Hestia
Impulse for Refugees in Science

Call for proposals

Applied and Engineering Sciences
Science
Social Sciences And Humanities
ZonMw

2022
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1 Introduction

In this Call for proposals information is provided about the application procedure for the Hestia – Impulse for Refugees in Science funding round of 2022-2023. This Call for proposals falls under the responsibility of the Dutch Research Council (NWO).

In this Call for proposals you will find information about the aim of this programme (Chapter 2), the conditions for the applicants (Chapter 3) and how your proposal will be assessed (Chapter 4). This is the information you need to submit an application. Chapter 5 states the obligations for grant recipients in the event you are awarded funding, Chapter 6 contains the contact details and Chapter 7 the annexes.

1.1 Background

In recent years, the Netherlands is welcoming increasing numbers of researchers who were compelled to flee their homeland due to war or other threats. When pursuing a career in research in their host country, refugee scholars and scientists often face obstacles, such as language barriers, different working cultures or limited options for networking, because the emphasis after arrival is on housing, integration and family. As a result the unique knowledge and expertise among this group of researchers is at risk of being lost while it can enrich academia and society in their host country.

NWO is committed to a strong academic system in the Kingdom of the Netherlands and endorses the importance of an academic culture that is diverse, inclusive and accessible. In consultation with KNAW, the Young Academy and the Foundation for Refugee Students (UAF), NWO has therefore developed the programme Hestia – Impulse for Refugees in Science, with the intention to fund research appointments for researchers residing in the Kingdom of the Netherlands as refugees and wishing to start or continue an academic career there.

The programme is named after the Greek goddess Hestia. In Greek mythology, Hestia is 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.

1.2 Available budget

The available budget for this Call for proposals is €1.200.000.

1.3 Submission deadline(s)

The deadline for submitting full proposals is September 27, 2022, at 14:00:00 hours CEST.

When you submit your application in ISAAC, you will also need to enter some details online. Therefore please start submitting your application at least one day before the deadline of this Call for proposals. Applications that are submitted after the deadline will not be taken into consideration.

The Hestia Impulse for refugees in Science call for proposals is valid up to and including the date on which the NWO Executive Board takes a decision on the complete applications (see section 4.2 for the timeline of this funding round). For assigned projects within this Call for proposals, the stated conditions remain applicable during the entire duration of the project.
2 Aim

This chapter describes the aim of the programme and the societal impact.

2.1 Aim of the programme

This programme aims to make research and the academic labour market in the Kingdom of the Netherlands accessible to researchers living in the Netherlands with a demonstrable refugee status. In doing so, NWO enables these academics to start or continue their career that was interrupted in their home country and simultaneously enrich the research landscape with the experience and expertise they bring with them.

By making short-term funding available, NWO provides the opportunity to join already funded research projects in all fields of research and build a network in the Kingdom of the Netherlands. At the same time they will be able to actively share knowledge and expertise, and to familiarise themselves with the research landscape. This programme therefore functions as point of entry into academia in the Kingdom of the Netherlands and expands the opportunities for these academics in the long term.

The involvement of knowledge institutes is vital for long-term success. NWO therefore encourages these organisations to look at options for extending the appointments of competitively successful candidates, or to seek other relevant advancement opportunities.

2.2 Societal impact

New knowledge and insights from scientific research can make an important contribution to solutions for current and future societal issues. Examples are the energy transition, health and care, or climate change. Knowledge utilisation increases the chances of research having a societal impact and is therefore an important aspect of the NWO strategy for 2019-2022.

2.2.1 Knowledge utilisation

NWO defines knowledge utilisation as an iterative process aimed at achieving societal impact. Through interaction and alignment between researchers and possible users of knowledge, the chances of knowledge utilisation and, accordingly, societal impact increase. Via its knowledge utilisation policy, NWO facilitates the possible contribution of research to societal issues by encouraging productive interactions with societal stakeholders during the development and realisation of the research. NWO does this in a manner appropriate to the aim of the funding instrument.

