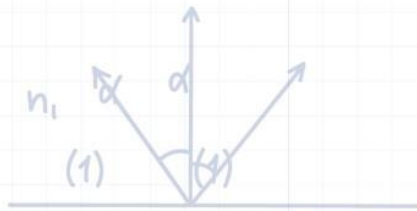


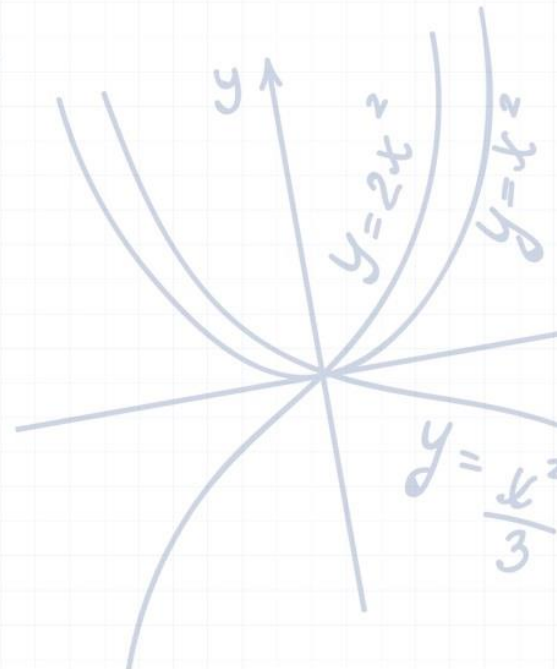
**Complementary  
Secondment Offer for  
INPhINIT PhD fellows**

$$Q = \frac{\tau + a^2}{\mu + \gamma y}$$



$$\Delta E = \Delta mc^2$$

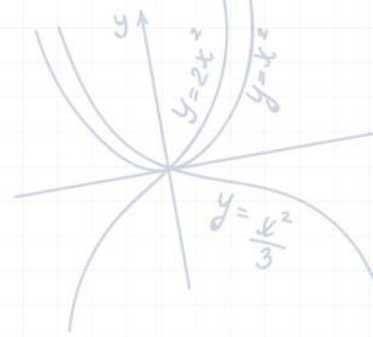
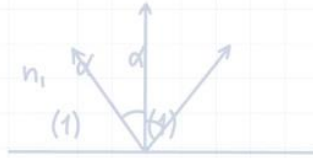
$$y < \frac{\sqrt{x+\sqrt{x}}}{\sqrt{x-\sqrt{x}}}$$



This project has received funding from the European Union's Horizon 2020 research and innovation programme under the Marie Skłodowska-Curie grant agreement No. 713673.



$$\Delta E = \Delta mc^2$$



## 1. Framework: the INPhINIT Programme

INPhINIT is a new doctoral fellowships programme launched by "la Caixa" Foundation (FBLC) devoted to bring international young researchers to the top Spanish research centers in the areas of Science, Technology, Engineering, Mathematics, Bio and Health Sciences. This programme was launched at the end of 2016 with an offer of 57 fellowships per call.

INPhINIT candidates enjoy 3-year employment contracts with the host organization of their choice (bottom-up approach) among the selected and awarded by the Spanish Ministry of Economy and Competitiveness ("Severo Ochoa" centres of excellence and "Maria de Maeztu" units of excellence); the Spanish Ministry of Health ("Carlos III centres of excellence").

In addition, researchers establish a **personal development career plan including a complementary training programme and international, intersectoral and interdisciplinary mobility opportunities, such as secondments.**

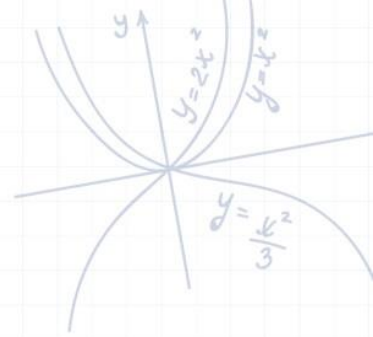
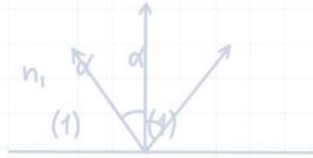
The host organisations participating in INPhINIT programme will provide opportunities for high-quality secondments, generally at entities within the industry sector, at national or international level.

**FBLC will complete the secondment offer of host organisations by proposing complementary and independent secondment options to the INPhINIT fellows** who will have in this way the chance to gain exposure to practical, real-world training.

## 2. Foreseen impact of secondments

Employability of researchers means also meeting the expectations of the business sector. More than half of the researchers in the EU work in the public sector, this being a European exception. To support researchers' career development and enhance their employability it is important to improve their individual competences diversification in terms of skill acquisition at interdisciplinary level. The complexity of research careers today demands a new type of

$$\Delta E = \Delta mc^2$$



researcher (an “entrepreneurial researcher”), with additional professional skills that include, but go beyond, being a good or even outstanding researcher.

**The INPhINIT programme will help researchers to develop the professional competences that will support their future employability, especially in the industry.** An excellent scientific training, complemented with transferable and soft skills training, mobility schemes that include contact with industry (short visits and secondments to industry) and networking activities, will shape human resources capable of contributing effectively to the knowledge-based economy and society.

### 3. INPhINIT Complementary Secondment Offer main characteristics

The **duration of the secondment may vary from 3 to 6 months during the 2<sup>nd</sup> or 3<sup>rd</sup> year of fellowships.**

INPhINIT fellows will be given access to a database of enterprises/organisations that have previously confirmed their interest and availability to hosting them for a secondment period. The enterprises that will make up the database will be solid and recognised in their sector, independently from their size, and **willing to host young talented researchers to contribute to expand their potential.**

Suitable companies/organisations should be sensitive to the secondment-related benefits, such as to be exposed to new skills that can possibly lead to a business advantage. **The organisations and the secondees should be matched in terms of a shared goal linked to the secondee’s research career plan and the organisation’s business objectives.**

To companies interested in hosting a fellow will **not be asked any economic contribution** derived from the secondment; fellows will continue receiving their PhD monthly salary from the research centres that host them and any additional expense (such as assurance) will be covered by the fellow. After the matching, FBLC and the organisation will sign a specific secondment agreement.