



23 January 2012

File no. 2012-5

## **Call 2012, spring**

### **Industrial postdoc 2012**

This call concerns industrial postdoc projects and opens the spring round in 2012. The industrial postdoc program supplements the Foundation's two existing funding instruments, the advanced technology projects and the advanced technology platforms. The industrial postdoc project builds on the same principles, but is a project on a smaller scale with fewer parties and a total budget of DKK 1-3 mio.

The call provides details on the industrial postdoc program in terms of purpose, selection criteria, funding model and the application process itself.

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## 1. Overall purpose of the industrial postdoc program

An industrial postdoc project is a collaboration between companies and public research institutions concerning the solving of specific research and development tasks.

The purpose of an industrial postdoc project is:

- To give the industrial postdoc an opportunity in his/her career development to increase his/her overall level of competence in a unique way by combining research skills with experiences and mindset from working in a private company.
- To give the company the opportunity to solve specific research and development tasks, while also strengthening its relations with existing and new parties in the university environment.
- To strengthen the public sector research institution relations with private companies, while simultaneously creating new opportunities for novel research areas.

The industrial postdoc program is targeting talented researchers in the beginning of their career, i.e. within a maximum of three years (excl. maternity/paternity leave) after obtaining the PhD degree. Industrial postdoc projects are individual projects of 1-3 years duration applied for by the postdoc candidate. The project is financed by the parties according to the Foundation's 1-2-3 model based on the principle that all parties contribute their own share of co-funding. In addition to this, the company and the research institution each provide a mentor, who acts as a sparringpartner for the industrial postdoc.

## 2. The industrial postdoc project – the right candidate and the good project-idea

The overall aim of the Danish National Advanced Technology Foundation is to strengthen Denmark's economic growth and create more jobs. This is done by investing risk capital in advanced technology projects and platforms, thereby ensuring that potentially "good ideas" are transformed into results that create value for the participating parties and the Danish Society.

The Advanced Technology Foundation sees "good ideas" as characterised by having an obvious business potential that can be realised through novel, advanced technology in a committed partnership between private companies and public sector research institutions.

A successful industrial postdoc project is characterised by:

- The right candidate that can achieve the project's objective and at the same time promote entrepreneurship/cooperation between company and research institution.
- The project is likely to increase the postdoc candidate's research competences.
- The industrial postdoc and the mentors are mutually developing and fine-tuning expectations and proactively managing the project.
- The project is focusing on creating a specific result.
- The project is focusing on adding value for both the private company and the public sector research institution.

The aim of an industrial postdoc project is to utilise and advance research of international standard relevant for developing new advanced technology products and processes or for preparing a given technology for commercialisation.



### 3. Who can apply for an industrial postdoc project - and who can be parties

An industrial postdoc grant is targeting researchers in the beginning of their career, i.e. within a maximum of three years (excl. maternity/paternity leave) after obtaining the PhD degree. The Foundation wishes to attract the best candidates. The grant is provided for the implementation of a specific project, and both Danish and foreign candidates can apply.

The postdoc candidate is applying for the grant in person, but the grant is allocated to the research institution. It is a requirement that the parties have signed a declaration of commitment when submitting the application.

Postdoc candidates, who have not obtained their PhD degree at the time of applying, can apply provided that they submit a declaration from their supervisor stating that their PhD-thesis is expected to be submitted within six months of the application deadline. The candidate may commence the project as soon as a positive PhD assessment has been issued, but please note that a grant is awarded on the condition that a copy of the PhD-diploma is submitted to the Danish Advanced Technology Foundation before the first payment can take place. The institution employing the candidate must therefore be willing to cover the expenses of the candidate temporarily, in the event that the issue of the PhD diploma is delayed.

Small, medium and large companies have the possibility of participating if registered in Denmark with a Central Business Register number (CVR no.).

The public sector research institution must be Danish. Public sector research institutions are defined as universities, sector research institutions, research-performing hospitals, research institutions under the Danish Ministry of Culture, and other public sector research institutions within the public administration. Also Centres for Higher Education can participate.

### 4. Selection criteria

An overall assessment of the project idea, the working environment, as well as the candidate's qualifications is carried out. With regard to the postdoc-candidate's expected increase in competence level through the project, emphasis is put on projects where the postdoc-candidate and the parties have not been working together prior to the project to any large extent. It is thus not the intention to fund projects, which can be considered a direct extension of an existing project.

The project is taking as point of departure the "good idea" with an obvious business potential. Emphasis is put on the following key issues in correspondence with the Foundations' three overall criteria:

#### Obvious business potential:

- The project's expected results have an effect on the participating company's business development.
- The project's expected results have value for the end user.
- The content of an overall plan for the use and commercialisation of the results.

#### Research and development of high international standard:

- Research qualifications of the postdoc candidate are of international standard.
- Research qualifications of the postdoc candidate and the mentors match the project idea.
- The proposed research/innovation is original and of high international standard.

#### Entrepreneurship:

- The application presents a clear vision with goals and success criteria for the project.
- Roles, contributions, and expected output for the postdoc and the mentors are clearly defined from the outset.



- The postdoc must be able to create momentum in the activities, keep the project on track, and make the most out of having access to different organisational cultures.
- The application presents a clear project plan with milestones for the project.

## 5. Conditions for the industrial postdoc program

### Number of parties

As a rule one company and one public research institution can participate. It is, however, possible that two companies participate as parties. This can for example be one company and one GTS-institute or two companies. The companies must co-finance the 2/6 of the budget together (see section 6).