2.2.2 Customisation in approach knowledge utilisation

Depending on the aim of the funding instrument, NWO will select the approach that has the greatest chance of achieving societal impact. The primary aim of the funding instrument determines the method NWO deploys to facilitate knowledge utilisation in various phases of the project (proposal, realisation, project completion) and the effort required from the applicant(s) and partner(s).
Chapter 3: Conditions for applicants

3 Conditions for applicants

This chapter contains the conditions that are applicable to your application. Firstly it describes who can apply for funding (section 3.1) and what you can request funding for (section 3.2). Subsequently, you will find the conditions for preparing and submitting the application (sections 3.3 and 3.4) and the specific funding conditions (section 3.5).

3.1 Who can apply

Full, associate and assistant professors and other researchers with a comparable position* can submit an application if they currently lead a research project funded by NWO or ZonMw¹ ² that will overlap with (at least) the first ten months of the Hestia application and if they have a tenured position (and therefore a paid position for an indefinite period) or a tenure track agreement at one of the following organisations:

- universities located in the Kingdom of the Netherlands;
- university medical centres;
- institutes affiliated to the Royal Netherlands Academy of Arts and Sciences (KNAW) or NWO;
- Netherlands Cancer Institute;
- the Max Planck Institute for Psycholinguistics in Nijmegen;
- Naturalis Biodiversity Center;
- Advanced Research Centre for NanoLithography (ARCNL);
- Princess Máxima Center.

*A comparable position refers to a researcher that has a demonstrable and comparable number of years of experience in carrying out scientific research and supervising other researchers as a full, associate or assistant professor.

Persons with a zero-hour employment agreement or with a contract for a limited period of time (other than a tenure track appointment) may not submit a proposal.

It could be the case that the applicant’s tenure track agreement ends before the intended completion date of the project for which funding is applied for, or that before that date, the applicant’s tenured contract ends due to the applicant reaching retirement age. In that case, the applicant needs to include a statement from their employer in which the organisation concerned guarantees that the project and all project members for whom funding has been requested will receive adequate supervision for the full duration of the project.

Applicants with a part-time contract should guarantee adequate supervision of the project and all project members for whom funding is requested.

Applicants who were previously awarded Hestia-funding may again submit an application. They must meet the eligibility requirements as set out in this call for proposals.

Applicants are only allowed to submit one proposal.

¹ Funded projects that are not eligible to apply for this call: Cooperation Japan – Joint Seminars, Demonstrator, Hestia, Rubicon, Science Diplomacy. Projects are not eligible if they do not match the aim of the Hestia program, which is to provide scholars and scientists who are refugees access to academia and the possibility to develop a network in the Kingdom of the Netherlands.

² In case you are sub- or joint project leader within a larger research programme such as Gravitation or Perspectief you are eligible as an applicant. Please contact NWO in advance at hestia@nwo.nl in order to confirm well in advance before the deadline of the call.
Chapter 3: Conditions for applicants / Hestia

3.1.1 Conditions for refugee researchers

Only people who fit the situations described in Annex 7.2 of the call for proposals can be eligible as candidates. No exceptions will be made to this. On the submission date of 27 September 2022, the potential candidate should possess the residence permit and/or if applicable, the associated documentation for the commencement date of the right to residence.

Refugee researchers who are already working as full, associate or assistant professor or a comparable position in academia in the Kingdom of the Netherlands can be applicants, but are not eligible as candidates in this call for proposals.

Refugee master students may be candidates as long as proof can be shown in advance to the deadline that they have successfully finished all courses and the master thesis. In case a master’s degree was completed in another country, it is the responsibility of the knowledge institute where the envisaged project will be carried out to approve or accredit the diploma.

In case a doctorate was completed in another country, it is the responsibility of the knowledge institute where the envisaged project will be carried out to approve or accredit the diploma.

Because the NWO Grant Rules do not allow applicants to submit an application unless they have a permanent employment contract with or hold a tenure track appointment at a knowledge institute, candidates cannot submit an application on their own account. An application can only be submitted on behalf of the candidate, by a project leader with an ongoing NWO or ZonMw project. There are no co-applicants in the context of this call. For more information about how to apply, see sections 3.2-3.4.

Successful candidates from Hestia-rounds 2018, 2019 and 2020 are excluded as candidates from applications in the 2022 round.

Refugee researchers are only allowed to be candidate in one application.

