

GUIDE FOR APPLICANTS

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INTRODUCTION

Enhanced Eurotalents is a **Marie Skłodowska-Curie Actions Programme** co-funded by the European Commission and CEA (French Atomic Energy and Alternative Energies Commission), aiming at fostering **international mobility** of researchers at post-doctoral level and more. *Enhanced Eurotalents* is a 5-year programme, operating from January 2014 to December 2018. The program is completely managed by CEA, and grants fellowships from 12 to 36 months.

Two types of fellowships are awarded:

- **Incoming CEA Fellowships (ICFs)** for **international researchers** who want to undertake a research project at CEA in France.

An *Enhanced Eurotalents* fellow is considered as a CEA employee once he/she has signed his/her employment contract with CEA.

- **Outgoing CEA Fellowships (OCFs)** for **CEA researchers** who wish to work in a foreign research institution/university for a limited mobility period of time followed by a compulsory return period at CEA.

The research institution/university as host organisation has to be located in a Member State of the European Union (except for France), an [Associated Country](#), or a [Third Country](#).

These fellowships are funded as follows: 40% by the European Commission and 60% by the CEA laboratory.

Cut-off Dates

The *Enhanced Eurotalents* programme is based on a continuous submission process. You can apply at any time starting from January 1st, 2014 to September 30th, 2017 (by midnight – Paris time).

- **ICF applications are reviewed after three cut-off dates a year over the duration of the programme: January 31st, May 31st, and September 30th.**
- **OCF applications are reviewed once a year, the cut-off date is May 31st.**

Cut-off dates are clearly advertised on the [website](#), which is regularly updated.

Duration of the Fellowships

ICFs can last from 1 to 3 years, depending on the objectives of your project. The duration of the fellowship has to be justified in the research proposal in respect to the content and schedule of the project; its adequacy with your project will be assessed during the review

phase. Please note that since the programme ends **December 31st, 2018**, the later you apply, the shorter your fellowship will be. It could however be considered to stay longer at CEA, but the *Eurotalents* co-funding (about 40% of the researcher's salary) will not exceed **December 31st, 2018**. This has to be discussed with the potential host laboratory while working on the research proposal.

The review process usually takes between two and three months.



“Without the Enhanced Eurotalents programme, my stay at CEA would have ended in early June 2017, so it gave me the opportunity to stay longer, allowing me to continue my research.”

Dr. Anne von KOSCHEMBAHR, Enhanced Eurotalents fellow from the United States

About **125 ICFs** are to be funded over the whole duration of the programme (estimation based on an average duration of 2 years for one fellowship). However, the total amount of offered fellowships being dependent on the duration of each fellowship, this figure is only an estimate.

OCFs have a minimum duration of 12 months and a maximum duration of 24 months.

Exceptions to this general rule can be negotiated with the Project Manager. The total duration includes the outgoing phase in a foreign host laboratory and a mandatory return phase in a CEA laboratory. The return phase lasts 3 months for 1-year fellowships and 6 months for 2-year fellowships (1/4 of the total fellowship).

About **25 OCFs** are to be funded over the whole duration of the program. However, the total amount of offered fellowships depending on the duration of each fellowship, please note that this figure is only an estimate.

Research Fields

The research projects are assessed in the following four research fields, referred to as “panels”.

- **Energy, Environment & Climate Change (E2C2)**

Hydrogen & fuel cells, 2nd and 3rd generation biofuels, thermal solar power, photovoltaics, energy efficiency, smart grids, energy storage, etc.



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- **Key Enabling Technologies (KET)**

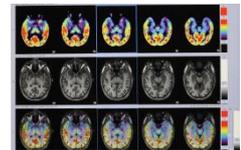
Microelectronics, nanoscience and nanotechnology, photonics, robotics, embedded systems, advanced materials and manufacturing, advanced chemistry for energy, high performance computing, etc.



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- **Life Sciences & Biotechnology (LSB)**

Structural biology & biophysics, tools for medical technologies, physio-pathological disorders, toxicology, biomass, etc.



