SyMeCo

Guide
For
Applicants

Call 2

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Version History

Version 2 published in May 2024.

<u>Changes:</u>

General revision to include clarifications.

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1   INTRODUCTION

1.1 The SyMeCo fellowship programme

SyMeCo is a Marie Skłodowska-Curie COFUND postdoctoral fellowship programme coordinated by **Lero, the Science Foundation Ireland Research Centre for Software.** SyMeCo is a cutting-edge initiative co-funded by the European Commission under the prestigious **Horizon Europe Marie Skłodowska-Curie programme** and by **Science Foundation Ireland.**

The programme aims to **provide exceptional training** and **career development opportunities** to postdoctoral researchers, **fostering international mobility, intersectoral collaboration**, and **interdisciplinary exposure**. As a Marie Skłodowska-Curie (MSCA) fellowship programme, SyMeCo offers high-quality professional opportunities to researchers from all walks of life, regardless of their age, nationality, or disciplinary background, as long as they meet the programme's eligibility criteria.

SyMeCo will fund **16 fellowships** of **2-year duration** for **postdoctoral researchers**. During their fellowship, the fellows will carry out their research under the supervision of a leading Lero researcher. **The fellows will be based in Ireland** and will be **hosted by the host institution of their supervisor**, where they will **conduct their research**, **undertake a secondment** and **participate in invaluable training and career development opportunities**.

The fellows will be recruited via **2 international calls for proposals**. 10 fellowships were awarded in the first call for proposals, and up to 6 fellowships may be awarded in the second call. Additional calls may be published for unfilled fellowships.

You can find the eligible supervisors participating in the programme **here.**

All fellowships will be based in Ireland at Lero and **SyMeCo's host institutions.** All fellows will be required to relocate to Ireland for the duration of their fellowship. Remote working from abroad is not possible as per MSCA requirements.

The figure below gives an overview of the SyMeCo fellowship.

RESEARCH PROJECT

- 2-year fellowship based in Ireland at Lero and a partner host institution
- Freedom to choose the proposal topic
- Research project under the supervision of a leading Lero researcher

SECONDMENT

- Flexibility to choose the secondment host to suit the research project and career development goals
- Secondment to the non-academic or academic sector
- 3-8 month secondment period in Ireland or abroad

TRAINING & CAREER DEVELOPMENT

- Research training and career development programme designed to meet fellows' needs and changing needs of the software sector
- Career development plan
- Supervised research project and secondment period
- Discipline-specific and transferable skills training
- SyMeCo Summer Schools
- Communication training, public engagement, and outreach activities
- Researcher development programmes at the host institution
- Fellows International Research Visits Programme
- Scholar's Programme

Figure 1:1 SyMeCo fellowship overview

1.2 Call for proposals and eligible supervisors

The SyMeCo fellows will be recruited through internationally advertised calls for proposals. The second call for proposals opened on the **19th of March 2024**, and the application deadline is the **19th of June 2024**. The evaluation and selection process will include an international peer review and an interview stage.

The second call important dates are shown below.

Call 2 Important Dates

Opening: 19th of March 2024

Deadline: 19th of June 2024 @ 23:59 (GMT)

International Peer Review*: July – August 2024

Interviews*: August – September 2024

Funding Decision*: September 2024

Fellowship latest start date*: February 2025

** Please note these dates are indicative and subject to change. Check the SyMeCo website or email **symeco@lero.ie** for updates.*

Before submitting your application, **you must contact an [eligible supervisor](#) who shares an aligned research interest with your research topic to discuss your research idea and obtain support for your proposal**.

Please check the SyMeCo website for details on the **[eligible supervisors](#)**.

Please note that **applications without the support of an eligible supervisor will not be considered and will not be evaluated**.

1.3 SyMeCo research themes

There are **3 broad research themes**: **Sy**stems, **Me**thods, and **Co**ntext as shown in Figure 1:2. As an applicant, you have the **freedom to choose your own research project**. However, **it is important to ensure that your research topic aligns with the programme's research themes, Lero and the interests of an eligible supervisor**. Before applying, you must discuss your research idea and proposal and seek the support of an **eligible supervisor** for your application as **applications without the support of an eligible supervisor will not be considered and will not be evaluated**. .

