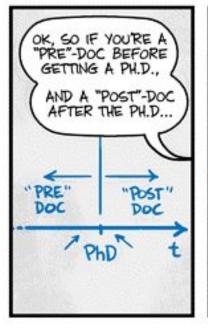
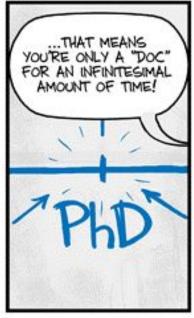
General tips to find a post-doc and how to write a Marie Skłodowska-Curie Indivi dual Fellowship and similar projects





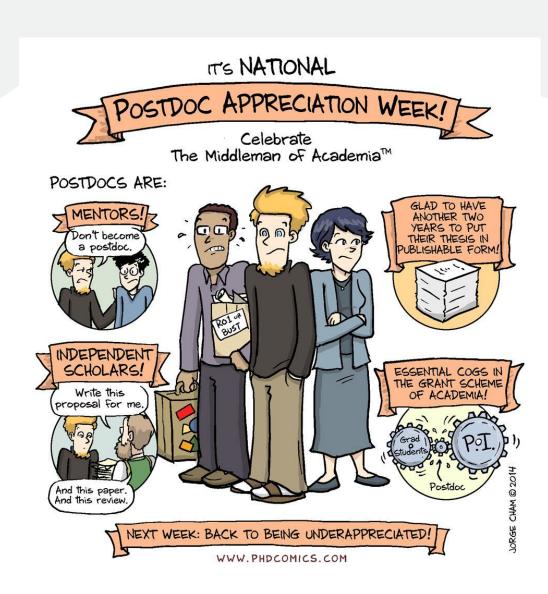


Ester Eckert – Ricercatrice at CNR-IRSA

### What is a post doc?

 A post doc is a job as a scientist

 You are a group member that is however a formed scientist now



### Should you do a post doc?

- Only if you want to stay in science/academia.
- Did you love science during your PhD, not the lab or the field, but the science?
- Do you know why you did the things you did and not only how?
- Do you like writing and presenting (in English)?
- Are you ready to study statistics?
- Do not do it just because it is the next logical step.

### How to find a post-doc position

Stay where you did your PhD

Apply for a job that is offered

Write your own project

Write to somebody who's work you like

### If you stay where you are:

Find your own niche, collaborators and funding

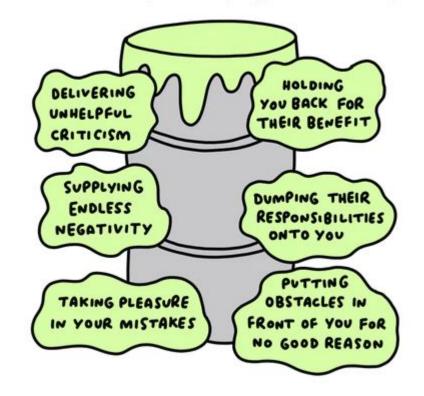
If not you will be 50 years old and people will refer to you as «lo studente del Prof. Bertoni» (this really happens)



### If you leave - How to evaluate a lab:

- Have good people suggest labs to you and also put you in contact with them
- Obviously look at their webpage, projects, articles ...
- Follow them on twitter and other sources, you can learn a lot about them
- Check where the people are now, who did their PhD/Post doc there
- Speak with people that used to work there

TOXOG ONFLUENCES
BEHAVIOURS YOU DON'T NEED IN YOUR LIFE ...



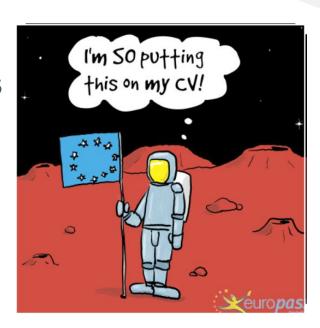
## My CV is not good enough for this job offer / University / group / project

- This is not a reason not to try. Often it is less important then you think
- Your CV is still strongly linked to your supervisor and people know that
- Job descriptions are written for the ideal applicant but those NEVER exist (we often have too little applicants)
- Your willingness to learn is more important then what you are able to do



### General considerations

- Be brave to detach from your supervisor and topic
- A post doc is short so you can also do something that is not 100% you passion but where you will learn something, try things – any topic can be interesting once you know more about it, so always read something
- Don't loose too much time planning your career
- Your decision can also be based on non scientific reasons



### The ideal post doc lab

A place where you can use your knowledge or skills but at the same time learn new skills and theory.