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- **High Energy Physics, High Energy Density Physics & Physics of the Universe (HEPPU)**

Fundamental laws of the universe, ultimate constituents of matter, energy content of the Universe, origin and structure of the universe, properties of matter, etc.



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Projects belonging to any of these four fields are eligible for funding, except areas of research covered by the [EURATOM Treaty](#). All research carried out must respect the fundamental ethical principles and requirements indicated in the text of the People Specific Program. The four above-mentioned research fields were selected, because CEA has outstanding laboratories working on these topics and they match the European Union’s research priorities.



Enhanced Eurotalents Fellows taking part in a career development training session - ©CEA/INSTN

I. Eligibility Requirements

To be eligible for the *Enhanced Eurotalents* programme, you must meet two eligibility requirements. Applications that do not meet these preliminary requirements will not undergo scientific evaluation.

1. Mobility conditions

Mobility conditions for ICFs

To be eligible for an ICF fellowship, **you shall not have resided** or carried out your main activity (work, studies, etc.) **in France more than 12 months in the 3 years prior to the submission of your research project**. Compulsory national service and/or short stays such as holidays are not taken into account.

There is no nationality criteria.

Mobility conditions for OCFs

To be eligible for an OCF fellowship, you must be a **CEA researcher** who has **resided or carried out his/her main activity in France more than 2 years during the last 3 years prior to the submission of the research proposal**. Short stays such as holidays are not taken into account. There is no nationality criteria.

Partner organizations hosting researchers during the outgoing phase have to be legal entities distinct from CEA. They can be located in any Member State, Associated Country or Third Country of the 7th Framework Program, except for France.

2. Required level of experience

To apply for an *Enhanced Eurotalents* fellowship, you must either:

- have **at least 4 years of experience in research** (or a full-time equivalent) after obtaining the college degree that formally gives you access to PhD studies in the country in which you graduated or in the host country. This degree must not require further qualifications in order to be completed. If, for whatever reason (work outside the research sector, personal issues, etc.), you have taken a break from your career in research, you should not include this period of time in the four years of experience; **or**
- be in possession of a **Doctoral degree**.

Please note that the mobility criteria and the required level of experience will be checked at the date of the complete submission of your research proposal.

These eligibility requirements are checked on the basis of the information you provide in the proposal. If, at a later stage, an eligibility requirement turns out not to be met (due to incorrect or misleading information in the proposal or because the applicant has not been awarded his/her PhD or has insufficient post-graduate research experience), the proposal will be rejected immediately.

The deadline to meet the above conditions is the day when you submit your complete research proposal.

Would you recommend the Enhanced Eurotalents programme?



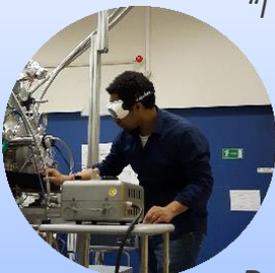
“Absolutely. There are good reasons to do it: exceptional professional environment, great economic and personal support, and the possibility of developing a long-term project and to establish international scientific collaborations... I would definitely recommend the programme to any postdoctoral researcher looking for an international experience.”

Dr. Isaac RODRIGUEZ RUIZ, Enhanced Eurotalents fellow from Spain



“This experience is undoubtedly good for my career. It gave me the opportunity to work in a top-level lab with lots of experience in my field, along with great colleagues and equipment. (...) It gives you the chance to propose your own research and to have experience abroad. In my opinion, you cannot be a really good researcher without a good mobility background. The programme also gives the opportunity to have more independence in your research project than a regular post-doc position.”

Dr. Marc SANSA PERNA, Enhanced Eurotalents fellow from Spain



“I think it’s a very good opportunity for many people coming from a great variety of backgrounds. This programme enables a mobility which enriches the scientific community in terms of knowledge. I would not have been able to live such an experience without it. Competition is harsh; many smart people want the same positions so having a good mobility abroad is a plus. It is a way to stand out and to get more credit. Here I am learning a lot every day.”

Dr. Ephriem MENGESHA, Enhanced Eurotalents fellow from Ethiopia.

II. Application Process

1. Registration form

To initiate the application process, you first need to request an access to the application database. In this perspective, fill in the short [registration form](#) (“Application” > “Apply now”) on <http://eurotalents.cea.fr>.

