

ERA CHAIRS 2023 FAQs (as of 16 October 2023)

[Under the call HORIZON-WIDERA-2023-TALENTS-01-01, can the selected organisation or university appoint as an ERA Chair holder someone already working for it?](#)

Internal candidates are not in line with the objective of the action to attract external talent.

[Under the call HORIZON-WIDERA-2023-TALENTS-01-01, what is expected to be included in the proposal to facilitate structural change?](#)

Proposals should present activities that demonstrate how the presence of the ERA Chair holder and the proposed activities will upgrade from the current situation, bringing about structural changes. Structural change can be triggered at different levels: institutional and regional/national level. At institutional level, a structural change relates to how a beneficiary governs or structures itself, e.g. creation of new department, change in HR process, creation or restructuring of Research Support Services, creation of a knowledge transfer office, revision/simplification procedures like IPR, quality management systems, changes in governance and management. Finally, it is expected that the coordinator is in full compliance with [ERA priorities](#), including the [European Charter for Researchers & Code of Conduct for the Recruitment of Researchers](#).

These changes are expected to last beyond the lifetime of project funding.

At regional/national level, changes can be substantiated through institutional and/or systemic reforms at national/regional level which in turn can also trigger reforms at the coordinating institution. Examples of structural changes at national/ regional levels may include: drafting of the national strategies; contribution to a national program on research and innovation, recommendations for policymakers based on the best practices such as project outcomes to Entrepreneurship Network and innovation; close contact with policy makers through the direct link with the National Contact Point (NCP) etc.

[Under the call HORIZON-WIDERA-2023-TALENTS-01-01, in ERA Chair grants, will hiring PhD students be eligible even if they are not considered as “permanent” staff?](#)

The objective of ERA Chairs action is not to recruit PhD Students. However, participation of PhD students is possible. Costs of PhD students that work for the coordinator can be accepted, if the agreement is work-oriented rather than training-oriented. PhD agreements will be considered work-oriented. However, time for training, if any, may NOT be charged to the action.

Fellowships/scholarships/stipends can be charged to the action (as personnel costs in the Lump Sums), if they fulfil the conditions set out in Article 6.1 and 6.2.A.2 of the [Annotated Grant Agreement](#), and in particular:

- the remuneration complies with the applicable national law on taxes, labour and social security
- the assignment of tasks respects the laws in force in the country of the beneficiary
- the students have the necessary qualifications to carry out the tasks allocated to them under the action.

Training of staff for implementing the institutional/structural change of the research institution are pertinent to the specificity of the action and are therefore eligible.

[Under the call HORIZON-WIDERA-2023-TALENTS-01-01, what should the employment conditions be for the ERA Chair holder?](#)

The employment conditions depend on the working arrangements agreed between the two parties. The Work Programme gives flexibility on this matter allowing for different kinds of arrangements. However the ERA Chair should be in a position to commit to and execute the designated tasks. Regarding the salary of the ERA Chair, it should be appropriate to attract an outstanding researcher and manager who would be able to set up a research team and bring about the outcomes described

in the WP. Personnel costs for ERA chairs are eligible even if the salary is above national salaries, provided that it does not go beyond normal EU/international salaries for similar positions.

[Under the call HORIZON-WIDERA-2023-TALENTS-01-01, what is an adequate number of work packages in a lump sum project?](#)

There is no change in project design for lump sum grants. Nevertheless, it needs to be kept in mind that only completed work packages can trigger the payment of a financial contribution if the project is positively assessed at the end of a reporting period. Therefore, work packages with a long duration may be split along the reporting periods.

The reporting periods will depend on the duration of the project. If the applicants aim for a project with a duration of 5 years (60 months) the Reporting Periods will be at month 15, month 36 and month 60.

In general, there can be as many work packages as needed but no more than what is manageable. A work package is a major sub-division of the work plan of the proposed project. Therefore:

1. A single activity is not a work package
2. A single task is not a work package
3. A percentage of progress of work is not a work package
4. A lapse of time is generally not a work package.

The pre-financing is expected to be 53% of the requested grant amount.

[The topic HORIZON-WIDERA-2023-TALENTS-01-01, is a lump sum funding scheme. What does this mean?](#)

Horizon Europe uses lump sum funding to reduce administration and financial errors, removing the need to report actual costs. Lump sum grants are defined up-front: at proposal stage the beneficiaries will have to present detailed description of the project costs per each work package. As the lump sum must be an approximation of the costs actually incurred, the costs included in this detailed budget table must comply with the basic eligibility conditions for EU actual cost grants. If the budget table contains ineligible costs, the grants may be reduced (even later on during implementation of the project or after they end).

After evaluation and grant agreement preparation, the lump sums are fixed in the grant agreement and will be paid according to the level of completion of each work package, at the end of each reporting period.

More information about the Lump Sums can be found in the [lump sum page](#) and in the [lump sum model grant agreement](#).

[Under the call HORIZON-WIDERA-2023-TALENTS-01-01, how are institutions expected to identify the candidate in view of submitting an application?](#)

There are no prerequisites on how the identification and/or selection of the potential ERA Chair is conducted by coordinators. Nevertheless, the WP indicates that the candidate must be an excellent researcher; able to set up and manage the research team; able to support the beneficiary to achieve the outcomes described in the WP. Additionally, the close involvement of the candidate in the preparation of proposals is expected.

[Under the call HORIZON-WIDERA-2023-TALENTS-01-01, does the applicant have to continue to employ the ERA Chair holder once the contract ends?](#)

No, there is no requirement for the applicant to employ the ERA Chair holder beyond the lifetime of the grant. However, to ensure the sustainability of the ERA Chair research team, its leader must be appointed during the duration of the grant in a permanent position. This leader might be the ERA Chair holder.

Under the call HORIZON-WIDERA-2023-TALENTS-01-01, can ERA Chairs holders also be holders of an ERC grant and how much time must the ERA Chair devote to the research work?

Yes, there is no incompatibility with ERC grants. In fact “Improved capability to succeed in competitive research funding in the EU and globally” is one of the outcomes envisaged in the Work Programme. However, it is expected that the ERA chair holder will still be able to maintain his/her commitment to the activities planned in the proposal. For instance, the supervision and management of the newly created research team as well as of any students, graduates students or post-doctoral fellows should be ensured. Moreover, when this is compatible with the nature of the coordinator, the ERA Chair holder is expected to take on some teaching duties. Additionally, double funding of the same activities is not allowed.