### Your CV

• In academia often more is more. This is very different in industry (!!!)

 Write every course (post-laurea), article (also divulgative), teaching and conference, be precise, write it with dates and places

How we evaluate CVs at the CNR (by law):

### **CV** evaluation CNF

| A1) Titolo di dottorato di ricerca   | Punti 7  |
|--|--|
| A2) Esperienza documentata nel settore di pertinenza del bando   | Max Punti 35   |
| Anni di attività nel settore, fino ad un massimo di anni 5 (5 punti per anno) (per un periodo inferiore all'anno, il punteggio è stato calcolato proporzionalmente al numero di mesi) Per ogni titolo preferenziale (corso formativo, premio, responsabilità scientifica) in base all'art. 3, comma c) del bando | Max Punti 25  Max punti 10  Punti 1-3 p  titolo (dipendente o durata prestigio del titolo) |

| E                             | DUCATION   | C                         |         |
|-------------------------------|--|---------------------------|---------|
| PHD • S                       | STOCKHOLM UNIVERSITY   |                           |         |
| MARINE ECOLOGY T              | hesis: Microbenthos under Pressure: Impacts of human   | A4/4) 7p#31(              |         |
| 2017 - 2021                   | activities on bacteria and meiofauna communities in Baltic   | A1(1) 7pt <sup>31 (</sup> |         |
| MSc. • V                      | VAGENINGEN UNIVERSITY  | swamc                     |         |
|                               | hesis: Effects of aquaculture antibiotics on non-target  |                           |         |
|                               | pacterial communities in freshwater ecosystems.  | linkedin.c                |         |
| BSc. • I                      | HOGESCHOOL UTRECHT   |                           |         |
| LIFE SCIENCES & T             | hesis. Molecular components of hyponastic growth-  | 115 3                     |         |
|                               | COURCES & DESTABLIA DROIFCES   | А                         | 2(2)    |
|                               | COURSES & RESEARCH PROJECTS  |                           | _(_/    |
| NOVEMBER 16 - 27 • 2020       | Bayesian Analysis: Understanding & Implementing Ecological M<br>Department of Ecology, SLU   | odels 2                   |         |
| MARCH 21 - 24                 | Collaboration, Networking and Science Communication  | 1                         |         |
| 2018                          | BioResearch School, Stockholm University   | 1                         |         |
| FEBRUARY 10 - 16              | Introduction to Bioinformatics using NGS data  | 1                         |         |
| 2018                          | SciLifeLabs, Uppsala   |                           |         |
| SEPTEMBER 11 - 25             | Introduction to Research in Biology  | 1                         |         |
| 2017                          | BioResearch School, Stockholm University   |                           |         |
| JUNE 12 - 16                  | 8th International Course in Microbial Ecology  | 1                         |         |
| 2017                          | CNR-ISE, Verbania, Italy   | to                        | tal-Cat |
|                               | EXPERIENCE   | to                        | tal:6pt |
| STOCKHOLM UNIVERSITY •        | RESEARCH ASSISTANT   |                           |         |
| SWEDEN                        | Advised and coached researchers in investigating key factors in the development and co-  |                           |         |
| APRIL 2022 - PRESENT          | evolution of gut-microbiome communities in Galerucella beetles.  |                           |         |
| 7 mesi                        | • DNA isolation • metabarcoding • validation & optimisation of molecular analysis  |                           |         |
| STOCKHOLM UNIVERSITY  SWEDEN  | PHD STUDENT Thesis goals   |                           |         |
| March 2017                    | Thesis goals:  > Studied the microbenthos under various anthropgenic pressures   |                           |         |
| FEBRUARY 2022                 | > Validated metabarcoding as a means to capture meiofauna community diversity  |                           |         |
| 5anni                         | > Explored bacterial and meiofauna community structuring factors   |                           |         |
| A2(1): >5anni: 25pt           | > Assessed potential for meiofauna as bioindicators  • RT-qPCR • DNA/RNA isolation • metabarcoding • 165 & 185 library preparation • phylogeny |                           |         |
|                               | AT 41 CA PARA KANA ISOLUCION - INECUDAL COUNTY - 105 & 165 LIDITARY PREPARACION - PHYLOGENY  |                           |         |
| RIVM •                        | MOLECULAR TECHNICIAN & SCIENCE ADVISOR   |                           |         |
| THE NETHERLANDS<br>MARCH 2015 | Provided technical and scientific feedback on sustainable initiatives in the public sector   |                           |         |
| January 2017                  | • project management • wetlab management & supervision• research consulting  |                           |         |

