



## GUIDE FOR APPLICANTS – call 2

**Update n°1 (20/04/2026): Change of expected positions to fulfil for 'Physic of Waves and Matter'**

# Table of contents

<b>GUIDE FOR APPLICANTS</b> .....	<b>3</b>
<b>1 THE ESSENTIALS</b> .....	<b>3</b>
1.1 THE PROJECT .....	3
1.2 WHO CAN APPLY? .....	3
1.3 WHICH RESEARCH TOPICS ARE SUPPORTED? .....	4
1.4 HOW TO APPLY? .....	5
1.5 WHAT KIND OF CONTRACT WILL FELLOWS HAVE? .....	6
1.6 SECOND CALL: INDICATIVE TIMING .....	6
<b>2 ABOUT UPSACLAYSTAR-Φ COFUND POST-DOCTORAL PROGRAMME</b> .....	<b>6</b>
2.1 RESEARCH OPTIONS.....	6
2.2 TRAINING.....	6
2.3 SECONDMENT OPPORTUNITIES .....	7
2.4 MENTORING ARRANGEMENTS .....	7
2.5 WORKING AND EMPLOYMENT CONDITIONS .....	7
2.6 WHAT KIND OF WORKING CONDITIONS WILL FELLOWS HAVE? .....	8
2.7 FELLOW'S OBLIGATIONS .....	9
2.7.1 <i>Open access to scientific publications</i> .....	9
2.7.2 <i>Information on EU funding</i> .....	9
2.8 DIVERSITY ACTIONS AND COMMITMENTS .....	9
<b>3 EVALUATION CRITERIA AND SELECTION PROCEDURE OF CANDIDATES</b> .....	<b>10</b>
3.1 COMPOSITION OF COMMITTEES .....	10
3.2 STEP 1 AND 2 SELECTION PROCESS .....	10
3.2.1 <i>Criteria</i> .....	10
3.2.2 <i>Scoring and final decision making</i> .....	11
3.3 REDRESS PROCEDURE .....	12
<b>4 OTHER INFORMATION</b> .....	<b>12</b>
4.1 ELIGIBILITY, ETHICS AND SECURITY CLEARANCES .....	12
4.2 GDPR COMPLIANCE OF UPSACLAYSTAR-Φ .....	12
4.3 CAREER PERSPECTIVES AND CV LIBRARY .....	12
<b>5 ANNEXES</b> .....	<b>14</b>
5.1 ANNEX 1: IMPLEMENTING PARTNERS (POTENTIAL EMPLOYERS).....	14
5.2 ANNEX 2: ETHICAL COMMITMENTS AND ETHICS SELF-ASSESSMENT FORM .....	15
5.3 ANNEX 3: BLANK VERSION OF THE APPLICATION QUESTIONNAIRE.....	17



Co-funded by  
the European Union

*The UPSaclay-STAR $\phi$  programme has received funding from the European Union's COFUND action, a part of the [Marie Skłodowska-Curie Actions Program](#) within the European Commission MSCA framework. UPSaclay-STAR $\phi$  Grant Agreement ID: 101216532 Co-funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the REA. Neither the European Union nor the granting authority can be held responsible for them.*

# Guide for Applicants

## 1 The Essentials

### 1.1 The Project

UPSaclaySTAR- $\Phi$  is an international post-doctoral research training and career development programme run by the Paris-Saclay University Physics Graduate School and its 37 academic, industrial and other non-academic partners to enhance the scientific excellence and career opportunities of 41 talented fellows recruited in two calls during the first two years of the programme. It is co-funded by Paris-Saclay University and the European Union, under the framework of Marie Skłodowska Curie Actions (MSCA), Horizon Europe programme.

The programme covers the entire spectrum of physics, from fundamental to applied, including theory, modelling, simulation, and instrumentation, from laboratory experiments to experiments on large-scale research infrastructures or in space. It addresses socio-economic issues such as energy, health, the environment, and climate, in line with the strategy and scientific objectives of the Physics Graduate School, which are structured around three key areas: Physics of Waves and Matter, Physics of the 2 Infinities, and Astrophysics. The research training programme complements research options with a rich portfolio of transferable skills, an introduction to entrepreneurship, and opportunities for intersectoral exposure.

UPSaclaySTAR- $\Phi$  will support up to 41 international Post-doctoral Fellows (PF) awarded with 2-year duration contracts, over the five-year duration of the project. Two calls for applicants are expected, the first one closing the 31<sup>st</sup> of July 2025, 5:00 PM Paris time, the second closing the 15<sup>th</sup> of July 2026, 5PM Paris time.

