

# AMBER

## Advanced Multiscale Biological imaging with European Research infrastructures

### Applicant's guide

Version 1, first call (2024-01-18)

HORIZON-MSCA-COFUND-2022

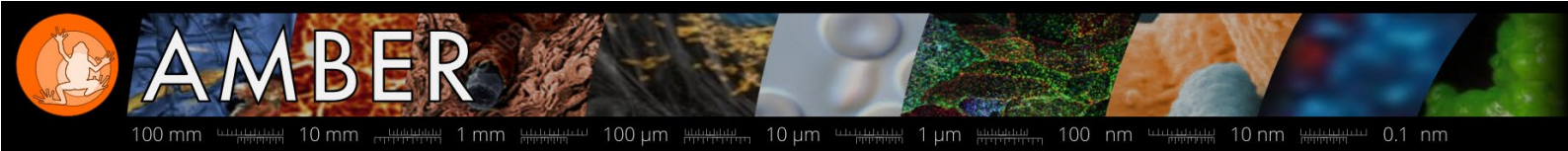
Co-funding of regional, national and international programmes

*AMBER Grant agreement ID: 101126665*



**Co-funded by  
the European Union**

*Note that this guide is not an official publication from the  
European Commission, but from the AMBER consortium*



## Introduction

### Summary

The EU-funded research project AMBER (Advanced Multiscale Biological imaging using European Research infrastructures) will address scientific and inter-sectoral gaps in biological imaging over length scales from molecular, through cellular, to tissue, organ and organism levels of organisation. It is coordinated by [LINXS Institute of advanced Neutron and X-ray Science](#).

AMBER is funded by the EU Marie Skłodowska-Curie (MSCA) COFUND scheme, which means that the PIs of each project get a fixed euro contribution for each person-month of employment. The positions are co-funded by the EU, with the remainder funded through other sources.

The programme will co-fund up to 47 postdocs in total of 36 months duration each. The recruitment is being performed in three call rounds.

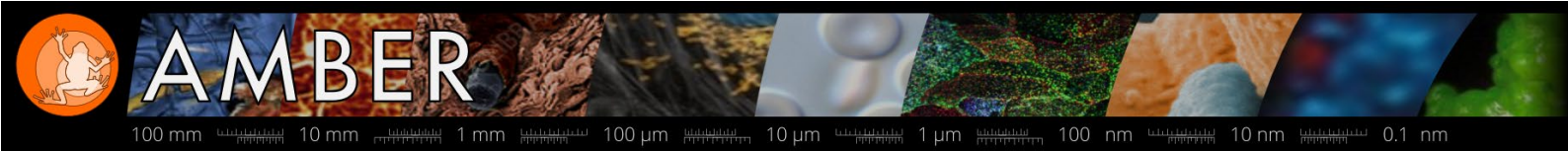
**About 14 postdocs will be recruited in the first call, with each fellowship lasting 36 months.**

AMBER has six core partners: [Lund University/MAX IV, Sweden](#), the [European Spallation Source \(ESS\), Sweden](#), the [European Molecular Biology Laboratory \(EMBL\), Institut Laue-Langevin \(ILL\), France](#), the [International Institute of Molecular Mechanisms and Machines, \(IMOL\), Poland](#), and the [Leicester Institute of Structural and Chemical Biology, United Kingdom](#).

Each position is placed at a partner organisation, and it will be clear when you apply for the individual positions which one it is. You must make an application for each specific position(s) you want to apply for.

Your work will include clinical and biomedical projects. It will also include technique development work aimed at combining imaging techniques and data analysis to provide a more integrated picture of life processes in the context of health and disease. To be a postdoc fellow at the AMBER programme you will get unprecedented medical, biological, and methodological capabilities, with a profound potential impact for Europe's next generation of research and researchers.

When you have completed the AMBER programme you will be extraordinarily well equipped to further your career in academia, at infrastructures, in the health and MedTech sectors, and beyond.

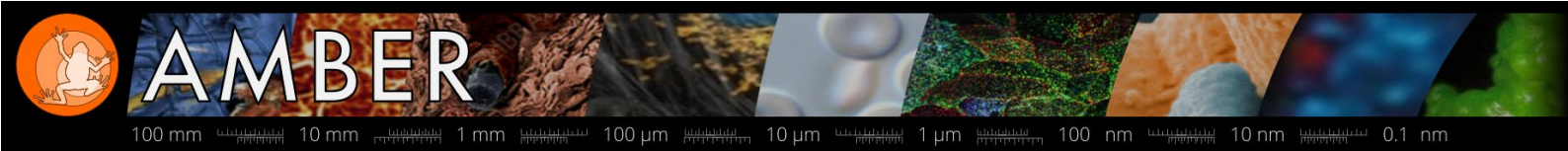


## AMBER APPLICATION CHECKLIST

**If you want to apply for an AMBER position, this checklist is the most important to read and complete.**

Further information can be found at the AMBER website: <https://www.ambercofund.eu>. You can always contact the AMBER management with questions at: [amber@linxs.lu.se](mailto:amber@linxs.lu.se). Questions to the management are only seen by the management, not the Principal Investigators (PIs) of the postdoctoral position. Please read this checklist as well as the material on the website before you send us any questions, as they might already be answered there.

