

# EMERALD - The International PhD Programme for Medical Doctors: COFUND Recruitment

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This project has been granted funding  
from the European Union's Horizon 2020  
research and innovation programme

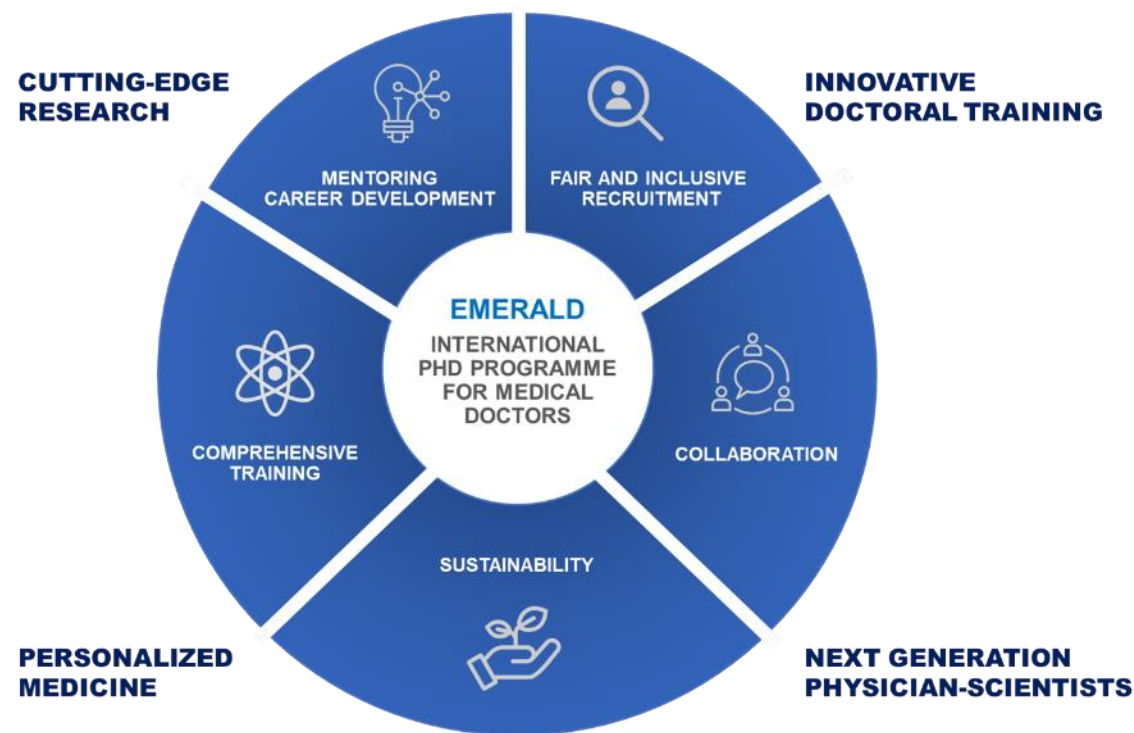
David Brena (CRG)

MCAA Research Managers Group Talk

# EMERALD – Vision and Mission

*“To push forward **translational research and personalized medicine** by fusing fundamental discoveries and frontier technologies with translational research and medicine.*

*EMERALD’s mission is to **train physician-scientists** to become leaders in academia, in the clinic and the private sector, becoming themselves ambassadors of this type of training and practice”*



