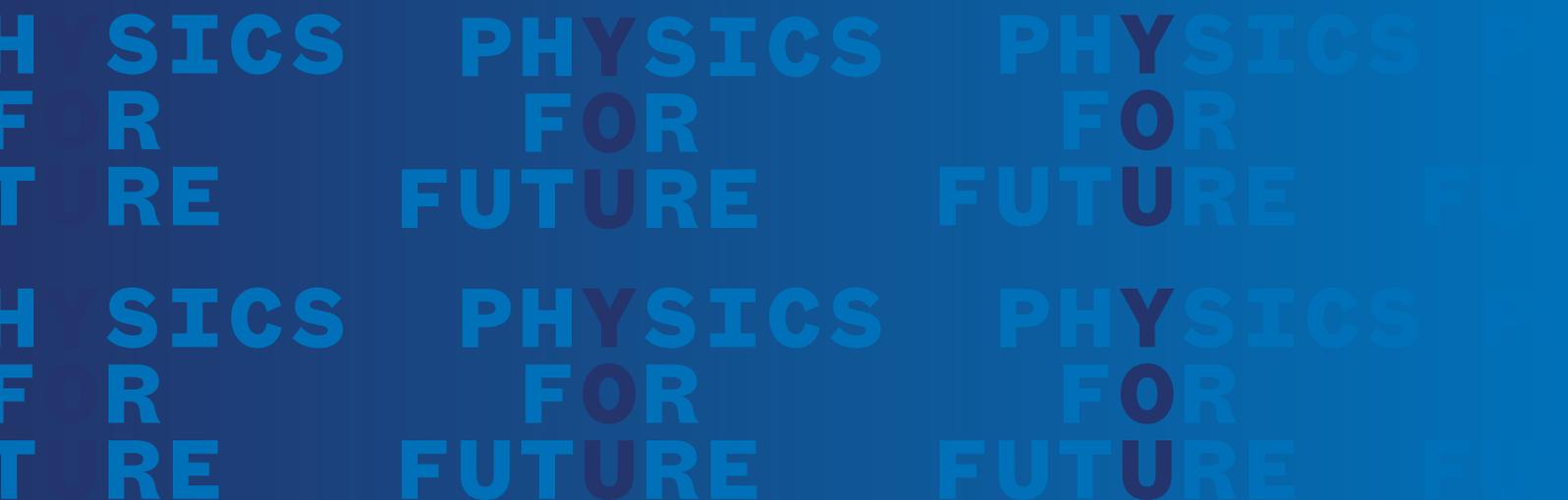


# GUIDE FOR APPLICANTS

P4F MSCA COFUND  
SECOND CALL



# **GUIDE FOR APPLICANTS**

## **Physics for Future (P4F)**

### **SECOND CALL FOR POSTDOCTORAL FELLOWSHIPS**

**Opening date: 1 August 2025, 00:00 CEST**

**Deadline: 10 October 2025, 23:59 CEST**



## Version history

Version nr.	Publication date	Change
1	26/06/2025	Initial document
2	27/06/2025	Top 66 instead of 60 candidates to be invited to the interview
3	18/02/2026	p.14 start of the fellowship: is updated "by 1 September, 2026", in accordance with chapter 2.1

Co-funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or European Research Executive Agency. Neither the European Union nor the granting authority can be held responsible for them.

The purpose of this document is to assist applicants in the application process for a P4F fellowship. FZU reserves the right to amend this document.

## List of acronyms

**AI** – Artificial intelligence

**ELI** – ELI Beamlines

**FAQ** – Frequently asked questions

**FTE** – Full-time equivalent

**FZU** – Institute of Physics of the Czech Academy of Sciences (abbreviation of the name in Czech: Fyzikální ústav AV ČR, v. v. i.)

