

Opportunities for Outstanding Young Scientists in Europe to Create an Independent Research Team



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Introduction

In Europe, regional, national and international institutions, as well as private foundations have become aware that action must be taken to foster the new generation of scientists in order to strengthen European and national R&D and to build the European Research Area. The aim must be that Europe should attract and retain the best scientists in the world, regardless of nationality.

If the United States leads the field in science and technology it is partly because it attracts and absorbs scientists trained abroad. The conditions that attract scientists to the US are well known and envied by other countries, so by creating such conditions in Europe, outstanding young scientists would have a real choice as to their future. With political support plus their own resources European institutions should be able to provide the best environment in the world to attract and retain top scientists.

There is a global market for scientific manpower, where the best working conditions, technical environment, salaries etc. are assessed by the brightest candidates who then choose where to go for the best chance of furthering their careers.

Science policies across Europe accept the value of the attractiveness of working conditions. In particular, the continual reduction of university enrolment in science and engineering is causing increasing concern regarding the sufficiency of new European investigators, bearing in mind the need to replace those who will soon be retiring.

Researchers want centres of scientific excellence and access to the best and latest scientific equipment. They want increased research funding and better salaries. They look for a society where science is respected and where their social status is esteemed.

They will achieve this only when they see multiple opportunities within reach.

Young scientists need independence and autonomy. The best of them want to create their own teams and to acquire scientific as well as financial responsibility for managing their own project. For this they need time money and personnel.

These conditions are only partially available in Europe; unfortunately we all know that even if the science is excellent the R&D funding is often insufficient. The recognition of a reasonable status for scientists and scholars has still a long way to go and the traditional academic hierarchy frustrates the young and reduces their productivity.

However, even though centuries-old behaviour cannot easily be changed, the will exists to move ahead as quickly as possible. In recent years the research institutions have created processes that could lead to a real change and open a new era where the European Research Area would attract the best and brightest brains of the world.

Organisations supporting young researchers

The table (p.2) lists a selection of more than a dozen institutions that offer elite fellowships for outstanding principal investigators (PI) who fulfil the criteria to create an independent new team.

The disciplines

The disciplines vary from agency to agency, but in most cases the principal investigator can apply in any of the fields of research available in the funding organisation. Thus the institutions dedicated to the life sciences, such as the Human Frontier Science Program and INSERM, offer awards in several fields in these sciences. In countries where the agencies are split by discipline, such as in the United Kingdom and in

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Denmark, the principal investigator has to apply accordingly. Institutions offering life sciences awards have been pioneers in creating this kind of scheme because of the difficulties specific to furthering the careers of biologists (high number of PhD students, length of post-doctoral sojourn, lack of job opportunities in Europe, strong attraction to the United States).

Objective

The objective is to provide an opportunity for outstanding researchers at an early stage in their career to independently pursue research in cutting-edge areas and to establish their own team.

Awards and criteria

Every year, the institutions listed in the table offer in total between 250 to 300 awards.

These schemes are aimed at all scientists with at least two years' post-doctoral experience. In most cases the offer will not impose any conditions of nationality or age. The age criterion is more flexible than it has been in the past, and only the German DFG imposes a strict age limit of 32. Their Emmy Noether award is more complex, involving post-doctoral fellowships abroad and an excellence award for their return.

In France, the awards are offered for three years (because a French researcher becomes a government employee after a certain time). In other countries and other schemes the awards are usually offered for four or five years.

The institutions in Europe: types and disciplines

Name of the organisation	Name of the programme	Type of institution	Disciplines
Human Frontier Science Program	Career Development Award	International	Interdisciplinary approach to the life sciences
EUROHORCS/ESF	European Young Investigator Award (EURYI)	International	All
European Commission	Marie Curie grant for excellence team	International	All
CNRS (France)	Action Thématique et Incitative sur Programme (ATIP)	National Public	Life sciences, chemistry and related
INSERM (France)	Avenir	National Public	Life sciences and related
Ministère de la Recherche (France)	ACI jeunes chercheuses et jeunes chercheurs	National Public	All
DFG (Germany)	Emmy Noether	National Public	All
Academy of Finland	Academy Research Fellow	National Public	All
BBSRC (UK)	David Phillips Fellowship	National Public	Life sciences
EPSRC (UK)	Advanced Research Fellowship	National Public	Engineering and physical sciences
PPARC (UK)	Advanced Fellowship	National Public	Particle physics and astronomy
The Danish Research Councils	Young Principal Investigators	National Public	All
Swiss National Science Foundation	SNF-Professorship	National Public	All
Max Planck Society for the advancement of the sciences	Independent Junior Research Groups	Private Foundation	All
Volkswagen Foundation	Junior Research Groups	Private Foundation	All
Robert Bosch Foundation	Junior Group Leader	Private Foundation	Agriculture and forestry