3.2 What can be applied for

For an application in this Call for proposals, a maximum amount of €160,000.00 can be applied for. The minimum duration of the proposed project is 12 months and the maximum duration is 18 months. In the case of a part-time appointment of the candidate, the duration can be spread over a maximum of 24 months, and the appointment must be at least 0.6 fte, and can be maximum 0.8 fte. Applications can only be eligible if the first ten months of the candidate’s appointment falls within the duration of the funded NWO or ZonMw project.

The budget modules (including the maximum amount) available for this Call for proposals are listed in the table below. Apply only for funding that is vital to realise the project. Funding can only be requested for either one junior or senior researcher. Please choose the appropriate rate. A more detailed explanation of the budget modules can be found in the annexe to this Call for proposals (7.1).

<table>
<thead>
<tr>
<th>Budget module</th>
<th>Maximum amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>PhD student (junior researcher)</td>
<td>1 position, according to VSNU or NFU rates</td>
</tr>
<tr>
<td>Postdoc (senior researcher)</td>
<td>1 position, according to VSNU or NFU rates</td>
</tr>
<tr>
<td>Material costs</td>
<td>€15,000 per year per FTE scientific position</td>
</tr>
</tbody>
</table>

For personnel outside the Netherlands, the local rates are reimbursed up to a maximum equal to the VSNU rates.
3.3 Preparing an application

The steps involved in writing your application are:
- download the application form from the NWO web application ISAAC or from the NWO web page (on the grant page of the funding instrument concerned);
- complete the application form;
- save the application form in ISAAC as a PDF file and upload it with any compulsory annexes;
- fill in the requested information online in ISAAC.

Compulsory annexes:
- a copy of the candidate’s residence permit, or other relevant documentation from the IND

Annexes must be uploaded in ISAAC separately from the application. All of the annexes, except for the budget, must be submitted as PDF files (without encryption). The budget must be submitted in ISAAC as an Excel file. Any annexes other than those above-mentioned are not permitted.

You must write your application in English.

An application can only be submitted via the web application ISAAC. Applications that are not submitted via ISAAC will not be taken into consideration.

As the main applicant, you are required to submit the application via your own personal ISAAC account.

It is important to start with your application in ISAAC on time:
- If you do not yet have an ISAAC account, then you should create this on time to prevent any possible registration problems.
- Any new organisations must also be added to ISAAC by NWO.
- You also need to submit other details online.

Applications submitted after the deadline will not be taken into consideration by NWO.

For technical questions, please contact the ISAAC helpdesk, see contact (Chapter 6).

Does an applicant work at an organisation that is not included in the ISAAC database? You can report this via relatiebeheer@nwo.nl so that the organisation can be added. This will take several days. It is therefore important that you report this at least one week before the deadline.

The applicant must inform the organisation where they work about the submission of the application, and the organisation must accept the granting conditions of this Call for proposals.

3.4 Conditions for submission

3.4.1 Formal conditions for submission

NWO will assess your application against the conditions listed below. Your application will only be admitted to the assessment procedure if it meets these conditions. After submitting your application, we request you to be available to implement any possible administrative corrections so that you can (still) meet the conditions for submission.

These conditions are:
- the main applicant and candidate meet the conditions stated in Section 3.1;
- (at least) the first ten months of the project fall within the funded NWO or ZonMw project it relates to;
- in case the candidate is a junior researcher they obtained a master’s degree or equivalent;
- in case the candidate is a senior researcher they obtained a doctorate or equivalent;
- the application form is, after a possible request to make additions or changes, correct, complete and filled out according to the instructions;
- the application is submitted via the applicant’s ISAAC account;
the application is received at or before the deadline set;
- the application is written in English;
- the application budget is drawn up in accordance with the conditions for this Call for proposals;
- the proposed project has a duration of at least 12 and at most 18 months full time, or 24 months part-time (0.6 – 0.8 fte);
- all of the required annexes have been submitted.

3.5 Conditions on granting

The NWO Grant Rules 2017 and the Agreement on the Payment of Costs for Scientific Research are applicable to all applications.

3.5.1 Data management

The results of scientific research must be replicable, verifiable and falsifiable. In the digital age, this means that, in addition to publications, research data must also be publicly accessible insofar as this is possible. NWO expects that research data resulting from NWO-funded projects will be made publicly available, as much as possible, for reuse by other researchers. “As open as possible, as closed as necessary” is the applicable principle in this respect. Researchers are at least expected to make the data and/or non-numerical results that underlie the conclusions of work published within the project publicly available at the same time as the work’s publication. Any costs incurred for this can be included in the project budget. Researchers should explain how data emerging from the project will be dealt with based on the data management section in the proposal and the data management plan that is drawn up after funding is awarded.

