



2026 EUROfusion Engineering Grants

Guide for Applicants

CfP-TRED-AWP26-TRED-03
2026 Annual Work Plan

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1. Introduction

The EUROfusion Engineering Grants (EEG) programme aims to attract excellent engineers to the EUROfusion Work Programme. The grants are awarded for a 2-years and are set-up to allow independent activities, aligned with the [European Research Roadmap to the Realisation of Fusion Energy](#). The candidates are encouraged to develop an engineering-oriented work plan with support from the EUROfusion Beneficiaries and Affiliated Entities.

2. Eligibility to the programme

The following eligibility criteria apply:

- 1) This action supports the career development and training of engineers, typically during the early years of their careers in research. More precisely, this action is focussed towards engineers of all nationalities, namely engineers who:
 - Completed their master's degree in engineering (or any equivalent university degree in Engineering) between **1 June 2019 and 28 July 2025**, i.e. within 6 years from the submission date of the EEG proposals,
 - OR
 - Possess proven multi-year work experience in engineering AND completed their master's degree between **1 June 2019 and 28 July 2025**, i.e. within 6 years from the submission date of the EEG proposals.

The candidate shall be recruited and employed by a EUROfusion member or one of its Affiliated Entities stated in the Grant Agreement. The Consortium member/Affiliated Entity shall provide a declaration of intent to recruit the engineer under an employment contract or equivalent contract compatible with the national legislation. They shall be recruited at the latest by 1 July 2026. **If the candidate is pursuing PhD studies at the time of their application, it is preferred that their PhD defence takes place before the start of the EUROfusion Engineering Grant. In exceptional circumstances, the PhD studies can be carried out during the grant period. In this case, please identify in the work plan (DOC-1) the activities related to the PhD studies and provide justification in the support letter from the General Assembly member (DOC-3) why the candidate is requested to be funded through the EUROfusion Grant programme instead of the EUROfusion Education budget.**

Candidates who have been already employed by a Consortium member or its Affiliated Entity for less than 2 years (not counting PhD studies) are also eligible to participate in the programme, provided they meet the requirements as specified above.

- 2) A joint proposal shall be submitted by the candidate and her/his mentor in the respective Research Unit (Consortium Member or its Affiliated Entity). The proposal shall refer to one of the competency areas described in the Annex 5 to the Call for Participation. Some topic ideas with interested EUROfusion Beneficiaries are listed for inspiration, however the candidate may develop and submit a proposal similar to or outside these topics but within the mandatory lists of competency areas. Candidates may apply in more than one competency areas: in this case the submission should cover both areas or a separate proposal should be submitted to the two areas.
- 3) The implementation of this action is under the *EUROfusion Consortium* for the implementation of the European Research Roadmap to the Realisation of Fusion Energy. The application must be supported and sent by the relevant EUROfusion General Assembly (GA) member(s).

3. Evaluation criteria and procedures

The evaluation of proposals is carried out by the EUROfusion Programme Manager with the assistance of a panel of independent experts.

3.1. Nomination of the expert panel

The EUROfusion Programme Manager shall nominate expert evaluators.

Experts perform evaluations on a personal basis, not as representatives of their (former) employer, their country or any other entity. They are expected to be independent, impartial and objective, and to behave throughout in a professional manner. They sign an appointment letter, including a confidentiality and conflict of interest declaration. Confidentiality rules must be adhered to at all times, before, during and after the evaluation.

Conflicts of interest: Under the terms of the appointment letter, experts must declare beforehand any known conflicts of interest and must immediately inform the EUROfusion Training and Education Manager if one becomes apparent during the course of the evaluation. EUROfusion shall take whatever action is necessary to remove any conflict.

Confidentiality: The appointment letter also requires experts to maintain strict confidentiality with respect to the whole evaluation process. Under no circumstance may an expert attempt to contact an applicant on her/his own account, either during the evaluation or afterwards.

At the beginning of the evaluation, the experts shall be briefed by EUROfusion on the evaluation procedure, the experts' responsibilities, the issues involved in the particular area/objective and any other relevant item.