### Example:

| B1) Per pubblicazioni su riviste indicizzati su Web of Science (Clarivate)  | Max Punti<br>21 |
|---|-----------------|
| Per ogni pubblicazione (nel settore)  | Punti 3         |
| Per ogni pubblicazione (in settori affini)  | Punti 1,5       |
| Punto aggiuntivo per ogni pubblicazione come primo o ultimo autore  | Punti 0,5       |
|   |                 |
| B2) Per pubblicazioni su riviste non ISI, atti di congressi, libri o rapporti   | Max Punti 2     |
| tecnici (peer reviewed)   |                 |
| Per ogni pubblicazione  | Punti 0,5       |
|   |                 |
| B3) Per presentazioni orali e poster a congressi  | Max Punti 5     |
| Per congresso (laddove non sia chiaro chi ha tenuto la presentazione o se il candidato sia stato effettivamente presente al convegno, | Punti 1         |
| verranno valutati solo i lavori a primo nome)   |                 |

#### **B1 PUBLICATIONS** Iburg, S., Nybom, I., Bonaglia, S., Karlson, A. M., Sobek, A., & Nascimento, F. J., Organic contaminant 3+0,5=3,5 Frontiers in Environmental mixture significantly changes microbenthic community structure and increases the expression of PAH Science (2020) degradation genes. Iburg, S., Izabel-Shen, D., Austin, Å. N., Hansen, J. P., Eklöf, J. S., & Nascimento, F. J., Effects of Recreational mSphere (2021) Boating on Microbial and Meiofauna Diversity in Coastal Shallow Ecosystems of the Baltic Sea. Bonaglia, S., Hedberg, J., Marzocchi, U., Iburg, S., Glud, R. N., & Nascimento, F. J., Meiofauna improve 3 Marine Environmental oxygenation and accelerate sulfide removal in the seasonally hypoxic seabed. Research (2020) Polko, J. K., Temanni, M. R., van Zanten, M., van Workum, W., Iburg, S., Pierik, R., & Peeters, A. J., Illumina Molecular Plant (2012) sequencing technology as a method of identifying T-DNA insertion loci in activation-tagged Arabidopsis thaliana plants. tot:13

, obucterium

B2:0pt B3:0pt

anoma Tools (v1 / 2

### The interview

- Try not to be too focused on methods and show that you know the why not only the how
- Think about the question and answer in a structured way
- If you don't know something say: "I don't know, but based on this and that I think this and that ..." and hypothesis something
- Show that you read articles related to the topic

## What can I do during my PhD to facilitate the transition?

- If you don't like your PhD topic much, try to learn something that you can apply to other fields, too.
- Go to conferences and speak (drink) with people, you can also network with other PhD students and post docs, you don't have to directly go to the department head (follow up on such encounters)
- Engage in societies
- Participate to workshops / courses
- Don't be afraid to write emails and ask questions
- Read, read... organize Journal Clubs
- Push yourself: Make presentations in English, learn statistics and R

#### Snapshots at jasonlove.com



"All right, I wanna know which ones of you really like me and which ones are just networking."

## I have a good idea and want to write my own project

Great! Go for it!

• I would always suggest to find a post doc position and then write a project it just makes you more relaxed.

### Marie Curie Fellowship

MSC Fellow at the CNR-ISE 2015-2017 Reviewer for MSCF 2019



In our group: **Diego Fontaneto** (MSCFellow at the Imperial College London 2007-2009, Reviewer for MSCF from 2019, **Gianluca Corno** (MSCFellow at the University of Zurich 2009-2010, Reviewer/Rapporteur for MSCF from 2016), **Alejandro Martinez** (MSCFellow at the CNR-ISE-IRSA 2017-2018), **Stefano Mammola** (MSCFellow at the University of Helsinki 2020), **Sivalingam Periyasamy** (MSCFellow at CNR-IRSA 2021-2023), **David Brankowitz** (MSCFellow at CNR-IRSA 2021-2023)

This is **not** an official presentation of the next MSC Call, it is simply an excursus on how to write a good application based on our experience both, as successful candidates and as reviewers.