Data management section

The data management section is part of the proposal. Researchers are asked before the start of the research to consider how the data collected will be ordered and categorised so that this can be made publicly available. Measures will often already need to be taken, during the creation of data and analysis of the data, to make its later storage and dissemination possible. If it is not possible to make all data from the project publicly available, for example due to reasons of privacy, ethics or valorisation, then the applicant is obliged to list the reasons for this in the data management section.

The data management section in the proposal is not evaluated and will therefore not be weighed in the decision whether to award funding. However, both the referees and the committee can issue advice with respect to the data management section.

More information about the data management protocol of NWO can be found at: www.nwo.nl/en/research-data-management.

3.5.2 Scientific integrity

In accordance with the NWO Grant Rules 2017, the project that NWO funds must be carried out in accordance with the nationally and internationally accepted standards for scientific conduct as stated in the Netherlands Code of Conduct for Research Integrity (2018). By submitting the proposal, the applicant commits to this code. In the case of a (possible) violation of these standards during a project funded by NWO, the applicant should immediately inform NWO of this and should submit all relevant documents to NWO. More information about the code of conduct and the policy regarding research integrity can be found on the website: www.nwo.nl/en/scientific-integrity.

3.5.3 Ethical statement or licence

The applicant is responsible for determining whether an ethical statement or licence is needed for the realisation of the proposed project. The applicant should ensure that this is obtained from the relevant institution or ethics committee on time. If the project is awarded funding, then the grant is issued under the condition that the necessary ethical statement or licence is obtained before the latest start date for the project. The project cannot start until NWO has received a copy of the ethical statement or licence.
3.5.4 Nagoya Protocol

The Nagoya Protocol ensures 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 sources from the Netherlands or abroad for their research should familiarise themselves with the Nagoya Protocol (www.absfocalpoint.nl). NWO assumes that researchers will take all necessary actions with respect to the Nagoya Protocol.
4 Assessment procedure

This chapter first of all describes the course of the assessment procedure (Section 4.1). It then states the criteria that the assessment committee will use to assess your application (Section 4.2).

The NWO Code for Dealing with Personal Interests applies to all persons and NWO employees involved in the assessment and/or decision-taking process (www.nwo.nl/en/code-dealing-personal-interests).

NWO strives to achieve an inclusive culture in which there is no place for conscious or unconscious barriers due to cultural, ethnic or religious background, gender, sexual orientation, health or age (www.nwo.nl/en/diversity-and-inclusion). NWO encourages reviewers and members of an assessment committee or jury to be actively aware of implicit associations and to try to minimise these. NWO will provide them with information about concrete ways of improving the assessment of an application.

4.1 The San Francisco Declaration (DORA)

NWO is a signatory to the San Francisco Declaration on Research Assessment (DORA). DORA is a worldwide initiative that aims to improve the way research and researchers are assessed. DORA contains recommendations for research funders, research institutions, scientific journals and other parties.

DORA aims to reduce the uncritical use of bibliometric indicators and obviate unconscious bias in the assessment of research and researchers. DORA's overarching philosophy is that research should be evaluated on its own merits rather than on the basis of surrogate measures, such as the journal in which the research is published.

When assessing the scientific track record of applicants, NWO makes use of a broad definition of scientific output.

NWO requests committee members and referees not to rely on indicators such as the Journal Impact Factor or the h-index when assessing applications. Applicants are not allowed to mention these in their applications. You are, however, allowed to list other scientific products besides publications, such as datasets, patents, software and code, et cetera.

For more information on how NWO is implementing the principles of DORA, see www.nwo.nl/en/dora.