- 1. Check the formal announcement on the EURAXESS website.** This is the central point from which to start the application/applications:  
<https://www.euraxess.se/jobs/178170>  
You can at maximum apply for three different positions in this call.
- 2. To stay informed, it is very important that you sign up to the AMBER e-mail list, here:**  
<https://www.ambercofund.eu/contact>  
If you have LinkedIn, you can also follow the **AMBER LinkedIn page** here:  
<https://www.linkedin.com/company/amber-postdoctoral-programme/>  
All public updates on details of position, procedures, number of applicants, overall (anonymous) evaluation results, etc., will be sent to the e-mail list, and posted on LinkedIn.
- 3. Please read the announcements of the individual positions that you are interested in carefully.** Make sure you understand:
  - Where the position is hosted, i.e. which country and organisation.
  - Who the PI hosting the position is and the subject of the postdoctoral position.
  - What salary expectations are relevant for the positions.  
Links to further information on take-home salary and expected living costs for the hosting country and position will be provided in the [Frequently Asked Questions](#) on the “For applicants” page on the AMBER website.
  - Each position will involve at least one secondment at a different organisation.  
The position will typically have suggestions lined up, but you can suggest your own.
- 4. Please ensure that you fulfill the minimum requirements of the position/positions.** If you do not fulfill these, you are not eligible for the position, and will be taken out of the application process at the start of the process. The minimum requirements per position are:
  - A candidate needs to have a maximum 8 years after a doctoral degree (PhD), as required by the Commission, in accordance with the Horizon-Europe MSCA cofund project Grant Agreement,
  - At least one original publication in a peer-reviewed journal (co-author OK),
  - A background in the relevant methods for the specific position,
  - A complete application package to submitted through the AMBER portal (these are the links provided in the EURAXESS announcement), and finally,



- Strict compliance with the MSCA mobility rule that the researcher must not have resided or carried out his/her main activity (work, studies, etc.) in the host organisation's country for more than twelve months in the three years immediately prior to the call deadline.

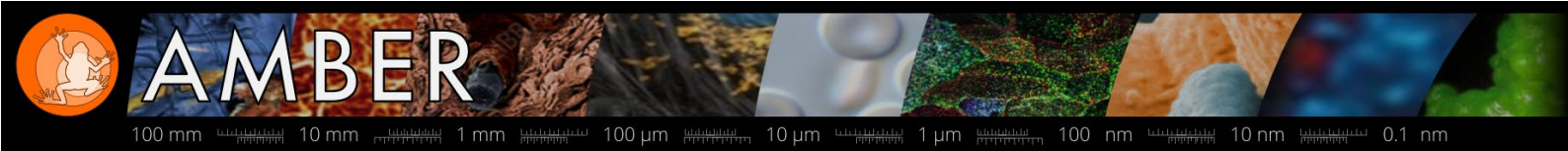
***Each project will have additional specific requirements that candidates have to fulfill, be sure to check what these are before you apply.***

More information on COFUND postdoctoral programmes can be found here:

<https://marie-sklodowska-curie-actions.ec.europa.eu/actions/cofund>

There are a few exceptions to the MSCA mobility rules if you have refugee status or in a situation designated by the EU as special. Please contact us at [amber@linxs.lu.se](mailto:amber@linxs.lu.se) if you need to check that this applies to you.

5. **Please check what you will need to provide for a full application.** See under the heading "Application package" after this checklist.
6. **Are you applying for more than one position?** If so, please be aware that:
  - **You can apply for a maximum of three positions** for each AMBER call.
  - **You will have to make a separate application** with a full application package **for each position**, following the link for that position in the EURAXESS announcement.
  - **You will have to submit a separate research plan for each position.**
  - **You are allowed to highlight different parts** of your previous qualifications and experiences on your EUROPASS CV, as long as it is clear that the CV belongs to the same person for all positions applied for.
  - **Finally, you must e-mail a list of your order of preference for the positions no later than a day after the call deadline** to the AMBER management at: [amber@linxs.lu.se](mailto:amber@linxs.lu.se). This is in case you are shortlisted for more than one of the positions applied for. **Your preferences will be confidential.** Title the e-mail "*Order of preference for positions applied for*", and make sure you use the same e-mail indicated in your CV. A template for your order of preference can be downloaded on the "For applicants" page, here: <https://www.ambercofund.eu/for-applicants> under the heading "DOWNLOADS".
7. **Please check the additional specific requirements for the position/positions you intend to apply for.** These can be both eligibility requirements and things that are "of merit". If you do not fulfill eligibility requirements you will not be considered for the position. **It is important to be very clear in your application how you fulfill these requirements**, and to be aware that you will partially be ranked on how well you fulfill the "of merit" requirements.
8. **Please create a EUROPASS CV.** The PDF CV submitted with an application should be in the EUROPASS format. You need to create an account and follow the instructions on the EUROPASS site, here: <https://europa.eu/europass/en/create-europass-cv>  
When you have done this, you can export your CV as a PDF. You can tailor certain sections of you CV for the specific position you are applying for. The applications portals might require you to add CV information in their electronic system, you should copy and paste from your EUROPASS CV as much as possible if this is the case. Should questions arise on how to do this,



the answers will be posted in the “Frequently Asked Questions” section on the on the “For applicants” page, here: [https://www.ambercofund.eu/for-applicants#amber\\_applicants\\_frequently\\_asked\\_questions](https://www.ambercofund.eu/for-applicants#amber_applicants_frequently_asked_questions).