If you are considering applying for a SyMeCo fellowship but are uncertain if your proposal topic fits within the programme's research scope, please **[contact us](#)**. We would be delighted to discuss this further with you.
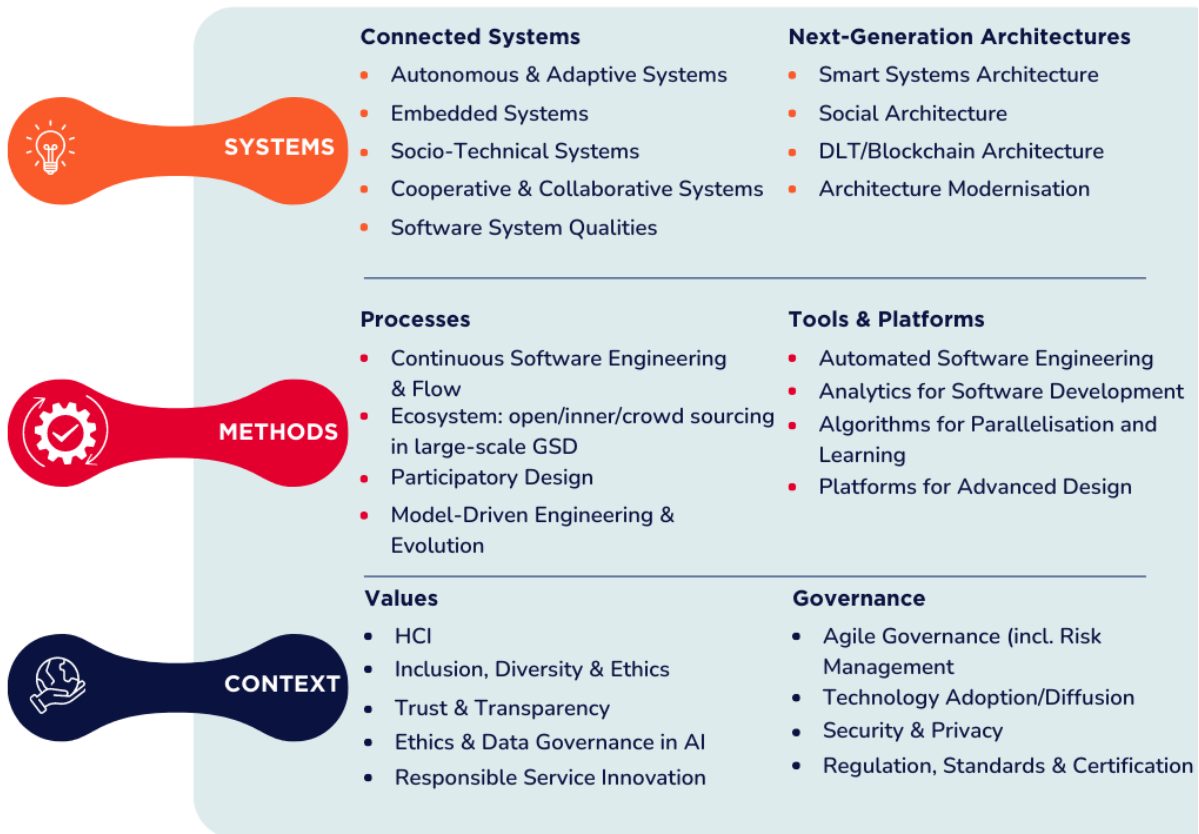
Figure 1:2 SyMeCo research themes

1.4 Lero and SyMeCo host institutions and fellowship location

SyMeCo is coordinated by Lero, the Science Foundation Ireland Research Centre for Software. Lero brings together expert software teams from universities and institutes of technology across Ireland in a coordinated centre of research excellence with a strong industry focus.

All fellowships will be based in Ireland at one of the participating **host institutions**. The fellows will be based in Ireland and will be employed by their supervisor's host institution. **The fellows will undertake a mandatory secondment (3–8 month) during their fellowship. The secondment element may be in Ireland or abroad.**

International mobility is a key element of the SyMeCo and other MSCA fellowships. Therefore, **your presence in Ireland** at your host institution is essential to your fellowship and the MSCA programme in general. **Remote working from abroad is therefore not permitted**. Remote working in Ireland, where this is in line with the policy of the host institution, is permitted as long as it is agreed with the host institution and the supervisor and it does not interfere with the correct implementation of your research project and fellowship activities (e.g. participation in training and career development and EPE activities).