Successful candidates will be employed by one of the programmes implementing partners which include Paris-Saclay University, Ecole Normale Supérieure Paris-Saclay, research organisations such as CNRS, CEA, ONERA or engineering schools (CentraleSupélec, Institut d'Optique Graduate School), SOLEIL synchrotron, Laboratoire National d'Essais and Université de Versailles-Saint-Quentin.

Detailed information is available on the project's website <http://www.cofund-physics.universite-paris-saclay.fr> The website will be regularly updated.

Questions can be sent to a dedicated email address [starphy.applications\[at\] universite-paris-saclay.fr](mailto:starphy.applications[at]universite-paris-saclay.fr)

### 1.2 Who can apply?

To be eligible, applicants must comply with the following conditions at the time of the deadline of the call (July 15, 2026, 5:00 PM, Paris time):

- be in possession of a doctoral degree. Candidates who have successfully defended their doctoral thesis but who have not yet formally been awarded the doctoral degree will also be considered as postdoctoral researchers and will be considered eligible to apply. The successful defence must be unconditional (no further requirements/corrections that need to be addressed) and take place before the call deadline.
- have published their research work in an international peer-reviewed journal.
- Applicants must not have resided or carried out their main activity in France for more than 12 months in the 36 months immediately preceding the call deadline. Compulsory national

service, short stays such as holidays and time spent as part of a procedure for obtaining refugee status under the Geneva Convention<sup>1</sup> are not taken into account.

Selected applicants will be required to provide evidence that they meet the eligibility criteria.

The specific situation of applicants who may have experienced career interruptions due to parental leave or extended illness will be taken into consideration during the project's evaluation.

Unsuccessful candidates, with high-ranking positions on the waiting list, will be offered to join a CV Library, for contact-making with research laboratories, as well as private companies and networks of companies.

Female's applications or candidates from minority groups are strongly encouraged. We strive for diversity and equality in the UPSaclaySTAR- $\Phi$  fellows' profiles and are particularly committed to support women in Physics.

### 1.3 Which Research Topics are supported?

UPSaclaySTAR- $\Phi$  targets post-doctoral researchers with a core background in physics. Researchers with expertise in astrophysics, astroparticle physics, cosmology, particle and nuclear physics, theoretical physics, optics, atomic and condensed matter physics, physics and engineering, mathematics and computing science related to physics, materials science are encouraged to apply. Post-doctoral Fellow positions will be distributed among the three key areas, Physics of Waves and Matter, Physics of the Two Infinities, and Astrophysics, with attention given to cross-area projects.

Applicants are expected to propose their own project, which must be in line with the key research areas (Physics of Waves and Matter, Physics of the two infinities, Astrophysics) of the Graduate School of Physics.

Indicative number of fellowships offered by key research areas:

- Physics of Waves and Matter : 6 fellowships
- Physics of the Two Infinities: a maximum of 9 fellowships, including up to 3 in theory and up to 7 in experimental physics.
- Astrophysics: up to 4 fellowships

In addition,

- 2 fellowships will be offered at SOLEIL synchrotron (1 fellowship at SIXS beam line and 1 at DESIRS beam line);
- 2 fellowships will be offered on interdisciplinary issues in nano science;
- 1 fellowship will be offered in metrology at LNE.

A description of the topics and the various potential laboratory research hosts can be found on the [« research topics » section of the website](#).

---

<sup>1</sup> 1951 Refugee Convention and the 1967 Protocol.

Applicants are free to select a research team of their choice amongst these lists. **They are strongly encouraged to contact the host to test the feasibility of their project.** Please note that mentioning the name of a potential host team and host research director is required at the application step.

#### 1.4 How to Apply?

Applicants should submit their application via the specific [application portal](#):

The online application includes:

- An online form with general information, a short summary of the project.
- A Curriculum Vitae (PDF format) containing a full track record, including publication list, awards, and participation in conferences.
- A document proving that the applicant is in possession of a doctoral degree, or has successfully defended their PhD (PDF format). Certified documents will be required if the applicant is selected.
- A copy of the applicant's ID (PDF format) will be required at the interview step.
- A detailed description of the research project in English. There is no compulsory template. The document should be in PDF format, and should not exceed 8 pages and 10 Mo. It should include a detailed description of the research project in English. The proposal should emphasize the innovative aspects of the research, discuss the feasibility of the project in the context of the research host and the applicant's added value to the research project (see selection criteria section). A work plan should also be provided.
- A survey on applicant's interest for training activities and activities involving the Associated Partners (industrial, institutional) or other types of partnerships
- A comment on willingness to participate to mandatory training activities if selected
- A Declaration of Honour on Mobility Rule, a commitment to filling the Ethics self-assessment if selected, a statement of approval on personal data processing, including processing for the CV-Library for non-selected applicants (see below). Candidates may also have already planned an immersion project or secondment activity at the time of the deadline. In this case, an acceptance letter from the secondment host can be submitted.
- Recommendation letters should be provided by August 31 (two per applicant). At the deadline of the call, the applicant must provide the email addresses of two referees. The referees will be invited to upload their letters by August 31.

Applications must be submitted before the deadline: July 15, 2026, 5:00 PM, Paris time. Note that you may update and re-submit your application until the deadline.

Please, also note that only applications that were submitted at least once will be taken into consideration. After first submission, the latest modified version, either 'Submitted' or only 'Saved', will be taken into account. If you do not Save or Submit your changes before exiting the browser, the latest changes may not be taken into account.

Applicants may have experienced career breaks. If this is the case, they may mention it in the proposal, and propose an evidence-based CV.

In case of questions, please send an email to [starphy.applications\[at\]universite-paris-saclay.fr](mailto:starphy.applications[at]universite-paris-saclay.fr)

Additionally, our website is regularly updated to address common questions. For more details and contact options, visit our official website.

A blank version of the application questionnaire can be found in Annex 3.

### 1.5 What kind of contract will fellows have?

- Type of contract: a temporary 2-year (24 months) French employment contract will be drawn up.
- Job status: Full-time.
- Individual Laboratory allowance: 200 € / month: provided to the host laboratory as Fellow's own budget (for instance for going to conferences).
- Salary: depending on seniority and employer (see "Working and Employment Conditions" section)

### 1.6 Second Call: Indicative timing

- Call opening: April 15, 2026.
- Application deadline: July 15, 2026, 5:00 PM Paris time.
- Evaluation of applications by external experts: September 1, 2026 – October 15, 2026.
- Interviews: mid November 2026.
- Publication of results: December 2026.
- Expected starting date: from beginning of 2027 to October 2027.

## 2 About UPSaclaySTAR- $\Phi$ COFUND post-doctoral Programme

The UPSaclaySTAR- $\Phi$  programme commits to endow Fellows with cutting-edge research knowledge and skills, offering them outstanding research options, facilitating collaboration across sectors, particularly in academia-private partnerships and providing additional training for acquiring transferable skills applicable to various careers and future positions.

### 2.1 Research options

UPSaclaySTAR- $\Phi$  encompasses the entire spectrum of physics, spanning fundamental to applied, including theory, modelling, simulation, instrumentation, laboratory experiments to large instruments located on large research infrastructures or in space. It extends from the core disciplines to interdisciplinary interfaces, addressing socio-economic issues such as energy, health, and environment. The research programme includes the endeavours of the Physics Graduate School's 40 laboratories and 3400 personnel. It aligns with the Graduate School's strategy and scientific objectives, structured around its three key areas: Physics of Waves and Matter (PhOM), Physics of the 2 Infinities (P2I), and Astrophysics.

### 2.2 Training

In addition to offering favourable conditions for cutting-edge research projects, UPSaclaySTAR- $\Phi$  encourages physicists to move beyond their specific specialisations. UPSaclaySTAR- $\Phi$  training programme will guide Fellows to understand physics in an interdisciplinary context, acquiring transferable skills applicable to various careers and positions:

- academic positions
- scientific management roles in large-scale research projects
- R&D positions in the industry
- or in entrepreneurial ventures for example.

By exposing Fellows to diverse career options, UPSaclaySTAR- $\Phi$  aims not only to equip physicists for leadership roles in their chosen paths but also to ensure they have the resources for potential short or

medium-term career reorientations and to instil a lifelong learning mindset, essential for facing evolving challenges.

The programme comprises a minimum of 32 training days, with a minimum 2-week immersion/secondment period.

It is structured as follows:

- i) Consortium-organised network-wide training events: typically, on non-research-oriented transferable skills, interdisciplinary exchanges, brief intersectoral exposure, and popularization modules. This includes grant writing, raising awareness about innovation and technology transfer issues and to careers in company R&D departments or in start-ups, introduction to the management of large-scale research projects and infrastructures, IA and Physics, Ethics and Deontology of research, communication and outreach-;
- ii) Local training by host organisations: fellows will receive advanced scientific training in their theme, acquiring new research skills;
- iii) Mandatory secondments in interdisciplinary, international, or intersectoral contexts (see below);
- iv) Additional modules (delivered locally or UPSaclaySTAR- $\Phi$  tailored to specific needs).