The host

There are different rules according to the host country and host laboratory/institution. National schemes are restricted to scientists in that country; European schemes offer the researcher a choice of the participating countries. The Human Frontier Science Program's Career Development Award is meant to help the return to the home country.

There will always be conditions set by the host institution or laboratory. The onus is on the principal investigator to find a host laboratory/institution that will offer the necessary lab space, scientific environment, share equipment etc. and that will accept the creation of an autonomous unit within it.

Funding, salaries

The annual awards offered are from 200 thousand euros to 300 thousand euros. The most generous come from the international schemes and the German DFG, although the amounts depend greatly on the field. Some organisations separate the principal investigator's salary, some do not, but – in general – the award covers the principal investigator's salary, the salaries of the supporting postdocs and PhD students, travel, consumables and minor equipment.

Such a large amount of money for such a wide-ranging project demonstrates the effort and the will of European institutions.

The annual salary of the principal investigator ranges from 30 thousand to 60 thousand euros, depending on experience. The salary is equivalent to that of an Assistant Professor in the host country, sometimes higher depending on experience. The social security cover and conditions of the host country apply.

The motivation behind these awards is that their take-up and success would guarantee the participants an excellent subsequent career in Europe or elsewhere.

Other opportunities

Below are two examples of other prestigious awards that complement the EUROHORCS ESF EURYI scheme.

1. The EMBO (European Molecular Biology Organisation)

offers extra funding for new teams. In this case, only after the principal investigator has created his/her own team can they apply.

- **The Award:** 15 thousand euros from any participating member state (as of end of 2002: Austria, Czech Republic; Finland, France, Germany, Hungary, Iceland, Israel, Italy, Netherlands, Poland, Portugal, Spain, Switzerland).
- **Topping-Up:** the possibility of obtaining additional funds from a pool that, for the time being, is provided by EMBO. Five hundred thousand euros can be distributed annually from this pool.

Receiving an EMBO award or top-up is expected to provide leverage for obtaining further funding nationally or internationally.

An EMBO principal investigator is eligible to ask for further funding to participate in the EMBO fellows' annual meeting, the EMBO principal investigator lecture, the EMBO mentorship scheme, networking, PhD courses, EMBO members' workshops, to produce EMBO reports and to access to EMBL core facilities.

2. The Spanish Ministry of Science and Technology (MSYT)

also proposes excellence awards under the Ramón y Cajal Programme, which provides the principal investigator with a salary for five years. Funding for research has to be obtained from other sources. This programme, with a budget of 32 thousand euros, will create 700 new research posts in 2003 offering opportunities for Spanish and non-Spanish scientists currently developing their postdoctoral work in Spain or elsewhere to join Spanish research centres. The intention is to give preference to candidates with the highest research potential.

The minimum annual salary is 30 thousand euros, the remainder of the award (up to 40 thousand euros) being reserved by the host institution to pay the principal investigator's social security contributions. During the first year, the principal investigator will be given a bonus of six thousand euros to cover the start-up costs of the activity.

The Spanish Ministry of Science and Technology will contribute 80% of the contract's costs for the five years' duration of the contract, and the

remaining 20% will be paid by the host institution. This programme will allow universities and other research centres to better plan their middle- and long-term strategies in terms of human resources and research development.

Conclusion

The intention

There is no doubt that the EUROHORCs ESF EURYI scheme fulfils a real and profound need in the scientific community and especially for researchers in their early career. This is only one of the necessary steps to establish the attractiveness of a European Research Area.