4.2 Procedure

The application procedure consists of the following steps:

- Submission of the proposal
- Consideration of the proposal
- Pre-selection + provisional assessment
- Rebuttal
- Initial advice assessment committee
- Assessment committee meeting
- Decision-making

Due to the particular nature of the grant and the expertise present in the assessment committee, NWO has decided for the assessment of the applications to make use of the possibility given in Article 2.2.4, paragraph 2, of the NWO Grant Rules 2017, to realise the assessment procedure without involving referees.
4.2.1 Submission of a proposal

For the submission of the proposal, a standard form is available on the funding page of this Call for proposals on the NWO website. When you write your proposal, you must adhere to the questions stated on this form and the procedure given in the explanatory notes. You must also adhere to the conditions for the maximum number of words and pages. Your complete application form must have been received before the deadline via ISAAC (see paragraph 1.3). After this deadline, you can no longer submit a proposal. After submitting the proposal, the main applicant will receive a confirmation of receipt.

4.2.2 Consideration of the proposal

As soon as possible after you have submitted your proposal, you will hear from NWO whether or not your proposal will be taken into consideration. NWO will determine this based on several administrative-technical criteria (see the formal conditions for submission, Section 3.4). NWO can only take your proposal into consideration if it meets these conditions. You are asked to be available during two weeks after submitting your proposal to enter any possible administrative corrections so that your proposal can (still) meet the conditions for submission. You will be given one opportunity to make the corrections, and you will be given five working days to do this.

4.2.3 Pre-selection and provisional assessment

If NWO receives so many proposals that the total amount of funding requested is four times or more the available budget for this Call for proposals (as stated in Section 1.2), then a pre-selection of the proposals will take place. In this case, the assessment committee will globally assess all proposals based on the assessment criteria (see Section 4.3.1). You will receive this provisional assessment of the assessment committee and will subsequently be given 5 working days to respond. Taking this information into account, the assessment committee will advise NWO to reject the proposals that have the least chance of being awarded funding. The other proposals will be considered further.

Provisional assessment

In the case of a pre-selection the provisional assessment will take place after the pre-selection. During the provisional assessment your proposal will be submitted for comments to several members of the assessment committee. The assessment committee will provide a written substantive and reasoned response to the proposal. They will formulate these comments based on the substantive assessment criteria (see Section 4.3.1) and will give the proposal a numerical score per assessment criterion. For this, the NWO score table will be used (on a scale of 1 to 9, where “1” is excellent and “9” unsatisfactory). You will receive this provisional assessment of the assessment committee and will subsequently be given 5 working days to respond.

The pre-selection (if applicable) and provisional assessment may contain questions posed by the assessment committee. The applicant can respond to these in their response. In this manner, the principle of hearing and rebuttal is applied. The response is an important part of the assessment and can lead to an adjustment of the assessment and the score of the proposal. The opportunity to respond will not be in person. Hence, there will be no interview sessions. Instead, applicants get the opportunity to respond in writing and will be asked to submit their response digitally.

Taking this information into account, the assessment committee will advise NWO to reject the proposals that have the least chance of being awarded funding. The other proposals will be considered further. This recommendation is based on the assessment criteria. The proposal must receive an overall qualification of at least very good to be eligible for the funding. The proposal must also receive at least the qualification good for each of the separate assessment criteria. For more information about the qualifications, see www.nwo.nl/en/apply-funding-how-does-it-work.
### 4.2.4 Meeting of the assessment committee

In the case of a pre-selection, the assessment committee will hold two plenary discussions. If a pre-selection is necessary, the first plenary discussion will take place in the pre-selection phase (November 2022). The final meeting of the assessment committee will take place after the provisional assessment (January 2023). If, after the final discussion of the proposals, it transpires that two or more of the proposals based on their weighted total score cannot be distinguished from each other, then there is an ex aequo situation (see paragraph 4.2.5. about ex aequo).

#### 4.2.5 Ex aequo

NWO understands ex aequo to be a situation in which two or more proposals based on their weighted score cannot be distinguished from each other. An ex aequo situation is relevant with respect to the boundary of the available budget or the selection boundary. The existence of an ex aequo situation is determined as follows. The starting point is the ranking drawn up by the assessment committee, with the final scores rounded down to two decimal points. The reference score is the score of the lowest-ranked proposal within the boundary of the available budget or the selection boundary. All proposals with a score that is within 0.05 or less of the reference score will be considered. Subsequently, the proposals that are equal within a score of 0.1 will be selected. If an ex aequo situation occurs at the boundary of available budget or the selection boundary, then the proposal with a female candidate will end as the highest. If the ex aequo situation is not resolved with this, then the proposal with the highest score for the criterion ‘Motivation of the candidate and relevance to the candidate’ will end highest. If the proposals subsequently in a tie, the assessment committee, with the help of an (anonymous) majority vote, will determine the ranking (in accordance with Article 2.2.7, third paragraph, sub a, part iv of the NWO Grant Rules 2017). If this vote provides no resolution either, or is not desirable to vote, the ex aequo situation will be send on to the decision-making body.