### 2.3 Secondment opportunities

As part of their career development plan, a minimum of 15 days immersion experience (maximum 8 months, in case of a collaborative project) is required from the Fellows. At the application step, candidates will be asked to provide a priority ranking between the 3 types of secondment opportunities:

- Intersectoral secondments: this includes stays in private R&D companies (in the framework of a collaborative project or at the occasion of short consulting missions within partner companies) or outreach activities;
- Interdisciplinary research activities secondments (in another lab);
- International research secondments: in a laboratory outside France or in the case of 2 to 3 weeks “shifts” at large-scale research infrastructures.

Additionally, teaching opportunities may be offered—typically amounting to 64 hours at the Master's level—depending on the needs expressed by the Paris-Saclay University.

Fellows will receive support from the UPSaclaySTAR- $\Phi$  management team to choose and find their secondments.

If a period of secondment is already planned as part of the project, it is possible to attach a support letter from the external entity.

### 2.4 Mentoring arrangements

Fellows will undergo research-based training and receive careful guidance from their host research advisor. Depending on the Fellow career interests, advisors will be paired with a mentor from the academic and/or private sector.

### 2.5 Working and Employment Conditions

If their project is selected, applicants will be recruited for a duration of 24 months, pending security clearance (security regulation may vary between employers and/or host laboratory), eligibility

checks, and ethical reviews. Recruitment will be managed by one of the UPSaclaySTAR-Φ “Implementing Partners”:

- The member institutions of the Paris-Saclay University, which will offer up to 38 positions over the course of the project. These include Paris-Saclay University itself, as well as Université de Versailles-Saint Quentin, Ecole Normale Supérieure Paris-Saclay, CentraleSupélec, Institut d’Optique Graduate School, Centre National de la Recherche Scientifique, Commissariat à l’Energie Atomique et aux Energies Alternatives, and the Office National d’Etudes et de Recherches Aéronautiques.
- Synchrotron SOLEIL, which will offer up to two positions.
- Laboratoire National de Métrologie et d’Essais, which will offer up to one position.

## 2.6 What kind of working conditions will fellows have?

- Contract Type: fixed-term French employment contract (24 months).
- Workload: full-time position.
- Recruitment Process: hiring is conducted through one of the program’s Implementing Partners: Paris-Saclay University, CNRS, CEA, ONERA, Versailles-Saint-Quentin University, ENS Paris-Saclay, or CentraleSupélec.
- Salary: amounts vary based on experience and employing institution.
  - For Fellows with less than 2 years of full-time post-doctoral experience: the hosting institution will receive a monthly amount of 5500 euros for paying the salary. Depending on its legal status and policies, this allows a net monthly salary ranging from €2,800 to €3000, based on a gross salary of approximately €3,600–€3,700. "Net" refers to income after deduction of mandatory social contributions (health, family, retirement), but before income tax and additional health insurance (“mutuelle”).
  - For Fellows with over 2 years of full-time post-doctoral experience: net monthly salary ranges from €3,450 to €3,550, corresponding to a gross salary of approximately €4,400–€4,500.
- Mobility Allowance: an additional monthly allowance of €300 is provided to the hosting institution, allowing, after deduction of the social charges, approximately € 120 for the Fellow. Depending on the employer’s policy, this amount may be integrated directly in the salary and not appear as a bonus.
- Additional Benefits:
  - comprehensive health and retirement coverage under the French social security system
  - employer contributions to public transportation costs
  - access to subsidized meals through workplace cafeterias
- Research Budget: a monthly research allowance of €200 is granted to the host laboratory for the Fellow’s use.
- Annual Leave: a minimum of 25 days of paid vacation annually.
- Additional Support:
  - administrative assistance for relocation and mobility
  - dedicated services for individuals with disabilities

Administrative support for mobility is provided by employers’ dedicated services and/or by the University International Welcome Center and local Euraxess Mobility Center “Science Accueil”, with information made available prior to arrival (health insurance, visa procedures, opening a bank account, acquiring work permits, enrolling children in school, understanding tax requirements) as

well as post-arrival support. Integration activities are also proposed, as well as a large offer of cultural and sporting activities.