Possible problems

There are obstacles which moderate optimism. It is true that creating these schemes may shake up the traditions but there is a long way to go:

- Finding a European host institution may be difficult for a principal investigator from outside Europe.
- In Europe there is the tradition that the director of the laboratory or the senior professor has scientific and financial control over all his/her young collaborators. Autonomy for the principal investigator is hard to achieve in such an environment, despite what may have been negotiated.
- The host group may be obliged to share equipment or space, leading to abuse and resentment. (INSERM has overcome this problem by giving a complementary budget to the host institution.).
- The director of the host laboratory or senior professor has to be convinced that the addition of another researcher plus small team will enhance the work of the group as a whole. There must be no perception that it is not worth the effort or it is a gamble involving himself and his closest collaborators.
- The rewarding of excellence is not common in Europe. Traditionally, a researcher's whole career is predetermined by a fixed academic hierarchical salary scale, or as a government employee.
- The small size of each individual scheme may be a problem in that it may not create a critical mass. This can be overcome by joining forces

– which is the real challenge for Europe. The number of awards currently offered (250-300) is also woefully low compared to the need.

This is why the ESF scheme will be a success only if it targets *outstanding* young scientists.

The open market

Each national institution wants to retain and attract the best young researchers into its own country. However, the institution has to operate in an open and global market, which means that any award offered must be competitive in relation to those offered in other parts of Europe and worldwide.

The EURYI programme

The special characteristics of the EUROHORCs ESF scheme offer a solution to the problems in making the idea of working in Europe more attractive to young researchers:

- the common European factor (large pool of funds; EURYI will be directly funded by the European research agencies);
- exclusion of national policy issues;
- purely scientific criteria;
- two-stage evaluation (by national institution, then a review system set up by ESF).

Alongside the EU Framework Programme Marie Curie grants, a strong European scheme such as EURYI will make an important contribution to the scientific community, offering a chance for Europe in the race for scientific leadership.

The attractions of Europe

Provided that there are essential reforms in the education and research systems, Europe, with its centres of scientific excellence, its ancient academic traditions, rooted in the knowledge culture, plus its good social protection schemes can provide incomparable attractions for the young researcher.

The appendix gives a selected list of the opportunities previously explained, so that young scientists and the funding agencies can compare schemes. This list is not comprehensive. If you wish to add a scheme to the list, it must offer opportunities to outstanding young scientists with some post-doctoral experience, to create their own team in Europe. For further information please contact dmartin@esf.org

Appendix: A selection of awards available in Europe

Funding institution: European Commission
Name of the programme: Marie Curie grant for excellence team

Objectives:	To create transnational research teams led by a researcher who has the potential to reach excellence in a particular scientific field. Target European research teams who are working on cutting-edge and interdisciplinary research in an EU Member or Associated State. Counteract brain drain
Discipline(s):	All
Host country:	EU Member States or Associated States
Host institution:	Identified
Host laboratory:	Identified
Age limit:	None
Level:	4 to 10 years of experience
Duration of the funding:	Maximum 4 years
Total grant:	800kEuros to 1 600kEuros
Annual grant:	
Funding for:	Equipment, travel, and salaries of members of the team
Annual salary of the applicant:	from 29kEuros to 67kEuros (depending on experience)
Date of the call for proposal:	17 December 2002
Application deadline:	18 May 2004
Beginning of the contract:	
Particular conditions:	Mobility and transnational teams
Selection procedures:	
Number of awards per year:	6 to 12 teams
Web address:	http://fp6.cordis.lu/fp6/call_details.cfm?CALL_ID=32#infopack
Contact address:	rudolf.meijer@cec.eu.int

Funding institution: European Union Research Organisations Heads of Research Councils (EUROHORCs) / European Science Foundation (ESF)
Name of the programme: European Young Investigator Award (EURYI)

Objectives:	To assist in promoting careers in Europe of outstanding young researchers, irrespective of their nationality. It will offer the awardees autonomy and independence to create and organise his/her own group
Discipline(s):	All
Host country:	Participating countries in the scheme
Host institution:	Identified
Host laboratory:	Identified
Age limit:	None
Level:	2 to 10 years after PhD
Duration of the funding:	5 years
Total grant:	up to 1 250kEuros
Annual grant:	up to 250kEuros
Funding for:	PI's salary, support salaries of postdocs and PhD students, travel, consumables and equipment
Annual salary of the applicant:	Assistant prof according to host country
Date of the call for proposal:	September 2003
Application deadline:	December 2003
Beginning of the contract:	September - October 2004
Particular conditions:	Quality criteria
Selection procedures:	1st step at the funding organisation in the host country, 2nd step at ESF for the European level
Number of awards per year:	25
Web address:	www.esf.org/euryi
Contact address:	dmartin@esf.org

