



# MSCA Choose Europe for Science 2025

Latvian Info Session  
30<sup>th</sup> October 2025

# What is MSCA Choose Europe for Science?

## **Mono-beneficiary action:**

recruit and train researchers at postdoctoral level with a vision to employment beyond the project period

## **Focus:**

tackling precarity in research careers  
spreading best practice through promoting high standards & excellent working conditions  
encouraging sustainable structuring effects

# MSCA Choose Europe for Science: For whom?

## **Beneficiary:**

Single legal entity established in an EU Member State or Horizon Europe Associated Country

→ Recruits and hosts researchers

**NO implementing partners**

## **Associated Partners:**

→ Can contribute to training, secondments, resources, ...

→ Cannot claim costs or recruit researchers

# Choose Europe for Science



## Co-funding

Max. EUR 3.5m/beneficiary/call



## Duration

Programme: max. 72 months  
Fellowship: 48 or 60 months



## Recruitment

Fellows: min. 3 fellows must be recruited



# Choose Europe for Science: Eligible researchers



**PhD holders  
(postdoc)**



**Not  
permanently  
employed by  
beneficiary**



**Any nationality**



**Mobility rule**

# Choose Europe for Science: Award criteria

**Excellence (50%) → threshold = 3**

**Impact (30%)**

**Implementation (20%)**

# Choose Europe for Science: Evaluation Criteria

## Excellence (50%)

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Quality of the **selection / recruitment process for the researchers**

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Quality and attractiveness of the **appointment condition**

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Quality and attractiveness of the **concrete long-term career prospects**

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Quality and ambition of the **research, innovation and/or academic objectives** of the recruitment programme

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Threshold for Excellence criterion = 3



# Choose Europe for Science: Evaluation Criteria

## Impact (30%)

Contribution to addressing **local human resource needs**, to advancing regional/national **specialisation strategies**, and to strengthening **European research, innovation and teaching capacity**

**Strengthening human resources good practices** at institutional, regional, national, or international level



# Choose Europe for Science: Evaluation Criteria

## Implementation (20%)

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**Quality, credibility and effectiveness of the recruitment plan**, assessment of risks and appropriateness of the effort assigned towards offering concrete career prospects for recruited researchers

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**Quality and capacity of the recruiting institutions**, including hosting arrangements and institutional procedures' alignment with the European Charter for Researchers (institutions with the HRS4R label are exempted from providing further justification for this criterion) and the Agreement on Reforming Research Assessment

# Choose Europe for Science: Describing career options

## Concrete prospects

- Post-project prospects should be adapted to national laws and limitations
- They can be:
  - Direct recruitment into an open-ended contract
  - Structured accession and progression system which can include performance evaluations
  - Open recruitment for a position in the field of the project
- The project should train and prepare the fellows for the concrete prospect proposed

## Roles

- Work related to research and academic teaching i.e. senior researchers, lecturers, data scientists, research managers, specialised technicians, ...
- Open to needs of institutions, local R&I ecosystems and researchers



# Choose Europe for Science: 2 phases

## Choose Europe for Science Programme

### **1<sup>st</sup> Phase** **24 or 36 months**

- EU funding in the form of a Choose Europe for Science allowance
- Minimum remuneration

### **2<sup>nd</sup> Phase** **24 months**

- Beneficiary covers all costs and sets remuneration



# Choose Europe for Science: 1<sup>st</sup> Phase

## EU Contributions for recruited researchers

Per person-month for the 1st Phase of the programmes

Choose Europe for  
Science allowance

EUR 6 700\*

Long-term leave  
allowance  
(if applicable)

EUR 6 700

x

% covered by the  
beneficiary

Special needs  
allowance  
(if applicable)

Requested unit\*\*

x

(1/number of months)

\* This amount is also the minimum monthly gross remuneration applicable for researchers recruited under these programmes

\*\* The pre-defined categories are as follows: EUR 3 000, EUR 4 500, EUR 6 000, EUR 9 500, EUR 13 000, EUR 18 500, EUR 27 500, EUR 35 500, EUR 47 500 and EUR 60 000



# Choose Europe for Science: 1<sup>st</sup> Phase

## Choose Europe for Science allowance

- EUR 6,700 per person/month
- Can be used to support any cost items of the programme\*\*\*

## Monthly gross remuneration

- EUR 6,700 minimum
- No maximum set
- Must be communicated in the proposal and the recruitment call

\*\*\*This will allow flexibility for institutions using Choose Europe for Science to expand an existing scheme that includes dedicated local, regional or national funds earmarked for salary who wish to deploy this funding already in the first phase.

# Choose Europe for Science: 2<sup>nd</sup> Phase

**Monthly gross remuneration\*\*\*\***

- To be set by the beneficiary, ensuring it is competitive for the standards of the hosting countries
- Must be communicated in the proposal and the recruitment call

\*\*\*\* i.e. salaries, social security contributions, taxes and other costs or compulsory deductions under national legislation linked to remuneration



# Choose Europe for Science: Project implementation



Employment  
contract or  
equivalent direct  
contract



Fixed-amount  
fellowships\*\*\*\*\*

\*\*\*\*\* An exemption from this rule can be accepted only in cases where national legislation or the equivalent internal regulations of International European Research Organisations (IERO), entities created under Union law, or an international organisation, prohibit this possibility and subject to the prior agreement of the granting authority

# Choose Europe for Science: 2025 call



Opening

**1 October 2025**

Closing

**3 December 2025**



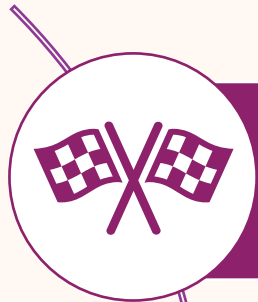
Budget (EUR m)

**22.5 M Euro**



European  
Commission

# Choose Europe for Science: Potential challenges



**Biased selection process**



**Lack of connection to long-term perspectives**



**Lack of clarity: remuneration**



A stylized, high-contrast portrait of a woman's face, rendered in a light purple or pinkish-grey color. The portrait is composed of fine, parallel lines that create a textured, almost halftone effect. It is positioned on the left side of the slide, partially cut off by the edge.

# QUESTIONS?