



Call for Nominations—Recruitment Programme—Prequalification

This programme is open to all departments and faculties at the University of Bergen aiming to recruit young national or international candidates with outstanding academic merit and research potential.

The foundation's goal is to attract highly talented young scholars from all disciplines to the University of Bergen (UiB) and to give them a particularly good framework and conditions to help them realise their potential to achieve international excellence. In this way, the programme aims to contribute to the recruitment and development of world-class leaders in various fields of research at UiB.

The BFS Recruitment Programme aims to

- give excellent young researchers the chance to develop into successful research leaders by providing long-term funding
- aid UiB in attracting and retaining excellent young scholars in research areas in line with UiB's strategies and priorities and where the university foresees recruitment needs within the next four years

The nominating faculty is required to announce a permanent faculty position within the grantees' field of research, before the end of the 4-year project period.

BFS now calls for applications for four-year grants beginning in 2018

Cross-disciplinary project proposals and proposals from all disciplines are welcome, provided that they correspond to the research strategies and recruitment needs at UiB.

BFS encourages the university to nominate candidates currently based outside of Norway.

The programme aims to prepare the PI for further career development, for example by obtaining competitive research funding such as ERC Starting Grant, ERC Consolidator Grant or equivalent national and international research funding.

Eligibility: Nominations may be put forward only by faculties at UiB. Candidates who hold a permanent position as an associate professor or professor at UiB may not be nominated. Normally, candidates must be 40 years or younger on the application date (see below). However, the age limit may be exceeded by up to two (2) years in the following circumstances or a combination thereof:

- parental leave: the age limit may be exceeded by the actual amount of leave taken for each child born after the award of the PhD
- long-term illness¹ or clinical training or national service: the age limit may be exceeded by the documented amount of leave taken after the award of the PhD

Further information: Please consult Appendices 1 to 3 for further details about the programme and how to apply.

Application deadline

Prequalification applications must be submitted by **15 March 2017**. (For further info see Appendix 2.)

¹ Over ninety days for the candidate or a close family member (child, spouse, parent or sibling).

Appendix 1 – About the recruitment programme

A programme for UiB departments and faculties

The purpose of the BFS recruitment programme is to aid departments and faculties at UiB in recruiting excellent young researchers. All faculties at UiB are invited to nominate candidates. Acknowledgement of the recruitment purpose of BFS grants is an important prerequisite for BFS funding. Nominations should thus be grounded in a need—identified by the nominating faculty—for recruitment in the applicable subject area by the end of the project period. Any BFS funding should be seen as a contribution towards the university's priorities and identified recruitment needs.

The nominating faculty must commit to the following should their candidate succeed in the competition:

- To co-fund the project as budgeted in the application
- To employ the successful candidate in a relevant temporary position from the project start date
- To employ other temporary project staff funded by the grant from the foundation
- To organise and conduct an external evaluation of the project and a competence assessment of the project leader before the end of the project period
- To announce a permanent faculty position within the candidate's field of research before the end of the project period. Alternatively, the nominating faculty may consider using a 6-year tenure track position ("innstegsstilling"*), where the BFS funding is limited to the 4 first years.

A programme for talented young scholars

The programme aims to recruit young, talented, ambitious researchers who desire to build and lead a research group. Candidates must not be employed in a permanent position at UiB at the application deadline, but they may hold positions at other institutions or in other countries. For detailed information about how to apply, please see Appendix 2.

Only candidates nominated by a faculty at UiB may apply for funding under the BFS recruitment programme. Proposals should be prepared by the nominee in close cooperation with the department or faculty, and should be submitted by the application deadline as stated in the call for nominations.

*) [Forskrift om ansettelse på innstegsvilkår](#)

Appendix 2 – How to apply and evaluation criteria

Two-step submission and selection process

Step 1: Prequalification

The nominee must prepare a prequalification application in English containing the following:

- Cover page in line with the BFS template ([download](#))
- Project description of up to three (3) A4 pages describing the candidate, the research project and the research environment in which the project will be undertaken
- Budget in line with the BFS template ([download](#))
- CV of up to three (3) A4 pages listing the candidate's most important and relevant publications

A commitment letter from the faculty in accordance with the BFS template ([download](#)) must accompany the application.

Step 2: Final proposal and interview

After the prequalification round and based upon peer review of the applications, a limited number of candidates will be invited to submit full applications and final budget proposals. The finalists' host departments will be interviewed by the foundation regarding their plans for the recruitment of candidates with outstanding academic merit and research potential after the results of the prequalification have been announced. At least one month will be given for candidates to prepare the final proposal. Candidates whose proposals reach the second round of consideration will also be invited to attend an interview.

Evaluation criteria

Funding decisions will be based upon international peer review, with attention given to the following aspects:

A. Evaluation of the research proposal

- I. Quality of Research*
- II. The Research Environment*
- III. Work Plan*

B. Evaluation of the nominated candidate

- I. Scholarly work and academic ability*
- II. Leadership ability and experience*
- III. Teaching experience*

Importance will be attached to the originality and innovativeness of the project, as well as to whether or not it entails international cooperation. The main criterion for selection will be a high level of academic quality by international standards. In addition to the quality of the candidate and his or her work, the candidate's ability and ambition to build and lead a research group, and to cooperate with leading international research groups, will be given particular emphasis. Successful candidates are expected to pursue additional competitive funding opportunities (e.g. EU funding) during the project period. The

nominated candidate's experience of, or potential for, research management, including national and international research collaboration, is an important evaluation criterion. In line with the strategy of the respective department and faculty, the proposed research group can also aim to be a node in an already established research environment or group, with the candidate as the leader of the node.

In addition, the host department's plans for recruitment of candidates with outstanding academic merit and research potential will be of importance to the foundation's final decision.

Applications shall be addressed to:

Bergen Research Foundation, Thormøhlensgate 51, 5006 BERGEN, Norway

In addition to a signed paper version of the prequalification application, one copy of the application and CV, compiled in one (1) PDF file, should be submitted to *grants[at]bfstiftelse.no* on or before **15 March 2017**.

Contact information:

Oddveig Åsheim: phone +47 416 63 164, *oa[at]bfstiftelse.no*

Lars Narve Larsen: phone +47 97 54 33 92, *lnl[at]bfstiftelse.no*

Anne Marie Haga: phone +47 97 00 52 76, *amh[at]bfstiftelse.no*

Appendix 3 – Funding and project grant agreement

Each BFS grant will be given as financial support for a research project, maximum NOK 10 million per 4-year per grant.

The overall budget of each project should allow for the establishment of a small research team under the leadership of the project leader and should facilitate the career development of the project leader. It is therefore an important prerequisite for funding that any BFS contribution is matched by resources from the host faculty at about the same level.

Such matching resources may include salaries, consumables, equipment, overhead related to positions funded by BFS² and "leiestedskostnader" (e.g. the use of labs / equipment).³

Funding from the foundation may be put towards

- the salary of the project leader and technical personnel
- PhD and postdoctoral fellowships
- the purchase of research equipment
- other research expenses directly related to the project

Funding from the foundation may not be put towards

- overhead
- other expenses not directly related to the project

In the event a grant application is successful, a project grant agreement will be entered into by the foundation and UiB, in which their respective responsibilities will be detailed in full.

² Indirect costs/overhead for UoB-funded positions excluded, see footnote to budget template.

³ As described in the mutual agreement "Rammeavtale" between BFS and UiB of 18 November 2014.