As previously stated, there is an exception regarding the secondment element, as the secondment may take place abroad.

1.5 Open Science practices

SyMeCo is committed to the principles and practices of Open Science, including making its publications and research outputs openly available. Fellows will be provided with Lero's **Open Science Charter** and will be supported by the Lero **Open Source and Open Science Programme Office** throughout their fellowship.

1.6 Researchers at risk

SyMeCo will support applications from those displaced by conflict or whose situation makes it difficult to pursue research careers.

Applicants who are at risk/displaced by conflict and might require alternative submission arrangements are encouraged to discuss the support available to them with SyMeCo. In certain circumstances, applications submitted in hard copy may be accepted. However, **alternative arrangements must be agreed upon with SyMeCo before the call deadline.**

SyMeCo will apply the eligibility criteria appropriately to ensure researchers who have suspended their activities whilst seeking refugee status are not disadvantaged. For applicants who have applied for refugee status in Ireland, the time spent in the refugee status application process will not count as time resident in Ireland.

Tailored advice, guidance and **support** will be provided on a case-by-case basis.

Please **contact SyMeCo** to discuss any additional support you might require.

1.7 Ethics

SyMeCo will comply fully with the Horizon Europe ethics policy, including the EU Charter of Fundamental Rights and the European Convention on Human Rights and its supplementary protocols.

Applicants must complete an **Ethics Issues Table** as part of the application process. In addition, a Programme Ethical Review Committee (PERC) will be set up to review all applications for which ethical issues are flagged.

SyMeCo will not fund projects:

- aiming at human cloning for reproductive purposes,

- intending to modify the genetic heritage of human beings which could make such modifications heritable (with the exception of research relating to cancer treatment of the gonads)

- intending to create human embryos solely for the purpose of research or for the purpose of stem cell procurement, including by means of somatic cell nuclear transfer

- leading to the destruction of human embryos (for example, for obtaining stem cells).

Projects involving human embryonic stem cells (hESC) or human embryos (hE) will require approval from the Research Executive Agency (REA) before commencing.

SyMeCo fellows must comply with the host institution's ethical guidelines and obtain formal ethical approval from the host Research Ethics Committee where ethical issues arise. This approval must be sought before commencing any project activity involving ethical issues. All host institutions have strict procedures for ethical approval that align with national ethical regulations and procedures. In addition, the fellows will be required to commit themselves to conducting their research to the highest standards of integrity, as outlined in the National Statement on Ensuring Research Integrity in Ireland.

2 THE SYMECO FELLOWSHIPS

SyMeCo will fund **16 prestigious Marie Skłodowska-Curie postdoctoral fellowships** over the programme's lifetime (2023-2027). The fellows will be recruited via 2 international calls for proposals. 10 fellowships were awarded in the first call for proposals, and up to 6 fellowships may be awarded in the second call. Additional calls may be published for unfilled fellowships. The **fellowships** will have a **2-year duration.** During their fellowship, the fellows will undertake a **research project** supervised by a leading Lero researcher, undertake a **secondment** and participate in **training and career development activities**. **All fellowships will be based in Ireland** at Lero and SyMeCo's host institutions.

2.1 Research project

You may choose your research topic provided it aligns with the programme's research themes, Lero and the research interests of an eligible supervisor. **Before applying, you must discuss your research idea and proposal and seek the support of an eligible supervisor for your application**.

2.2 Secondment

During their fellowship, the fellows will undertake a mandatory secondment (3–8 month duration), either in Ireland or abroad. The fellows can choose whether they would prefer a secondment to the industry sector, academic, public or another socio-economic sector to suit the research project and their career development objectives. They can also choose to split the secondment period into periods in the non-academic and academic sectors.

Secondment plans must be included in the research proposal (timing, duration, technical objective and rationale for the secondment). Specifying the precise secondment host at the time of application is not mandatory.

Where it is not possible for applicants and prospective supervisors to finalise the exact secondment host at the application stage, applicants should outline the type of organisation that they wish to be seconded to, specifying the sector. On commencing their fellowship, successful applicants will be assisted in finalising a specific secondment host by their supervisor and the Lero Business Development Manager.