### What is a MSCA?

The MSC Individual Fellowship is a call for *experienced researchers* (cit. EU) already holding a PhD, to favor the mobility between EU and associated countries and to favor the growth of EU research.

It is covering every scientific field, although we are generally interested in Life Sciences, or in environmental engineering.

The duration of the fellow is up to 2 years, the salary of the *experienced researcher* is indeed very good and covers all the costs:

- Salary
- Family allowance
- Research costs
- Admistrative costs
- Travels

The proposal can include one or more «secondments», research stay in third institutions wherever in the world.

#### **EDITORIAL**

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Philipp Baumert 1\*, Francesco Cenni 2, Mikhail L. Antonkine

- Rule 1: Familiarise yourself with the MSCA funding programme and do not hesitate to ask for help
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- Rule 3: Develop your idea properly
- Rule 4: Find a good match with the host institution
- Rule 5: Highlight the 2-way transfer of knowledge
- Rule 6: Study and strictly follow EU proposal template
- Rule 7: Take care with all sections
- Rule 8: Proposal: Structure, structure, structure
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### Evaluation

| <u>IF - Marie Skłodowska-Curie Individual Fellowships</u>   |   |   |  |  |  |  |  |  |  |
|---|---|---|--|--|--|--|--|--|--|
| Excellence  | Impact  | Quality and efficiency of the implementation  |  |  |  |  |  |  |  |
| Quality and credibility of the research/innovation project; level of novelty, appropriate consideration of inter/multidisciplinary and gender aspects | Enhancing the future career prospects of the researcher after the fellowship                                  | Coherence and effectiveness of<br>the work plan, including the<br>appropriateness of the allocation<br>of tasks and resources |  |  |  |  |  |  |  |
| Quality and appropriateness of the<br>training and of the two way<br>transfer of knowledge between the<br>researcher and the host                     | Quality of the proposed<br>measures to exploit and<br>disseminate the project results                         | Appropriateness of the management structure and procedures, including risk management   |  |  |  |  |  |  |  |
| Quality of the supervision and of the integration in the team/institution   | Quality of the proposed<br>measures to communicate the<br>project activities to different<br>target audiences | Appropriateness of the institutional environment (infrastructure)   |  |  |  |  |  |  |  |
| Potential of the researcher to reach<br>or re-enforce professional<br>maturity/independence during the<br>fellowship                                  |   |   |  |  |  |  |  |  |  |
| Weighting   |   |   |  |  |  |  |  |  |  |
| 50% 30% 20%   |   |   |  |  |  |  |  |  |  |
| Priority in cas   | e of proposals with the same sco  | ore (ex aequo)  |  |  |  |  |  |  |  |
| 1   | 2   | 3   |  |  |  |  |  |  |  |

NB: An overall threshold of 70% will be applied to the total weighted score.

### Evaluation

# Actual research proposal

| IF - Marie Skłodowska-Curie Individual Fellowships  |   |   |  |  |  |  |  |  |
|---|---|---|--|--|--|--|--|--|
| Excellence  | Impact  | Quality and efficiency of the implementation  |  |  |  |  |  |  |
| Quality and credibility of the research/innovation project; level of novelty, appropriate consideration of inter/multidisciplinary and gender aspects | Enhancing the future career prospects of the researcher after the fellowship                                  | Coherence and effectiveness of<br>the work plan, including the<br>appropriateness of the allocation<br>of tasks and resources |  |  |  |  |  |  |
| Quality and appropriateness of the<br>training and of the two way<br>transfer of knowledge between the<br>researcher and the host                     | Quality of the proposed<br>measures to exploit and<br>disseminate the project results                         | Appropriateness of the management structure and procedures, including risk management   |  |  |  |  |  |  |
| Quality of the supervision and of the integration in the team/institution   | Quality of the proposed<br>measures to communicate the<br>project activities to different<br>target audiences | Appropriateness of the institutional environment (infrastructure)   |  |  |  |  |  |  |
| Potential of the researcher to reach<br>or re-enforce professional<br>maturity/independence during the<br>fellowship                                  |   |   |  |  |  |  |  |  |
|   | Weighting   |   |  |  |  |  |  |  |
| 50%   | 30%   | 20%   |  |  |  |  |  |  |
| Priority in case of proposals with the same score (ex aequo)  |   |   |  |  |  |  |  |  |
| 1   | 2   | 3   |  |  |  |  |  |  |

