



Call for proposals Vluchtelingen in wetenschap, Nederlandse Organisatie voor Wetenschappelijk Onderzoek

Hestia
Impulse for Refugees in Science

Call for proposals

Applied and Engineering Sciences
Science
Social Sciences And Humanities
ZonMw

2019

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1 Introduction

1.1 Background

Sigmund Freud (founder of psychoanalysis, 1856–1939), Albert Einstein (physicist, 1879–1955), Max Born (mathematician, 1882–1970) and Hannah Arendt (philosopher, 1906–1975): just some of the many scientists who were forced to flee in order to preserve their personal and/or academic freedom. By escaping to a safe haven in another country, they were able to continue their research and share their knowledge. Unfortunately, the list continues to lengthen through the ages.

In recent years, the Netherlands and neighbouring countries have seen an increasing focus on scientists who have been compelled to flee their homeland due to war or another threat. In pursuing a scientific career in their host country, refugees often face obstacles, such as a language barrier, a different working culture or limited scope to build a network, because the emphasis after arrival is on housing, integration and family. Only later is there room for study and/or work. This is a missed opportunity because valuable knowledge and expertise among this group of scientists risk being lost rather than enriching science and society in the host country.

NWO is committed to a strong scientific system in the Netherlands and endorses the importance of a system that is diverse, inclusive and accessible. In consultation with KNAW, the Young Academy and the Foundation for Refugee Students (UAF), NWO therefore launched a pilot call in 2018 to fund one-year research appointments for academics residing in the Netherlands as refugees and wishing to build or continue an academic career here. Due to the very positive reactions and the apparent need for such funding, the pilot call has been extended by two years. Funding rounds will also take place in 2019 and 2020.



From now on, the pilot programme will be called the “Hestia Impulse”, named after the Greek goddess Hestia. In Greek mythology, Hestia was a peace-loving goddess of the home and hearth. Temples and houses dedicated to Hestia were also a place of refuge where everyone – inhabitants and outsiders alike – could find a safe haven. Because this programme aims to give refugees access to Dutch science, Hestia is a name that appeals to the imagination.

1.2 Available budget

A maximum of € 980,000 is available for this second round of the pilot programme.

1.3 Validity of the call for proposals

The deadline for submission of applications is 14:00 CE(S)T on 10 September 2019.

2 Aim

This NWO-wide pilot is an impulse to make Dutch science and the academic labour market accessible to refugee academics with demonstrable refugee status. At the same time, these academics will enrich Dutch science with the experience and expertise they bring with them.

By making short-term funding available, NWO will give this group of academics the opportunity to join current Dutch research projects and to build a network. This will give them a chance to actively share knowledge and expertise, and to familiarise themselves with the Dutch scientific system; it will also provide an impulse to resume or continue the career and/or research line that was interrupted in their home country. This funding can therefore provide an entry into Dutch science and thus expand the opportunities for these academics in the longer term.

The pilot in 2018 showed that the field would like to see appointments longer than twelve months, so that projects can offer more opportunities. In this round of the pilot programme, NWO has chosen to allow 18-month appointments. The involvement of universities is vital for long-term success. NWO therefore encourages universities to look – for example, within their diversity policy – at options for extending the appointments of successful candidates, or to seek other relevant advancement opportunities.

3 Guidelines for applicants

3.1 Who can apply

A project leader and/or main applicant (hereinafter: “applicant”) of a current research project already receiving funding from NWO or ZonMw, at one of the following knowledge institutes:

- Universities located in the Kingdom of the Netherlands;
- KNAW and NWO institutes;
- the Netherlands Cancer Institute;
- the Max Planck Institute for Psycholinguistics in Nijmegen;
- researchers working on the DUBBLE Beamline at the ESRF in Grenoble;
- NCB Naturalis;
- Advanced Research Center for NanoLithography (ARCNL);
- Princess Máxima Center for Paediatric Oncology.