9. **Please complete a research plan/plans for the project/projects applied for.** See under the heading “Application package” below.

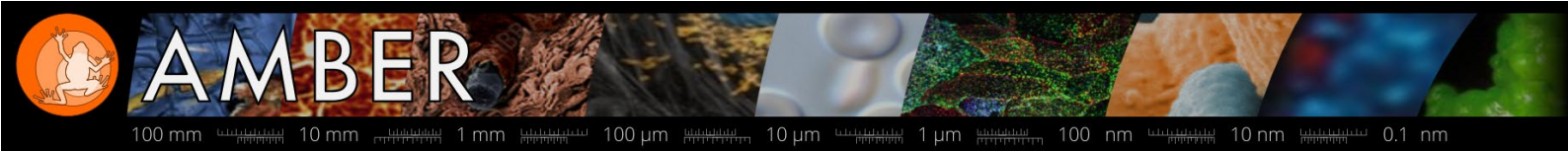
10. **Please prepare the additional documents to be provided.** These are:

- **(optional) Any Letters of Commitment** from partners with which you want to propose yourself for a secondment. The position will typically already have possible secondments suggested by your PI. No secondments are binding at the application stage.
- **(mandatory) Evidence of English proficiency**, minimum equivalent to CEFR B2, which can be checked here: <https://www.efset.org/cefr/b2/>. This will also be verified at interview.
- **(mandatory) A draft Individual Career Development Plan (ICDP)**. The template of which can be downloaded on the “For applicants” page, here: <https://www.ambercofund.eu/for-applicants>, under “DOWNLOADS”. The template contains instructions for how to do it the first time, which can be done very quickly. The ICDP will be continuously updated by you and your PI together during your employment.
- **(mandatory) Two reference letters.**
- **(mandatory) Ethical questionnaire and ethics commitment.** (Horizon Europe ethics checklist + research ethics commitment) link is provided in the “For applicants” page, here: <https://www.ambercofund.eu/for-applicants>, under “DOWNLOADS”.
- **Finally, any additional documentation required in the portal for the individual position.** This can e.g. be cover letters, diplomas, and other documentation and certificates.

11. **Please submit all the required material in the portals for each position you want to apply for before the deadline.** We urge you to have the material prepared and submitted in good time before the deadline if possible. We cannot guarantee that you will be allowed to resubmit or come in with additional information if there are issues with the portals on the final date and time.

**After you have submitted your application/applications** you should receive a receipt of submission from the individual portals for each project. About a week or two after the deadline you will receive an email with a link to where you can record a personal video presenting yourself with instructions on how to make this video based on answers to a questionnaire. When you have done this your application is complete and you will go forward to the evaluation.

You will receive such a link to make a video presentation, or you will receive a notification that you have been deemed not eligible for the position. Depending on the exact reason for ineligibility there might be a way to respond to this, if done quickly.



## Recruitment and selection process

### Timeline of first call

- 2023 18<sup>th</sup> December  
- Preannouncement - save the date
- 2024 18<sup>th</sup> January  
- Official announcement(s)
- 2024 18<sup>th</sup> March  
– Application deadline
- 2024 28<sup>th</sup> March – 1st June  
- Evaluation external panels (CSPs – Central Selection Panels)  
- First interviews  
- Local Panels  
- Second interviews, final selection
- **2024 1st October**  
- **Employment can start**

### Eligibility Criteria

- candidate needs to have a maximum 8 years after a doctoral degree (PhD), as required by the Commission, in accordance with the Horizon-Europe MSCA cofund project Grant Agreement
- at least one original publication in a peer-reviewed journal,
- a background in the relevant methods,
- a complete application package submitted through the AMBER portal (including CV and detailed research plan), and finally,
- strict compliance with the MSCA mobility rule that the researcher must not have resided or carried out his/her main activity (work, studies, etc.) in the host organisation's country for more than twelve months in the three years immediately prior to the call deadline.

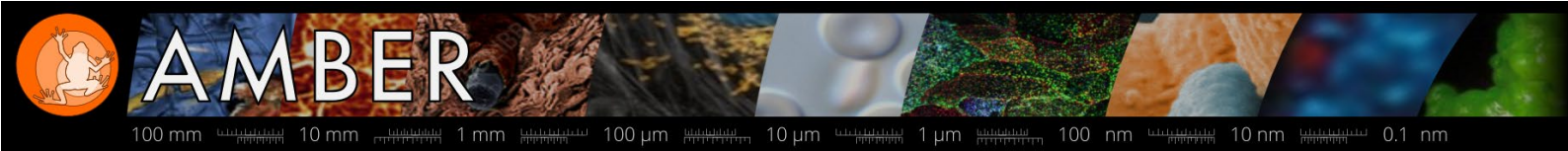
Additionally, the research plan of every application submitted to AMBER will undergo review for ethical clearance conforming to the requirements of the host organisation during evaluation. All research projects in AMBER will be compatible with the international and national ethics regulations and the ethical principles of Horizon Europe. The proposed research programme may include up to three secondments with at least one mandatory secondment. Candidates can suggest secondments.