## 2.7 Fellow’s obligations

### 2.7.1 Open access to scientific publications

Fellows must ensure free online access to all peer-reviewed scientific publications related to their results. They must deposit a machine-readable electronic copy of the published version or the final peer-reviewed manuscript in a repository as soon as possible, and no later than the date of publication. Dedicated training and support will be organized.

### 2.7.2 Information on EU funding

All dissemination of results, in any form (including electronic), must display the EU logo and include the following text: “Co-funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the REA. Neither the European Union nor the granting authority can be held responsible for them.”.



Researchers funded by the UPSaclaySTAR-Φ COFUND must adhere to the highest standards of research integrity and comply with the ethical procedures of Horizon Europe as detailed in the ethical Questionnaire.

## 2.8 Diversity actions and commitments

UPSaclay has officially embraced the Charter of the High Council for Gender Equality and adopts a charter inspired by the HRS4R European label. UPSaclaySTAR-Φ is committed to adhering to the gender balance recommendation of the European Commission (EC) by implementing the following measures:

Measures	Description
<b>Gender Balance and Merit</b>	Ensure gender balance in management bodies and committees, following EC recommendations. Target 35% gender/minority representation amongst PFs. Give preference to gender/minority candidates in the event of a tie.
<b>Awareness and Training</b>	A compulsory e-learning course on gender bias and discrimination for PFs and Supervisors will ensure an inclusive environment, with certification and monitoring. Onboarding sessions for PFs will cover Gender Policy, Disability, and Psychosocial Risks. Gender-based and sexual violence will be addressed through UPSaclay’s existing mechanisms, including anonymous reporting. Given international post-docs’ heightened risk in this area, mentors and supervisors will be briefed to monitor the issue. Women’s career progression in physics will receive focused mentorship from the Société Française de Physique.
<b>Non-Discrimination</b>	Ensure non-discriminatory practices in preselection and selection processes, without age limits or bias based on factors like ethnicity, disability, sexual orientation, religion, or career breaks.
<b>Special Needs Support</b>	# Extra support for disabled researchers through MSCA Special Needs allowance. # Clear communication on occupational health programmes and dedicated UPSaclay unit. # Laboratories hosting Fellows and Fellows themselves will be strongly encouraged to participate in disability awareness actions, such as the “DuoDays” initiative organised by the University, where a disabled person is welcomed into the lab.
<b>Inclusivity for Refugees</b>	Expand inclusivity for refugee researchers by collaborating with initiatives such as Science4Refugees and the PAUSE programme.

### 3 Evaluation criteria and selection procedure of candidates

#### 3.1 Composition of Committees

The different committees involved in the selection process of *UPSaclaySTAR-Φ fellows* are:

##### 1. Executive Board

**Composition:** Physics Graduate School Executive team (Dir./Project Coordinator, Physics Graduate School Governance) and Management Team

**Responsibilities:** Coordinate selection and evaluation processes, appoint the pre-selection and interview committees, proactively address deviations in the selection process, and brief stakeholders on EU rules and Charter.

##### 2. Pre-selection committee

**Composition:** External experts (2 per paper application)

**Responsibilities:** Assess submitted applications (3-5 applications per expert)

##### 3. Interview Evaluation committee

**Composition:** External experts and internal experts from the Physics Graduate School, also includes representatives from the implementing partners to ensure compliance of recruitment practices with their policies. Interview Evaluation Panels (1 per key research area) are adjusted based on the number of candidates, maintaining an external/internal reviewer ratio set at greater than 2 (typically 15-20 members for the whole interview committee).

**Responsibilities:** Participate in the interview panels and score the candidates.

##### 4. Governing Board

**Composition:** Project Coordinator, Representatives of host institutions and extra-academic partners (secondment providers), Physics Graduate School Executive Team.

**Responsibilities:** Enforce project's general criteria, monitors candidates' selection process and formally validate awarding decisions, discuss profiles and career development plans with the Advisory Board, ensure follow-up of individual career development plans.

##### 5. Programme Advisory Board

**Composition:** Involves all external partners who are not part of the Governing Board.

**Responsibilities:** Assists and advises the governing body on career development actions, proposes/discusses training activities, participates in UPSaclaySTAR-Φ events, refers laureates to mentors, and engages in CV library-related and HR actions for non-selected candidates

##### 6. Redress Committee

**Composition:** Consists of three independent experts appointed by the Executive Board.

**Responsibilities:** Available at all stages and have the autonomy to decide on redress/appeal cases.

#### 3.2 Step 1 and 2 selection process

A total of 41 candidates over the two calls of the project, for 2-year fellowships, will be chosen through a transparent, merit-based, and equitable process involving international peer review, in accordance with principles of transparency. The projects will be evaluated on a two-step basis: selection of written applications (step 1) and interview (step2), which will rely on a specific set of criteria as described hereafter.