3.2. Eligibility of the proposal

On receipt by EUROfusion, proposals shall be assessed against the relevant eligibility criteria specified in Section 2. Proposals which do not fulfil these criteria shall not be included in the evaluation, and candidates shall be promptly informed about this.

A proposal shall only be selected for evaluation if it meets all of the following conditions:

- It is received by EUROfusion before the deadline given in the call;
- It is compliant with the eligibility criteria defined under section 2;
- It is within the competency areas identified in Annex 5;
- It is complete and includes all the documentation required in section 4.

3.3. The evaluation procedure

The evaluation procedure shall be carried out in four stages:

- evaluation of the proposal content by the experts based on the written material;
- consensus meeting to establish a shortlist of candidates to be invited for an interview;
- interviews of all shortlisted candidates;
- consensus meeting to define the final ranking of the proposals.

3.3.1. Scoring

Each candidate shall be evaluated against the pre-determined evaluation criteria given in Appendices 1 and 2 and be scored according to the thresholds and weightings also given in Appendices 1 and 2.

Each criterion shall be scored out of 5. Tenth marks can be given. The scores indicate the following with respect to the criterion under examination:

- 1 - *Poor.*
- 2 - *Fair.*
- 3 - *Good.*
- 4 - *Very Good.*
- 5 - *Excellent.*

3.3.2. Shortlisting

The evaluation of the candidates by the experts in view of the establishment of a shortlist shall be carried out in the following steps:

- In the first step, the experts are acting individually; they shall not discuss the proposals with each other, nor with any third party. The experts record their individual assessment in an Individual Assessment Report (IAR), giving scores and also comments against the evaluation criteria. All experts shall receive the information of all candidates, but each proposal shall be fully assessed by two experts. The proposed projects are reviewed by the EUROfusion Programme Management Unit and the Programme Manager confirms the scarcity factor of each project in relation to the needs of the EUROfusion Work Programme.
- In the second step, all experts shall hold a consensus meeting under the chairmanship of the EUROfusion Programme Manager or her/his representative to discuss the complete set of proposals. The experts having assessed the same proposal shall discuss to reach a consensus on the scoring. All criteria where a significant difference appears (more than 1 point) shall be addressed. When, after the discussion, differences in scoring remain, the average marks shall be used for this (these) criterion (criteria). The outcome of this meeting is a summary table showing the preliminary scores of all candidates agreed between the relevant experts. In case it is impossible to reach an agreement between the two expert evaluators, EUROfusion shall designate an additional expert evaluator to act as arbitrator.
- Based on the definitive marks which are agreed between the experts at the end of this consensus meeting, a shortlist shall be established by the EUROfusion Programme Manager. The shortlist shall include not more than twice the number of foreseen grants.

3.3.3. Interviews with the shortlisted candidates

The evaluation shall then progress towards the next step: individual interviews of the shortlisted candidates.

The interview board shall consist of all the experts involved in the evaluation process and of the EUROfusion Programme Manager (or her/his representative). The board is chaired by the EUROfusion Programme Manager (or her/his representative). The secretary of the board is provided by the EUROfusion Programme Management Unit.

At the interview it can happen that new facts emerge about the details of the candidate’s application. Since the interview is the first opportunity for the whole Panel to review each application in detail, afterwards the Panel can revise the marks given during the first step.

EUROfusion shall ensure fair and equal treatment of the candidates in the interview and in the following Consensus meeting. The language in the presentation and all submitted material shall be in English.

The interview process and criteria are detailed under Appendix 2.

3.3.4. Consensus meeting, final scores and ranking

As the final step, the board shall hold a final meeting after all interviews in order to:

- (1) Agree on the final score attributed to each shortlisted candidate. The final score is the sum of the two marks attributed at the end of the first stage assessment (consensus meeting) and during the interview, with a weight of respectively 40% and 60%.
- (2) Produce a final ranking of candidates and a proposal for the attribution of grants.