# EMERALD – Key figures

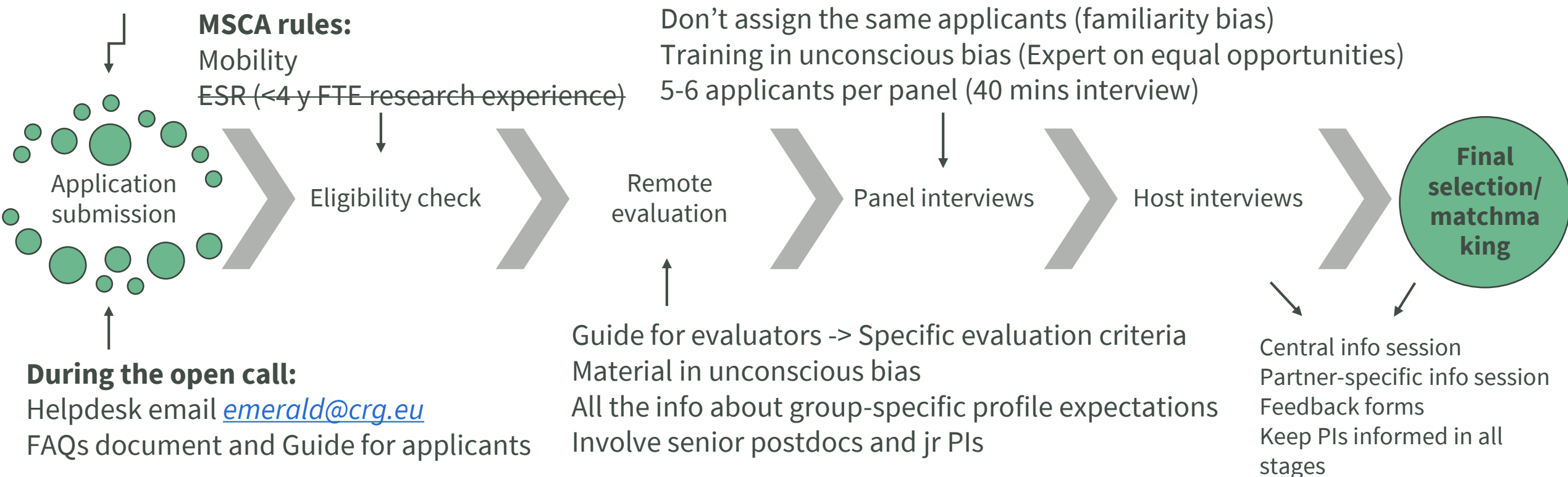
- ▶ **1st European-wide PhD Programme for MDs**
- ▶ **24 fellowships** (42 months / each; 100% dedicated to research)
- ▶ **9 EMERALD fellows** recruited in the 1st Call; **15 in the 2nd Call (total of 19 nationalities)**
- ▶ **8 hiring research centres** in 7 European countries
- ▶ **37 partner organizations** from 10 European countries (universities, hospitals, patient associations, pharma, publishers, SMEs, etc.)
- ▶ **3 Summer Schools**, advanced training and **mentoring programmes** specifically focused on physician-scientists (in addition to the PhD training programmes at each hiring research centre)



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# EMERALD Recruitment process

Centralized online form at [recruitment.crg.eu/](https://recruitment.crg.eu/)



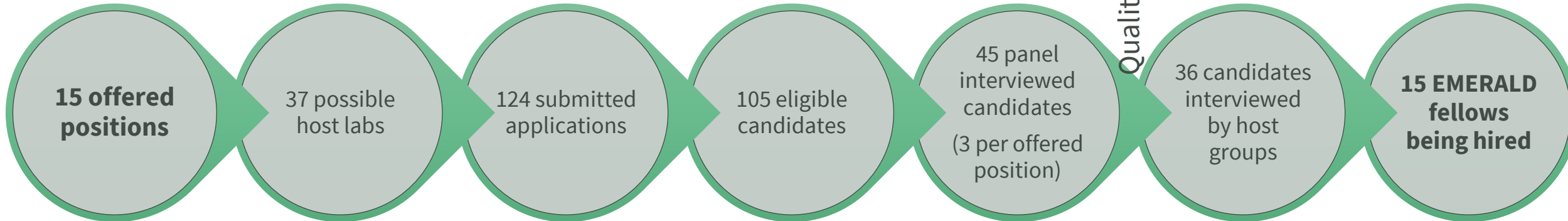
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# Calls in numbers

## 1<sup>st</sup> Call



## 2<sup>nd</sup> Call



Quality threshold

MD-PhD Profile vs MSCA rules  
(mobility and research experience)

Feeling of too top-down recruitment  
by some PIs

Key points for discussion



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# To consider...

- Specific profiles might require an extended open call (3 months in our case)
- If still possible, choose the deadline of the call instead of the recruitment date as the reference date for eligibility (only COFUNDs) -> Easier to predict eligibility
- Start the recruitment before the official start of the project!
  - Website running with
    - Documentation about the process
    - All the relevant info about the positions and expected profile (ask the PIs to be as specific as possible in their own profile requirements/nice to have -> Make sure this info is used by the evaluators)
  - As recruitment processes + extended onboarding processes (i.e. visa issues, up to 5-6 months in many cases) can get you really close to the hiring deadline (when you can still offer the full duration of the contract during project runtime)
- Keep constant communication with the recruiting PIs regarding the recruitment process, they need to trust the system!





Thanks!

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