At step 2, selected candidates for an interview will be notified two weeks in advance (minimum) and provided with instructions and practical information, including the required presentation file format. Interviews include a 15-minute presentation and a 15-minute discussion with the jury members. All interviews will be conducted via videoconference, following MSCA Green Charter guidelines.

##### 3.2.1 Criteria

The primary criteria for selection hinge on both the candidate's excellence and the project's quality. Additionally, an assessment is made regarding the potential for career development, specifically considering the clarity of the personal path vision, demonstrated mentoring capabilities, and the aptitude for effective communication with diverse target audiences.

*UPSaclaySTAR-Φ 1st selection stage: review criteria of written applications (step1)*

Criteria	Weight/ Scoring	Sub-criteria
Quality of the candidate	50% 0-5 (Threshold 3)	<ul style="list-style-type: none"> <li>- Quality of the CV</li> <li>- Track record (publications, grants and awards, talks, patents and development of inventions)</li> <li>- Teaching, supervision, knowledge transfer and public activities</li> </ul>
Quality of the project	40% 0-5 (Threshold 3)	<ul style="list-style-type: none"> <li>- Quality, originality and innovative aspects, feasibility of the project in the context of the host group</li> <li>- Adequation of the competences of the candidate's profile with the project and added value of the candidate to the project</li> <li>- Interdisciplinary, intersectoral or international secondment / immersion tentative plan</li> </ul>
Potential career development	10% 0-5	<ul style="list-style-type: none"> <li>- Impact of the project on the development of the professional career</li> </ul>

**A threshold of 3 is requested for the “Quality of the candidate” and “Quality of the project” criteria to be invited to interview step (step2).**

**An additional threshold for the interview phase may be applied as follow: the number of eligible candidates will be limited to 4 times the number of positions per specialty, in line with the advertised positions (see 1.3 1.3 Which Research Topics are supported?).**

*UPSaclaySTAR-Φ 2nd selection stage: interview (step2) evaluation criteria*

Criteria	Weight/ Scoring	Sub-criteria
Profile of the candidate	40% 0-5	<ul style="list-style-type: none"> <li>- Knowledge of the candidate of their research field</li> <li>- Willingness to become involved in multidisciplinary or inter-sectorial or international immersion</li> <li>- Communication and pedagogical abilities</li> <li>- Motivation for proposed training and research project</li> </ul>
Research project	40% 0-5	<ul style="list-style-type: none"> <li>- Quality and novelty of the research project</li> <li>- Knowledge of the candidate in the proposed research project</li> <li>- Coherence and effectiveness of the work plan</li> <li>- Added value of the candidate to the project</li> </ul>
Potential of the candidate	20% 0-5	<ul style="list-style-type: none"> <li>- Potential for teamwork, mentoring and leadership</li> <li>- Openness and adaptability</li> <li>- Career path vision</li> </ul>

### 3.2.2 Scoring and final decision making

**Scoring:** in both the review (step 1) and interview stages (step 2), scores for each criterion will be assigned within the 0-5 range (from 1 - Poor, indicating inadequate addressing or serious inherent weaknesses to 5 - Excellent, signifying successful addressing of all relevant aspects of the criterion).

Members of the Interview Committee will submit their scores to the chairperson (an external expert), who will determine the final score. **A consensus meeting will be held**, after which the final ranking will be prepared by the Governing Board. The ranking will be based on a combined score from the application and interview assessments (**50% for the application and 50% for the interview**). Two lists will be created: a main list with selected candidates, along with a reserve list. Selected candidates will be informed and asked to confirm their acceptance within two weeks. In the case of a tie, priority will be given in the following order: underrepresented gender, disability, and then the score.

### 3.3 Redress Procedure

Candidates who have concerns can seek redress at any stage of the selection process if they believe there was an error in the eligibility check or if their proposal was evaluated incorrectly. The request will be examined by the UPSaclaySTAR- $\Phi$  Redress Committee, involving three independent experts, with no conflicts of interest. These experts will have full access to all relevant documents and will make an independent decision in case of an appeal.

A written response to all redress requests will be provided by the Project Manager, on behalf of the Governing Board. The redress process is not meant to challenge the scientific evaluations or technical judgments made by the committees, but will focus solely on the procedural aspects of the selection process. Any information not included in the original application package or not provided by the candidate during the interview will not be considered when reviewing the request.