2.3 Training programme

The goal of the SyMeCo training programme is to develop and enhance the fellows' skills to complete their fellowship and forge their career ambitions in both academic and industry settings. The fellows will benefit from the SyMeCo training programme and researcher development programmes available at all participating host institutions to meet their career development needs and the changing needs of the software sector.

Opportunities available to fellows will include:

- **Research integrity initiatives**

- **Discipline-specific research skills training**

- **Transferable skills training**

- **SyMeCo Summer School**

- **Communication training, public engagement, and outreach activities**

- **Fellows International Research Visits Programme**: the fellows will have the opportunity to undertake a short international research visit to a research collaborator of their choice. The supervisors will support the fellows in identifying and securing a host that suits their research project and career development needs. This initiative will provide an opportunity to widen professional networks and transfer knowledge: from the international collaborator's group to the fellow/Lero/host institution and vice-versa.

- **Scholar's Programme**: the fellows will be encouraged to nominate a distinguished international scholar in their field. Three scholars, one from each research stream System, Methods, Context, will be selected and invited to Lero for a short visit. The visits will coincide with the Summer School as the scholars will deliver a keynote presentation followed by workshops covering each research stream. These experiences will also allow the fellows to widen their international professional network and enhance their career prospects.

2.4 Who can apply: applicant eligibility

SyMeCo welcomes applications from researchers of **any nationality who have a PhD degree** and **comply** with the **eligibility** requirements and programme's **mobility rule**.

While Lero spearheads this programme, a Computer Science or Software Engineering degree is not mandatory. SyMeCo recognises the value of diverse perspectives and welcomes candidates from complementary disciplines.

- **Applicants may be of any nationality**.

- **Applicants must be *postdoctoral researchers*** as per the Marie Skłodowska-Curie actions (MSCA) definition: **applicants must have a PhD degree at the call deadline (19th of June 2024)**. Applicants who have successfully defended their PhD thesis but have not formally been awarded the doctoral degree will also be eligible to apply. **The successful defence must take place before the call deadline**. Supporting documentation may be requested.

- **Applicants** must comply with the following mobility rule: they **must not have resided or carried out their main activity (work, studies, etc.) in Ireland for more than 12 months in the 36 months immediately before the call deadline (19th of June 2024)**. Compulsory national service and/or short stays, such as holidays, are not considered when assessing mobility compliance. In addition, for applicants who applied/are applying for refugee status in Ireland, the time spent in that process will not count as a time resident in Ireland.

- **Applicants must have working proficiency in English or be fluent in English**. Applicants whose first language is not English may be required to provide evidence of their English proficiency.

Please **contact SyMeCo** if you are considering applying for a fellowship but are uncertain if you are eligible to apply.

2.5 How to apply

It is strongly recommended that you register interest by emailing **symeco@lero.ie** and start preparing your application as early as possible. Please carefully read this guide, the Terms & Conditions, application templates and all documentation available **here**. If you have any queries, please **contact SyMeCo** for support.

Before submitting an application, **you must contact an eligible supervisor to discuss your proposal and gain support for your application**. Applicants who applied in the first call and wish to re-apply on the second call, must contact an eligible supervisor to discuss their proposal and gain their support for their second call application. Only applications that have received support from an eligible SyMeCo supervisor will be considered and evaluated. The list of eligible SyMeCo supervisors is available **here**.

You can only submit **1 application per call**. The **online application system**, accessed from the **SyMeCo website**, will be live for 12 weeks and will close on the call deadline, **19th of June 2024, 23:59 (GMT)**. All application documentation **must be submitted via the online application system before the call deadline**. When applying, you will be asked if you agree to the Terms & Conditions.

Only applications using the templates provided and supported by eligible SyMeCo supervisors will be evaluated.