### Application package

For additional information please visit [www.ambercofund.eu](http://www.ambercofund.eu).

If you are interested in applying for more than one position (maximum 3) you must be prepared to make a full application for each individual position.

Applications shall be written in English and compiled into a PDF-file containing:



i) A Curriculum Vitae (europass format). This is created by registering and using the Europass portal here: <https://europa.eu/europass/en/create-europass-cv>. Your CV can then be exported to a PDF file that you use in your application.

ii) A detailed research plan including any foreseen secondments (candidates can suggest more than the mandated one, they can also suggest their own secondments), schools and conferences as well as a templated budget plan. (as concise as possible, recommended about 3-5 pages, but at an absolute maximum 10 pages. The research plan should include a half page of summary/abstract. The template can be downloaded from the “For applicants” page, here: <https://www.ambercofund.eu/for-applicants>.

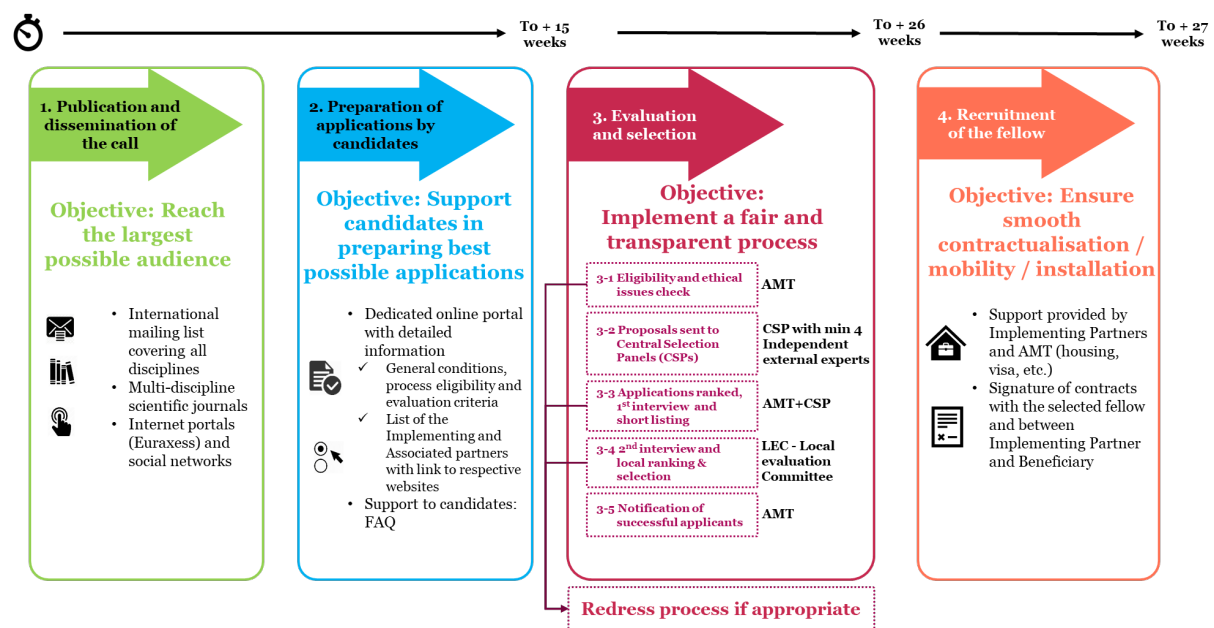
**Additional texts to include in the PDF are:**

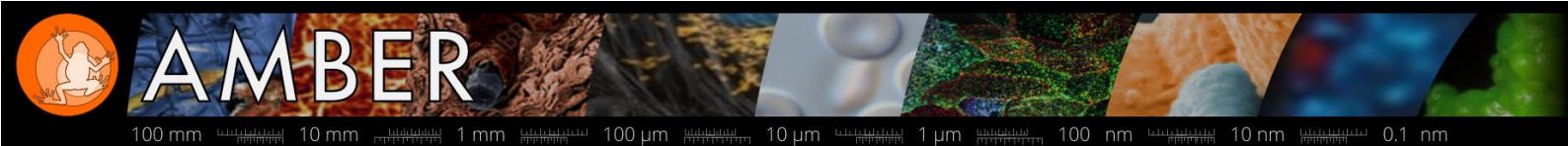
- iii) Letter of Commitment from any additional secondment partners the candidate wishes to bring onboard.
- iv) Evidence of English proficiency (minimum [CEFR B2](#), also checked at interview).
- v) A draft Individual Career Development Plan (ICDP).
- vi) Two reference letters.
- vii) Any additional documents to support the application.
- viii) Ethical questionnaire (HE ethics checklist + research ethics commitment) link will be provided at the “For applicants” page, here: <https://www.ambercofund.eu/for-applicants>.

**In addition, the application will require:**

- ix) Any candidate can apply for maximum of 3 positions. You must apply for each individual position. A list with order of preference of positions should be sent to the AMBER management. [amber@linxs.se](mailto:amber@linxs.se) The template can be downloaded from the “For applicants” page, here: <https://www.ambercofund.eu/for-applicants>.
- x) A pre-recorded video presentation (questionnaire-guided, via online video tool, about 10min). Upon successful completion of the rest of the application procedure eligible candidates will be sent a link.