Funding institution: Human Frontier Science Program (HFSP)
Name of the programme: Career Development Award

Objectives:	To promote the development of a global network of young independent investigators throughout the world
Discipline(s):	Interdisciplinary approach to life science
Host country:	Home country
Host institution:	
Host laboratory:	Preferably identified
Age limit:	None
Level:	After 2 to 5 years of postdoc
Duration of the funding:	2-3 years
Total grant:	180 000 US\$ (156.5kEuros)
Annual grant:	Max 90,000 US\$ (78.2kEuros)
Funding for:	Fellow's salary, support salaries of technicians, postdocs and students, travel, supplies and equipment
Annual salary of the applicant:	40 000 US\$ (34.7kEuros)
Date of the call for proposal:	
Application deadline:	28 November 2002
Beginning of the contract:	between April 2003 and March 2004
Particular conditions:	Must be former HFSP long-term fellow (postdoc award)
Selection procedures:	International peer review system
Number of awards per year:	
Web address:	www.hfsp.org
Contact address:	fellow@hfsp.org

Funding institution: Deutsche Forschungsgemeinschaft (DFG)
Name of the programme: Emmy Noether

Objectives:	To support scientific excellence, "portable assistant professorship"
Discipline(s):	All
Host country:	Germany
Host institution:	German universities
Host laboratory:	Identified
Age limit:	30 (phase 1 - postdoc abroad) 32 (phase 2 creation of a group in Germany)
Level:	PhD (phase 1), 2 years after PhD (phase 2)
Duration of the funding:	2 years (phase 1), up to 4 years (phase2)
Total grant:	
Annual grant:	200kEuros - 300kEuros
Funding for:	Salary of the applicant, the personnel, consumables, travel expenditures
Annual salary of the applicant:	Phase 2 (50kEuros average)
Date of the call for proposal:	No precise date, at any time
Application deadline:	It takes six months to reach the decision
Beginning of the contract:	
Particular conditions:	Two-step process: phase 1 postdoc out of Germany; phase 2 assistant professorship meant to build up a junior researcher's group and to conduct research with a team. It is possible to apply when you are already abroad.
Selection procedures:	Written application, interview with presentation
Number of awards per year:	50-60
Web address:	www.dfg.de/forschungsfoerderung/nachwuchsfoerderung/emmy_noether/
Contact address:	Michaela.Dreike@dfg.de

Funding institution: *Biotechnology and Biological Sciences Research Council (BBSRC)*
Name of the programme: *David Phillips Fellowship*

Objectives:	To support outstanding scientists in the early stage of their research careers who wish to establish themselves as independent researchers
Discipline(s):	Biological sciences and biotechnology
Host country:	United Kingdom
Host institution:	UK university or BBSRC-sponsored research institute
Host laboratory:	Identified in application
Age limit:	None
Level:	Up to five and a half years paid postdoctoral experience
Duration of the funding:	5 years
Total grant:	Salary costs + up to £200k research costs (288.8kEuros)
Annual grant:	
Funding for:	Salary costs, costs of the research including postdoctoral and technical support, equipment, consumables and travel
Annual salary of the applicant:	Starting salary £27,339 (38.3kEuros)
Date of the call for proposal:	October
Application deadline:	30 November
Beginning of the contract:	Normally September/October, no later than 1st January
Particular conditions:	
Selection procedures:	Peer review, sifting meeting, interview
Number of awards per year:	10
Web address:	www.bbsrc.ac.uk
Contact address:	postdoc.fellowships@bbsrc.ac.uk

Funding institution: *Engineering and Physical Sciences Research Council (EPSRC)*
Name of the programme: *Advanced Research Fellowship*

