

BIENVENÜE

GUIDE FOR APPLICANTS

CALL 2026

CALL OPENS: 1ST DECEMBER 2026

CALL CLOSES: 16TH FEBRUARY 2027 12:00 CET

Please carefully read this document before submitting your application

Revision history

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Key dates

Application stage	1st December 2026 – 16th February 2027
Call deadline	16th February 2027, 12:00 CET
Results publication	29th June 2027
Period of beginning of funded research projects	1st September 2027 – 3rd January 2028

Please apply only through the Extranet Recherche platform: https://region.bretagne.bzh/rech/

To avoid any technical difficulties, please avoid a last-minute application.

Contact

Contact us through the dedicated contact form on our website: https://bienvenue.bretagne.bzh or via email: msca-bienvenue@bretagne.bzh. During the application stage, answer is guaranteed within 3 working days, within working hours.

About Région Bretagne

Région Bretagne is the regional public body in Brittany, France. It has a long history in collaborating with universities and research institutions located in the Region, including BIENVENÜE+'s Host Institutions. In France, research is mainly a state competence but local bodies are also invested in this policy as a way to foster territorial and economic development. Overall, Région Bretagne is dedicating around 30 million euros to Higher Education and Research each year.

The Breton R&I ecosystem is mobilized to develop and disseminate knowledge that will help to deal with the new challenges and transitions Brittany is facing today and has identified in its Smart Specialization Strategy (S3). Excellence and internationalization of research is one of Brittany' strategy priorities. The Bienvenüe programme is supporting the recruitment of high-level international post-doc researchers in Brittany, including through the Bienvenüe+ scheme. It aims to push the regional ecosystem up to European standards and to act as a fundamental step in the long-standing and proactive policy of Région Bretagne towards inclusion in the European Research Area.

More on www.bretagne.bzh

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This guide for applicants is part of an **application package** that includes:

- The application template
- This guide for applicants
- The presentation of Host Institutions
- Extranet Recherche Platform Guidelines
- The RIS3 full strategy

The complete package is to be found on the Bienvenüe website on the page dedicated to the Bienvenüe+ call.

DEFINITIONS[1]

The **fellow** is the researcher funded by the Bienvenüe+ programme and hired by a Host Institution. As the Bienvenüe+ programme is co-funded by MSCA, Bienvenüe+ fellows qualify as MSCA fellows.

The **supervisor** is the scientist appointed by the Host Institution to manage the fellow throughout the whole duration of the fellowship.

The **Host Institution** (HI) is the legal entity that contributes directly to the implementation of the research, transfer of knowledge and training activities by recruiting, supervising, hosting and training a MSCA – Bienvenüe+ fellow. The HI signed a partnership agreement with Région Bretagne and holds the employment contract of the fellow. A **HI contact point** is designated in each institution to facilitate contact by applicants and support to fellows.

Région Bretagne is the **beneficiary** of the European grant that co-funds the Bienvenüe+ programme and holds responsibility for the programme to be implemented according to European rules and to the Bienvenüe+ Grant Agreement and therefore will ask every fellow to report on their fellowship to ensure this respect.

The **Bienvenüe+ Programme Team** is responsible for the overall project organisation, planning and reporting. The project manager oversees the day-to-day activities and is supported by 3 people during the various phases of the programme.

The **Partner Organisation** is the entity contributing to the implementation of the fellowships, by hosting fellows during a secondment and/or contributing to their training. It does not sign a partnership agreement with Région Bretagne.

ELIGIBILITY

Recruited researchers **can be of any nationality**. They must comply with the **mobility rule**: they must not have resided or carried out their main activity in France for more than 12 months in the 36 months immediately before the call deadline. Time spent as part of a procedure for obtaining refugee status under the Geneva Convention, compulsory national service and/or short stays such as holidays is not taken into account.

PhD award rule: at the call deadline of the Bienvenüe+ call, researchers must be in possession of a doctoral degree. Researchers 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.

The **regional research and innovation smart specialization strategy (RIS3)** is the key document for Région Bretagne's local development of research and innovation. It identifies Strategic Innovation Areas (SIA) that focus policy support and investment on key regional priorities, challenges and needs for knowledge-based development. They build on the region's strengths, competitive advantages and potential for excellence.

The RIS3 is articulated with the regional strategy for social and economic transition (SRTES), which details among others the policy priorities for the support of regional research and higher education. It includes the support of

[1] These definitions are based on the MSCA 2023-2024 work programme, which is accessible via https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/horizon/wp-call/2023-2024/wp-2-msca-actions_horizon-2023-2024_en.pdf

international researchers in Brittany, consolidation of scientific, technical and industrial culture and reinforcement of dialogue between science and society.

FUNDING

The research, training and networking contribution cover costs for training and networking activities that contribute directly to the researchers' career development (*e.g.* participation in conferences, trips related to work on the action, training, language courses, seminars, lab material, books, library records, publication costs, as well as research expenses, visa-related fees and travel expenses, and additional costs arising from optional secondments (e.g. travel and accommodation costs).

The **long-term leave allowance** contributes to the personal costs incurred by the Host Institution in case of the researcher's leave, including maternity, paternity, parental, sick of special leave, longer than 30 days.

The **special needs allowance** contributes to the additional costs for the acquisition of special needs items and services for researchers with disabilities, whose long-term physical, mental, intellectual or sensory impairments are certified by a competent national authority, an of such nature that their participation in the action may not be possible without them. They must not be funded from another source.

For both the long-term leave and special needs allowances, should the need arises, fellows must contact their Host Institution and Région Bretagne. They are granted upon decision of the European Commission.