**MSCA** – Marie Skłodowska-Curie Actions, European Union’s programme aiming at developing talents and advancing research

**PCDP** – Personalized career development plan

**P4F** – Physics for Future, co-funded under MSCA COFUND, a postdoctoral programme of fellowships for postdoctoral researchers, coordinated by FZU

**SC** – Selection committee, a P4F body responsible for overseeing the organisation of the selection process of the fellows

## List of commonly used terms

**Data management plan** – Plan describing the data management life cycle for the data to be collected, processed and/or generated by a project in accordance with FAIR principles, findability, accessibility, interoperability, and reusability

**Communication** - Informing, promoting and communicating activities and results to non-scientific audience - citizens, stakeholders, and the media

**Dissemination** - Sharing and promoting research results with the scientific community, commercial organisations, and policymakers

**Ethics committee** - An expert committee for assessing project ethics

**Exploitation** - The use of project results within the scientific community and beyond, i.e., including industry, public authorities, policymakers

**FZU training and development programme** - A set of training and courses designed to enhance the competencies and skills of researchers

**Horizon Europe** - The European Union's key funding programme for research and innovation

**IPR** - Intellectual property rights

**MSCA COFUND** - The COFUND action provides funding for regional, national and international programmes for training and career development, through co-funding mechanisms

**MSCA COFUND postdoctoral programme** - MSCA COFUND Postdoctoral programmes fund individual advanced research training and career development fellowships for postdoctoral researchers

**MSCA - Marie Skłodowska-Curie Actions** - European Union's programme aiming at developing talents and advancing research

**Open access** - Practice of providing on-line access to scientific information that is free of charge to the reader

**Open science** - An approach based on systematic sharing of knowledge and tools as early and widely as possible. The mandatory and recommended principles are described in Chapter 16 of the Horizon Europe programme guide [https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/horizon/guidance/programme-guide\\_horizon\\_en.pdf](https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/horizon/guidance/programme-guide_horizon_en.pdf)

**P4F fellow** - The applicant awarded the P4F fellowship

**Secondment** - A mandatory temporary assignment of the fellow to another institution

**Supervisor** - A person responsible for supporting the fellow in the implementation of their research project and career development

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# 1 ABOUT P4F

[Marie Skłodowska-Curie Actions](#), as a part of [Horizon Europe](#), the EU's key funding programme for research and innovation, are the EU's programmes aiming at developing talents and advancing research. **Physics for Future (P4F)**, co-funded under the [Marie Skłodowska-Curie COFUND](#) and coordinated by the Institute of Physics of the Czech Academy of Sciences - [FZU](#), is a **postdoctoral fellowship programme** for researchers to execute their own **bottom-up research project over two years** at the [FZU](#) or [ELI](#) Beamlines (ELI) facilities in the Czech Republic.

P4F aims to hire 60 postdoctoral fellows for 24 months in an **open, transparent, and merit-based selection process** divided into two calls. The second call opens on 1 August 2025, at 0:00 CEST and closes on 10 October 2025, at 23:59 CEST. **Thirty-three fellows are expected to be recruited in this second call.** Please note, that additional calls may be published if any fellowships remain unfilled.

Fellows will be guided by experienced **supervisors** in the following **research domains**: [astronomy, astrophysics and cosmology](#); [atomic, molecular and chemical physics](#); [biophysics](#); [condensed matter physics](#); [fluids and plasma physics \(including surface physics\)](#); [high energy physics](#); [nano materials](#); [nuclear physics](#); [optics](#); [pure mathematics, applied mathematics](#); [statistical physics](#).

Applications will be accepted from researchers holding a Ph.D. degree before the call deadline, provided that they comply with further eligibility criteria. The selection process will be **anonymous** during the first round of evaluations. The evaluation will be performed by **three independent external evaluators**.

Successful applicants will be offered a **two-year employment contract** (see [Chapter 5](#)) at [FZU](#) or [ELI](#), and enjoy the benefits of:

- top class equipment;
- work with experts in their fields and opportunities to expand their professional networks;
- training in field-specific and transferable skills;
- an active community of postdoctoral researchers with a growing number of MSCA fellows;
- a wide network of more than 70 partners from academia and industry.

Fellows will also benefit from the support of **two dedicated supervisors** at the host institution and one at the place of secondment (see [Chapter 4](#)).

## 2 APPLICATIONS

### 2.1 Timeline of the second open call

Call opening	Call deadline	Eligibility check	Written evaluation and results	Interviews	Indicative start of the fellowship
1 August 2025, 00:00 CEST	<b>10 October 2025, 23:59 CEST</b>	October 2025	November - December 2025	January - February 2026	March - August 2026

### 2.2 Applicant eligibility

The P4F fellowship programme is open to all researchers who satisfy the following criteria.

#### 2.2.1 Mobility rules

Recruited researchers **must not have resided or carried out their main activity** (work, studies, etc.) **in the Czech Republic for more than 12 months in the 36 months** immediately before the call deadline, i.e., before 10 October 2025.