You will receive an e-mail from the *Enhanced Eurotalents* project team within a few days containing your personal login and password to access the application database.

2. Application form

Once you are logged into the [Enhanced Eurotalents database](#) (website link in the e-mail containing your login and password), fill in the application form (“Application process” tab).

Make sure to select the research field(s) corresponding to your scientific background as well as the appropriate “CEA Eurotalents scheme” field, i.e. “Incoming CEA Fellowship” or “Outgoing CEA Fellowship”.

Attach your **CV** (recommendation: 2 pages) and **cover letter** (1 page) in PDF format. Your CV and Cover Letter are crucial for the evaluation; write them in line with the *Enhanced Eurotalents* review criteria (see boxes on the right)!

Once your documents are uploaded, tick the box certifying the accuracy of the information and submit.

Your CV for an *Enhanced Eurotalents* application

Your **CV** should be a scientific CV and include your academic achievements, a list of your past and present professional activities, your publications, and any other relevant information such as associative life involvement. Keep in mind that details of all these activities may be of importance for the assessment (see evaluation criteria p. 18-19)

Your CV should be no longer than 2 pages and should be uploaded in PDF format.

Your Cover Letter for an *Enhanced Eurotalents* application

You may address your cover letter to the “CEA-Enhanced Eurotalents Review Committee”. If you are already in contact with a CEA host laboratory, please mention the name and the details of your contact person in the cover letter.

Your **cover letter** should be no longer than 1 page and should be uploaded in PDF format.

What's the purpose of this step?

The information provided at this stage gives the project management team all the necessary elements to **check whether or not you are eligible for the programme**; and if so, until when. In any case, you will receive an e-mail informing you about your eligibility.

These documents are also intended for scientific counsellors at CEA who may help identify potential CEA host laboratories if you are eligible for the programme and if you do not have yet any contact point at CEA.

Furthermore, if later during the process, you submit a research project in collaboration with a potential host laboratory, the CV and cover letter you submitted at this stage will be forwarded to the experts assessing your application.

3. Potential host laboratories

If you are eligible for an ICF, but you have not identified any host laboratory yet, you are strongly advised to initiate on your own **contacts with CEA laboratories** in order to find a host laboratory for the duration of your research project.

Once you have found a potential host laboratory, please send an e-mail to eurotalents@cea.fr with the contact details of this laboratory, so that your application can proceed.

In the meantime, you may receive an e-mail to inform you that your records have been transmitted to our Scientific Counsellors so that they can also help you identify potential CEA host laboratories. If successful, contact details will be sent to you in due time. Please note that, at this point, CEA laboratories are not committed to host your research project.

Once you have discussed the research plan with your laboratory, you may want to follow on the application procedure by selecting the chosen laboratory that appears on your account in the database.

If you are eligible for an OCF, get in touch with the laboratory (outside France) you are interested in to learn more about its current research work, working conditions, and to try and refine your research project.

The relevance of your choice is taken into account in the assessment of your proposal. Before choosing a host organization, make sure the answers to the following questions are satisfactory and meet both your criteria and these of CEA:

- What is the host organisation's scientific expertise in the field you have chosen?
- Does the host environment provide you with most of the infrastructures necessary to carry out your research?
- Is it in a position to provide you with an appropriate intellectual environment and infrastructural support?
- Is it in a position to assist you in achieving the goals of your project?

Both for **ICF** and **OCF**, make sure you discuss all the elements of your project with your contact person in the host laboratory. The schedule, for instance, is a key element of your proposal – it has to be completely relevant and feasible, and the equipment necessary to your research will have to be available when you need it.

Make sure also that the CEA laboratory is aware that it should be able to cover the remaining 60% of your salary if you are selected. The *Laboratory statement* – the financial commitment – has to be signed and uploaded by your host laboratory in the database after the submission of the research project.

4. Research project and ethical issues

Once you have found a potential host laboratory, you can **start writing** your research proposal. It is necessary that you follow the outline of the [template](#), downloadable on the website.