Région Bretagne and Host Institutions cover additionnal costs linked to the implementation of the programme, like management of the programme, hosting of fellows, ... that are not detailed here.

MOBILITY

The **Academic sector** refers to public or private higher education establishments awarding academic degrees, public or private non-profit research organisations for whom one of the main objectives is to pursue research or technological development, and international or European interest organisations.

The **Non-Academic sector** refers to any socio-economic actor not included in the academic sector. This includes all fields of future workplaces of researchers, from industry to business, government, civil society organisations, etc

The **secondment** is a research training period spent by the fellow at the premises of a different Host Institution, Partner Organisation or entity of the academic or non-academic sector, without geographical limitation. The secondment period can last up to a maximum of 8 months on the overall fellowship duration.

The **placement** is a period spent by the fellow at the premise of a non-academic organisation located in Brittany. This 6-month period, after the end of the 24-month fellowship, should help fellows develop industrial or science-society aspects of their research projects.

1. THE BIENVENÜE+ PROGRAMME

1.1 INTRODUCTION

Bienvenüe+ is an international post-doctoral fellowship programme aiming at attracting talented scientists to develop their two-year project in Breton laboratories. The programme is co-funded by the European HORIZON-MSCA-COFUND programme, the regional council of Brittany (Région Bretagne) and the Host Institutions. The programme is coordinated by Région Bretagne.

It builds upon the success of the Bienvenüe I MSCA COFUND programme, which led to the recruitment of 81 fellows in Brittany. Learn more about past Bienvenüe fellows on the Bienvenüe website.

The Bienvenüe+ programme aims at:

- **Reinforcing the human potential of Brittany's research in the long term**, by attracting high level international post-doctoral fellows through attractive conditions in terms of salary, working environment, training and networking
- **Increasing the visibility and attractiveness** of Brittany's leading research and innovation domains
- **Supporting the implementation of the Regional Research and Innovation Strategy** – Breton RIS3 and contributing to the territorial development.

Bienvenüe+ is organised around the open, transparent and merit-based **recruitment of 3 cohorts of 25 high-level post-doctoral fellows**. Three calls are planned in 2025, 2026 and 2027. Bienvenüe+ aims to integrate the Marie Skłodowska-Curie Actions (MSCA) principles and European standards of excellence into Région Bretagne's research programme management.

The Bienvenüe+ consortium is formed by **20 internationally recognized Host Institutions** located in Brittany, and the SATT Ouest Valorisation, which offers support for training and technological transfer. Only laboratories **located in Brittany** are eligible to host Bienvenüe+ fellows.

Figure 1: Bienvenüe+ Host Institutions



More information about the 20 Host Institutions can be found in the dedicated document.

Although the Bienvenüe+ scheme is co-funded under MSCA and resembles the MSCA-Postdoctoral fellowships action, there are multiple differences between the two funding schemes. Below are listed the main differences between MSCA-Postdoctoral fellowships and the Bienvenüe+ scheme.

Table 1: Main differences between MSCA-Postdoctoral fellowships and the Bienvenüe+ scheme

		MSCA-Postdoctoral fellowships	Bienvenüe+ programme
PROGRAMME CHARACTERISTICS	**Application submitted to**	European Commission	Région Bretagne
	Selection rate	Around 12%	Around 30%
	Supervision	Supervisor must be identified, evaluation is based on the match between the candidate, the supervisor and the research laboratory	Supervisor and Host Institution must be declared in the application
	Ethics	Respect of EU Guidelines and law	Respect of EU Guidelines and law Bienvenüe+ monitoring and recommandations
	Training	Individual-tailored training programme	Individual-tailored training programme & Bienvenüe+ network-wide training
ELIGIBILITY	**Mobility rule applies**	YES	
	PhD degree required	YES	
	Max. of 8 years research experience after PhD	YES	NO
	Eligible domains of research and innovation	ALL	The proposal must contribute to the Breton RIS3 strategy
	Resubmissions	Forbidden if the application received less than 80%	No limitation
FUNDING (MONTHLY UNITS)	**Fellowship duration**	12 – 36 months	24 months
	Salary (net estimated after taxes)	From €2 976	Between €2 600 and 3 000€
	Mobility (gross)	€710	€200
	Family (gross)	€660	Attributed depending on the number of minor children (French Law): €2.29 for 1 child, up to €299.57 for 3+ children
	Long-term leave allowance & Special needs allowance	Upon decision of the European Commission - % of the living + mobility allowances	
	Research, training and networking contribution	€1 000	
	Management and indirect contribution	€650	Covered by the Host Institution
MOBILITY PHASES	**Secondment**	Up to 1/3 of project duration Any sector, worldwide Must be requested in the application	Up to 8 months Any sector
	Placement	In an EU Member State or Associated Country Up to 6 months Non-academic sector only Must be requested in the application	In Brittany 6 additional months If request, application must be sent by Month 19 of the fellowship

1.2. DESIGN YOUR OWN PROJECT

1.2.1. A PROGRAMME IN THE SPIRIT OF EUROPE'S MSCA

Bienvenüe+ follows the MSCA principle of **individual-driven mobility**. Applicants have the freedom to write their research proposal to match their scientific interests and career objectives. They choose their supervisor(s), their Host Institution and potential mobility organisation, as relevant to their project.

Bienvenüe+ is open to all fields, with the unique condition that **the project must contribute to the Regional Innovation Smart Specialization Strategy** (RIS3), to at least one of the Strategic Innovation Areas or to the transversal axis on transitions (see section 1.2.2. for more details). The proposed projects can range from fundamental to applied research, in any discipline. There will be no prioritization or repartition of any kind among projects.