Objectives:	Outstanding young scientists would devote themselves to full-time research, and establish an independent research career
Discipline(s):	Engineering and physical sciences
Host country:	United Kingdom
Host institution:	UK universities
Host laboratory:	Identified
Age limit:	n/a
Level:	3 to 10 years after PhD
Duration of the funding:	5 years
Total grant:	UCEA lecturer A/B scale salary+£20,000 (28kEuros) support + optional complements
Annual grant:	
Funding for:	Salary, fellowship support, optional research grant
Annual salary of the applicant:	between £20,000 (28kEuros) and £34,000 (47.7kEuros)
Date of the call for proposal:	See web site
Application deadline:	Mid-January, interview in June
Beginning of the contract:	Within the financial year of the award
Particular conditions:	Extension exceptional
Selection procedures:	postal peer review + interview
Number of awards per year:	40
Web address:	www.epsrc.ac.uk
Contact address:	Joanne.Ross@epsrc.ac.uk

Funding institution: Particle Physics and Astronomy Research Council (PPARC)

Name of the programme: Advanced Fellowship

Objectives:	To enable outstanding researchers the opportunity to pursue full-time research and to further the careers of those individuals
Discipline(s):	Particle physics, astronomy and astrophysics and solar system science
Host country:	United Kingdom
Host institution:	UK universities
Host laboratory:	Identified
Age limit:	None
Level:	At least 2 years research experience at postdoctoral level
Duration of the funding:	5 years
Total grant:	Salary+£5k (7kEuros) equipment+£10k (14kEuros) travel and subsistence
Annual grant:	
Funding for:	Salary, equipment, travel and subsistence + eligible for research grants
Annual salary of the applicant:	Between £20k (28kEuros) and £36k (50.5kEuros)
Date of the call for proposal:	July
Application deadline:	15 October, interview January
Beginning of the contract:	June-March
Particular conditions:	
Selection procedures:	Peer review, sifting meeting, interview
Number of awards per year:	13
Web address:	www.pparc.ac.uk
Contact address:	fellowships@pparc.ac.uk

Funding institution: The Danish Research Councils
Name of the programme: Young Principal Investigators

Objectives:	To give outstanding young researchers the opportunity to lead their own research groups
Discipline(s):	All
Host country:	Denmark
Host institution:	Danish research institutions
Host laboratory:	Identified
Age limit:	No specific limit
Level:	Minimum 2 years post doc experience or, in some disciplines, level of associate professor
Duration of the funding:	2-5 years
Total grant:	250-1 000kEuros
Annual grant:	
Funding for:	PI's salary, post docs and PhD students, supplies, equipment and travel
Annual salary of the applicant:	Starting around 55kEuros depending on experience
Date of the call for proposal:	Normally 3 months before deadline
Application deadline:	Normally 1st April or 1st October
Beginning of the contract:	3 months after the deadline at the earliest
Particular conditions:	This is a horizontal programme which is implemented by the six Danish research councils with some variation as to size and duration of grant, eligibility, etc.
Selection procedures:	Calls are published and proposals evaluated by the six research councils individually. They cover natural science, technical science, agricultural/veterinary science, medical science, humanities and social science, respectively.
Number of awards per year:	
Web address:	www.forsk.dk
Contact address:	forsk@forsk.dk

Funding institution: Academy of Finland
Name of the programme: Academy Research Fellow

Objectives:	For supporting young talented researchers' opportunities to become independant and setting up a research team
Discipline(s):	All
Host country:	Finland
Host institution:	All
Host laboratory:	All
Age limit:	None
Level:	PhD + postdoc experience
Duration of the funding:	Salary max 5 years; appropriation for research expenses possible for 3+2 years
Total grant:	Varies; up to app. 615kEuros
Annual grant:	Can vary
Funding for:	research post (salary), research expenses, special appropriation for selected fellows for 3 years for e.g. for setting up a research team; in 2002, 255kEuros for 10 fellows each
Annual salary of the applicant:	Based on the State salary tables, salary classes A25-26; min. 49.4kEuros - max 69.3kEuros, including social security etc. and overheads (12.5%)
Date of the call for proposal:	15 October
Application deadline:	15 November
Beginning of the contract:	August following year
Particular conditions:	Post is held with the AF but the fellow works in the host organisation
Selection procedures:	By application; peer review evaluation, funding decisions by research councils
Number of awards per year:	230 of which 42 to be filled in 2003
Web address:	www.aka.fi
Contact address:	Academy of Finland; practical info given by scientific secretaries in each research council