### Employment

The industrial postdoc is employed by the public sector research institution.

### Scope and time period

An industrial postdoc project lasts from one to a maximum of three years. The postdoc shall spend a minimum of 1/3 of his/her time at the public sector research institution and a minimum of 1/3 at the company.

### IPR

In relation to the grant, it is necessary to make an agreement concerning IPR between the public research institution and the company before the grant period begins.

Four different models for an IPR-agreement for the industrial postdoc projects can be downloaded from the website of the Foundation<sup>1</sup> (only available in Danish). These models can be used as a basis for making an IPR-agreement in case the parties find it relevant.

### Mentor

The public sector research institution and the company shall each appoint a mentor for the project. If two companies are participating, each company must provide one mentor. In the company the mentor could, for example, have a development and innovation or business development profile, while at the research institution the mentor will have a scientific profile.

### Follow-up by the Foundation

The industrial postdoc is expected to give a presentation once a year to a panel of relevant individuals from the involved parties as well as a representative from the Foundation. The purpose could be to assess the overall progress, and is mainly meant to keep a dialogue with the project on how best to use the project results within the company's business strategy.

In relation to the Foundation, the postdoc must report once a year on status and progress of the project. The panel presentation can ideally be combined with this reporting.

### Competence development

It is possible to use part of the grant for competence development of entrepreneurship-skills through participation in relevant courses, within e.g. (research-)management, innovation, business development, etc.

## 6. Financing of the industrial postdoc

The 1-2-3 model of the Foundation applies, which means that the public sector research institution must finance 1/6 of the budget, 2/6 of the budget must be financed by the companies, and 3/6 are financed by the Foundation. EU state aid rules must always be complied with.

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<sup>1</sup> [http://hoejteknologifonden.dk/ansoeger/erhvervspostdoc/ipr\\_immaterielle\\_rettigheder/](http://hoejteknologifonden.dk/ansoeger/erhvervspostdoc/ipr_immaterielle_rettigheder/)



The budget for an industrial postdoc project consists of a postdoc salary of approximately DKK 500,000 per year (2011-figures) and a standard fee of DKK 150,000 per year to cover expenses for conferences, traveling, cost for materials, consumables, etc. With regard to salary levels, postdoc rates should be in accordance with the current agreement between The Danish Confederation of Professional Associations (AC) and the Danish Ministry of Finance, used for employment under the Danish Council of Independent Research (cf. the Foundations' guidelines).

One industrial postdoc man-year thus costs approximately DKK 500,000 + DKK 150,000 per year, which amounts to DKK 650,000 per year (excl. overhead). A maximum of 44% overhead is paid to the public sector research institution. The total budget including overhead is thus DKK 936.000. For other Danish, publicly owned institutions, only 3,1% administrative fee can be included.

The share of finance that each party must provide to the project is thus as stated below:

**The parties' financing according to the 1-2-3 model**

Public sector research institution	<ul style="list-style-type: none"><li>• 1/6-financing</li><li>• Total share per year: DKK 156,000</li></ul>
Company	<ul style="list-style-type: none"><li>• 2/6-financing</li><li>• Total share per year: DKK 312,000</li></ul>
Advanced Technology Foundation	<ul style="list-style-type: none"><li>• 3/6-financing + overhead</li><li>• Total share per year: DKK 468,000</li></ul>

In those situations where the company meet the EU criteria for small and medium-sized enterprises (SMEs)<sup>2</sup>, it is possible for the company to receive a higher share of funding.

The share of finance that each party must provide is thus the following:

**The parties' financing according to the 1-2-3 model (SME)**

Public sector research institution	<ul style="list-style-type: none"><li>• 1/6-financing</li><li>• Total share per year: DKK 156,000</li></ul>
SME	<ul style="list-style-type: none"><li>• 1,6/6-financing</li><li>• Total share per year: DKK 250,000</li></ul>
Advanced Technology Foundation	<ul style="list-style-type: none"><li>• 3,4/6-financing + overhead</li><li>• Total share per year: DKK 530,000</li></ul>

<sup>2</sup> See the guidelines as well as the website of the Foundation.



## 7. Electronic application and screening process – spring 2012

A single-step application applies. For the application the Foundation's template for industrial postdocs must be used.

The application is submitted electronically to the Foundation from 1 March 2012 and onwards.

When submitting the application the background information for the project must be filled in online and the relevant appendices uploaded. Further information can be found at [www.hoejteknologifonden.dk](http://www.hoejteknologifonden.dk) from 1 March 2012. Remember to be in good time so you are fully informed about the process.

Applications, which do not meet the formal conditions or deadlines, may be rejected.

The application deadline is:

**Tuesday 10 April 2012 at 12:00 noon**

The Foundation will set up a selection committee to assess the research content of the applications. The selection committee makes a recommendation to the Board of the Foundation. It is the Board that decides which project ideas among the submitted applications, the Foundation should invest in.

Time schedule for industrial postdoc projects, spring 2012:

- 10 April 2012 – deadline for submitting electronic applications to the Foundation.
- Ultimo May 2012 – applicants receive notification of the Boards' decision.

## 8. Questions and contact

The Foundation is happy to assist applicants concerning the application procedure. Any questions concerning the call or the application procedure can be directed to project manager Jeppe Lundbæk at the Foundation on telephone 3363 7289 or email [jl@hoejteknologifonden.dk](mailto:jl@hoejteknologifonden.dk).

The call is available in Danish and in English. In case of any inconsistency between the two versions, the Danish version shall prevail.