Compulsory national service, short stays such as holidays and time spent as part of a procedure for obtaining refugee status under the Geneva Convention **does not count towards the mobility rule.**

Permanent employees of FZU or ELI (i.e., holding a contract of indefinite term) are not eligible to apply to the P4F programme.

#### 2.2.2 Educational background

All applicants must have successfully defended their Ph.D. thesis by the call deadline (a statement from their university is required if Ph.D. certificate is not available by the call deadline) and have **no more than 8 years full-time equivalent (FTE) experience in research** since they obtained their Ph.D. degree.

Applicants who received their Ph.D. after 10 October 2017, are automatically eligible to apply provided that they also satisfy the remaining eligibility criteria.

Any research **career gaps and/or unconventional paths** must be clearly **specified** in the CV section of the application. Additional supporting documentation may be requested.

The rule of the 8 years full-time equivalent experience in research or academia after the Ph.D. can be extended for the following reasons (must be well officially documented):

- Maternity leave (extends by 2 years for each maternity leave per child, reduced proportionally if the applicant had a partial employment during that time)

- Paternity leave (extends by the duration of the documented time of parental leave, provided it is taken before the call deadline and after the Ph.D. award date, for a maximum of 2 years, reduced proportionally if the applicant had a partial employment during that time)
- Career breaks (must be detailed in the CV section) The applicant must provide P4F Project management team with documents that clearly and verifiably quantify the applicant's career breaks.
- Compulsory national service
- Long term sick leave (for periods longer than 30 days)

Please, contact P4F's management team at [p4f@fzu.cz](mailto:p4f@fzu.cz) if you would like to apply for a fellowship but are unsure whether you are eligible.

## 2.3 Application requirements

Applicants whose research interests are compatible with P4F's research areas are welcome.

Under the P4F fellowship programme, FZU aims to build on the expertise of the divisions of FZU in [elementary particle physics](#), [condensed matter physics](#), [solid state physics](#), [optics](#), [plasma and laser physics](#), and of the implementing partner ELI in [laser technologies](#).

### 2.3.1 Research areas

P4F invites applicants to **pursue a topic of their choice** within the following three **broadly defined research areas**:

#### 2.3.1.1 Materials for society

The Materials for society topic includes research spanning a vast array of **advanced materials** targeted to deal with urgent **environmental and economic challenges**, such as ever-increasing energy consumption, the need for a faster communication, precision medical and industrial diagnostics, and biocompatibility. The main fields involved include spintronics, molecular electronics, clean energy, optoelectronics, biomedicine and functional materials for sensors and actuators.

The mix of theoretical work, design and simulation, novel synthesis techniques, broad-scale experimental characterization, and application-focused tests allows fundamental research to be quickly transformed into tailored applications.

#### 2.3.1.2 Matter under extreme conditions

The Matter under extreme conditions topic involves research on **extreme states of matter** in different time and space scales. It is focused on sub-elementary and elementary particles, but also on objects millions of light years away in **astrophysics** and **cosmology**. The topics

include for example the fundamental building blocks of nature, the fundamental forces, and the evolution and structure of the universe on a large scale.

This fundamental research plays a substantial role in the emergence of new technologies. It also includes the “far from equilibrium” and novel matter states created in terrestrial conditions at accelerators, using plasmatic technologies or ultra-intense lasers. FZU’s and ELI Beamlines’ excellent advanced laser infrastructures and top plasmatic technologies provide a solid in-house platform for the preparation and study of ultra-excited matter.

**2.3.1.3 Emerging tools**

The Emerging tools topic encompasses research involving the development and usage of cutting-edge experimental techniques such AI, machine learning, and 3D printing and theoretical approaches across a wide range of disciplines. It extends over the whole cycle of materials research consisting of Design & Simulation – Preparation – Characterization – Application stages.

In addition to dedicated laboratories, large research infrastructures are available for this type of research, e.g. [HiLASE](#) or [ELI Beamlines](#) for unique laser experiments, and cutting-edge research infrastructures such as [CzechNanoLab](#) or [MGML](#) enabling unique analyses and experimental characterization techniques, as well as novel material syntheses. In all of them there are also novel technologies and equipment available to enhance product functionalities beyond the state-of-the-art, linked also to industrial needs.

**2.3.2 Supervisors**

Applicants will **select a preferred supervisor** during the application stage. Depending on this choice, a second supervisor will be allocated according to the project’s research area.