## 4 Other information

### 4.1 Eligibility, Ethics and security clearances

Effective recruitments, after selection, are subject to:

- Validation of the Eligibility Criteria: proofs of residence and certified diploma will be requested.
- Ethics clearance: the selected candidates will be required to fill in an Ethics Self-Assessment Form, basing on the EU Guidance “How to complete your Ethics Self-Assessment”. Candidate self-assessment, and as necessary, the projects themselves, will be double-checked by the projects Ethics team.
- Security clearance: please also note that recruitments in French Science and Technology research laboratories are subject to security clearance from a security officer. Depending on the nature of the laboratory, of the project, and other national security aspects, the security officer might not allow the recruitment.

### 4.2 GDPR Compliance of UPSaclaySTAR- $\Phi$

The programme complies with applicable personal data and privacy laws, including the General Data Protection Regulation (GDPR), ensuring all data handling practices meet stringent Data Protection Legislation standards. Agreement to the use of personal data is required for submitting the application.

### 4.3 Career perspectives and CV Library

In accordance with the principles of the European Commission Seal of Excellence, post-doctoral candidates who meet the excellence criteria of UPSaclaySTAR- $\Phi$  but cannot secure funding due to resource limitations will be proposed to join a **CV Library**. This CV Library will be shared among all participating academic and non-academic entities within UPSaclaySTAR- $\Phi$ , including start-ups and SMEs. Furthermore, when applicable, tailored online events and matchmaking opportunities for job placement will be proposed.

In addition, you can find job offers here:

- Paris-Saclay University [“Adum” job offers](#).
- [Association Bernard Gregory recruitment page](#).
- European Employment Services [EURAXESS page](#).

## 5 Annexes

### 5.1 Annex 1: Implementing partners (potential employers)

Université Paris-Saclay

Centre National de la Recherche Scientifique

Commissariat à l'Énergie Atomique et aux Énergies Alternatives

Office National d'Études et de Recherches Aérospatiales

CentraleSupélec

Institut d'Optique Graduate School

Ecole Normale Supérieure Paris-Saclay

Université de Versailles-Saint-Quentin

Synchrotron SOLEIL

Laboratoire National de Métrologie et d'Essais

## 5.2 Annex 2: Ethical commitments and ethics self-assessment form

If selected, Fellows will have to fill an Ethics self-assessment form in order to check compliance with the European Union rules. Detailed explanation on the Ethics self-assessment is available here : [https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/common/guidance/how-to-complete-your-ethics-self-assessment\\_en.pdf](https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/common/guidance/how-to-complete-your-ethics-self-assessment_en.pdf)

### **Ethical questionnaire that will need to be answered:**

Section 1: Human embryonic stem cells and human embryos

Does this activity involve Human Embryonic Stem Cells (hESCs)?

Does this activity involve the use of human embryos?

Section 2: Humans

Does this activity involve human participants?

Does this activity involve interventions (physical also including imaging technology, behavioural treatments, etc.) on the study participants?

Does this activity involve conducting a clinical study as defined by the Clinical Trial [Regulation \(EU 536/2014\)](#)? (Using pharmaceuticals, biologicals, radiopharmaceuticals, or advanced therapy medicinal products)

Section 3: Human cells/tissues (not covered by section 1)

Does this activity involve the use of human cells or tissues?

Section 4: Personal data

Does this activity involve processing of personal data?

Does this activity involve further processing of previously collected personal data (including use of preexisting data sets or sources, merging existing data sets)?

Is it planned to export personal data from the EU to non-EU countries?

Is it planned to import personal data from non-EU countries into the EU or from a non-EU country to another non-EU country?

Does this activity involve the processing of personal data related to criminal convictions or offences?

Section 5: animals

Does this activity involve animals?

Section 6: non-EU countries

Will some of the activities be carried out in non-EU countries?

In case non-EU countries are involved, do the activities undertaken in these countries raise potential ethics issues?

It is planned to use local resources (e.g., animal and/or human tissue samples, genetic material, live animals, human remains, materials of historical value, endangered fauna or flora samples, etc.)?

Is it planned to import any material (other than data) from non-EU countries into the EU or from a non-EU country to another non-EU country? For data imports, see section 4.

Is it planned to export any material (other than data) from the EU to non-EU countries? For data exports, see section 4.

Does this activity involve [low and/or lower middle income countries](#), (if yes, detail the benefit-sharing actions planned in the self-assessment)

Could the situation in the country put the individuals taking part in the activity at risk?