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# Coherence and effectiveness of work plan, including appropriateness of allocation of tasks and resources

Make a clear time plan with Gantt chart: Work packages,
 Trainings, Milestones, Deliverables, Secondments (if applicable)

Mention person-months for people involved in project

Your project needs to be realistic, real experts read it

### Example:

dissolved organic carbon

Time-line (project-months)

Research Part, Objective **Corresponding Training** & Work Package Part III: Identification of bacteria **T6** DNA extraction for Eukaryots attached to rotifers & determination T7 DNA Barcoding to identify species of possible vector function of rotifers T8 Phylogeny of Rotifers for pathogens WP 4 Part II: Modeling of impact of Epibiosis on transfer of organic T5 Training in software package 'R' Carbon through food web. Part I: Experimental evalutaion of T4 Experimental handling of rotifers carbon tansfer due to epibionts. S1 Secondmend to laboratory of Steven Declerck Part I: Single cell evaluation of T1 Cultivation of rotifers epibiont substrate uptake. T2 Axenisation of rotifers T3 Morphological identification of rotifers WP 1 filter-feeding rotifer predatory rotifer other food-web components

|        | Color code:      |      | Re | ese | arc | h F                         | art | tΙ | 20 0 | Re | ese | arc | h F | art     | II |    |    | Re | ese | arc | h F | art | III |    |    |
|--------|------------------|------|----|-----|-----|-----------------------------|-----|----|------|----|-----|-----|-----|---------|----|----|----|----|-----|-----|-----|-----|-----|----|----|
|        | Project Months   | -    | 2  | w   | 4   | Ŋ                           | 6   | ~1 | 00   | 9  | 10  | =   | 12  | <u></u> | 14 | 15 | 16 | 17 | 18  | 19  | 20  | 21  | 22  | 23 | 24 |
| T1     | Rot.cultivation  | 1111 |    |     |     |                             |     |    |      |    |     |     |     |         |    |    |    |    |     |     |     |     |     |    |    |
| T2     | Axenisation      |      |    |     |     |                             |     |    |      |    |     |     |     |         |    |    |    |    |     |     |     |     |     |    |    |
| Т3     | Identification   |      |    |     |     |                             |     |    |      |    |     |     |     |         |    |    |    |    |     |     |     |     |     |    |    |
| Т4     | Chemostat        |      |    |     |     |                             |     |    |      |    |     |     |     |         |    |    |    |    |     |     |     |     |     |    |    |
| Т5     | Statistics & R   |      |    |     |     |                             |     |    |      |    |     |     |     |         |    |    |    |    |     |     |     |     |     |    |    |
| Т6     | Molecular bio.   |      |    |     |     |                             |     |    |      |    |     |     |     |         |    |    |    |    |     |     |     |     |     |    |    |
| Т7     | DNA taxonomy     |      |    |     |     |                             |     |    |      |    |     |     |     |         |    |    |    |    |     |     |     |     |     |    |    |
| Т8     | Taxo.eco& evo    |      |    |     |     |                             |     |    |      |    |     |     |     |         |    |    |    |    |     |     |     |     |     |    |    |
| WP1    | Plan. & prep     |      |    |     |     |                             |     |    |      |    |     |     |     |         |    |    |    |    |     |     |     |     |     |    |    |
| WP1.1  | Axen. prot.      |      | D  |     |     |                             |     |    |      | D  |     |     |     |         |    |    |    |    |     |     |     |     |     |    |    |
|        | Compl. prep.     |      | 0  |     |     |                             |     |    |      |    | 0   |     |     |         |    |    |    |    |     |     |     |     |     |    |    |
|        | Steady state     |      |    |     |     |                             |     |    |      |    |     | 0   |     |         |    |    |    |    |     |     |     |     |     |    |    |
|        | Axenisation      |      | 0  |     |     |                             |     |    |      | 0  |     |     |     |         |    |    |    |    |     |     |     |     |     |    |    |
|        | Tracer uptake    |      |    |     |     |                             |     |    |      |    |     |     |     |         |    |    |    |    |     |     |     |     |     |    |    |
| WP2.1  | Tracer up. prot. |      |    | D   |     |                             |     |    |      |    |     |     | D   |         |    |    |    |    |     |     |     |     |     |    |    |