Applicants who submitted an application in the 2018 pilot round but were not awarded funding may submit a new application (with the same or with another candidate). Applicants previously awarded funding may also submit a new application. They must of course meet the eligibility requirements as set out in this call for proposals. In order to give opportunities to a new group, successful candidates from the 2018 pilot round are excluded from applications in the 2019 and 2020 rounds.

Please note: a refugee academic (hereinafter: “candidate”) cannot submit an application on their own account (see Section 3.2). There are no co-applicants in the context of this call.

3.2 What can be applied for

Funding (for personnel and material costs) can be requested for the appointment of an academic with demonstrable refugee status at the level of junior or senior researcher (candidate) in a current research project already funded by NWO or ZonMw (see Chapter 6 for the definition of refugee status used here). The maximum amount of funding that can be requested is € 140,000.



Funding is available for an appointment of a minimum of 12 and a maximum of 18 consecutive months at one of the Dutch knowledge institutes listed above. At least the first twelve months of the appointment must fall within the duration of the current project. In the case of a part-time appointment, the maximum 1 fte for 18 months can be requested, to be spread over a maximum of 24 months, and the appointment must be at least 0.6 fte. The earliest possible starting date is expected to be in January 2020.

Personnel costs

Personnel costs can be requested for one junior or senior researcher. Personnel costs will be funded at the applicable VSNU rate or, in the case of a university medical centre, the NFU rate, for a junior or senior researcher. Funding is available for 1 fte (minimum 0.6 fte) for a period of 18 consecutive months.

Junior researcher¹

In this context, a junior researcher means a researcher who holds a master's degree (or equivalent) but has not yet obtained a doctorate. The maximum amount that can be requested for a junior researcher on the basis of 1 fte for 18 months is: € 76,346 (VSNU rate, July 2018) and € 79,458 (NFU rate, January 2019).

Senior researcher²

In this context, a senior researcher means a researcher who has obtained a doctorate or has completed a comparable programme. The maximum amount that can be requested for a senior researcher on the basis of 1 fte for 18 months is: € 112,673 (VSNU rate, July 2018) and € 126,149 (NFU rate, January 2019).

Material costs

Funding of material costs can be requested for both types of appointment. The maximum budget that can be requested for material costs is € 15,000 per application. The material costs requested are intended exclusively for the work proposed in this application and must remain separate from the material budget of the project to which this application relates. Requesting a material budget is only possible if the candidate is to conduct research for which an additional material budget is required.

The material budget can be used for:

- coverage of material costs, such as the purchase of equipment and consumables specifically required for the research, with the exception of computers;
- the conducting of interviews and surveys;
- purchase of data files;
- travel and accommodation costs (national and international) for congress visits, fieldwork or work visits;
- the organisation of workshops and meetings in the Netherlands or abroad.

Material budget cannot be used for:

- costs of computer use at university computing centres and costs of laboratory use;
- accommodation costs, overheads and depreciation costs;
- costs incurred for the mediation and/or acquisition and execution of contract research, including any other associated indirect costs and reserves for future costs and/or reserve formation;
- costs of equipment or consumables, or of administrative or technical assistance, which should be regarded as part of the standard facilities package of a university or research institute;
- costs of commuting or renting accommodation.

Bench fee

To encourage the candidate's scientific career, a standard bench fee of € 5,000 will be awarded to the project leader. This can be used to pay for congress visits or relevant courses and training which can broaden the candidate's opportunities on the academic labour market.

¹ Verification of the candidate's academic qualifications is the responsibility of the applicant or the knowledge institute to which the applicant is affiliated.

² Verification of the candidate's academic qualifications is the responsibility of the applicant or the knowledge institute to which the applicant is affiliated.



3.3 When can proposals be submitted

The deadline for submission of applications is 14:00 CE(S)T on 10 September 2019.

When submitting applications via ISAAC, applicants are also required to enter data online. You are therefore advised to begin submitting your application at least one day before the deadline of this call for proposals. Applications submitted after the deadline will not be considered.

3.4 Preparing an application

- Download the application form from the ISAAC online application system or from the NWO website (at the foot of the web page for the relevant funding instrument).
- Complete the application form. The maximum number of words indicated in the application form must not be exceeded.
- The application must be written in English.
- Save the form as a PDF file and upload it to ISAAC.
- Applications may not contain any annexes (except for a copy of the candidate's residence permit, or other relevant documentation from the IND).