**Selection process and evaluation criteria**





## Selection process

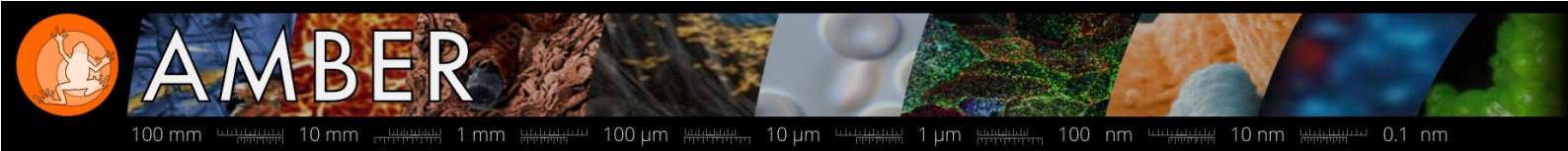
- Eligibility check by Amber Management Team (AMT)
- Evaluation by external panels (CSPs – Central Selection Panels)
- First interviews
- Local Evaluation Committees (LECs)
- Second interviews, final selection

The overall call process is described in the figure above, with the responsibilities of the people involved listed in Table 1 below. Each call is open for a 2-month period with regular communications channels boosted by social media and targeted advertisements. Once submitted, the applications will be gathered and handled by the management team and the eligibility checks will be launched (Step 3-1). Progress to the assessment stage will be granted according to completeness of the application. If there are completeness issues (missing information or non-compliance with the requirements), the candidate will be informed and requested to complete his/her application within 3 working days, otherwise the application will be rejected, and the candidate informed by email.

Table 1: Role of main committees			
Committee	AMBER Managing Team	Central Selection Panels	Local Evaluation Committees
Calendar	2 weeks	1 month	1 month
Goal	Steps 3-1, 3-2 & 3-6: Verification of eligibility of all applications. Helping CSPs and dealing with communications.	Steps 3-2 & 3-3: Scientific evaluation of all applications to select 4 candidates/project for interviews	Step 3-4 : Interviews and evaluation of the shortlisted candidates to select a fellow for the project. (Runner-up is assigned to reserve list).
Who	AMBER Management Team Programme Coordinator assisted with central HR and staff.	Central Selection Panels, AMBER Management Team supervises process, each panel has min. 4 External Experts, and 1 representative of Implementing Partners.	Project PI, local HR representative, External Expert, AMT staff support when required
Actions	Eligible applications transmitted to the Central Selection Panels, through on-line platform. Support CSPs and LECs, and deal with communications with the candidates.	Scoring and ranking, determination of cut-off point. Strengths and weaknesses identified for each application. Candidates will have a chance to designate preferred locations based on topic of proposed project.	Interviewing, scoring and ranking, with a short report. In case of a tie, alternate committee members will arbitrate. In case a candidate is shortlisted more than once, his/her ranking between projects will apply and own preference will be considered.
Conclusion	For non-eligible applicants, communication of application rejection within 1 week after call closure.	Unsuccessful applicants will be notified of the outcome within 5 weeks after call closure.	Communication of results to candidates (platform + direct contact). About 50% of non-selected candidates will be put on reserve list.
Redress / Appeal	Re-examination of the eligibility if additional documents provided on request (within 3 days).	Re-examination of the application if applicable.	Re-examination of the application if applicable. Management team assesses impact on overall parallel processes and keeps unaffected processes moving during appeal.

Each application will initially be reviewed (step 3-2) independently by a minimum of 5 evaluators on a Central Selection Panel (CSP). The number of CSPs will depend on the number of applicants and the project topics available in the call. The CSPs will minimally include four independent external experts, and one representative from the Implementing Partners. The future PIs will not have prior knowledge of the composition of the committee to comply with OTM-R. In case there are difficulties in reaching a consensus, additional member(s) may be appointed by the AMBER management team.





Reviewers will evaluate the applications against the evaluation criteria, conduct a first remote interview, and produce a short evaluation report per applicant (step 3-3, see Tables 2-4 for criteria and weights). The system used is the standard MSCA 0-5 scoring system<sup>1</sup>. A list of 2 possible candidates per position will be selected for Step 3-4 and the results will be passed to the Local Evaluation Committees (LEC). Following this evaluation, the short-listed candidates will be contacted by the LEC to schedule the first (remote) interview. The Local Evaluation Committees will consist of the main PI together with one external expert and a local HR representative and will conduct a second interview (Step 3-4), which will be conducted in English.

The second interview will be divided into 3 parts:

- (1) At the beginning, the candidates will have to present themselves and their proposed research project,
- (2) the interviewers will ask questions about their profile, career ambitions, academic distinctions, and any other relevant points.
- (3) the applicants can ask questions about the position, the scientific environment and/or the research subjects.