|        | Sampl.&count.    |      |    |     |     | $\langle\!\langle\!\langle$ |     |    |      |    |     |     |     |         |    |    |    |    | ŀ   |     |     |     |     |    |    |
| WP4    | Molec. & taxon.  |      |    |     |     |                             |     |    |      |    |     |     |     |         |    |    |    |    |     |     |     |     |     |    |    |
|        | Extraction prot. |      |    |     |     |                             |     |    |      | D  |     |     |     |         |    |    |    |    |     |     |     |     |     |    |    |
|        | Sequence data    |      |    |     |     |                             |     |    |      |    |     |     |     |         |    |    |    |    | D   |     | D   |     |     |    |    |
| MWP4.1 |                  |      |    |     |     |                             |     |    |      | 0  |     |     |     |         |    |    |    |    |     |     |     |     |     |    |    |
|        | Ability phylo.   |      |    |     |     |                             |     |    |      |    |     |     |     |         |    |    |    |    |     | 0   |     |     |     |    |    |
|        | Bioinformatics   |      |    |     |     |                             |     |    |      |    |     |     |     |         |    |    |    |    |     |     |     |     | 0   |    |    |
|        | Statistics       |      |    |     |     |                             |     |    |      |    |     |     |     |         |    |    |    |    |     |     |     |     |     |    |    |
| WP5.1  |                  |      |    |     |     |                             |     | D  |      |    |     |     |     |         |    | D  |    |    |     |     |     |     | D   |    |    |
| MWP5.1 |                  |      |    |     |     | О                           |     |    |      |    |     |     |     | 8       |    |    |    |    |     |     |     | 8   |     |    |    |
|        | Enough data      |      |    |     |     |                             | 0   |    |      |    |     |     |     | 0       |    |    |    |    |     |     | 0   |     |     |    |    |
| MWP5.3 |                  |      |    |     |     |                             |     |    | 0    |    |     |     |     |         |    |    |    | 0  |     |     |     |     |     | 0  |    |
|        | Manag. & diss.   |      |    |     |     |                             |     |    | 0    |    |     |     |     |         |    |    |    |    |     |     |     |     |     |    |    |
| WP6.1  |                  |      |    |     | D   |                             |     |    |      |    |     |     |     |         |    |    |    |    |     |     |     |     |     |    |    |
|        | Publication 1    |      |    |     |     |                             |     |    |      | D  |     |     |     |         |    |    |    |    |     |     |     |     |     |    |    |
|        | Publication 2    |      |    |     |     |                             |     |    |      |    |     |     |     |         |    |    |    |    | D   |     |     |     |     |    |    |
|        | Publication 3    |      |    |     |     |                             |     |    |      |    |     |     |     |         |    |    |    |    |     |     |     | 8   |     |    | D  |
|        | Present. lo cal  |      |    |     |     |                             |     |    |      |    |     |     | 0   |         |    |    |    |    |     |     |     |     |     | П  | 0  |
|        | Present, Int.    |      |    |     |     |                             |     |    |      |    |     |     | 0   |         |    |    |    |    |     |     |     | 8   |     | 0  |    |
|        | Resear. Night    |      |    |     |     |                             |     |    |      | 0  |     |     |     |         |    |    |    |    |     |     |     | 0   |     |    |    |
|        | Secondment       |      |    |     |     |                             |     |    |      |    |     |     |     |         |    |    |    |    |     |     |     |     |     | П  |    |

### Risks and contingencies:

Progress monitoring: who, how often, which frame

Risks and contingency plan (mention pandemic as a risk) – if your hypothesis is risky mention it, reviewer will notice

Financial risks

 Administrative risks: Who will help you, how much experience do they have already with EU MSC projects

### Example: Person months

Researcher: 24 months

Host: 6 months (3 per year)

Technician: 4 months first year, 3 in the second year

The other members of the group will have periodical discussions and meetings with the ER, as from the established calendar of the MEG (1 group meeting per week, 1 round table per month, 1 journal club per month, 2 group retreats per year).