In order to ensure that applications are as comparable as possible, only the application form is submitted to the assessment committee. Annexes to the form – other than the residence permit or other relevant residence documentation agreed in advance with the NWO office – will not be taken into consideration. If the applicant wishes to notify NWO of important information that cannot be included in the application form for a specific application, the secretary of this call can be contacted in good time before the application is submitted (see Section 5.1 for contact details).

3.5 Conditions on granting

The NWO Grant Rules 2017 and the *Approval of funding for scientific research* apply to all applications.

Open Access

All scientific publications resulting from research funded by grants derived from this call for proposals are to be made freely accessible worldwide (Open Access) immediately (as soon as they are published). There are several ways for researchers to publish Open Access. A detailed explanation can be found at <https://www.nwo.nl/en/policies/open+science>.

Data management

Responsible data management is part of good research. NWO and ZonMw want research data that emerge from publicly funded research to become freely and sustainably available, as much as possible, for reuse by other researchers. Furthermore, NWO and ZonMw want to raise awareness among researchers about the importance of responsible data management.

An application for NWO or ZonMw funding normally includes a data management section. Because this call is an addition to an existing project already funded by NWO or ZonMw, the application need only confirm that the existing data management plan for the current project will also be applied in the additional project.

Nagoya Protocol

The Nagoya Protocol became effective on 12 October 2014 and aims to contribute to an honest and reasonable distribution of benefits emerging from the use of genetic resources (Access and Benefit Sharing; ABS). Researchers who make use of genetic resources from the Netherlands or abroad for their research should familiarise themselves with the Nagoya Protocol (www.absfocalpoint.nl). NWO expects researchers to take all necessary actions with respect to the Nagoya Protocol.

Integrity

The NWO Regulation on Granting states that any research funded by NWO must be carried out in accordance with the nationally and internationally accepted standards of scientific practice as stipulated in the Netherlands Code of Conduct for Research Integrity. More information about the NWO policy on scientific integrity can be found on the website: <https://www.nwo.nl/integrity>.

3.6 Submitting an application

Applications can only be submitted via the ISAAC online application system. Applications not submitted via ISAAC will not be considered. Applicants are required to submit their applications via their personal ISAAC account.

Applicants who do not have an ISAAC account should create an account at least one day before submitting the application. This is to ensure that any registration problems can be resolved in time. If the applicant already has an account with NWO, there is no need to create a new account in order to submit a new application. For questions of a technical nature, applicants can contact the ISAAC helpdesk (see Section 5.2.1).

In accordance with the agreement between NWO and the Association of Universities in the Netherlands (VSNU), applicants should inform their institution of the application. NWO therefore requests that you confirm explicitly on your application form that your institution has been informed and that it agrees to provide all infrastructure required for this research, including the associated costs not requested from NWO. In addition, NWO asks the university to confirm in the application form that, if the candidate is successful during the year funded by NWO, the university in cooperation with the applicant will make efforts to extend the appointment or to seek other relevant advancement opportunities.

4 Assessment procedure

4.1 Procedure

The NWO Code of Conduct on Conflicts of Interest applies to all persons and NWO or ZonMw staff involved in the assessment and/or decision-making process. Submission of an application is followed by an administrative test to determine whether the application can be considered. If an application meets the conditions, it will continue into the assessment procedure. The assessment procedure consists of two stages: 1) selection for interview, and 2) interview days with applicants and candidates. The steps in the procedure are described below. Applicants can follow the course of the assessment procedure via their ISAAC account. No rights may be derived from this. The complete procedure starting from the submission deadline will take approximately three months.

Eligibility

The NWO office will examine whether submitted applications meet the conditions for submission set out in Chapter 3. An application will not be accepted in this round if it has not been completed correctly or in full and the applicant has not complied in time with the request to submit a corrected application. If correction of the application or late submission of required annexes is possible, the applicant will be given the opportunity to correct the application and/or submit the required annexes within 48 hours. If the applicant cannot or does not wish to do so, the application will not be considered. If the application has been corrected in time and meets the eligibility criteria, it will be taken into consideration.