#### 4.2.6 Decision-taking

Finally, the Executive Board of NWO will assess the procedure followed and the advice from the assessment committee. It will subsequently determine the final qualifications and take a decision about awarding or rejecting the proposals.

#### 4.2.7 Timetable

Below, you will find the timetable for this Call for proposals. During the current procedure, NWO might find it necessary to make further changes to the timetable for this Call for proposals. You will, of course, be informed about this in time.

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>27 September 2022 (14:00:00 CEST)</td>
<td>Deadline proposals</td>
</tr>
<tr>
<td>November 2022</td>
<td>Pre-selection (followed by rebuttal)*</td>
</tr>
<tr>
<td>January 2023</td>
<td>Provisional assessment (remaining applicants can submit a rebuttal)</td>
</tr>
<tr>
<td>February 2023</td>
<td>Assessment committee meeting</td>
</tr>
<tr>
<td>April 2023</td>
<td>Decision by the NWO Executive board</td>
</tr>
</tbody>
</table>

*Only applicable if NWO receives so many proposals that the total amount of funding requested is four times or more the available budget for this Call for proposals.

### 4.3 Criteria

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

The applications submitted within this Call for proposals will be substantially assessed on the basis of the following criteria:

1. Quality of the candidate (25%)
   Which achievements and/or experiences of the candidate show that they will bring forth a unique combination of experience and skills?
   List the five most relevant outputs (the latter is especially important for senior positions) and provide appropriate indications why these are indicative of the candidate’s strengths.
   Is the candidate qualified to carry out the proposed activities? If this is not the case, has it been sufficiently explained what skills will be acquired during the project that are relevant?
   Do they 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?

2. Motivation of the candidate and relevance to the candidate (25%)
   The motivation is an explanation of the CV given by the candidate. In the motivation, the candidate explains why the project and research topic fits their expertise and career prospects.
   In addition, the candidate explains why they aspire to (continue) a career in research and how this application, if successful, will contribute to this.
   In addition to the skill development as requested under criterion 1: will the candidate be offered relevant additional courses and training?
   What other relevant activities will the candidate be involved in besides research and how will this strengthen their career prospects?

3. Quality and feasibility of the project and relevance to the funded NWO or ZonMw project (25%)
   What is the relevance to the current project in terms of objectives and content?
   What is the scholarly or scientific merit of the proposed project?
   Will the candidate’s work be included in the current project?
   Is the budget realistic?
   Which additional activities will be carried out (such as the realisation of scientific or societal impact)?

   Additionally for junior positions:
   In case there is a plan to develop a PhD proposal, what is the (prospective) link with the current project?

4. Guidance plan and future prospects of the candidate (25%)
   What efforts will be made to familiarise the candidate with the Dutch academic world? How will the guidance plan address the transition to Dutch academia and guide the candidate to deal with cultural differences?
   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 knowledge institute make to extend the appointment, or to seek other relevant advancement opportunities?
   What efforts will the candidate make in this respect?

   Additionally for junior positions:
   Who is the supervisor of the candidate and will the candidate be supervised effectively during their appointment and the project, taking into account the potentially different backgrounds of the applicant and candidate?

   Additionally for senior positions:
   Who is the candidate’s colleague that will guide the candidate effectively during their appointment and the project, taking into account the potentially different backgrounds of the applicant and candidate?
Will attention be given to the candidate’s inclusion at a more senior level within a research group/department, facilitating their research and addressing the mutual benefits to the research group/department and the candidate?
5 Obligations for grant recipients

This chapter details the various obligations that - in addition to the conditions stated in Section 3.5 - apply after funds have been awarded.