Section 7: Environment, Health and Safety

Does this activity involve the use of substances or processes that may cause harm to the environment, to animals or plants (during the implementation of the activity or further to the use of the results, as a possible impact)?

Does this activity deal with endangered fauna and/or flora / protected areas?

Does this activity involve the use of substances or processes that may cause harm to humans, including those performing the activity (during the implementation of the activity or further to the use of the results, as a possible impact)?

#### Section 8. Artificial Intelligence

Does this activity involve the development, deployment and/or use of Artificial Intelligence- based systems?

#### 9. Other Ethics Issues

Are there any other ethics issues that should be taken into consideration?

### 5.3 Annex 3: blank version of the application questionnaire

#### Blank application questionnaire

Welcome to the STAR-Phy Online Application Tool - deadline July 15, 2026, 5:00 PM Paris time

Make sure to save your application before leaving the application portal by clicking on the 'save and exit and resume later' button. For resuming your application, please use the URL and password you have received.

The submission of your application takes place at the end of this questionnaire by pressing the 'submit' button. Once submitted, your application can be modified until the deadline of the call using your personal URL link and password. Only applications submitted at least once will be considered. Once submitted, you can update your application at any time before the deadline (July 15, 2026, 5:00 PM Paris time). After the first submission, the most recent version, whether Submitted or just Saved, will be used. If you do not Save or Submit your changes before closing the browser, the latest changes may not be considered.

It is strongly recommended to consult the [Applicant's Guide](#) before submitting your application.

For any question please write to [starphy.applications@universite-paris-saclay.fr](mailto:starphy.applications@universite-paris-saclay.fr)

#### Name

Enter your text here

#### First Name

Enter your text here

#### Gender :

Male

Female

Other

I do not wish to answer

#### Nationality *(for reporting purpose)*

Enter your text here

I agree to provide a copy of my ID if selected for an interview

#### Curriculum vitae (PDF only, 10 Mo max)

Please upload here a comprehensive CV containing a full track record, including publication list, awards, and participation in conferences

Add a document

**Potential host laboratory**

(refer to the [list on the website](#))

Enter your text here

**Title of the research project**

Enter your text here

**First name and name of the potential host supervisor**

Enter your text here

**Short summary (1000 characters max)**

Enter your text here

/1000 max required

**Research project description (PDF only, 10 Mo max)**

Please upload here a detailed description of your research project in English. Your proposal should emphasize the innovative aspects of the research, discuss the feasibility of the project in the context of the research host and your added value to the research project (see selection criteria in the guide for applicants). A work plan should be also provided. The document should not exceed 8 pages (10 Mo)

Add a document

**Immersion plan/potential secondments**

See *Guide for Applicants*

Select your preference(s) below

Interdisciplinary

Intersectoral (industry immersion, outreach activity)

International (collaboration, stay at large-scale facility...)

**Please provide a comment about your willingness to participate in the international/interdisciplinary/intersectoral research training programme and a short description of the potential research immersion / secondments if already identified (expected duration, institution/company...).**

Enter your text here

/3000 max required

**Please provide the institutional email address of two persons who can provide a reference for your application :**

**I commit myself to comply with the Ethics Regulation and to complete an Ethics self-assessment questionnaire if my project is selected :**

I agree

**Declaration of Honour on Mobility Rule : I hereby declare that I have not resided or carried out my main activity in France for more than twelve months in the 36 months immediately preceding the 15 of July 2026.**

I confirm

**Please specify the number of days spent in France from July 15, 2023 to July 15, 2026 :**

*Applicants must not have resided or carried out their main activity in France for more than 12 months in the 36 months immediately preceding the call deadline. Compulsory national service, short stays such as holidays and time spent as part of a procedure for obtaining refugee status under the Geneva Convention are not taken into account*

\_\_\_\_\_

**Please specify the dates and purpose of these stays :**

Enter your text here

**Proof of PhD (PDF only, 10 Mo max)**

Please attach a document proving that you are in possession of a doctoral degree, or that you have successfully defended your PhD (see Guide for Applicants, section "Who can Apply"). Size limit : 10 Mo.

Add a document

**(optional) Please upload a support letter in case of an already identified secondment (PDF only, 10 Mo max)**

Add a document

**I consent to the processing of my data as part of my application and potential recruitment.**

I agree

**(optional) I consent to participate in the CV library open to:**

- Academic members only
- Companies associated with the project
- Non-associated members of partner business networks and incubators