Your research proposal should include:

- A **description** of your research project describing the state-of-the-art in your field, the objectives of your project, its methodology, its duration, etc. (max 2 pages).
- A table with a complete list of tasks, your **schedule** and deliverables (max 1 page).
- The **ethical issues table** (1 page). Your *Enhanced Eurotalents* research proposal must comply with the European rules of ethics for research. The following European Commission website provides you with all the necessary information on ethical issues: http://cordis.europa.eu/fp7/ethics_en.html. If you are sure that none of the issues apply to your proposal, just tick the “yes” box in the last row.

If in your project, you have to face one of these ethical issues, you will be asked – if your application is selected – to provide the documents authorising you and your host laboratory to carry out your research project.

You must keep your proposal within this limit of **two pages** (+ schedule + table of ethical issues).

Page Format	Font Type	Font Size	Line Spacing	Margins	Language
A4	Arial	10	1.5	2.5cm	English

Submit your research proposal on your *Enhanced Eurotalents* account (<https://jobs.eurotalents cea.fr>) in PDF format. Please, remember to check that you are still eligible before submitting your research proposal. If you do not meet the eligibility requirements on the day you submit your complete research proposal, it will be rejected.

III. Review Criteria

1. Experts

All complete applications, i.e. eligibility form, CV, cover letter, research proposal, and laboratory statement (document to be filled in, signed and uploaded by the host laboratory after the research proposal is submitted), are assessed in four panels by at least three independent (outside CEA) and international experts, including the main expert of each panel.

The **main expert** is appointed to chair the international panel of experts for the whole duration of the programme. He/she reviews all the proposals submitted in his research field.

Energy, Environment and Climate Change (E2C2)

Chair: Dr. Nicolas Wyrsh



Dr. Nicolas Wyrsh was born in 1960 and studied physics at the ETH Zurich (Swiss Federal Institute of Technology). After obtaining his diploma in 1984, he joined the group of Prof. Shah at the Institute of Microtechnology (IMT) of the University of Neuchâtel (Switzerland) to contribute to the development of a-Si:H solar cells, focusing on the study of the material's electronic properties. After a stay at Princeton University in the United States, he obtained his Ph.D. from the University of Neuchâtel in 1991. Since then, he has been team leader in the laboratory of photovoltaics (PV-LAB) of the Swiss Federal Institute of Technology in Lausanne (EPFL, Lausanne, Switzerland). His interests and main activities are focused on the development of silicon solar cells (more particularly on energy scavenging), functional layers, particle sensors and imagers, as well as on the integration of photovoltaic systems in the electric grid. He is author and co-author of more than 140 scientific publications.

Key Enabling Technologies (KET)

Chair: Dr. Lionel Buchailot



Dr. Lionel Buchailot, PhD Mechanical Engineering is a Senior Researcher at CNRS, France, and the Director of the Institute of Electronics, Microelectronics and Nanotechnology (IEMN, Lille, France) since 2010. During the years 1991-1995, he has been interested in the contact mechanics of ultrasonic motors and the development of thin film shape memory alloys actuators for MEMS in the Laboratory for Integrated MicroMechatronic Systems at the University of Tokyo, Japan. In 1997, he worked as an R&D engineer for SFIM (now SAFRAN) and AVIAC Technologies Company. In 1998, he joined CNRS working in the field of silicon-based MEMS at IEMN. His research focuses on mechanical sensors and systems, RF MEMS / MEMS for microwaves and scientific micro- and nano-instruments. He is presently the editor of the IEEE Journal of Microelectromechanical Systems and of the IOP Journal of micromechanics and Microengineering. He is recipient of the CNRS Bronze medal.

Life Sciences and Biotechnology (LSB)

Chair: Dr. Jean-Jacques Leguay



Dr. Jean-Jacques Leguay, PhD Biology, is a Research Director at Centre National de la Recherche Scientifique (CNRS, France). During the years 1986-1994, he worked for Sanofi (now Sanofi Aventis) in the development of new technics for genetic engineering. In 1994 he was appointed Director of the Institute for Environmental Biology and Biotechnology (IBEB) at CEA-Cadarache which is dedicated to research in the fields of plants and microorganisms responses to environmental stress. He then served as Adjunct Director of the CEA Life Sciences Division in 2004 until his retirement in 2007. Afterwards, he was Vice-President of the Scientific Committee of the French High Council for Biotechnologies and Scientific Advisor for BIOVISION, a world forum in Life Sciences that holds a yearly meeting in Lyon (France). He is presently Scientific Advisor for CEA. He received the CNRS bronze medal.