The applicant needs to contact the supervisor, directly or via P4F Project manager, to **obtain an endorsement of the research project** by the supervisor. This endorsement confirms that the proposed project is feasible under the supervisor’s guidance. Applicants are strongly recommended to inform the selected supervisor in advance of the call deadline.

**Specific available equipment** is listed in the supervisors’ profiles. To find a suitable supervisor, search under **areas of expertise** or type any **freely defined keyword** into the search engine at <https://p4f.fzu.cz/our-supervisors/>.

The supervisors’ **main areas of expertise** can be filtered further into subcategories on P4F’s website:

- [Astronomy, astrophysics and cosmology](#)
- [Atomic, molecular and chemical physics](#)
- [Biophysics](#)

- [Condensed matter physics](#)
- [Fluids and plasma physics \(including surface physics\)](#)
- [High energy physics](#)
- [Nano materials](#)
- [Nuclear physics](#)
- [Optics](#)
- [Pure mathematics, applied mathematics](#)
- [Statistical physics](#)

### 2.3.3 Secondments

Fellows are required to take one **mandatory secondment**. It is expected that secondments will last from one (minimum total duration) to three months and may be split into several parts if it suits project implementation.

Applicants will indicate a preferred secondment at the submission stage. The secondment choice must be properly justified in the applicant's project proposal.

The applicant can choose a secondment from the list of possible secondments suggested by their preferred supervisor, available at <https://p4f.fzu.cz/our-supervisors/>. The applicant should discuss with the supervisor the best option related to the proposal, together with its feasibility, with [p4f@fzu.cz](mailto:p4f@fzu.cz) in copy, or contact directly at [p4f@fzu.cz](mailto:p4f@fzu.cz) for assistance.

If a supervisor does not suggest any specific secondment on their P4F profile or the proposed secondment institutions do not correspond to the proposal, the applicant is expected to propose a secondment at an institution of their choice, but it must be approved by the Project manager before the application is submitted. In this case, a **Letter of Commitment** from the secondment institution is required. Its template is available at <https://p4f.fzu.cz/for-candidates/#download>.

## 2.4 How to apply



Fig. 1 – How to apply to the P4F programme.

### 2.4.1 Preparing the application

To be considered for the P4F fellowship, applicants are required to complete all steps of the application process via the **online application portal** available from the P4F [website](#). P4F strongly recommends the applicants to register and start preparing their applications as early as possible.

Applicants should read carefully all relevant documentation, including this **Guide for applicants, Terms & Conditions, FAQs**, and the **Proposal template** published [here](#). In case of any queries, please contact us at [p4f@fzu.cz](mailto:p4f@fzu.cz).

Considering the research areas and supervisors' profiles at '[Our supervisors | FZU CAS](#)', applicants are invited to develop a **two-year postdoctoral project of their choice**. Please note, that applicants are fully responsible for submitting a proposal that is **feasible within the supervisor's research group**. Therefore, applicants must contact the selected supervisor to **confirm the feasibility of their proposed project**. Applicants must include [p4f@fzu.cz](mailto:p4f@fzu.cz) in copy in all their electronic communication with the potential P4F supervisors.

Alternatively, applicants may also contact P4F's management team at [p4f@fzu.cz](mailto:p4f@fzu.cz) to facilitate the communication with the selected supervisor on their behalf.

### 2.4.2 Submitting the application

Each applicant may submit only **one application per call**. If an applicant submits more than one application, they will be disqualified. The online application portal will be made accessible from the call start on Friday, 1 August 2025 00:00 CEST, for 10 weeks and until Friday, 10 October 2025, 23:59 CEST.

Applicants must fill in all the necessary information and upload all mandatory documents in English **directly to the application portal** before the call deadline.

The application portal contains the following **four sections**:

- **Administrative information**

In this section, applicants must provide information regarding the eligibility criteria and declare that they comply with it.

- ✓ **Ph.D. award** - The applicant must upload a scanned copy of their Ph.D. diploma, or an official university document specifying that they have fulfilled all requirements of a Ph.D. degree. If the original is not in English, a translation into English must, in addition, be uploaded.

- **P4F research proposal**

**The research proposal** (maximum 8 pages) using the **mandatory template** available at <https://p4f.fzu.cz/> must be uploaded. Any text exceeding this limit will be removed and will not be sent for evaluation. LaTeX and similar text editors can be used to write the proposal.