In line with MSCA, Bienvenüe+ promotes inclusion of the **3 "i" dimensions** within research projects, as fellows deem the most suitable to their research objectives and career wishes:

- **International networking**: fellows can get support from Host Institutions' International Offices to be introduced to potential international partners, such as partners from European Universities Alliances.
- **Interdisciplinary research options**: built around the RIS3, Bienvenüe+ promotes at its core a thematic rather than disciplinary approach. Fellows can include interdisciplinary methods as they wish. They will be also invited to the RIS3 networks to develop and strengthen collaboration with researchers with similar interests across Host Institutions.
- **Intersectoriality**: Horizon Europe promotes more collaborations between academic and non-academic actors. Fellows can include intersectorial collaborations as they wish. They will also be invited to specialized networks and will receive support to develop intersectoral opportunities if interested, from Bienvenüe+ partner SATT Ouest Valorisation or their Host Institutions internal Technology Transfer Office.

Finally, fellows will be encouraged and assisted to **develop open science practices at all stages of their research projects**, from data collection and management to results exploitation and dissemination, as well as to develop interactions with non-scientific partners, when suitable.

SUPERVISION, CAREER GUIDANCE & DEVELOPMENT

Applicants can freely choose their supervisor among researchers of the Bienvenüe+ Host Institutions, which should help them gain experience as independent researchers and integrate into the local environment. Candidates can include one or a diverse team of supervisor(s) in their application.

Researchers based in Brittany have been encouraged to share their interest in welcoming a Bienvenüe+ fellow on the programme website. This should help candidates to identify and contact potential supervisors.

Bienvenüe+ is providing a guidance package to each fellow and supervisor to help research progress monitoring and support career development. It includes a Career Development Plan, a Data Management Plan, a Dissemination and Communication Plan, which should be completed at the beginning of the research project and updated by the end of the fellowship. Annual Progress reports will be completed to report progress to the Bienvenüe+ team. This package is based, when possible, on European recommendations for the fellows to get acquainted with international standards.

A mentor scheme will be launched to complement supervision, to give fellows additional guidance as they are establishing themselves as scientific leaders. The mentor is a scientist, preferably from another lab than the one hosting the fellow.

MOBILITY OPTIONS

Fellows can include in their research project one or several mobility phases outside their host laboratory, when they consider it relevant to meet their career objectives. Mobility phases are not mandatory and **applicants will not be penalized if they do not include them**.

Secondments, which are mobility phases during the 24-month fellowship, can be divided into several periods up to a total of 8 months. It can be in any structure, without geographical limitation. No additional funding through the Bienvenüe+ programme is planned for secondments.

Applicants can either also benefit from their supervisor's network and the large network in place across the Bienvenüe+ partners to identify secondments opportunities, or suggest new ones.

A placement is a mobility taking place after the end of the 24-month research project, for a six-month additional period in a non-academic structure in Brittany, with a view to develop industrial or science-society aspects of the fellow's research projects.

Placements aim at 1) increasing the employability of the fellows, by working in a new environment, and 2) building sustainable collaborations between regional academic and non-academic structures. Région Bretagne covers all the additional salary costs for the placement duration, while the work contrat of the fellow at the Host Institution is extended for 6 months.

Applicants can indicate their interest for a placement in their application. By Month 19 of their research project, at the latest, interested fellows must submit a request to the Bienvenüe+ programme team, which evaluates it within two months. Validation criteria are (i) coherence of the presented work plan and (II) relevance of the placement host. A feedback must be provided by the fellow at the end of the placement and presented to the Bienvenüe+ programme team and to the Host Institution.

1.2.2. CONTRIBUTING TO THE REGIONAL SMART SPECIALIZATION STRATEGY

Région Bretagne is driving its action to further develop research and innovation with the Regional Research & Innovation Smart Specialization Strategy (RIS3). The 2021-2027 RIS3 comprises five Strategic Innovation Areas (SIAs), where Brittany has both a leading internationally renowned expertise and a potential to develop targeted leadership in emerging innovation sectors. More information on the RIS3 can be found in the dedicated section of the Bienvenüe website, including key issues, regional innovative and socio-economic stakeholders as well as academic actors.