Funding institution: French Ministry of Research and New Technologies
Name of the programme: ACI Young researchers

Objectives:	Identify and support original projects by young researchers, eventually to create an autonomous team
Discipline(s):	All
Host country:	France
Host institution:	French universities and research institutions
Host laboratory:	Identified
Age limit:	40 (maximum)
Level:	
Duration of the funding:	3 years
Total grant:	Depending on discipline (see web site)
Annual grant:	
Funding for:	Equipment, recruitment of postdocs, young engineers, research funds
Annual salary of the applicant:	
Date of the call for proposal:	February 2003
Application deadline:	April 2003
Beginning of the contract:	
Particular conditions:	Quality, originality, interdisciplinarity
Selection procedures:	
Number of awards per year:	
Web address:	www.recherche.gouv.fr/appel/2003:acijc.htm
Contact address:	bernadette.arnoux@recherche.gouv

Funding institution: Centre National de la Recherche Scientifique (CNRS)
Name of the programme: Action Thématique et Incitative sur Programme (ATIP)

Objectives:	To offer young researchers the opportunity to create and to lead a research team
Discipline(s):	Life sciences and related subjects, chemistry
Host country:	France
Host institution:	CNRS
Host laboratory:	Identified
Age limit:	40 (maximum)
Level:	Assistant professor
Duration of the funding:	3 years
Total grant:	140kEuros
Annual grant:	
Funding for:	Equipment, basic research support, (optional: salaries for an associate researcher, for a young engineer, for a postdoc). Access to common facilities, technical help, cooperative integration to the group
Annual salary of the applicant:	between 27kEuros and 40kEuros
Date of the call for proposal:	May-June
Application deadline:	September
Beginning of the contract:	Following January
Particular conditions:	The PI must have or get a position in CNRS or at the university in the same year. Mobility is requested.
Selection procedures:	
Number of awards per year:	6 to 12 teams
Web address:	www.cnrs.fr/SDV/atipeintro.html
Contact address:	www.cnrs.fr/SDV/atipeintro.html

Funding institution: Institut National de la Santé et de la Recherche Médicale (INSERM)
Name of the programme: Avenir

Objectives:	Favour the development of an innovative project, offer autonomy and mobility with a strong interaction with the local scientific personnel
Discipline(s):	Health, medical and biomedical research
Host country:	France
Host institution:	INSERM
Host laboratory:	Preferably identified
Age limit:	None
Level:	Senior researcher, assistant professor, postdoc, university hospital professor
Duration of the funding:	3 years
Total grant:	
Annual grant:	between 15 and 60 kEuros
Funding for:	Equipment, basic research support, (optional: salaries for an associate researcher, for a young engineer, for a postdoc). Minimum laboratory surface of 50 sq.m. Access to common facilities, technical help, cooperative integration to the group.
Annual salary of the applicant:	Same salary for the researchers who already have a position, for postdocs 2.3kEuros/month (27.6kEuros/year)
Date of the call for proposal:	June 2003
Application deadline:	October 2003
Beginning of the contract:	March 2004
Particular conditions:	No nationality restriction
Selection procedures:	Preselection and interview of all the candidates in January 2004, by the Avenir committee
Number of awards per year:	10 for scientists who already have a position, 10 for the personnel of university hospital, 20 for postdocs or "chefs de clinique"
Web address:	www.inserm.fr/
Contact address:	postel-vinay@tolbiac.inserm.fr

Funding institution: Swiss National Science Foundation
Name of the programme: SNF-Professorships

Objectives:	Support young talented scientists opting for an academic career; establish small research groups in new fields in Swiss universities
Discipline(s):	All
Host country:	Switzerland
Host institution:	Swiss university
Host laboratory:	Institute of CH-University
Age limit:	up to 40
Level:	PhD, several years postdoc exp. abroad
Duration of the funding:	4 years, 2 years of prolongation are possible
Total grant:	up to 1,100kEuros/4years
Annual grant:	up to 275kEuros/year (average 200kEuros/year)
Funding for:	PI's salary (ass'prof. level), research group (2-3 persons, candocs and postdocs), equipment, consumables and travel, reduced contribution to local infrastructure
Annual salary of the applicant:	about 80kEuros incl. soc. sec.
Date of the call for proposal:	February
Application deadline:	1st May
Beginning of the contract:	1st March (year plus one)
Particular conditions:	letter of support requested from the host institue (1st step) and the hosting university (2nd step). PI is asked to apply for open professorships; research support maintained for the duration of the grant if the PI becomes a full prof. In Switzerland.
Selection procedures:	Two-step evaluation. 1st step: pre-proposal (May-July), 2nd step: detailed proposal (October-February), international evaluation, interview
Number of awards per year:	approx. 40
Web address:	www.snf.ch
Contact address:	interdiv@snf.ch