3.3.5. Assessment of financial proposal

The evaluation board will assess the financial proposal included in the grant applications and recommend the level of financial support for training and mission costs for the grants to be awarded.

The support could be up to a maximum of 10k€ Consortium Contribution for training and other costs and up to a maximum of 20k€ Consortium Contribution for travel and mission costs for the full period of the grant.

4. Proposal content

An eligible proposal shall contain the information as noted in the following table. The required filename is indicated in the second column. Replace “{Lastname}” with your last name. In case the last name contains spaces, please replace all spaces with an underscore. All the PDF files below should be combined into one .ZIP-file with the name “*EEG26_FP9_1_{Lastname}.zip*”. For example for Dr. Smith Jones, this filename is *EEG26_FP9_1_Smith_Jones.zip*.

Content	Filename
Application	
Application form including information on the list of references, project proposal, consent for the data protection and confirmation that the financial information has been checked by the employer and is according to the EUROfusion rules.	EEG26_01_{Lastname}.pdf
1-page personal letter . Header is not required. The applicants shall consider adding any additional information they would like the expert selection panel to consider while evaluating your application. It is also an opportunity to share a) an achievement in the life or work that the applicant is particularly proud of and b) a challenge they faced in their life and work, how they have overcome it and what they have learned from	EEG26_02_{Lastname}.pdf

it. Alternatively, the applicant can share their motivation for applying for the EUROfusion grant.	
<p>A letter from the relevant EUROfusion General Assembly member(s) addressing the application to EUROfusion and certifying that the contract with the EUROfusion Consortium Member or its Third Party, has started or declaration of intent to recruit the researcher/engineer under an employment contract or equivalent contract compatible with the national legislation.</p> <p>In case a PhD is carried out during the grant period please include a justification why the EEG is used instead of the EUROfusion education budget.</p> <p>In case the candidate will be employed by an affiliated entity, please provide both a letter from the affiliated entity as well as the relevant EUROfusion General Assembly member as described above.</p>	EEG26_03_{Lastname}.pdf
<p>A supporting statement from all Institution(s)/ Organisation(s) involved in hosting the candidate.</p> <p>In case a PhD is carried out during the grant period please provide a supporting letter from the PhD supervisor ensuring that the PhD activities are fully aligned with the EEG.</p> <p>A letter should also indicate the percentage of time spent on activities that are not related to the EEG (e.g. lecturing, PhD, etc.), if applicable.</p> <p><i>Optional: An additional supporting letter(s) may be provided by individuals providing support to the candidate during the grant (e.g. from a EUROfusion project leader or task force leader).</i></p>	EEG26_04_{Lastname}.pdf
Candidate Background	
The CV of the candidate with all relevant information (specifically the European and international experience). Explicit consent to personal data processing is given in the application form.	EEG26_05_{Lastname}.pdf
Publication list of the candidate. In case the Master or PhD thesis is not in English, those scientific publications that are written in English should be included.	EEG26_06_{Lastname}.pdf
A copy of the Master (and PhD thesis if applicable) of the candidate. If the PhD thesis is not available in English, please provide the thesis in the original language together with a 2-3 pages summary of the thesis in English.	EEG26_07_{Lastname}.pdf
Proof of the completion date of the Master degree.	EEG26_08_{Lastname}.pdf
Mentor Background	
Short CV of the mentor(s) and main relevant publications (maximum length: 3 pages per mentor). Explicit consent to personal data processing is given in the application form.	EEG26_09_{Lastname}.pdf
Financial summary	
<p>A financial summary for resources required by the EUROfusion Member or its Affiliated Entity for the implementation of the proposal, including the following information per year and researcher:</p> <p>a) Salary cost (including fees, superannuation and social charges).</p>	EEG26_10_{Lastname}.xls <i>Note: this item should be submitted in Excel format.</i>