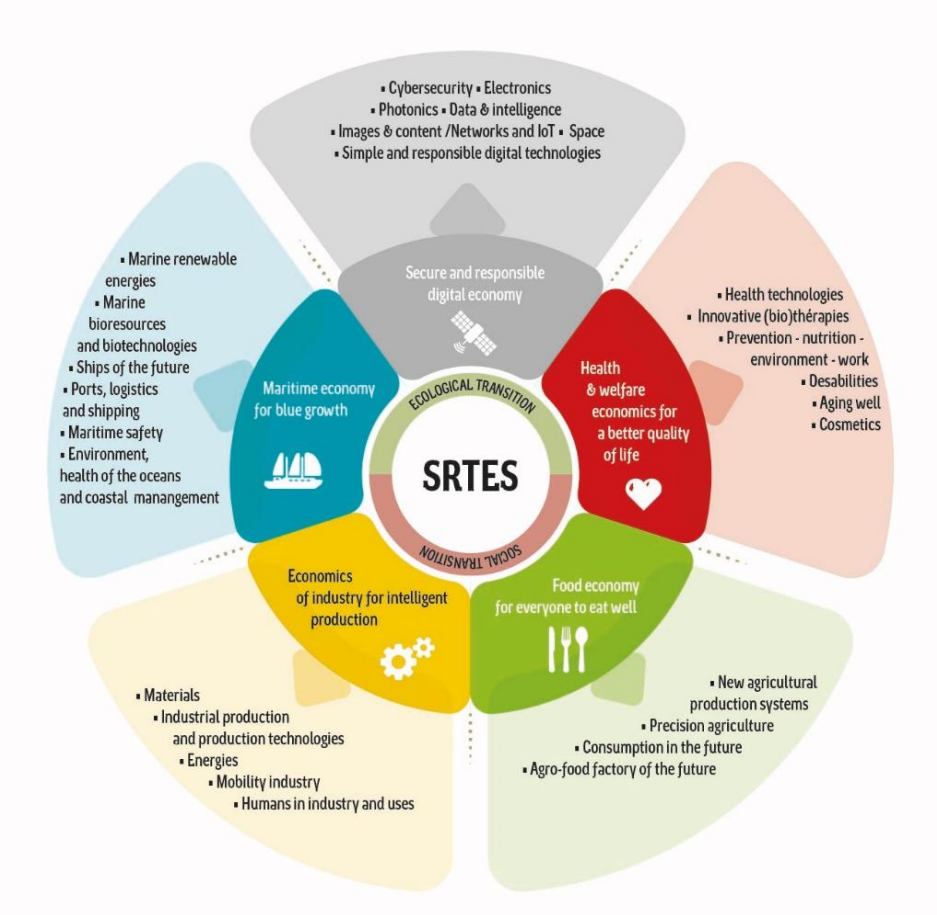
These SIAs for 2021 – 2027 are as follows:

- Maritime economy for blue growth,
- Food economy for everyone to eat well
- Secure and responsible digital economy
- Health & welfare economics for a better quality of life
- Economics of industry for intelligent production.

A transversal axis on transitions focuses on ecological transition (adaptation to climate change, attenuation of climate change and decarbonation, circular economy and low-tech innovation, water and biodiversity) and inclusion transitions (dialogue between science and society, youth student life, culture, equality and inclusion).

The present section focuses on the mandatory contribution of Bienvenüe+ funded projects to this strategy. See appendix A for a complete list of SIAs and their thematic subdomains.

Figure 2: A summary of the Regional Research & Innovation Smart Specialization Strategy (RIS3)



Projects have to contribute to one or several SIA(s) and/or to the transversal axis in the most suitable mix-and-match fashion for each research proposal. In their application, applicants must declare the way their proposal is contributing to the RIS3, explaining the potential short and long-term impacts of their proposal.

Below are some examples from previous Bienvenüe funded projects:

- The POWER-PA project by electronics engineer Dr. Derek Asiedu, which aimed to develop and optimize efficient, reliable, and real-time data transfer and sensor node communication within precision agriculture.
    - The project is contributing to the SIA Food economy for everyone to eat well –Precision agriculture subdomain. It could contribute to the strategy as well through as the SIA Secure and responsible digital economy –electronics subdomain.

- The IMACES project by environmental economist Dr Sylvie Campagne, which aimed to explore the impact of global change factors on marine cultural services
    - The project is contributing to the SIA Marine economy for blue growth –environment, health of the oceans and coastal management subdomain; but it is also contributing to the transversal axis Ecological transition.

1.3. FINANCIAL SUPPORT

Bienvenüe+ funding covers, for 24 months, the fellow's remuneration and a contribution for research, networking and training costs.

1.3.1. REMUNERATION AND EMPLOYMENT CONDITIONS

The remuneration includes[2]:

- An **estimated net remuneration from €2 600 per month,** or €32 532 annually. The net salary may differ from one institution to another and according to the personnal situation of each fellows
- A **mobility allowance** attributed to all fellows, to cover personal costs due to the mobility induced by the programme. It represents €4 800 gross for the whole fellowship, or €200 gross monthly, but can be paid annually by the Host Institution upon request.
- A **family allowance** can be allocated upon request if the fellow has minor children in charge, in accordance to French Law (*Supplément familial de traitement*). The monthly amount varies depending to the number of children, from €2.29 for 1 child, €117.29 for 2 children, up to €299.57 for 3+ children.

Each fellow will have **a work contract with their Host Institution**. Employment benefits will include full social security cover (including parental and sick leave), pensions contribution, unemployment benefits, workplace accident insurance. All employees are entitled to at least 25 days of paid holidays.

French legal working hours are fixed at 35 hours per week for a full time position. While work from home is usually permitted several days per week, conditions vary within each Host Institution.

Learn more about French social security benefits on the European Commission's dedicated website.

Additional allowances

As a MSCA Fellow, a Bienvenüe+ fellow can request:

- **a special needs allowance**, to cover the additional costs that researchers or staff members with disabilities face due to the increased costs of their mobility, ensure necessary assistance by third persons or for adapting their work environment, if these costs are not covered by another source. If they are concerned, fellows must contact their Host Institution and Région Bretagne.
- a **long-term leave allowance**, at any time in the case of leave, including maternity, paternity, parental, sick or special leave, longer than 30 consecutive days. When the need arises, fellows must contact their Host Institution and Région Bretagne.

These allowances are granted upon decision of the European Commission.

1.3.2. RESEARCH, NETWORKING AND TRAINING CONTRIBUTION

The contribution amounts to €1,000 per month. This is co-funded by Région Bretagne and the Host Institution and managed by the Host Laboratory. This allowance can cover direct costs (such as missions, services) and mutualized costs (such as small supplies that can be shared on the team or lab level).