The following administrative conditions will be assessed:

1. The application is written in English.
2. The application is saved as a PDF and submitted via the NWO online application system ISAAC using the applicant's account.
3. The application is drawn up on the prescribed application form.
4. All questions in the application form are completed.
5. The word limits in the application form are not exceeded.
6. The application contains no annexes, except for a copy of the candidate's residence permit, or other relevant documentation from the IND.
7. At least the first 12 months of the candidate's appointment fall within the duration of the current project (the earliest possible starting date is expected to be in January 2020).
8. The main applicant is the project leader and/or main applicant on a current project funded by NWO or ZonMw at one of the knowledge institutes listed in Section 3.1.
9. The candidate holds demonstrable refugee status in the Netherlands (see Annex).
10. In the case of an application for a junior researcher's appointment, the candidate holds a master's degree or equivalent.³
11. In the case of an application for a senior researcher's appointment, the candidate has obtained a

³ Verification of the candidate's academic qualifications is the responsibility of the applicant or the knowledge institute to which the applicant is affiliated.



doctorate or has completed an equivalent programme.⁴
12. The project budget meets the guidelines set out in Section 3.2.

Assessment of applications

The assessment will be carried out in full by an assessment committee with broad expertise. No external referees will be involved in this assessment procedure.

Selection for interview

If more than around 25 applications are found to be eligible, a pre-selection will take place for the interview days. In this event, a written assessment of all eligible applications will take place based on the four criteria listed in Section 4.2 of this call for proposals. Applicants and candidates will be informed by NWO whether they will be invited for an interview and will also receive the grounds for this decision from the assessment committee. If applicants do not agree with the committee's decision, a reasoned written response may be sent to the NWO office. In this event, the committee will reconsider whether to select the relevant application for an interview.

Interview days

The interview days will take place in November. The exact dates will be communicated to the applicants of admissible applications as soon as possible after the submission deadline. Both candidate and applicant should attend the interview. The candidate will give a presentation during the interview. An interview outside the set interview dates is not possible. In preparation for the interview, applicants and candidates will be sent their written assessment.

The assessment of applications based on the presentation and interview will result in one of the following qualifications: "excellent", "very good", "good", "unsatisfactory". To be eligible for funding, an application should be qualified as at least "good". For more information on qualifications, see: <https://www.nwo.nl/qualifications>.

Decision regarding awards

Based on the qualifications, the assessment committee will issue a recommendation on whether to accept the applications. The NWO executive board will then consider this recommendation when deciding on the funding applications. With a view to encouraging female researchers, in the event that two applications are rated equally the executive board will give preference to the proposal submitted by a female main applicant and/or candidate. The decision and qualifications are expected to be communicated to applicants by the end of December.

Time schedule

10 September 2019	deadline for submitting applications
September 2019	administrative test and written assessment by assessment committee
October 2019	invitations to interview days (and possible selection for interview)
November 2019	interview days with assessment committee
December 2019	decision of NWO executive board and communication of outcome to applicants
January 2020	kick-off and start of projects

4.2 Criteria

Assessment criteria

All applications in the procedure will be examined by the assessment committee against the following four criteria and compared with each other on that basis. Each criterion contributes 25 percent to the assessment and qualification of an application.

⁴ Verification of the candidate's academic qualifications is the responsibility of the applicant or the knowledge institute to which the applicant is affiliated.