The proposal template consists of three parts: **Excellence**, **Impact** and **Implementation**. To eliminate unconscious bias and support equal opportunities regardless of gender, age, ethnicity or status, the proposals **will be assessed anonymously** by experts in the first round of the evaluation. To maintain anonymity, applicants are required to refer to themselves in the **first person ("I")** and **must not include explicit information regarding their name, gender or current affiliations**.

Avoid references to current institution names, lab names, personal websites, or any wording that could reveal identities (e.g., "name of the publication" that I have published in collaboration with my supervisor"). Instead, refer to "the host institution" or "the research group" in a generic way. Any essential achievements should be described factually, focusing on the quality and relevance of the experience without naming individuals or affiliations (e.g., "I published an article in Nature Group journal which has hundreds of citations"), without explicit reference.

- ✓ Further information related to the research proposal:
  - **Research area and keywords**
  - **Consent to open science practices**
    - Applicants must confirm they have read and familiarized themselves with the Open science practices as described in Chapter 16 of the Horizon Europe programme guide <https://ec.europa.eu/info/funding->

[tenders/opportunities/docs/2021-2027/horizon/guidance/programme-guide\\_horizon\\_en.pdf](https://tenders/opportunities/docs/2021-2027/horizon/guidance/programme-guide_horizon_en.pdf)

- **Supervisor and secondment indication**
  - Applicants must select their preferred supervisor (see 2.3.2 Supervisors in [Chapter 2](#)) and receive their **endorsement** by e-mail.
  - Applicants must indicate one secondment in their proposal. (see 2.3.3 Secondments in [Chapter 2](#)).

- **Curriculum Vitae**

The CV will be disclosed during the second round of the evaluation: **at the interview stage**, and should therefore contain the applicant’s full name, surname and current affiliation.

The CV will be used to assess the applicant’s excellence and potential. It must include a description of the career track (academic education and previous employment), publication record, list of research activities (invited talks, participation in conferences), achievements (grants and awards), mobility experience and other activities (e.g., outreach). Precise dates for entries are required. Any career breaks (e.g., military service, illness, parental responsibilities, including reduced FTE) must be specified.

The uploaded version of the **CV must be max. 4 pages, written in font size min. 11, max. 5 MB in upload size**. Any text exceeding this limit will be removed and will not be sent for evaluation.

- **Ethics issues table and Ethics self-assessment**

- ✓ Applicants must fill in the Ethics issues table. If they answer “Yes” to any of the questions, they complete the Ethics self-assessment. Please, refer to the Horizon Europe guidance on how to complete the ethics self-assessment, available [at this link](#).