By submitting an application, you declare that the information supplied is correct. SyMeCo reserves the right to withdraw any fellowship awarded, or if the employment has commenced, the host institution reserves the right to terminate such employment should any of the information provided in the application be found to be false or misleading.
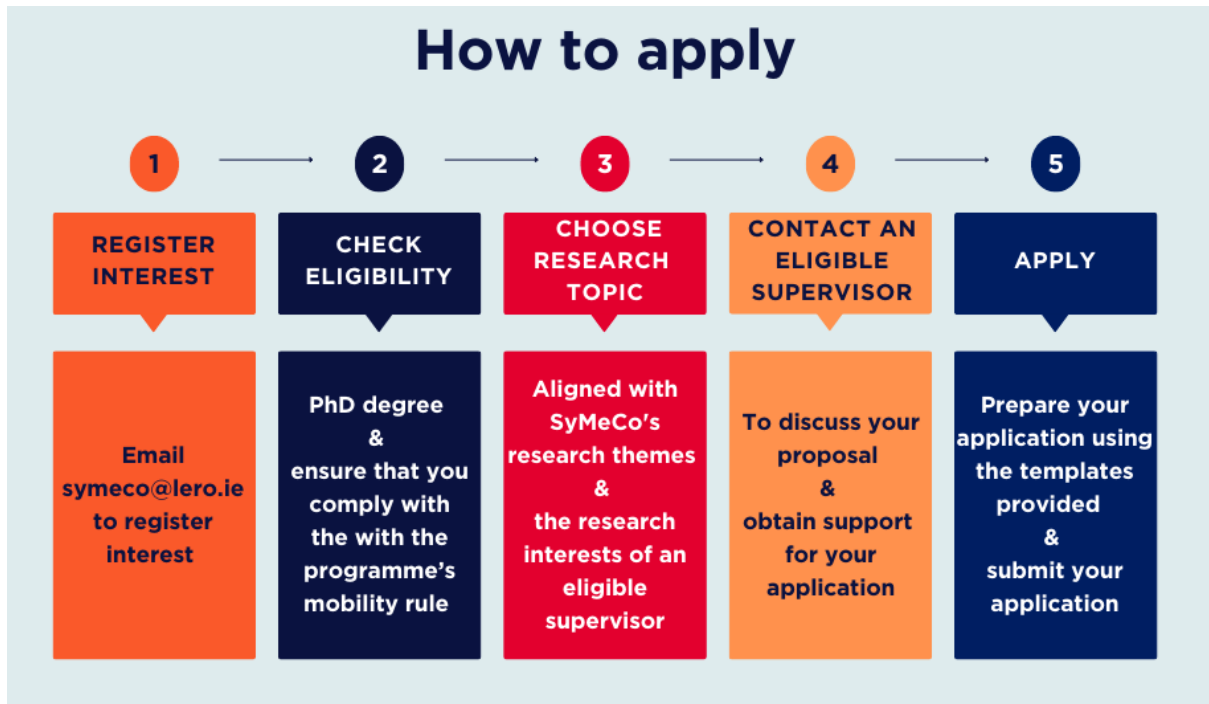
Figure 2:1 Infographic showing how to apply for a SyMeCo fellowship

2.6 Application documentation

The following documentation must be completed and submitted at the application stage:

- Part A – Administrative Information

- Part B – Proposal

- Part C – CV

- Part D – Ethics Issues Table and Ethics Self-Assessment

The templates provided **here** must be used.

Only complete applications using the templates provided and supported by eligible SyMeCo supervisors will be assessed. All application sections must be completed. Incomplete applications will not be considered. The application and the required documentation must be in English, completed and submitted by the call deadline.

2.7 Proposal requirements

The research proposal must: be **complete** and **in English** and **based on the SyMeCo proposal template**, describe a research project with an implementation period of 2 years and include a planned secondment period, **have received support from an eligible SyMeCo supervisor**, align with Lero and one of the SyMeCo research themes and the research interests of the proposed supervisor, and **adhere to the ethical standards applicable** to the **Marie Skłodowska-Curie actions** and the **SyMeCo programme**.

3 EVALUATION AND SELECTION

In line with the Horizon Europe Work Programme 2021-2022 and the Charter and Code, SyMeCo will promote open, merit-based, transparent recruitment. The SyMeCo programme selection process will also adhere to the recommendations in the Charter and Code.

Applicants may be required to provide evidence of the qualifications listed on their application, proof of identity and any other relevant documentation, such as evidence of compliance with eligibility and mobility requirements. Where the information provided by the applicant is found to be incorrect or cannot be verified if requested, SyMeCo reserves the right to eliminate the candidate from the selection process or withdraw the award.

3.1 Evaluation and selection process stages

The evaluation and selection process will have six stages, including two scoring stages: **international peer review stage** and the **interview stage**.