[2] **The cost category dedicated to salary costs is amounting to €5 080 monthly,** which includes all taxes and contributions paid by both the Host Institution and the Fellow. The mobility allowance is €4 800 gross per fellowship, or €200 gross per month.
The monthly salary, including the mobility allowance, represents €3 805 gross after deduction of the employer's contribution, or €2 990 net, or €2 756 net after tax, according to the French Ministry for Work simulation: https://code.travail.gouv.fr/outils/simulateur-embauche

It is strongly advised fellows discuss how they will mobilize these resources with their supervisor prior to the implementation of their research project, to ensure its best use all along the fellowship, and if necessary, to plan for additional resources.

1.4. TRAINING PROGRAMME

The Bienvenüe+ programme includes a dedicated training strategy to **prepare fellows to a wide variety of career paths**. Fellows will be required **to attend at least 6 days in each of reseach-oriented training and of transferable skills categories**, including the dedicated annual "European Responsible Research and Innovation Event"(ERRIE) organized within Bienvenüe+. French language courses are also available to facilitate integration into the local environment.

Fellows will choose with their supervisors the most suitable training courses matching their needs. They will have access to training sessions and summer courses organized by all Host Institutions of the Bienvenüe+ partnership. Given the high degree of specificity of research-oriented training at the postdoctoral level, fellows will be invited to participate in training schemes offered within their own scientific domain across national and European institutions.

Programme-level offered training focuses on transferable skills and networking, which is of common interest for fellows from different disciplines. The two-day ERRI events will take place annually, in March, with the participation of Bienvenüe+ fellows and will be opened to all young researchers in Brittany. A poster session will be organized during the event. It will be a great occasion for developing an inclusive community of scholars, fostering interdisciplinary discussions between fellows and invited speakers. Local innovators and key interlocutors from innovation structures will be invited to open discussions on expertise aspects and to build collaborations for intersectoral secondments and placements. Social events will be organized to reinforce networking.

Table 2: transversal training paths – course and ERRIE topics

Career growth	Innovation	Responsible Research	Open science
Grant writing	IPR & Innovation good practices	Research integrity & ethics	Introduction to Open Science
Scientific writing	Entrepreneur skills	MOOC Gender Inequalities in Research	Science Outreach
Project management	MOOC on valorization and innovation	Sexual & Gender-Based Violence Prevention Workshops	Data Management and DMPs
French language courses	Ethics of innovation	Environmental Impact	Citizen Science
Writing a ERC proposal	Knowing the local R&I environment	Diversity Fresco Workshop	
How to become a permanent researcher in France			

Topics covered during ERRIE

2. HOW TO APPLY

2.1. ELIGIBILITY REQUIREMENTS

At the date of the call deadline, applicants must meet the following criteria:

(1) Fulfil the **mobility rule** (*i.e.* to have not resided or carried out their main activity in France for more than 12 months in the 3 years immediately prior to the call deadline).

For the 2026 Call, the period to consider is 16th February 2024 to 16th February 2027.

(2) **Possess a doctoral degree** at the call deadline. Researchers who have successfully defended their doctoral thesis but who have not yet formally been awarded the doctoral degree at the call deadline are considered eligible.
(3) Declare on honour, in the dedicated section of the application form, the **Strategic Innovation Area of the Region Bretagne RIS3** they consider their research proposal contributes to.
(4) Declare on honour that **they have contacted a Brittany-based researcher who agreed to supervise their research project** if funded, and indicate the name and the host research unit of this researcher in the dedicated section of the application form,

In addition, applications must meet the following requirements:

- All fields of the templates must be filled and all mandatory annexes must be attached (*completeness rule*)
- Applications must be submitted before the call deadline (day and time specified) on the regional Extranet Recherche Platform. Applications sent by email or postal mail will not be considered.
- Applications must be fully written in English.

An application failing to meet these requirements will be considered ineligible.

2.2. ON SUPERVISORS AND HOST INSTITUTIONS

In regards with requirement (4), it is mandatory for a candidate to indicate they have contacted Breton researchers that agreed to supervise their project if funded. A declaration of honour in this regard is included in the application template and should be duly completed. Letters of recommendation joined to the application will not be considered.

During the application stage, in accordance with MSCA principles, supervisors can give scientific advice but do not concur to the project drafting. They are not involved in the selection process. In parallel with the selection process, Host Institutions and indicated supervisors will be informed of the applications to validate their involvment and prepare potential implementation. If necessary, a supervision team can be adjusted before the implementation of the research project.

Researchers must comply with one of the following conditions to be a supervisor:

- **Be a permanent staff of a Host Institution**, with the status of « chargé-e de recherche », « directeur-rice de recherche », « maître-sse de conférences », « professeur -e des universités » ou « ingénieur-e de recherche titulaire de l'HDR »
- And, **for non-permanent staff of a Host Institution**, with a work contract of a duration equal to greater than the total duration of employment of the supervised post-doctoral fellow.

A 4-day training will be offered to supervisors that do not hold yet the *Habilitation à Diriger des Recherches* (HDR). It will include training in scientific integrity, researcher effectiveness, gender-biased violence, professional development planning, conflict resolution.

2.3. APPLICATION REQUIREMENTS

It is not allowed to submit several project proposals. Only the first submitted project proposal will be taken into account in the evaluation process if an applicant submits several proposals.

The application must include all and only the following documents:

a) The application form, composed of an administrative part and a max 10-page long research proposal;
b) a max 5-page long CV
c) The ethical self-assessment table
d) an identity document proof
e) documents justifying the fulfiment of eligibility criteria (PhD degree, mobility rule) – see guidance in 2.3.2. below

Any other documents that may be added to the application will not be taken into consideration.

All submitted documents must be uploaded in a .pdf file in the online submission system.

The online submission system can be found at https://region.bretagne.bzh/rech/ . Applicants first need to first create an account on https://region.bretagne.bzh/moncompte/jcms/ (see guidelines).