High Energy Physics, High Energy Density Physics & Physics of the Universe (HEPPU)

Chair: Prof. Muhsin Harakeh



Prof. Muhsin Harakeh was a Professor of Physics at Free University of Amsterdam (1985-1993) and at University of Groningen thereafter at the KVI (Nuclear Physics Accelerator Institute, NL) where he was appointed Director from January 1996 to December 2008. His research interests are in nuclear structure, nuclear reactions, nuclear astrophysics, few-body physics and astro particle physics. He has served on many advisory committees of international facilities, physics departments, and has been member and chairman of a number of Editorial Boards of international scientific journals. He was the first director of the International Research School FANTOM. He is a fellow of the American Physical Society since 1994 and a member of the Academia Europaea since 2008 and has been elected chair of Physics and Engineering Section of the latter in 2012. He has been decorated in 2008 as Officer in the order of Orange-Nassau for his achievements.

The **other experts** are chosen to review the application, according to the research field and research proposal. CEA is committed to choose among the best experts for each research field and to adhere to the values of the European Charter and Code for Researchers (signed in 2007 by CEA), especially the rules regarding transparency of recruitment processes and equal treatment for all applicants.

The experts are necessarily working outside CEA, and come from renowned universities and scientific organisations from all over the world.

In addition, **for the OCF scheme**, the experts are not chosen in the organization of which the host laboratory is part.

Moreover, so as to ensure partiality, all the experts have to sign up a **Declaration of Confidentiality and No Conflict of Interest** before performing the review. In this declaration, the expert confirms that he has no direct link with the proposal or the project. In other words, an expert is not allowed to review an *Enhanced Eurotalents* application if:

- he/she has been involved in the preparation of the proposal or the project;
- he/she is related to an applicant or a member of the proposing or participating team;
- he/she may be knowingly involved in the publication or exploitation of the results.

2. Review criteria and final grade

Applications are assessed taking into consideration nine criteria regarding your profile, your research project **and (for OCFs) your host laboratory**. Each of the **9 criteria** (listed below) is graded out of 5. Therefore the grade given by each expert is out of 45. The final grade is the total sum of the grade given by each expert and out of **135**. The **eligibility threshold is 94**, which means that applications obtaining a grade inferior to 94 are immediately rejected. The proposal with the best grades will be selected for each panel according to the number of man-years available for the on-going selection session for that panel.

Review criteria – Applicant's profile

- 1. Qualification:** your ability to conduct the proposed project is assessed on the basis of the quality of your previous research outputs. The experts evaluate your published results in peer-reviewed journals as well as other elements in your CV.
- 2. Previous research results and level of experience:** the experts evaluate patents, publications, teaching, advanced courses, etc. taking into account the level of experience.
- 3. Independence of thinking and leadership qualities:** these topics should be highlighted in your CV and cover letter.
- 4. Personal commitments:** you are encouraged to include commitments such as associative life involvement (association membership or leadership), humanitarian work, or other personal development activities. It is important that you try to develop every relevant activity in which you were committed or had any responsibility so that the experts can assess your profile accurately.

Review criteria – Research project

- 1. Scientific and technological quality,** including interdisciplinary and multidisciplinary aspects.
- 2. Originality and innovative nature:** the experts will more particularly assess if your project is in line with the state-of-the-art of research in your field.
- 3. Schedule and relevance:** you need to give reasonable timing to your project and explain what you need this time for. The more you describe the steps and the tasks you will undertake, the more the experts will be able to assess the relevance of your project and the requested duration of fellowship.
- 4. Research methodology**
- 5. Adapted use of human and material resources** offered by the host laboratory at CEA **(for ICFs)** or by the host laboratory outside France **(for OCFs)**: the experts are asked to assess this criteria by using the lab statement filled in and signed by the host laboratory.