<p>b) Training and specific costs related to the successful execution of the research project, if any (e.g. conferences fees (max two conferences) and training courses fees, purchase of hardware and/or consumables necessary for a successful implementation of the project).</p> <p>c) Travel costs (travel to conferences and training courses, mission for meetings, working sessions, experiments and visits to other laboratories) with a summary indicating the purpose and duration of the stays. Each visit/mission shall be for a duration shorter than 3 months. One mission of 5 days to the EUROfusion Headquarters (Garching, Germany) shall be included on the plan for participation in the EUROfusion Grants induction week (if not employed by IPP Garching).</p> <p>The financial summary shall include a detailed justification for the requested financial support for training and mission costs. Here, the template <i>EEG Financial Summary Template</i> should be used, which is added to this call.</p> <p>Confirmation that the financial details are according to the EUROfusion rules and national legislation is requested in the application form (DOC-1).</p>	
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The above-mentioned documentation shall be uploaded to the online proposal form in IMS and shall be saved to single PDF files for each of the above-mentioned items (except for the Financial Summary, which shall be Excel). Follow the naming structure for every file in the right column of the table. These PDF files should be combined into one .ZIP-file with the name **“EEG26_FP9_1_{Lastname}.zip”** and uploaded to the online proposal form in IMS.

Only complete and correct proposals will be considered in the selection process.

5. Personal Data Protection (GDPR)

The EU General Data Protection Regulation (GDPR) is a privacy and data protection regulation in the European Union with effect from the 25th May 2018. The GDPR imposes obligations on organisations that control or process personal data and introduces rights and protections for EU citizens. EUROfusion is committed to ensuring that candidates’ privacy is protected and strictly adhere to the provisions of all relevant Data Protection legislation, including GDPR, ensuring all personal data is handled in line with the principles outlined in the regulation.

In compliance with article 13 of the GDPR, EUROfusion provides the following information:

Type of Data processed:

Personal data present in the application or eventually communicated with supplementary documents of the application, by the candidates. As well as personal data relating to mentors. The data processed does not fall within the scope of application of articles 9 and 10 of the Regulation.

Name and address of the Controller:

Max-Planck-Gesellschaft zur Förderung der Wissenschaften e.V.
Hofgartenstraße 8, 80539 Munich
Phone: +49 (89) 2108 -0

Name and address of the Data Protection Officer:

Heidi Schuster
Hofgartenstraße 8, D-80539 Munich
Phone: +49 (89) 2108-1554
Email address: datenschutz@mpg.de

The personal data collected within the present call for participation will be processed for the sole use of the evaluation and selection of the proposals for the awarding of the AWP25 EUROfusion Engineering Grants.

Both the candidates and the mentors express their consent to the processing of personal data (GDPR, art. 6, par. 1, letter a) necessary for carrying out the selection procedure and to allow EUROfusion Programme Management Unit (PMU) to fulfil the obligations related to the Grant Agreement (GDPR, art. 6, par. 1, letter b).

The data will be processed:

- through the use of manual and automated systems;
- by people authorized to carry out these tasks, pursuant to the law;
- with the adoption of adequate measures to guarantee the security of the data and to prevent access to the same by unauthorized third parties.

There are no automated decision-making processes.

The recipients of the personal data are the EUROfusion PMU members involved in the process and the evaluation panel composed by external experts.

The personal data collected for the purpose of the selection will be stored for the period of the evaluation process. The personal data collected for the purpose of the selection will be stored for the period of the evaluation process. Following the decision of the General Assembly on the list of candidates to be awarded, the personal data included in not awarded applications will be deleted. As regards the personal data provided in the awarded applications, they will be stored in the EUROfusion PMU systems until the formalisation of the Task Agreement.

The candidates, as well as the mentors are entitled to the rights of access (GDPR, Article 15), rectification (GDPR, Article 16), erasure (GDPR, Article 17, para. 1), restriction of processing (GDPR, Article 18), data portability (GDPR, Article 20) and withdrawal of consent (GDPR, Article 7, para. 3). They also have the right to submit an objection to the supervisory authority. For the Max-Planck-Gesellschaft (MPG), this is the Bayerische Landesamt für Datenschutzaufsicht, Postfach 1349, 91504 Ansbach, Germany.