Special attention will be given to ensure that the personal data protection follows the ISO-IEC27002 standard and requirements, throughout the process, in agreement with the General Data Protection Regulation.

2.3.1. FORMAT REQUIREMENTS

Templates are provided for documents a) and c) and are available on the Bienvenüe website. Using these forms is mandatory and all sections have to be filled out. If necessary, applicants can indicate "N/A" in fields that are not applicable to their situation.

Guidelines are provided for the content of the CV as Part C of the application template. Please note that the CV should be enclosed as a separate document.

The application (including CV) should be written in an easily readable font such as Time New Roman, Arial, Calibri etc and should not be written under font size 11. Tables and figures can be written in size 8 minimum. All margins should be at least 1cm. The table for the project proposal (Part B) should be kept.

In fairness to all applicants, **the length limits will be applied strictly**. Only the material that is presented within these limits will be evaluated (external experts will be asked to read the material presented within the page limits only).

2.3.2. GUIDELINES FOR PROVIDING SUPPORTING DOCUMENTS

Applicants must provide the necessary documentation to assess their eligibility regarding:

- the possession of a **PhD diploma**, or appropriate documentation regarding the PhD defence
- the respect of the **mobility rule**: any appropriate documentation, such as work certificates, proof of residence, visa…

Supporting documents can be sent in French or English. When translated from another language, the original document should be attached to the translated version. Certified translation is not mandatory. Région Bretagne reserves its rights to request a certified translation if judged necessary.

If several supporting documents are provided, a summary list of these documents must be included. This will greatly help the Bienvenüe+ programme team during the eligibility check.

2.4. ETHICAL REQUIREMENTS

Bienvenüe+ is committed to implement the European Code of conduct for research integrity and to follow the highest ethical principles and relevant French, European and international Law. No funding can be granted for activities that are prohibited in all EU's Member States nor for activities that are forbidden by the French Law.

Some research activities are not eligible for funding, in line with EU's Horizon Europe reglementation:

- research activities aiming at human cloning for reproductive purposes;
- research activities intended to modify the genetic heritage of human beings which could make such changes heritable
- research activities intended to create human embryos solely for the purpose of research or for the purpose of stem cell procurement, including by means of somatic cell nuclear transfer
- research leading to the destruction of human embryos

Selected research projects that may involve the use of human embryonic stem cells (hESC) or human embryos (hE) may not start without the approvals of the European ethics review and of the relevant Programme Committee of the European Research Executive Agency.

Fellows must take adequate measures to ensure conducting their activities according to the highest ethical standards, for topics related to Personal data and Privacy, Third countries, environmental protection, misuse of research, and bioethics.

At the application stage, applicants must anticipate the ethics issues of the project and address them in compliance with French, European and international requirements. Candidates are encouraged to discuss these aspects with their chosen supervisor and host laboratory. The application template includes a self-assessment form that must be filled. Besides the fields precluded from funding by the Horizon Europe regulation, the ethical assessment does not interfere with the proposal evaluation.

At the end of the selection, funded projects will be reviewed by Bienvenüe+ ethical issue referents that will make ethical recommendations for implementation of the project. Fellows must report on these recommendations as part of their reporting to the Bienvenüe+ team on their project implementation.

2.5. DEFENCE AND SECURITY CONSIDERATIONS

Following French regulations, eligible applications will be sent to the Defence and Security Officer (Fonctionnaire Sécurité Défense) to ensure national security clearance, in parallel with the scientific evaluation. This clearance is mandatory to work in research laboratories. This clearance is approved by the French Ministry of Higher Education and Research, in coordination with the French Ministry of Defence.

If the clearance is not granted to the applicant, the application will be considered as ineligible. No complaints for redess are possible in this specific case since the decision is made by the French authorities.

3. EVALUATION AND SELECTION

Bienvenüe+ is organised around an open, transparent and merit-based recruitment and for each call, the first 25 ranked proposals will be funded. The evaluation is organised in three steps. The Bienvenüe+ programme team will first check the eligibility of each application. An external evaluation of each eligible proposal will then be conducted by three independent experts. The scientific board (SB), based solely on the evaluation made by the external expert evaluators, will rank the applications without thematical priorization or repartition.

3.1. EVALUATION CRITERIA & SCORING

3.1.1. CRITERIA

Région Bretagne acknowledges the recent development in research assessment, aiming at evaluating research with improved practices to ensure quality, performance and impact of funded projects. The selected criteria are designed to provide a qualitative assessment that considers the differences among disciplines and the diversity of research-related activities and career paths.

External experts will evaluate all submitted eligible applications according to the four criteria presented below. The sub-criteria are provided to assist experts with the evaluation. Each criterion is weighted and in case of tie scores, applications will be ranked according to indicated priorities.

CRITERION 1 – SCIENTIFIC EXCELLENCE OF THE PROJECT (WEIGHTED 35% / PRIORITY 1)

- Quality of the research/ innovation project
- Relevance and originality of the scientific approach and methods
- Relevance and originality of the application along intersectoral/ interdisciplinary/ international aspects

CRITERION 2 – POTENTIAL OF THE APPLICANT (WEIGHTED 25% / PRIORITY 2)

The applicant's potential will be evaluated in line with their level of experience.