Members from the Local Evaluation Committees will score the interviews against the evaluation criteria (see figure under Evaluation criteria) and produce a short evaluation report per applicant. A maximum of 2 candidates per research project will be selected, one main and one reserve. Following this evaluation, the candidates will be contacted to schedule the second interview. If possible within the time frame, the interviews will be conducted on-site with travel paid by the Implementing Partner. Otherwise, the second interview will be held remotely, with care taken to conduct it in the same manner for all candidates considered and to actively present the research environment.

At the second interview, the candidates will get a chance to meet with the PI and HR representatives and be introduced to the working environment. One candidate will be finally selected per position and the ranking used to put candidates on a main list and on a reserve list. The AMT will communicate the results to the successful candidates and transfer the information to the Implementing Partners for enrolment (Step 3-5). In case the selected candidate drops out, the position will be offered to the reserve list candidate.

### **Evaluation criteria**

AMBER will follow a synchronised process utilising well defined evaluation of the applications submitted and the candidates at all stages. This will maximise the efficiency, transparency, documentation and the feasibility of comparing candidates for ranking and selection purposes. Each evaluation criterion will be given a grade between 0 and 5, decimals allowed, following the known MSCA scheme as stated in the previous section. The first grade of the selection process and consists of two parts, namely the proposed research and the candidate profile.

---

<sup>1</sup> 0 – The proposal FAILS to address the criterion or cannot be assessed due to missing or incomplete information;  
1 - POOR The criterion is inadequately addressed, or there are serious inherent weaknesses;  
2 – FAIR, the proposal broadly addresses the criterion, but there are significant weaknesses;  
3 – GOOD, the proposal addresses the criterion well, but a number of shortcomings are present;  
4 – VERY GOOD, the proposal addresses the criterion very well, but a small number of shortcomings are present;  
5 – EXCELLENT, the proposal successfully addresses all relevant aspects of the criterion. Any shortcomings are minor.

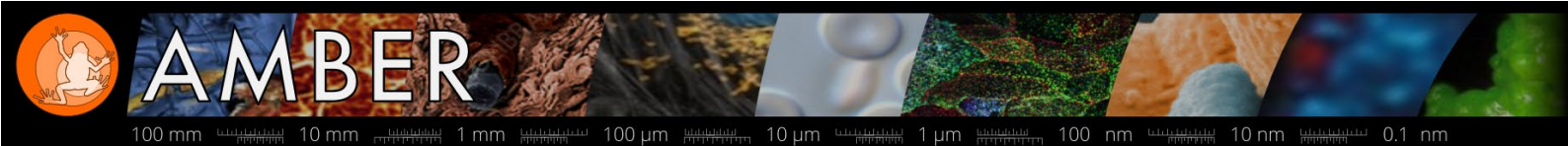


Table 2 - Candidate application evaluation criteria		
Criterion 1 Scientific excellence	Criterion 2 Impact	Criterion 3 Implementation
Quality of the proposed research in terms of science, interdisciplinarity, intersectorality and synergy.	Exploitation and dissemination plan of the results.	Quality of the implementation plan of the proposed research plan in terms of schedule and resources involved.
Quality of the proposed training schedule and plan for infrastructure access.	Networking and synergy of the proposed research.	Coherence, effectiveness, and appropriateness of the implementation of the proposed research.
Ambitious and innovative aspects of the proposed research	Likelihood of strengthening the career prospects of the candidate.	Research plan against planned resources.
Solution-oriented research connected to grand challenges in the associated topics.	Teaching and supervising in the proposed research.	Quality and quantity of proposed or anticipated secondments.
Weighting		
50%	30%	20%

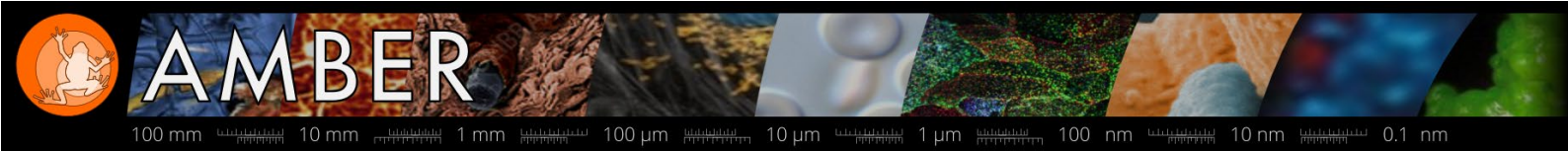
Table 3 – Candidate personal profile criteria				
Personal motivation	Leadership	Scientific achievements	Ability to conduct the proposed research	Communication skills
Weighting				
25%	20%	25%	20%	10%

The proposed research, the candidate profile, and the first interview will all have a maximum grade of 5.0 and the final grade is calculated by the weighted sum of the three grades, with a weighting of 60% for the research application, 20% for the personal profile, and 20% on the interview, with a maximum final value of 5.0. A threshold of 70%, i.e. 3.50, will be required to go to the second interview in Step 3-4. Each candidate will receive a second grade for the interview and the final grade is calculated by the sum of the grades in steps 3-3 and 3-4 with a weight of 70% and 30%, respectively to get a final score.