### Example:

| Work    | Description of risk                  | Risk       | Potential  | Risk   | Contingency plan                                    |
|---------|--------------------------------------|------------|--|--------|---|
| package |                                      | likelihood | delay  | impact |   |
| WP1     | Low quantity and/or quality of FED   | Low/       | 1-3  | High   | FED extraction will be standardized with optimal    |
|         |                                      | Medium     | weeks  | 200    | method and/or alternative with large volume of      |
|         |                                      |            | 5  | 100    | (10 L) water samples                                |
| WP2     | Low sequencing quality output from   | Medium     | 1 month  | Medium | Extensive DNA quality check before Illumina         |
|         | sequencing                           |            |  |        | NextSeq analysis, replication and performing of     |
| 52      |                                      |            | 2  |        | the more sensitive targeted enriched metagenome     |
| WP2     | Limited correlation between          | Medium     | 1 month  | Low    | Good quality of DNA in order to produce longer      |
|         | taxonomic data of the microbiome     |            |  |        | DNA reads, replication of the samples               |
|         | and the antibiotic resistome         |            |  |        |   |
| WP3     | To reach and maintain a steady state | Medium     | 2 months   | Medium | In case of contamination cont. cultures should be   |
|         | in chemostat, FED                    |            | Service Control of the Control of th |        | restarted, the stability of the comm. will be check |
|         | degradation/niche differentiation    |            |  |        | daily and FED continuously added in the vessels     |
| WP4     | Limited survival of the engineered   | Medium     | 2 months   | Medium | Exp. Conditions will be adjusted to those           |
| 4       | strains in the microbial communities |            |  |        | ensuring higher survival chances for the strains    |

### Evaluation

# Actual research proposal

| IF - Marie Skłodowska-Curie Individual Fellowships  |   |   |  |  |  |  |  |  |
|---|---|---|--|--|--|--|--|--|
| Excellence  | Impact  | Quality and efficiency of the implementation  |  |  |  |  |  |  |
| Quality and credibility of the research/innovation project; level of novelty, appropriate consideration of inter/multidisciplinary and gender aspects | Enhancing the future career prospects of the researcher after the fellowship                                  | Coherence and effectiveness of<br>the work plan, including the<br>appropriateness of the allocation<br>of tasks and resources |  |  |  |  |  |  |
| Quality and appropriateness of the<br>training and of the two way<br>transfer of knowledge between the<br>researcher and the host                     | Quality of the proposed<br>measures to exploit and<br>disseminate the project results                         | Appropriateness of the management structure and procedures, including risk management   |  |  |  |  |  |  |
| Quality of the supervision and of the integration in the team/institution   | Quality of the proposed<br>measures to communicate the<br>project activities to different<br>target audiences | Appropriateness of the institutional environment (infrastructure)   |  |  |  |  |  |  |
| Potential of the researcher to reach<br>or re-enforce professional<br>maturity/independence during the<br>fellowship                                  |   |   |  |  |  |  |  |  |
|   | Weighting   |   |  |  |  |  |  |  |
| 50%   | 30%   | 20%   |  |  |  |  |  |  |
| Priority in case of proposals with the same score (ex aequo)  |   |   |  |  |  |  |  |  |
| 1   | 2   | 3   |  |  |  |  |  |  |

NB: An overall threshold of 70% will be applied to the total weighted score.

## Be specific, realistic and built on existing resources









Example: Distribute your results in social media

Too little:

We will distribute our results through social media.

Too much:

We will make a twitter, Facebook and Instagram page for the project. We will host a blog and weekly YouTube videos with our progress.

Good:

The project will be present and updated on the curated institute homepage irsa.cnr.it/projects and new results will be promoted by the working groups twitter account (@MEG\_Verbania) with 200 followers from the field

### Start building tools now:

Open science, know what it is, and start your profiles

Same for social media



### General considerations

- Everything is in the guidelines, follow them carefully
- Think first about what you have at the institute: seminars, courses, journal club and use it.
- Take your time, don't write the project in the last weeks
- Let us know if you need an example project: estermaria.eckert@cnr.it

### Apply to other funding agencies too

- EMBO Post doctoral Fellowship
- National funding agencies (many countries have them)
- Be brave: Start to think about you ERC and similar projects (FIS)



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