To avoid negative impact of career breaks (e.g., unemployment, sabbatical, industrial, parental leave, long-term illness, national service, clinical training, asylum seeking) on the evaluation, scientific production will be assessed on the period of effective work. **Applicants are strongly advised to clearly indicate potential breaks in their CV.**

- Research records: peer-reviewed publications, books, conferences participations (posters and talks) and proceedings, software, datasets from data papers and repositories, prizes and distinctions and any other relevant output – according to field standards
- Scientific experience, knowledge and skills acquired before the application
- Value of profiles with intersectoral skills: e.g., project management, leadership, communication

CRITERION 3 – POTENTIAL IMPACTS OF THE PROJECT (WEIGHTED 20 % / PRIORITY 3)

- Potential research and innovation impacts of the project
- Quality of the proposed measures to exploit and disseminate research results, according to field standards
- Quality of the proposed measures to exploit and disseminate research results outside academia
- Impact on the applicant's employability and career perspectives
- Applicant's training objectives and credibility of the proposed measures to reach these objectives
- Two-way transfer of knowledge between the applicant and his/her supervisor, that will lead to career development, reach or reinforce a position of professional maturity/independence

CRITERION 4 – FEASIBILITY OF THE PROJECT (WEIGHTED 20% / PRIORITY 4)

- Coherence and effectiveness of the work plan, including timeline and risk management
- Integration in the local environment (*e.g.* team, equipment in the HI and in the hosting research unit)

3.1.2. SCORING

Each criterion will be scored out of 5, decimal point scores may be given and the evaluator must justify the score they have given by explaining the shortcomings they see in the proposal.

Score	Description
0	Proposal fails to address the criterion or cannot be assessed due to missing or incomplete information.
1	Poor. The criterion is inadequately addressed, or there are serious inherent weaknesses.
2	Fair. Proposal broadly addresses the criterion, but there are significant weaknesses.
3	Good. Proposal addresses the criterion well, but a number of shortcomings are present.
4	Very Good. Proposal addresses the criterion very well, but a small number of shortcomings are present.
5	Excellent. Proposal successfully addresses all relevant aspects of the criterion. Any shortcomings are minor.

Only applications scoring a minimum of 3 for each criterion and 14 in total will be considered for ranking.

3.2. EVALUATION PROCESS

3.2.1. PHASE 1: ELIGIBILITY CHECK

Immediately after the applications deadline and up to 1st March of the same year, the applications will be subject to an eligibility screening. The eligibility screening will be carried out in a strict manner regarding the MSCA mobility rule, PhD degree, declarations of supervisors and RIS3 contribution, as well as application format.

The result of the eligibility check will be communicated to the applicants via email no later than the 15th March. In case of an ineligible application, the information to the applicant will state the criteria on which the decision is based.

The Bienvenüe+ programme team may require additional information or documentation during this process. Applicants will be contacted via the email indicated in the application template, and will have 7 calendar days to answer.

3.2.2. PHASE 2: EXTERNAL SCIENTIFIC EVALUATION

The fellowship applications will be evaluated by three External Experts according to the four main criteria listed above (3.1.1). The sub-criteria are provided to assist experts with the evaluation. Each expert will review the application remotely according to the evaluation criteria and fill in an Individual Assessment Report (IAR).

Région Bretagne is relying on a specialized external provider for the search for experts, their recruitment and the production of the evaluations according to the Bienvenüe+ rules. Each external expert will qualify as high-quality expert by fulfiling at least two of the following criteria:

- high professional academic expertise demonstrated by a reconized track record
- significant experience with international cooperation in science and technology
- knowledge and experience in the exploitation of research outcmes and transfer to socio-economics stakeholders and policy-makers.

In accordance with MSCA principles, experts will be chosen to ensure an international evaluation process, a geographical as well as a gender balance on the overal external experts panel. All experts will be based outside Brittany and French-based experts should represent less than 50% of the overall external experts panel.

Identification of external experts will be carried out on the basis of the applicant's identity, current institution, project abstract and project keywords. Several screenings to detect conflicts of interest will be conducted during expert identification and prior to the evaluation. This will ensure a fair process. Applicants are strongly advised to make a special effort on the abstract and project keywords.

All applicants will have access to their IARs at the publication of results on the application platform.

3.2.3. PHASE 3: CONSENSUS SELECTION

The third step of the selection consists in the application ranking by the Scientific Board (SB), based on the evaluation made by the external experts, during the SB Plenary Session.

The SB is composed of one international expert (independent evaluator from another country) for each of the SIAs of Région Bretagne's RIS3, two experts for the transversal axis on transitions and an Innovator (working in the regional non-academic sector). The Bienvenüe+ Equal Opportunities Manager and two members of the Bienvenüe+ programme team also participate in the SB Plenary session as observers, to monitor the process and warrant its fairness.

Before the Plenary Session, SB members receive the applications and the corresponding evaluations, basic overall statistics (e.g. number of eligible/ineligible applications, mean scores per SIA, standard deviation around this mean) and a pre-ranking of applicants made on a numerical basis. The Bienvenüe+ programme team assigns a list of applications per SB member according to the SIA the applications are contributing to. An application can be assigned to several SB members if the RIS3 indication covers several SIAs and/or the transversal axis. Only the applications above the score threshold of 14 and the ones presenting major discrepancies (average score lower than 14, but 2 scores higher or equal to 14) will be sent to the SB.

SB members will check the fairness, objectivity, and accuracy of each IAR for the applicants of their pre-list. They will validate the mean score of the three evaluations in case of minor discrepancies. In case of major ones, they are requested to perform an evaluation of the research proposal.

In the case of a tie in total scores, the ranking of the applications will be made according to identified priorities: 1) Scientific excellence of the project ; 2) Potential of the candidate ; 3) Potential outcomes of the project ; 4) Feasibility of the project. In case of ex-aequo on all the criteria, the innovator will provide expertise on the innovative impact of the project in order to establish the final ranking.