Funding institution: Max Planck Society for the Advancement of the Sciences
Name of the programme: Independent Junior Research Groups

Objectives:	To provide opportunities for outstanding researchers at an early stage of their career to independently pursue research in innovative areas. To establish junior research groups as a new funding mode at German universities.
Discipline(s):	All fields in basic research
Host country:	Germany
Host institution:	Max Planck Society
Host laboratory:	Individual Max Planck Institutes
Age limit:	Preferably 35-40
Level:	PhD + PostDoc expertise
Duration of the funding:	5 years + 1 year extension possible
Total grant:	n.a.
Annual grant:	220kEuros - 380kEuros per year/per group (incl. salaries)
Funding for:	Salaries (incl. Group leader, staff researcher/PostDoc and/or 1-2 PhD students, technician); Running costs (annual); Capital investment (single)
Annual salary of the applicant:	Approx. 58kEuros
Date of the call for proposal:	Variable
Application deadline:	According to call for applications
Beginning of the contract:	Individual arrangement after selection
Particular conditions:	High degree of scientific (and administrative) autonomy
Selection procedures:	International advertisement; selection symposium headed by a Vice President of the Max Planck Society; selection based on scientific merit and quality; Appointment.
Number of awards per year:	3-5 per year
Web address:	www.mpg.de/english/institut/nwg.html
Contact address:	see advertisements

Funding institution: Volkswagen Foundation
Name of the programme: Junior Research Groups

Objectives:	To provide opportunities for outstanding researchers at an early stage of their career to independently pursue research in new and interdisciplinary area. To establish junior research groups as a new funding mode at German universities.
Discipline(s):	Preferably interdisciplinary
Host country:	Germany
Host institution:	German university
Host laboratory:	Identified
Age limit:	Preferably under 35
Level:	2 to 3 years after PhD
Duration of the funding:	5 years (+1 possible)
Total grant:	800 to 130kEuros
Annual grant:	
Funding for:	Group leader salary, consumables, special equipment and travel
Annual salary of the applicant:	between 36kEuros and 42kEuros
Date of the call for proposal:	
Application deadline:	1 December
Beginning of the contract:	
Particular conditions:	
Selection procedures:	Written application, preselection, interview with presentation
Number of awards per year:	between 10 and 12
Web address:	www.volkswagenstiftung.de
Contact address:	Natural and engineering sciences, medicine and mathematics: fliess@volkswagenstiftung.de Humanities and social sciences: beiner@volkswagenstiftung.de

Funding institution: Robert Bosch Stiftung (Germany)
Name of the programme: Junior Research Group leader

Objectives:	To provide unique opportunities for outstanding young scientists with an interest in agriculture and forestry science to establish independent research groups
Discipline(s):	Biodiversity, genetic resources, genetically modified organisms, regional development in rural areas, institution building and human capital formation, management of environment and natural resources
Host country:	Germany
Host institution:	German University or an associated German research institute
Host laboratory:	In agriculture and forestry science
Age limit:	35 years maximum
Level:	Junior professorship
Duration of the funding:	3+2 years
Total grant:	up to 1 000kEuros for 5 years
Annual grant:	
Funding for:	PI's salary, personnel, basic equipment, running costs and travel expenses
Annual salary of the applicant:	
Date of the call for proposal:	2 months before deadline
Application deadline:	1st step: 4 July 2003, 2nd step: September 2003
Beginning of the contract:	3 months after the deadline at the earliest
Particular conditions:	Excellent doctorate, compelling past achievements, international research experience, excellent proficiency in English, non-German applicants should be prepared to learn German and live in Germany during the grant period
Selection procedures:	Two-step procedure: selection of a short list from the initial applicants, then submission to a more detailed application
Number of awards per year:	
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