### 3 EVALUATION AND SELECTION PROCESS

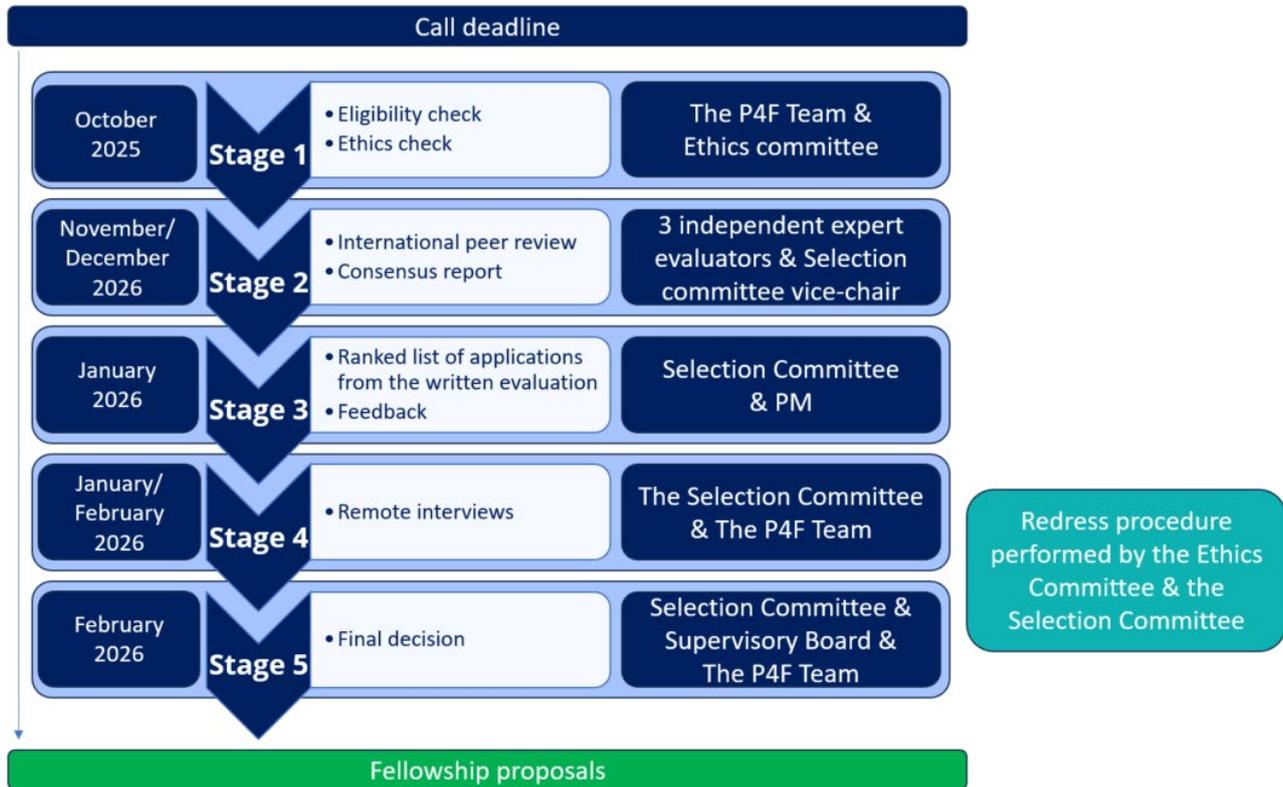


Fig. 2 – The P4F evaluation and selection process.

#### 3.1 Eligibility check and ethics assessment

All applications will be checked for eligibility. Applicants, whose proposals are incomplete, will be notified by the Project manager. In the case of minor omissions, applicants will be given **three working days**, starting from the following day after the date stated in the notification, to rectify the application according to the instructions received. All ineligible applicants will be notified by email of the reasons for their ineligibility and given instructions for redress. The eligibility criteria are detailed in [Chapter 2](#).

Parallel to the eligibility check, the Ethics committee will perform the ethics assessment of the proposals. In case an issue is found, the applicants will be informed via e-mail with instructions how to proceed.

#### 3.2 Evaluation of the proposals

The **anonymised project proposals** (without the CV) will be **reviewed by three independent external expert evaluators**, assigned by the Selection committee. Together with the Selection committee vice-chair, the expert evaluators will agree on a consensus report and will put a

score to the proposals. The proposals will be ranked according to the score and a maximum 66 proposals, which pass the 70% threshold, will be invited for interview by the Project manager.

Those not proceeding to the interview stage, will be notified of the outcome, will receive the consensus report and the final score as feedback. They will also receive instructions for potential redress (see 3.2.2 Redress procedure).

Applicants passing to the second round of the evaluation will have a 45-minute **interview**, conducted remotely in English using a videoconferencing system. At the interview, the applicants will be asked to present their project, and respond to comments and questions from the expert evaluators. Their career vision and non-scientific skills will be assessed. The applicant's CV will be evaluated at this stage.

Once the results of both the proposal evaluation and the interview are gathered, the final ranking will be established. The P4F Selection committee and the Supervisory board will validate this **final ranking**.

Next, the Project manager will notify the applicants of the **final decision**, including the consensus report from the proposal evaluation, feedback from the interview and final score. Successful applicants will be given 2 weeks for accepting or rejecting the offer by sending a letter of acceptance to [p4f@fzu.cz](mailto:p4f@fzu.cz). The applicants must start their fellowship by 1 September, 2026. Applicants with scores above threshold but not high enough for funding will be placed on a ranked reserve list.

Note: In case of **equal total scores**, the applications will be further ranked following the overall score from the Interview phase. If the scores are still equal, technical/scientific skills and then CV and non-scientific skills from the Interview phase will be taken into account.

Each **supervisor** states on their profile whether they can accept **one or two fellows** (see <https://p4f.fzu.cz/our-supervisors/>). In case there are **more successful applicants** than a supervisor can accept, the Project manager will first seek for a suitable substitute supervisor. If both the substitute supervisor and the applicant agree, the applicant will be offered a P4F fellowship. If no substitute supervisor is available, or the applicant refuses the offered substitute supervisor, the successful applicant will be put **on reserve list for the originally requested supervisor**.