3.1.1 Stage 1 - Eligibility check

All applications will be checked for completeness and eligibility using the details provided in the application documents received. All applicants will receive feedback:

- Eligible applicants that flagged ethical issues will be notified of their progression to *Stage 2 - Ethics Check*.

- Eligible applicants without ethical issues identified will be notified of their progression to *Stage 3 - International Peer Review*.

- Ineligible applications will be notified that they will not be progressing further and the reason for ineligibility.

3.1.2 Stage 2 - Ethics check

Applicants must indicate in *Part D – Ethics Issues Table and Ethics Self-Assessment* whether (potential) ethical issues are associated with their proposed project. Where ethical issues are flagged, applicants must also give details on how such issues will be addressed.

The programme's ethics review committee will review eligible applications with flagged ethical issues to check whether such issues apply to the proposed project and if the applicant has addressed these issues. In addition, they will provide comments and/or recommendations for the applicants.

The programme's ethics review committee may declare the proposal ineligible, eligible as presented, or ask for additional information and then decide.

Proposals with ethical clearance will proceed to *Stage 3 – International Peer Review,* and those without ethical clearance will be declared ineligible. Applicants will receive feedback following *Stage 2 - Ethics check*.

3.1.3 Stage 3 – International peer review

Each application will be **reviewed** by **3 independent expert reviewers based outside Ireland**. Reviewers will be allocated based on the match between the proposal and the reviewer expertise. Each reviewer will evaluate the **written proposal** independently and submit their evaluation form, including a score for each evaluation criterion and feedback comments that underpin their score. They will use the programme's evaluation criteria and scoring system shown in Section 3.2

In cases where there is no significant disparity between the reviewers' scores (score disparity ≤1 point), the scores for each criterion will be averaged, and the weightings will be applied to calculate the **final peer review score** for that proposal. The 3 reviewers will agree on a consensus score for cases where: (i) the score disparity >1 point or (ii) the final peer review score is over 69% and below the 70% threshold. Should a consensus not be reached, a fourth reviewer will be appointed to evaluate the proposal, and the 4 reviewers scores will be averaged. As above, the weightings will be applied to calculate the **final peer review score**.

3.1.4 Stage 4 – Ranked List and Feedback Following Peer Review

A ranked list will be compiled based on the application **final peer review score**.

All applicants will receive a **Peer Review Feedback Report**, including the scores per evaluation criterion, the **final peer review score** and the feedback comments. They will be advised whether they are progressing to *Stage 5 – Interview* within 3 weeks after *Stage 3 - International peer review*.

Applicants scoring above the 70% threshold will be invited for an interview. The other applicants will be advised that they will not be progressing further.

3.1.5 Stage 5 – Interview

The interview's objective is to further evaluate the proposal's excellence, impact and implementation using the programme's evaluation criteria. SyMeCo will provide the Interview Panel with the proposal, CV and the Peer Review feedback comments as supporting documentation for the application. **The interview evaluation consists of the candidate's presentation of their proposal followed by questions from the Interview Panel.** The Interview Panel does not evaluate the written proposal. As previously stated, the International Peer Review Panel evaluates the written proposal.

Applicants proceeding to the interview stage must be available to attend the interview on the date requested. The interview may be carried out face-to-face or via video conferencing. No advantage will be conferred to those attending the interview in person. **<u>The applicant will be responsible for organising the necessary video conferencing facilities at their end. The applicant should ensure they have a strong Internet connection; if there is a connection failure before or during the interview session SyMeCo cannot guarantee re-scheduling of the interview.</u>** Travel and accommodation expenses will not be provided for those wishing to attend the in-person interview. However, support documentation to enable the applicant to travel may be offered.

The **interviews will be in English** and last up to **60 minutes**. Applicants will be asked to prepare a **10-minute presentation on their proposal**. The **presentation** will be **followed by questions from the Interview Panel**.

Following the interview, the Interview Panel will agree on feedback comments and reach a consensus score for each evaluation criterion, using the programme's evaluation criteria and scoring system shown in Section 3.2. The corresponding weightings will be applied to calculate the **final interview score**.

The 70% threshold will also apply to the interview stage.

Applicants will receive feedback with the final interview score and feedback comments.

