", "Interoperabilita" a "Opakovaná použitelnost".*
- c. *Zaměstnanec dále bere na vědomí, že digitální výzkumná data vytvořená v rámci Projektu musí být spravována v souladu se zásadami FAIR. Z tohoto hlediska Program Horizon Europe vyžaduje, aby byl vypracován a pravidelně aktualizován plán správy dat (Data Management Plan, dále jen "DMP") trvání u všech projektů, které vytvářejí, znovu využívají nebo zpracovávají data.*

11. Pracovní smlouva nebo její součástí dále musí obsahovat následující ustanovení:

- a. *Zaměstnanec je povinen vyplnit a odevzdat na konci školení hodnotící dotazník a následně po dvou letech navazující dotazník pro účely REA.*
- b. *Smluvní strany jsou si vědomy Doporučení Komise ze dne 11. března 2005 o Evropské chartě pro výzkumné pracovníky a o Kodexu chování pro přijímání výzkumných pracovníků a seznámily se s jeho obsahem.*

Vzhledem k tomu, že cílem projektů MSCA je také podpora mezisektorové spolupráce nebo mezinárodní mobility výzkumných pracovníků, dojde v průběhu realizace Projektu k Dočasnému vyslání Vybraného výzkumníka (Secondment) do partnerské instituce v České republice či zahraničí jakožto Přidružené organizace. **Platí, že po celou dobu Dočasného vyslání zůstává Vybraný výzkumník zaměstnán Hostující organizací, která mu vyplácí**

náležející příspěvky. Režim Dočasného vyslání s sebou přináší řadu aspektů a povinností, které je potřeba řešit (např. oblast sociálního zabezpečení).

Pokud je Vybraný výzkumník vyslán do třetí země a ČR s touto třetí zemí uzavřela tzv. bilaterální smlouvu o sociálním zabezpečení, řídí se příslušnost k právním předpisům sociálního zabezpečení touto bilaterální smlouvou. U bilaterálních smluv je nutné brát v potaz skutečnost, že na rozdíl od koordinačních nařízení aplikovaných v EU/EHP či Švýcarsku bilaterální smlouvy ne vždy pokrývají veškeré oblasti sociálního zabezpečení. Pokud bilaterální smlouva nepokrývá oblast zdravotního pojištění, je nutné, aby měl Vybraný výzkumník po dobu svého Dočasného vyslání sjednáno komerční zdravotní pojištění. Při vyslání do zahraničí obecně není zrušena povinnost odvádět příspěvek na **zdravotní pojištění** v ČR. Výjimka: Při Dočasném vyslání přesahujícím 6 měsíců může Vybraný výzkumník zažádat o vynětí ze zdravotního pojištění za předpokladu, že je v zahraničí zdravotně pojištěn a učinil o této skutečnosti písemné prohlášení u příslušné zdravotní pojišťovny. Po návratu ze zahraničí je Vybraný výzkumník při opětovném přihlášení povinen pojišťovně předložit doklad o tom, že byl po celou dobu Dočasného vyslání v zahraničí zdravotně pojištěn. Pokud takový doklad nepředloží, je povinen zdravotní pojišťovně pojištění zpětně doplatit (viz § 8 odst. 4 zákona č. 48/1997 Sb., o veřejném zdravotním pojištění, ve znění pozdějších předpisů).

**DODATEK O HOSTOVÁNÍ
KE SMLouvĚ O ÚČASTI
NA PROGRAMU MERIT**

mezi

Středočeské inovační centrum, spolek

a

[NÁZEV]

Tento DODATEK O HOSTOVÁNÍ KE SMLOUVĚ O ÚČASTI NA PROGRAMU MERIT uzavřené dne [DOPLNIT] (dále jen „Dodatek o hostování“) uzavřely následující smluvní strany:

- (1) **Středočeské inovační centrum, spolek**
se sídlem Strakonická 3367, 150 00 Praha 5
IČO: 042 28 235
zastoupený Mgr. Pavlem Jovanovičem, statutárním ředitelem

(dále jen „**Koordinátor**“)

- (2) **[NÁZEV]**
se sídlem [DOPLNIT]
IČO:
zastoupená [DOPLNIT]
č.ú. [DOPLNIT] vedený u [DOPLNIT]

(dále jen „**Partner**“)

(Koordinátor a Partner společně jako „**Strany**“)

PREAMBULE

- (A) Strany uzavřely Smlouvu o účasti na programu MERIT (dále jen „Smlouva“), na jejímž základě je realizována jejich spolupráce při realizaci Programu a upraveny podmínky vzniku práva na poskytnutí Podpory.
- (B) Realizace Projektu postoupila do další fáze, pročež Koordinátor vyzval Partnera k uzavření tohoto Dodatku o hostování.
- (C) Partner v postavení Implementující organizace má zájem nabýt účinností tohoto Dodatku o hostování postavení Hostující organizace, se všemi právy a povinnostmi příslušejícími k tomuto postavení.

Strany v souladu s článkem 9 Smlouvy přistupují k uzavření Dodatku o hostování o následujícím znění:

1. Definice a výkladová pravidla

- 1.1. Není-li v tomto Dodatku o hostování uvedeno jinak, uplatní se v plném rozsahu definice a výkladová pravidla převzatá Stranami v článku 1 Smlouvy.

2. Předmět a prohlášení stran

- 2.1. Strany prohlašují, že
- 2.1.1. Výzkumník předložil Projekt, jehož specifikace tvoří přílohu č. 1 Dodatku o hostování;
 - 2.1.2. Projekt předložený Výzkumníkem splňuje požadavky Programu;
 - 2.1.3. Výzkumník má zájem realizovat Projekt u Partnera;
 - 2.1.4. Výzkumník byl vybrán v rámci výběrového procesu Programu a jeho výběr, včetně přiřazení k Partnerovi, byl oficiálně schválen Řídicím výborem (Steering Committee) – Protokol o výběru Výzkumníka a jeho přiřazení k Partnerovi tvoří přílohu č. 2 Dodatku o hostování.

- 2.2. Partner se zavazuje nejpozději do [DOPLNIT] dní od uzavření Dodatku o hostování uzavřít s Vybraným výzkumníkem, [DOPLNIT JMÉNO A PŘÍJMENÍ, DAT. NAR. VYBRANÉHO VÝZKUMNÍKA] Pracovní smlouvu svým obsahem odpovídající Pokynům k Pracovní smlouvě (viz Příloha č. 3 Smlouvy). Nebude-li Pracovní smlouva dle předchozí věty v daném termínu uzavřena, pozbývá tento Dodatek o hostování účinnosti a Partner ztrácí postavení Hostující organizace.
- 2.3. Partner se dále zavazuje poskytnout Vybranému výzkumníku Spolufinancování za podmínek a v rozsahu stanoveném Smlouvou.
- 2.4. Partner bere na vědomí, že účinností tohoto Dodatku o hostování nabývá postavení Hostující organizace s právy a povinnostmi příslušejícími tomuto postavení. Tím nejsou dotčena další práva a povinnosti plynoucí Partnerovi ze Smlouvy.

3. Ostatní a závěrečná ustanovení

- 3.1. Tento Dodatek o hostování nabývá účinnosti dnem jeho zveřejnění v registru smluv.
- 3.2. Ve zbytku zůstávají ustanovení Smlouvy nedotčena.

V _____ dne _____

V _____ dne _____

Koordinátor

Mgr. Pavel Jovanovič, statutární ředitel

Partner

[DOPLNIT]

Příloha č. 1 – Specifikace Projektu

Příloha č. 2 - Protokol o výběru Výzkumníka a jeho přiřazení k Partnerovi