1. **Quality of the candidate**
Is the candidate qualified to carry out the proposed activities? Does he/she have sufficient command of languages relevant to the research in order to participate in the Dutch academic field? If this is not yet the case, has it been sufficiently explained how this will be addressed? Which achievements and/or experiences of the candidate show that he/she will be of value to the current project? CV and list of five most relevant publications (the latter is especially important for senior positions) provide appropriate indications.
2. **Motivation of the candidate and relevance to the candidate**
The motivation is an explanation of the CV given by the candidate. In the motivation, the candidate explains why he/she wishes to work on this project and research topic and why he/she is suitable. In addition, the candidate explains why he/she aspires to (continue) a career in science, where he/she would like to be in 10 years' time, and how this project will contribute to this. What skills will the candidate acquire during the project that are relevant to his or her future career? Will the candidate be offered relevant additional courses and training?
3. **Quality and feasibility of the proposed project and relevance to the current project**
For senior positions: Will the candidate's work be included in the current project? What is the relevance to the current project? Are the proposed activities feasible within the project timeframe? Is the budget realistic? Which additional activities will be carried out? What is the scientific merit of the proposed project?
For junior positions: Will the candidate's work be included in the current project? What is the relevance to the current project? Are the proposed activities feasible within the project timeframe? Is the budget realistic? Which additional activities will be carried out? What is the scientific merit of the proposed project? Is there scope to develop a PhD proposal and, if so, what is the link with the current project?
4. **Supervision and future prospects of the candidate**
Will the candidate be supervised effectively during their appointment and the project? If the applicant obtained a doctorate less than five years ago, will attention be given to the candidate's supervision at a more senior level within a research group/department? What efforts will be made to familiarise the candidate with the Dutch academic world? Are there initiatives to put the candidate in touch with relevant networks, or to point out options for career guidance within the relevant knowledge institute or otherwise, with a view to possible advancement? What efforts will the project leader and/or their university make to extend the appointment, or to seek other relevant advancement opportunities? And what efforts will the candidate make in this respect?

Knowledge utilisation

Since 2009, NWO has focused on specific policy to encourage the transfer of knowledge generated with the aid of NWO funding. Such transfer can take place both to other scientific disciplines and to users outside of science (industry/society). Knowledge utilisation policy focuses mainly on increasing researchers' awareness with regard to knowledge utilisation. NWO therefore asks all researchers wishing to be considered for funding to answer a number of questions (e.g. how will knowledge utilisation be implemented and how does the researcher intend to promote knowledge utilisation?) to explain the possible utilisation of knowledge generated by their project. Because this call is an addition to an existing project already funded by NWO or ZonMw, this is not part of the assessment.

5 Contact and other information

5.1 Contact

5.1.1 Questions about content

If you have any content-related questions about Refugees in Science and this call for proposals, please contact:

Ms Carolien Maas MA (SSH)
070 – 344 05 11

Ms Dr Hayley Mickleburgh (SSH)
070 – 349 41 96

hestia@nwo.nl

5.1.2 Technical questions about the electronic application system ISAAC

If you have any technical questions about the use of ISAAC, please contact the ISAAC helpdesk.



Consult the manual first before asking the helpdesk for advice. The ISAAC helpdesk is available from 10:00 to 17:00 from Monday to Friday on telephone number +31 20 3 467 179. You can also send your question by email to isaac.helpdesk@nwo.nl. The helpdesk will respond within two working days.

6 Annex

Definition of refugee status

In this *call for proposals*, a candidate with “refugee status” (see Section 3.2) means an alien whose asylum application has been granted on the basis of Article 29, para 1, preamble and under a, of the Dutch Aliens Act 2000, and who is lawfully resident in the Netherlands on the basis of:

- a valid temporary asylum residence permit (type III, obtained on or after 10 September 2014). In the case of an extended temporary asylum residence permit the commencement date of the residence right of the originally obtained temporary asylum residence permit (type III) must be on or after 1 January 2012. The commencement date of the residence right can be found on the rear side of the residence permit.
- a valid permanent asylum residence permit (type IV) and if it can be demonstrated (by means of evidence such as old passes or documentation from the Dutch Immigration and Naturalisation Service [IND]) that the commencement date of the originally obtained temporary asylum residence permit (type III) was on or after 1 January 2012.

Originally stateless persons with a refugee status who have naturalised to Dutch citizenship and can demonstrate (by means of evidence such as old passes or documentation from the IND) that prior to the naturalisation they possessed a temporary asylum residence permit (type III) with a commencement date for the right of residence on or after 1 January 2012 are also eligible to participate as a candidate in this programme.