3.1.6 Stage 6 – Final funding decision

The **final application score** will be **calculated by adding up** the **final peer review and final interview scores (with equal weighting).**

Only applications scoring above the 70% funding threshold will be considered for funding. The applications will be ranked, taking into account the final application score. The programme's Steeering Committee will approve the final funding decision based on the ranked list and budget available. The remaining applicants scoring above the 70% funding threshold will be placed on a reserve list.

All applicants will receive feedback at the end of this stage. They will be informed: i) they will be offered a fellowship, or ii) their proposal will not be funded, or (iii) they will be placed on the reserve list. Reserved list candidates will be notified within 3 months of whether their proposal will be funded or not.

3.2 Evaluation criteria and scoring system

A **standard evaluation criteria** and **scoring system** will be used by all reviewers and interviewers.

3.2.1 Evaluation criteria

There are **3 evaluation criteria**: **Excellence**, **Impact** and **Implementation**, **weighting 50%**, **30%** and **20%**, **respectively**. The evaluation criteria are weighted differently and the set of weightings shown below will be applied to the scores provided for each of the criteria. Priority ranking will be used to rank applications that achieve exactly the same score. The SyMeCo evaluation criteria, weighthing and priority ranking are shown in Figure 3:1.

EXCELLENCE (50%) Priority: 1	IMPACT (30%) Priority: 2	IMPLEMENTATION (20%) Priority:3
Quality of the research and its methodology and innovative aspects (the extent to which they are ambitious and go beyond the state of the art)	Potential impact of the fellowship on the researcher's career prospects	Overall coherence and feasibility of the work plans
Clarity of the plans to acquire new knowledge/skills from the host and to transfer knowledge/skills to the host		
Quality and appropriateness of the researcher's professional experience, competencies and skills	Expected impact of the research and quality of the plans for dissemination, exploitation and communication	Appropriateness of the risk management plan
Match between the proposal and the supervisor/research group		

Figure 3:1 SyMeCo evaluation criteria, weighting and priority ranking

3.2.2 Scoring

The SyMeCo scoring system is shown in Figure 3:3. Eligible applications will be first scored during *Stage 3 – International Peer Review*. **Applications that proceed to the Interview Stage will receive a second score for that stage**. A score between 0 (very poor) and 5 (excellent) will be provided for each of the three evaluation criteria as a whole. The corresponding weighting will be applied to the scores provided. The weighted scores for each criterion will be added, producing a final weighted score. After each stage, the maximum final score for a given application will be 5 (excellent).

Full range of possible scores	Description	
5	Excellent	The proposal successfully addresses all relevant aspects of the criterion. Any shortcomings are minor.
4.9 ↕ 4	Very good	The proposal addresses the criterion well, but a small number of shortcomings are present.
3.9 ↕ 3	Good	The proposal addresses the criterion well, but some shortcomings are present.
2.9 ↕ 2	Fair	The proposal broadly addresses the criterion, but significant weaknesses exist.
1.9 ↕ 1	Poor	The criterion is inadequately addressed, or there are serious inherent weaknesses.
0	Very poor	The proposal fails to address the criterion or cannot be assessed owing to missing or incomplete information.

Figure 3:2 Scoring system showing full range of possible scores and descriptions

Definitions for score descriptors:

- 'Minor shortcoming' is an issue that relates to a marginal aspect of the proposal with respect to the criterion and/or can be easily rectified (it will not impact the scoring).

- A 'shortcoming' is a problem that relates to an important aspect of the proposal. It impacts the scoring but does not render the proposal inappropriate for funding (i.e. the proposal is still expected to lead to useful results with positive impact).

- A 'significant weakness' means that the proposal addresses the criterion in a limited and/or not sufficiently effective way. It can also be the case when the proposal includes a large number of shortcomings, which together means that the proposal does not address the criterion sufficiently effectively.

3.2.3 Thresholds

An **overall threshold of 70% will be applied to the weighted score produced for each proposal**. Therefore, only applications with a **final peer review score equal to or higher than 3.5 will proceed to the interview stage**.

The same 70% threshold will apply to the interview stage. Applications with a final interview score below 70% will not be considered for funding.

Only applications scoring above the 70% funding threshold will be considered for funding.

The final application score will be calculated by adding up the final peer review and final interview scores (with equal weighting).