In summary, the formula for the final score is:  
 Final Score = ([application]·0.6 + [personal profile]·0.2+[1st interview]·0.2)·0.7 + [2nd interview]·0.3  
 All entities in brackets are scores of 0-5 in the standard MSCA system. All things being equal (ex aequo), the following criteria listed in order of priority will be used to rank graded candidates for the final grade as well as for the interview: 1) highest grade in the scientific excellence 2) highest grade in the proposed research 3) research in a scientific field under-represented in the shortlist 4) gender underrepresented in the shortlist 5) highest grade in the interview.

**Composition of selection panels**

The selection panels are recruited primarily from the external and independent advisory bodies of the organisations involved. Individuals will be recruited from the LINXS Scientific Advisory Board, the MAX IV Scientific Advisory Council, the ESS Scientific Advisory Committee and the Technical Advisory Committee, the EMBL Scientific Advisory Committee, the LISCB Scientific Advisory Board, the ILL Scientific Council, and the IMOL Scientific Board. Together these comprise over 80 international and independent experts. These are formed of researchers from within and without academia that are external, international, and independent. A minimum of 40%/60% gender balance



either way will be maintained in all panels, which will be complemented with members from Implementing and Associated Partners. Both a Central Selection Panels and Local Evaluation Committees will be appointed, with a Chair for each appointed by a written procedure. Apart from the management and admin staff, senior HR staff from ULUND with experience of MSCA COFUND recruitments will guide the process and coordinate with HR staff at all Implementing Partners, as well as a designated professional Ethics advisor. Selection panel members will sign a confidentiality agreement and a statement declaring no conflicts of interest regarding the candidates and projects they will be evaluating.

### **Redress process**

The candidates will be updated at every stage of the process on the status of their applications.

After the first step, the eligibility check, the candidates will be notified by the AMT of the decision concerning the eligibility of their application. In the event of the application being unsuccessful, reasons for its rejection will be given to the candidate concerned. If the applicant wishes to communicate new elements, he/she has the right to appeal to the AMT (within 5 working days), whose decision on any application will be final.

After receiving feedback on the evaluation of their application, the applicants can initiate a request for redress within 10 working days after each results communication. Requests must be sent by email and be related to the evaluation process, or eligibility checks, including a clear description of the grounds for complaint and be received within the time limit specified in the call. The AMT will process and examine the requests and handle them within the Redress Committee, involving HR representatives of Local Evaluation Committees. They will decide and provide a definitive reply.

### **Equal opportunities**

The AMBER management team will be responsible for providing candidates with open, transparent, internationally comparable selection and recruitment procedures. Applications from all ethnic groups will be encouraged. Candidates with disabilities or special needs will be supported by adapting their application conditions, and all publicly available material will accessibility adapted and checked for compliance with Swedish and European law. AMBER partners are committed to welcoming students regardless of gender, age, ethnic, national and social origin, religion or belief, sexual orientation, language, disability, political opinion and social or economic condition, and will follow the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers. The main implementing partner must, according to Swedish law, always and in all activities observe and promote gender equality, and equal treatment is also required for active promotion of work for equal rights, regardless of, for example, gender and is clarified in regulatory letters. Gender equality and knowledge are mandated in the regulatory letters and principles of all Implementing Partners. In addition, the Implementing Partners all provide ethical guidelines to describe human rights, democratic values and equal opportunities independent of gender, ethnic and social background and are continuously working to reach gender balance at all levels of employments.

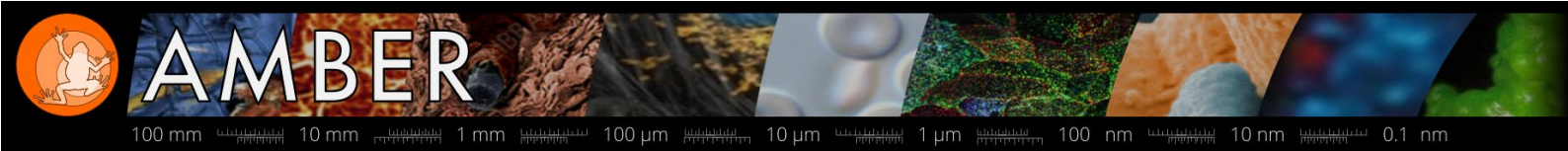
Specific information for each implementing partner:

ULUND: <https://www.staff.lu.se/organisation-and-governance/vision-objectives-and-strategies/gender-equality-and-equalopportunities>

ULeicester: <https://le.ac.uk/about/making-a-difference/equality>

EMBL: <https://www.embl.org/about/info/equality-diversity/>

ILL: <https://www.ill.eu/careers/working-at-the-ill/ills-policy-on-gender-equality>



IMOL: <https://polsca.pan.pl/en/gender-equality-plans-the-polish-science-contact-agency-polsca-guide/>

ESS: <https://europeanspallationsource.se/sites/default/files/downloads/2022/10/ESS%20Gender%20Equality%20Plan.pdf>

### **Ethical guidelines/issues**

All applicants are required to complete a Horizon Europe ethics checklist + research ethics commitment. If queries or conflicts arise for some applications, additional independent experts will be involved, including the relevant Ethics Officer(s). If a research project presents ethical issues, the PI will be informed, and the necessary authorization shall be communicated to the experts before the final validation of research projects list.

Should an ethical issue be raised during progress of project, the AMBER Management Team will mandate ethics expert to help AMBER fellows and PIs in solving ethical issues.