Scoring Scale

0 - The proposal fails to address the criterion under examination or cannot be judged due to missing or incomplete information

1 - Very poor. The criterion is addressed in a cursory and unsatisfactory manner.

2 - Poor. There are serious inherent weaknesses in relation to the criterion in question.

3 - Fair. While the proposal broadly addresses the criterion, there are significant weaknesses that would need correcting.

4 - Good. The proposal addresses the criterion well, although certain improvements are possible.

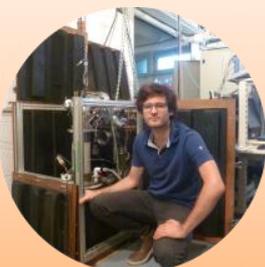
5 - Excellent. The proposal successfully addresses all relevant aspects of the criterion in question. Any shortcomings are minor.

TIP: Since the experts only have access to written documents (research project proposal, CV and cover letter), it is of high importance that you write them with extreme caution and precision, keeping in mind the above-mentioned criteria.

3. Results announcement

The list of awardees is published on the website approximately three months after the cut-off date. In the meantime, each applicant receives an e-mail informing him/her of the final decision. If you are selected, you must confirm your interest for the position within ten days following the reception of the e-mail. Otherwise, the fellowship will be allocated to the next applicant on the waiting list.

In the weeks following your application submission, you will receive an *Evaluation Summary Report (ESR)* containing your final grade and a synthesis of the reviewers' comments.



“What I appreciated a lot was the Evaluation Summary Report I was provided with when I was granted an Enhanced Eurotalents fellowship. It was very honest and constructive. There were not only positive comments but also advice to improve specific elements”.

Dr. Marc WESTIG, Enhanced Eurotalents fellow from Germany

Contract preparation for ICFs: It takes about three months to get to this ultimate stage. However, once you receive a positive answer from the *Enhanced Eurotalents'* team about your proposal, your application is considered successful and the only remaining requirement is the signature of your contract with CEA. Please note however that the administrative steps before signing the contract usually take several weeks.

Contract preparation for OCFs: Since you are already working at CEA when you submit your research proposal, all details regarding your stay abroad should be arranged with your current manager, the HR Officer of your Institute/Department and DRHRS (HR department). Your CEA salary should remain the same for the duration of your fellowship, but some benefits may be added to your salary with regards to mobility. A fixed-term amendment will be added to your employment contract for the duration of your OCF.

Reapplications

If, unfortunately your application is not selected, you are allowed to reapply anytime you wish, **provided you still meet the eligibility requirements when you submit your research project.**

IV. Work at CEA

1. Salary and social benefits

Enhanced Eurotalents incoming fellows generally have a specific fixed-term contract for international researchers, with conditions meeting the rules defined by the European Commission and the French employment law. *Enhanced Eurotalents* fellows mostly have the same rights and duties as CEA permanent staff members. Please find below the general salary disposition, along with a list of social and fringe benefits that *Enhanced Eurotalents* researchers are entitled to:

- **General salary disposition**

Enhanced Eurotalents fellows' gross salaries range from about €3,450 to €5,350/month depending on experience. This amount includes a mobility allowance (around €600/month) of the Marie Skłodowska-Curie programmes. Please note that the researcher's experience is assessed by CEA HR officers on the basis of CEA internal rules.

Gross salaries mean that, due to French legislation, you will be paid only about 80% of the amount. The remaining 20% will go to the French National Health Insurance Plan (sécurité sociale), your pension fund, and your top-up insurance. The French National Health Insurance Plan and your top-up insurance cover almost all your medical expenses.

- **Social benefits**

Working hours at CEA are 8:30am to 5:10pm.

CEA employees benefit from 24 days of compensatory time and 28 days of paid holidays.

Maternity, sick and accident leave: *Enhanced Eurotalents* fellows have the same social advantages as CEA employees in terms of contribution to parental leave, health and accident insurance.

Retirement: Like permanent researchers, *Enhanced Eurotalents* incoming fellows benefit from pension fund and contribute to a retirement pension scheme.