6. Recommendations for applicants

The following recommendations are given candidates to optimize their application and presentation:

- The candidate and mentor should have a close interaction during the preparation of the Work Plan. The mentor doesn't have to come from the same institute as the candidate. A good briefing of the candidate by the mentor is strongly advised, especially if the candidate is from outside the Fusion field.

- The candidate is strongly advised to have a rehearsal of his/her presentation at his/her institute and/or at the institute supporting his proposal. If needed this can be done via Videoconference to avoid unnecessary travelling. Some of the (future) colleagues can act as ‘shadow expert panel’ to train the candidate for possible questions he/she might expect in the actual interview.
- Candidates that are involving different institutes in their Work Plan should contact responsible people at these institutes to ascertain that their proposal is supported on a managerial level. The mentor should have an active role in making sure that the proposal has the full support from all Parties involved.
- The work plan can reflect a substantial period of interaction with relevant activities of EUROfusion work package(s) or the EUROfusion Programme Management Unit and should reflect that possible longer-term periods outside the employing institution are compliant with the travel budget of the grant.
- **The interviews are expected to be held by video meeting in the period between 13-31 October 2025. Candidates are expected to be available for the interview.**

7. Provisional evaluation timeline

Launch of the call	2 June 2025
Deadline for proposals	28 July 2025
Proposals to referees	Mid-August 2025
Referees return assessment reports	Mid-September 2025
1 st Consensus meeting with referees and shortlisting	End of September 2025
Interviews (3-4 days)	13-31 October 2025
Expected endorsement by the EUROfusion General Assembly (GA)	14 November 2025 (Bureau if agreed with the General Assembly) or 16-17 December 2025 by the EUROfusion General Assembly

Appendix 1: Evaluation criteria, thresholds, and weightings for the shortlisting

EUROfusion Engineering Grants		
Criterion:	Threshold	Weighting
Background/competence of the candidate in relation to her/his 'professional age' <ul style="list-style-type: none"> - Motivation and diversity - Educational Background - Scientific publications/thesis - International background and knowledge of several languages - Professional achievements - Potential of the candidate for the future of the fusion research programme 	3/5	60%
Quality of the work plan <ul style="list-style-type: none"> - Relevance to the competency areas addressed by the call - Scientific quality of the work plan - Quality of the objectives - Appropriateness of research methodology - Knowledge of the state-of-the-art 	3/5	20%
Scarcity <ul style="list-style-type: none"> - Scarcity in relation to the EUROfusion Work Programme in the implementation of the European Research Roadmap to the Realisation of Fusion Energy 	0/5	10%
Quality of the training plan <ul style="list-style-type: none"> - Consistency with the work plan - Quality of the training plan - Contribution of the proposed training plan to improvement of the career prospects of the candidate - Quality and relevant experience of the hosting organization (expertise / human resources / facilities / infrastructures) and, where appropriate, of the other organization participating to the programme. 	3/5	10%

Proposals that fail to reach the threshold as indicated for each individual criterion shall be excluded from the final ranking.

Appendix 2: Evaluation criteria for the interview.

Individual interviews shall last about 40 minutes and shall consist of:

- Presentation by the candidate in English on their academic/professional background and project (maximum 10 minutes)
- Questions by the interview board (about 30 minutes)

The evaluation criteria for the interview will be based on the following criteria:

Criterion	Threshold	Weighting
Quality of the presentation	3/5	40%
Scientific/technical background	3/5	40%
Quality of the project and development plan	3/5	20%

At the end of the interview the expert panel shall proceed with a debriefing and attribute an interview mark to each candidate.

The final score is constituted of the sum of the two marks attributed at the end of the first stage assessment and during the interview, with a weight of respectively 40% and 60%. This with the note that the expert panel may decide to amend the marks they gave for the first stage assessment after the interview (see Section 3.3.3).

The grants will be awarded to candidates with the highest-ranking and with a minimum final score of 3.5.