### **Employment conditions**

All the salary, as well as mobility and allowance costs, are covered by the AMBER partners and the hiring organisations are responsible for assuring matching financing via the participating institutions and PIs. The posts are of 36 months duration, which is longer than the average for many partners. This has been done intentionally to make the positions attractive through their long-term stability to give our AMBER fellows time to both produce excellent results and further the next step in their career. The salaries have been calculated as those for postdocs of middle-to-high experience.

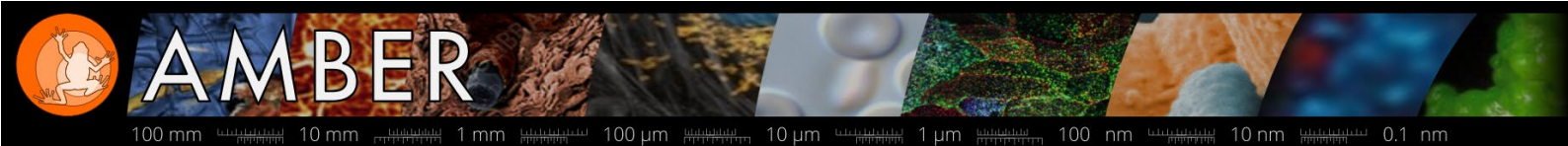
The gross salary range for each position will be made available in the text of the call for each individual position. While there is a variation of salaries between partners, the cost of living and average salary levels in the respective countries more than makes up for the differences, and the positions will be considered well paid across the board. Additional costs tied to the individual projects, such as travel, lab fees and consumables will be provided by the hiring organisations.

#### **Employment conditions, statutory working practices, social security coverage and social benefits**

AMBER fellows will receive employment contracts at the Implementing Partners organisations for the duration of their research. Salaries will be paid out locally, in accordance with any collective bargaining agreements. Social security for all partners except the EMBL covers health insurance, pension schemes, unemployment benefit, accident, and long-term care insurance.

Due to its special status as an intergovernmental organisation EMBL staff members are compulsorily insured in the EMBL social security schemes and are exempt from contributing to the national social security schemes in the EMBL host countries. The EMBL offers schemes that are on a par with or better than the corresponding systems in each country where they are active. (See <https://www.embl.org/jobs/work-at-embl/conditions-employment/social-security/>)

All fellows supported through the AMBER programme will be encouraged to join the appropriate unions corresponding to their professional background.



More information about the different countries living and working conditions, culture, and other please see:

Euraxess Sweden: <https://www.euraxess.se/>

Euraxess Poland: <https://www.euraxess.pl/>

Euraxess France: <https://www.euraxess.fr/>

Euraxess United Kingdom <https://www.euraxess.org.uk/>

Euraxess Germany: <https://www.euraxess.de/>

## Training and career development

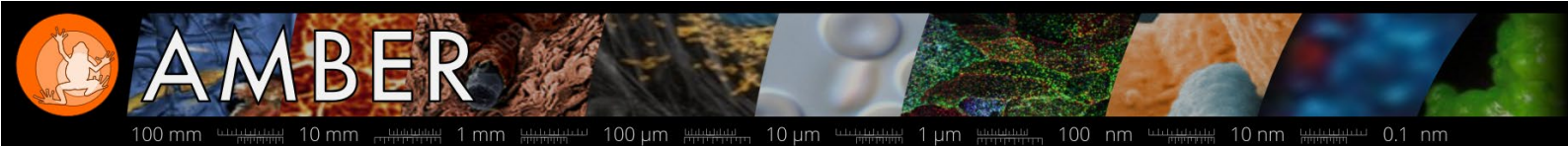


*Schematic overview of the AMBER research and training programme goals. The programme is designed to provide fellows with a comprehensive portfolio of methods, competences, skills and experiences.*

The programme is designed to provide fellows with a comprehensive portfolio of methods, competences, skills and experiences, the competences required to further their career, a highly attractive skill set, and the requisite experience to take their career to the next level after the programme, be it within academia, the interface between academia and industry or in pure industry/public sector positions.

The fellows will be embedded in a community of peers and will benefit from participating in training and networking that has been designed to use the best of what all implementing partners can offer. The training programme is timed for maximum utility to fellows, and to optimise efficiency of implementation. A general principle is to use in-person sessions to focus on training which is unique to the infrastructure available at a specific Implementing Partner.

Courses that are of a theoretical nature are, when not combined with other in-person events, by default performed on-line in order to maximise convenience for fellows and to minimize the carbon footprint of the programme. In case of extraordinary circumstances (pandemic-related or other) the programme will pivot to more on-line based training even for infrastructure and method related sessions.



Training events are typically tied to a weeklong workshop, either held in person or on-line, depending on the subject and the provider. The training occasions are taken as a chance for the cohorts to network, exchange experiences and tied to other programme-wide events. They are designed to increase the exposure of fellows to interdisciplinary, inter-sectoral, and international environments and topics.

Comprehensive information regarding the training programme and its timings will be available via the AMBER website.

## Contact

Any questions or feedback regarding the positions, this document and the AMBER consortium are handled via the e-mail address: [amber@linxs.lu.se](mailto:amber@linxs.lu.se).

The website for the project is:  
<https://www.ambercofund.eu>