Lunches are partially supported by CEA. The employer's contribution depends on your personal income.

Free transportation by company buses is organised from a lot of places surrounding CEA centres. If you live far from those pick-up places, you are entitled to a partial financial participation to cover public transportation fees.

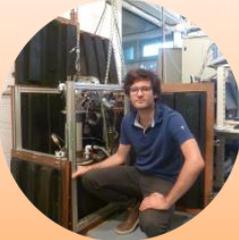
- **Fringe benefits**

Enhanced Eurotalents researchers have access to the library and social activities such as musical, cultural and sport activities, and benefit from discount holiday travels and theatre, opera and cinema tickets.

In order to welcome you and your family as well as possible, you will be helped by associations co-funded by CEA to find housing and school for children, fulfil administrative forms, and open

a bank account. CEA-Saclay also has an [International Office](#) which aims at helping you with all these procedures.

Furthermore, like all other CEA employees, *Enhanced Eurotalents* fellows are required to complete a Security Background Investigation. In total respect with the national law, CEA conducts a medical examination and a background investigation before any employment. You are required to answer personal questions about yourself and your family such as place and date of birth, employment, and address. This information is necessary to allow your access in CEA premises and facilities.



“When I had issues with French labour laws, Human Resources helped a lot; as CEA is used to receiving international mobility researchers, it was solved very efficiently.”

Dr. Marc WESTIG, Enhanced Eurotalents fellow from Germany

2. Career development

CEA has significant strategic plans for the life-long training of its employees, including *Enhanced Eurotalents* fellows. Indeed, they can benefit from the professional trainings organised by CEA intended for CEA researchers.

In addition, *Enhanced Eurotalents* fellows are offered to attend a 4-day training entitled “**Post-doc: How to manage your career, evaluation, project, action**”. This specific training session – scheduled 3 times a year – is covered by the *Enhanced Eurotalents* programme, and organised by the [French Institute for Nuclear Science and Technology \(INSTN\)](#) – the CEA’s training institute.

The main objectives of this training session are to identify and describe the skills that can add



Job interview simulations - ©CEA/INSTN

value to your professional project, implement methods to find a job and broaden your possibilities, train to job interviews (filmed simulations), improve your written communication tools (CV and cover letter), learn more about the terminology of industrial companies and high technology start-ups and how to deal with the problems encountered within these companies, etc.



"This training session far exceeded my expectations, it was really enlightening. The trainer really opened our eyes on the job market, teaching us that an application process is a two-sided thing. Rather than plainly applying, you need to be aware of your own potential so as to better market yourself."

Dr. Dominic BRESSER, Enhanced Eurotalents fellow from Germany



I had never done anything similar before, so it was really unique for me. Our coach really showed us how the scientific part of industry is organised. I wasn't aware of the scope of possibilities in the field. Thanks to her experience in conducting interviews and coaching, now I know how to prepare myself to professional interview within recruitment process. The training also made me aware of my strengths and weaknesses. Through practice, you get to see which elements you need to improve. The examples were very relevant in order to understand the industrial and scientific world.

Dr. Ewa MORAWIEC, Enhanced Eurotalents fellow from Poland



I had a similar course a few years ago but it was more focused on academic positions. This week, the training was more focused on private sector – an unknown ground for most of us. I learnt about different practices of recruitment in industry. It was good to train on less familiar topics and on uncommon situations for academic recruitment. For example, employers in industry will be less impressed by your publication record compared to academia. Recording the interviews and watching it afterwards was really interesting, it helps you be better prepared because you get to see all your flaws, your body language, and the way you react when there is a tricky question. During these simulated interviews, I found it also very helpful to act both as an interviewer and as a candidate.

Dr. Andrey SHORNIKOV, Enhanced Eurotalents fellow from Russia

CONTACT

Find more information on the website at <http://eurotalents.cea.fr/>



Join us on our [“CEA-Enhanced Eurotalents” Facebook Page!](#)

If you still have any doubt or queries, feel free to [contact the Enhanced Eurotalents’ project team](#), readily answering to all your questions.



Best of luck to all aspiring *Enhanced Eurotalents* fellows!