During the Plenary Session, the SB discusses each application and then reaches an agreement on the global ranking, without thematic prioritization or repartition. It establishes a selection list with the 25 best applications proposed for funding, a reserve list (for the 15 following applicants with an evaluation above the threshold, but not retained for funding) and a rejection list (for applicants too far down in the ranking list and for applicants below the threshold).

3.2.4. PUBLICATION OF RESULTS

The Bienvenüe+ programme team will offer funding on the basis of the lists proposed by the SB. **The selection and reserve list will be posted on the Bienvenüe website on 29th June 2027, 14:00 CET**.

Concurrently, each applicant whose proposal has been evaluated will have access to their IARs on the Extranet Recherche platform. Applicants will be contacted by email in the following cases:

- **if they are on the selection list**: a notification of success, with guidance on the next steps to accept the fellowship and prepare their arrival, will be sent.
- **if they are on the reserve list**: a notification of their presence in the reserve list will be sent.

ACCEPTATION OF THE FELLOWSHIP

Selected applicants must send a message of acceptance by email to msca-bienvenue@bretagne.bzh **within 14 calendar days of notification of success**. They must start their project no later than 6 months after the publication of the results, *i.e.* at the latest 2nd January 2027.

In case an applicant does not answer in due time or if they refuse the fellowship or withdraw their application, the fellowship will be offered to another applicant (in the descending order of the reserve list).

RESERVE LIST

If selected candidates do not send their message of acceptance within two weeks after publication of results, or if they refuse the offer, the fellowship is offered to another applicant in the descending order of the reserve list. Only 15 applicants will be held on the reserve list.

The reserve list will remain valid for 6 months (until 2nd January 2027).

3.2.5. REDRESS PROCEDURE

Applicants may ask for redress if they consider that there was a shortcoming in the way their application was assessed and that this deficiency influenced the final decision. This request should be addressed to the Bienvenüe+ programme team within 30 days after the publication of the results, or within 30 days after receiving the email stating the eligibility status, if applicable. The possible shortcomings should be clearly emphasised.

This may only concern the evaluation process and not the scientific or technical judgement of your application.

If the arguments appear reasonable, the Bienvenüe+ programme team, in concertation with the SB, can decide to contact a fourth expert to perform an additional evaluation. Depending the newly established ranking for this application, the Bienvenüe+ programme team will make a final decision (rejection or extra funding with additional resources).

APPENDIX A - LIST OF SIA AND THEMATIC SUBDOMAINS

SIA 1	**Maritime economy for blue growth**
1-1	Marine renewable energies
1-2	Ships of the future
1-3	Ports, logistics and maritime transport
1-4	Maritime safety
1-5	Environment, ocean health and coastal management
1-6	Bioresources and marine biotechnologies
SIA 2	**Food economy: eating well for everyone**
2-1	New agricultural production systems
2-2	Precision agriculture

2-3	Upstream to downstream
2-4	Consumption of tomorrow
2-5	Agrifood factory of the future
SIA 3	**Secure and responsible digital economy**
3-1	Cybersecurity
3-2	Electronics
3-3	Photonics
3-4	Images and content / Networks and IoT
3-5	Space
3-6	Sober and responsible digital technologies
3-7	Data and intelligence
SIA 4	**Health and well-being economy for a better quality of life**
4-1	Health technologies
4-2	Disability
4-3	Ageing well
4-4	(Bio)innovative therapies
4-5	Prevention - nutrition - environment - work
4-6	Cosmetics
SIA 5	**Industrial economy for intelligent production**
5-1	Materials
5-2	Technologies related to industrial production and production technologies
5-3	Mobility industry
5-4	Energy
5-5	People in Industry and Uses
	Transversal axis on ecological and social transitions

APPENDIX B: HI'S MAIN CONTRIBUTIONS WITHIN RIS3

Host Institutions **& indicative main contributions to the RIS3' SIA**	**Maritime economy for blue growth**	**Food economy for everyone to eat well**	**Secure and responsible digital economy**	**Health and welfare economics for a better quality of life**	**Economics of industry for intelligent production**	**Transversal axis on transitions**
ANSES – Agence Nationale de Sécurité Sanitaire	X	X		X		X
CNRS – Centre National de Recherche Scientifique	X	X	X	X	X	X
EHESP – Ecole Publique des Hautes Etudes en Santé Publique				X		X
EN – Ecole Navale	X					X
ENS Rennes – Ecole Nationale Supérieure de Rennes			X	X	X	X
ENSCR – Ecole Nationale Supérieure de Chimie de Rennes		X		X	X	X
ENSTA – Ecole Nationale Supérieure de Techniques Avancées	X					X
Ifremer – Institut Français de Recherche pour l'Exploitation de la Mer	X					X
IMT Atlantique – Institut Mines Télécom			X		X	X
Bretagne INP – Institut National Polytechnique de Bretagne			X		X	X
INRAE – Institut National de Recherche en Agriculture, Alimentation, Environnement	X	X		X	X	X
Inria – Institut National de recherche en sciences et technologies numériques			X		X	X
INSA Rennes – Institut National des Sciences Appliquées			X	X	X	X
Institut Agro Rennes-Angers	X	X			X	X
MNHN – Muséum National d'Histoire Naturelle	X	X		X		X
Sorbonne Université – **Roscoff Marine Station**	X					X
UBO – Université de Bretagne Occidentale	X	X	X	X	X	X
UBS – Université de Bretagne Sud	X	X	X	X	X	X
UNIVREN - Université de Rennes	X	X	X	X	X	X
UR2 – Université Rennes 2	X	X	X	X	X	X