5.1.1 Data management
After a proposal has been awarded funding, the researcher should elaborate the data management section into a data management plan. For this, applicants can make use of the advice from the referees and committee. The applicant describes in the plan whether use will be made of existing data, whether new data will be collected or generated, and how the data will be made FAIR: Findable, Accessible, Interoperable, Reusable. Before submission, the data management plan should be checked by a data steward or similar officer of the organisation where the project will be realised. The plan should be submitted to NWO via ISAAC within 4 months after the proposal has been awarded funding. NWO will approve the plan as quickly as possible. Approval of the data management plan by NWO is a condition for disbursement of the funding. The plan can be adjusted during the research.


5.1.2 Intellectual property
With respect to intellectual property (IP), the NWO IP policy applies. This can be found in Chapter 4 of the NWO Grant Rules 2017.

Applicants must carry out a project funded by NWO during the time that they work for the knowledge institution. If an applicant or a researcher funded by NWO is appointed by more than one employer, then the other employer should relinquish any possible IP rights that emerge from the project of the applicant.

5.1.3 Socially responsible licensing
The knowledge that emerges from the project could be suitable for use in society. When agreements about licensing and/or the transfer of research results developed under this Call for proposals are made, due consideration should be given to the ten principles for socially responsible licensing, as stated in the NFU factsheet “Socially Responsible Licensing Toolkit for knowledge institutions” ([www.nfu.nl/sites/default/files/2020-09/200902-NFU%20Factsheet%20Toolkit%20SRL.pdf](http://www.nfu.nl/sites/default/files/2020-09/200902-NFU%20Factsheet%20Toolkit%20SRL.pdf)).

5.1.4 Open Access
As a signatory to the Berlin Declaration (2003) and a member of cOAlition S (2018), NWO is committed to making the results of the research it funds openly accessible via the internet (Open Access). By doing this, NWO gives substance to the ambitions of the Dutch government to make all publicly funded research available in Open Access form. Scientific publications arising from projects awarded on the basis of this Call for proposals must therefore be made available in Open Access form in accordance with the Open Access Policy.

### Scientific articles
Scientific articles must be made available in Open Access form immediately at the time of publication (without embargo) via one of the following routes:
- publication in a fully Open Access journal or platform registered in the DOAJ;
- publication in a subscription journal and the immediate deposition of at least the author accepted manuscript of the article in an Open Access repository registered in Open DOAR;
- publication in a journal for which a transformative Open Access agreement exists between VSNU and a publisher. For further information, see [www.openaccess.nl/en](http://www.openaccess.nl/en).

### Books
CC BY licence
To ensure the widest possible dissemination of publications, at least a Creative Commons (CC BY) licence must be applied. Alternatively – in case of substantial interest – the author may request to publish under a CC BY-ND licence. For books, book chapters and collected volumes, all CC BY licence options are allowed.

Costs
Costs for publication in fully Open Access journals can be budgeted in the application using the budget module for “material costs”. Costs for publications in hybrid journals are not eligible for reimbursement by NWO. For Open Access books, a separate NWO Open Access Books Fund is available.

For more detailed information about NWO’s Open Access policy, see www.nwo.nl/en/open-science.
6 Contact and other information

6.1 Contact

6.1.1 Specific questions
For specific questions about this Call for proposals, please contact:

Uyoyo Onemu, MPhil (Social Sciences and Humanities)
+31 70 349 43 35
Dr Maartje van Dijk (Applied and Engineering Sciences)
+31 30 600 13 78
Dr Miranda van Duijn (ZonMw)
+31 70 349 5 365
Kirsten Martens, MSc. (Science)
+31 70 344 0653

Or via e-mail: hestia@nwo.nl

6.1.2 Technical questions about the web application ISAAC
For technical questions about the use of ISAAC, please contact the ISAAC helpdesk. Please read the manual first before consulting the helpdesk. The ISAAC helpdesk can be contacted from Monday to Friday between 10:00 and 17:00 hours on +31 20 346 7179. However, you can also submit your question by email to isaac.helpdesk@nwo.nl. You will then receive an answer within two working days.

6.2 Other information


NWO might approach applicants for an evaluation of the procedure and/or research programme.
7 Annexe(s):

7.1 Explanation of budget modules

It is possible to apply for the funding of the salary costs of personnel who make a substantial contribution to the research. Funding of these salary costs depends on the type of appointment and the organisation where the personnel are/will be appointed.