3.3 Feedback and redress

Feedback will be provided to applicants following each stage of the selection process.

Applicants have a right to redress. Applicants wishing to start the redress procedure should contact SyMeCo within 30 days of receiving the eligibility, peer review, or interview feedback. **Redress requests can only be made about procedural issues or perceived incorrect application of eligibility criteria, not the scientific judgments of reviewers or members of the interview panels**. If the redress request is accepted, a new remote peer review and/or interview will be arranged. Applicants will be informed about the redress results within 30 days of their request. Decisions from the Redress Committee are binding.

4   FELLOWSHIP OFFERS

The offer to successful applicants will consist of 2 stages:

- Award of the Fellowship by SyMeCo

- An offer of employment by the host institution

The applicant will be required to accept each part of the offer, the award and the employment offer in writing within 7 days of receiving each respective notification. Accepting the award at the first stage does not commit the applicant to accept the employment offer from the host institution.

Personal data, in addition to that already supplied during the application, may be required by the host institution to complete the offer of employment. Requests will be made by the host institution under its own data management policies.

Currently, the latest start date for the 2nd cohort of fellows is February 2025, which is indicative only and subject to change. Successful applicants are expected to commence the fellowship at the earliest convenience taking into account any periods required by UL to sign inter-institutional agreements with the host institution and for the successful applicant to gain permission to enter and work in Ireland. A start date will be discussed with the successful applicant and stated in the offer of employment.

In the unlikely event that the host university cannot support the fellowship and SyMeCo cannot find an alternative eligible host, the fellowship award may be withdrawn. Similarly, the host institution reserves the right to withdraw an offer if the programme is withdrawn for any reason or if the host institution has made an error.

5   EMPLOYMENT AS A SYMECO FELLOW

5.1 Contracts

Following the funding decision, successful applicants will be offered a full-time employment contract for the duration of the fellowship. The fellows will be employed by their host institution under the same employment conditions as other externally funded researchers employed at that institution. The employment contracts will be in line with Irish Law and the Terms of Employment (Information) Acts 1994 and 2001.

5.2 Financial aspects

The **total gross salary** awarded to fellows will be **€50,124 per annum (without family allowance)** and **€56,604 per annum (with family allowance)**. SyMeCo will apply family definition as indicated in the **MSCA WP 2021-2022**: persons linked to the fellow by (i) marriage, or (ii) a relationship with equivalent status to a marriage recognised by the legislation of the country or region where this relationship was formalised, or (iii) dependent children who are actually being maintained by the fellow. Supporting documentation to confirm eligibility for the family allowance may be requested.

The salaries received will be liable for taxes and/or other deductions, which may vary from host institution to institution. Information on Irish taxation can be found on the **Office of Revenue Commissioners website**. Compliance with Irish law and national regulations on

taxation will be a matter for resolution between the fellow, the host institution and the Irish Revenue Commissioners.

SyMeCo will provide contributions towards the cost of conducting the fellowship, such as equipment (up to €2,000), consumables (up to €2,064) and travel (up to €5,000) which will be held in a cost centre at the host institution, under the authorisation of the Supervisor.

SyMeCo will also provide contributions to training and career development activities.

6 VISA INFORMATION FOR NON-EU/EEA RESEARCHERS

Non-EU/EEA nationals require permission to work and/or study in Ireland.

As a researcher and SyMeCo fellow, you can avail of a range of services offered by EURAXESS Ireland, which provides free advice to researchers and their families. In addition, information on various areas affecting researchers, including immigration, visas, employment law, healthcare, childcare, social services, and life in Ireland, is available.

EURAXESS Ireland also operates the **Hosting Agreement Scheme**, a visa scheme designed for non-EU/EEA researchers wishing to work in Ireland. This scheme offers a **fast-track service** for **non-EU/EEA researchers**. Under the scheme, **visas are issued rapidly**, and **traditional work permits are not required**. Furthermore, **this scheme allows the researcher's immediate family to reside and work in Ireland immediately**.

In addition to obtaining permission to work in Ireland, some non-EU/EEA nationals also require an **entry visa** to enter Ireland. You can check if you need an entry visa **here.**

To contact EURAXESS and get advice, please see **https://www.euraxess.ie/ireland/fast-track-work-permit-non-eu-rd-hosting-agreement-scheme**.