- For university appointments, the salary costs are funded in accordance with the VSNU salary tables applicable at the moment the grant is awarded (www.nwo.nl/en/salary-tables).
- For university medical centres, the salary costs are funded in accordance with the NFU salary tables applicable at the moment the grant is awarded (www.nwo.nl/en/salary-tables).
- For the Caribbean Netherlands, the Dutch government employs civil servants on Bonaire, Sint Eustatius and Saba under different conditions than in the European part of the Netherlands, www.rijksdienstcn.com/werken-bij-rijksdienst-caribisch-nederland/arbeidsvoorwaarden.

The rates for all budget modules are incorporated in the budget template that accompanies the application form. For the budget modules “PhD student”, “PDEng” and “Postdoc”, a one-off individual (pro rata) bench fee is added on top of the salary costs to encourage the scientific career of the project employee funded by NWO. Remunerations for PhD scholarship students (‘bursalen’) at a Dutch university are not eligible for funding from NWO. The available budget modules are explained below.

Personnel costs

Personnel costs can be requested for one junior or senior researcher. Personnel costs applied for will be funded at the applicable VSNU rate (July 2021) or, in the case of a university medical centre, the NFU rate (Aug 2020), for a junior or senior researcher. For the current VSNU and NFU salary tables that should be used in your application, please see: https://www.nwo.nl/en/funding/funding+process+explained/salary+tables.

Junior researcher

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 master’s degree can be Dutch or otherwise. A check of your master’s degree will be carried out by NWO before the assessment of your proposal.

Please note that the applicable scale is determined by the experience of the researcher. For example; if there is no experience after obtaining their Master’s degree, the researcher will start in the scale for 1st year PhD students. If the researcher has one year of experience after obtaining their Master’s degree, the researcher will start in the scale for 2nd year PhD students. If the researcher has two years of experience after obtaining their Master’s degree, the researcher will start in the scale for 3rd year PhD students.

Senior researcher

In this context, a senior researcher means a researcher who has obtained a doctorate or has completed a comparable programme.

Explanation of budget module Material

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 funded NWO or ZonMw 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:
Chapter 7: Annexe(s): Hestia

Project-related goods/services
- consumables (glassware, chemicals, cryogenic fluids, etc.)
- measurement and calculation time (e.g. access to supercomputer, etc.)
- costs for acquiring or using data collections (e.g. from Statistics Netherlands), for which the total amount may not be more than €25,000 per proposal
- access to large national and international facilities (e.g. cleanroom, synchrotron, etc.)
- work by third parties (e.g. laboratory analyses, data collection, etc.)
- personnel costs for the appointment of a post-doc and/or non-scientific personnel for a small appointment
- costs for tailored and/or additional language and/or (academic) writing courses for the candidate

Travel and accommodation costs for the personal positions applied for
- travel and accommodation costs
- conference attendance (maximum of two per year per scientific position applied for)
- fieldwork
- work visit

Implementation costs
- national symposium/workshop organised within the research project
- costs for Open Access publishing (solely in full gold Open Access journals, registered in the “Directory of Open Access Journals” https://doaj.org/)
- costs data management
- costs involved in applying for licences (e.g. for animal experiments)
- audit costs (only for institutions that are not subject to the education accountants protocol of the Ministry of Education, Culture and Science, maximum €5,000 per proposal; for projects with a duration of three years or less, a maximum of €2,500 per proposal applies.

Costs that cannot be applied for are:
- basic facilities within the institution (e.g. laptops, office furniture, etc.) Please note that it is the University’s responsibility to supply the appropriate material/facilities to the Hestia candidate.
- maintenance and insurance costs
- renting permanent accommodation

If the maximum amount is not sufficient for realising the research, then this amount may be deviated from, if a clear justification is provided in the proposal.

7.2 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 or para 2, 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 no longer than 5 years prior to the application deadline)

In the case of an extended temporary asylum residence permit the originally obtained temporary asylum residence permit (type III) must be obtained no longer than 8 years prior to the application deadline. 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). It should 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) has been obtained no longer than 8 years prior to the application deadline.

Persons who have, or soon will be 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 obtained no longer than 8 years prior to the application deadline are also eligible to participate as a candidate in this programme.

NWO has carefully examined what it strives to achieve with the Hestia programme and has decided that only candidates meeting the statuses above can be eligible. No exceptions will be made to this.