If a successful applicant does not notify their acceptance of a fellowship within two weeks after the publication of results, the fellowship will be offered to another applicant in the descending order of the **reserve list**.

### 3.2.1 Evaluation criteria

Each criterion of the proposal and interview will be scored 0–5.

**Table 1: Evaluation criteria**

	Criterion	Weight	Priority	Description
<b>Proposal</b> Font 11pt Max. 8 pages (main)  Weight: 70%	Excellence	50%	1	Quality, novelty, methodology and feasibility of the project Interdisciplinary, intersectoral and innovative aspects of the project Gender dimension and other diversity aspects of the research (if applicable) Quality of the two-way transfer of knowledge and training Quality of past scientific achievements given their career stage Scientific relevance of the choice of supervisor Appropriateness of the secondment
	Impact	25%	2	Fellowship's impact on the applicant's career Quality and feasibility of proposed measures to disseminate, communicate, or exploit the project results, including different target groups
	Implementation	25%	3	Quality and feasibility of the work plan Appropriateness of the allocated resources (scientific and other), overall management, risk assessment Appropriateness of infrastructure and equipment for the successful execution of the project.
Pass to interview stage: Top 66 applicants with a minimum 70% threshold after proposal evaluation				
<b>Interview</b>  Weight: 30%	Technical/scientific skills	50%	1	Presentation of the research project Applicant's scientific vision for their field Addressing of strengths and weaknesses
	CV	30%	2	Quality of the applicant given their career stage Quality of past scientific work
	Non-scientific skills	20%	3	Applicant's career vision and expectations Independent thinking Social skills and leadership potential

### 3.2.2 Redress procedure

Upon receiving the decision following each of the three steps: 1. eligibility check, 2. proposal evaluation, and 3. final decision about the award of the fellowships, the applicants will be given **one week to redress** starting from the day following the notice. The instructions of how to proceed, together with the redress template, will be available on the P4F website. Redress requests can only be made **on formal grounds**, such as procedural issues or perceived incorrect application of eligibility criteria. The scientific expert evaluations will not be called into judgement.

The redress will be assessed by the Ethics committee, whose task is to judge the reasons for redress of the applicant on formal grounds. The Ethics committee will have **five working days** starting from the day after receiving the notice to assess whether there is sufficient ground for

redress and if it is judged positively, the Selection committee chair will send the proposal or parts of it for re-evaluation by new independent expert evaluators. The result will be passed back to the Selection committee for checking and confirmation. Applicants will be notified of the redress result within **15 working days**, or if a final response cannot be given at that stage, when the final decision is expected to be reached. Proposals, whose scores become sufficient for passing to the next stage after redress, will be accordingly evaluated. No further redress will be possible.

## 4 FELLOWSHIPS

### 4.1 Supervision

High-quality supervision has a significant influence on a scientist's future career path. At P4F, fellows will benefit from the support of **two dedicated supervisors**, who will work with them to provide the best possible guidance - one with large supervision experience to guide the project execution and one to work more closely with the fellow. In addition, the fellow will have a **secondment supervisor** from their secondment partner.

### 4.2 Courses and trainings

The FZU training and development programme is designed to address the needs for specific competencies, particularly in the context of a continuously changing environment of research and its funding.

During the implementation phase, in cooperation with their supervisors, P4F fellows will prepare a **Personalized career development plan (PCDP)** to address their individual needs in terms of research and complementary skills development. The PCDP will also set individual development goals and progress monitoring.

Attending at least one training session from each training module is mandatory for the P4F fellows.

The table below contains a (non-exhaustive) list of examples of training modules which will be offered to P4F fellows:

<b>Training modules</b>	<b>Content</b>
Emerging technologies training	3D printing, HPC, machine learning, artificial intelligence, robust AI, augmented and virtual reality
Transferable and complementary skills I	(i) Entrepreneurship (ii) Project management and teamwork (iii) Leadership (iv) Funding and grant application skills

	(v) Open access and Data management (vi) Technology transfer training
Transferable and complementary skills II	(i) Presentation skills (ii) Academic writing and proposal writing (iii) Communication skills (iv) Media content development

### 4.3 Dissemination and outreach obligations

Fellows will be required to disseminate the results of their research through suitable methods, including scientific publications.

Fellows will be required to deliver at least **one scientific presentation at the P4F annual colloquium** and to give at least **one lecture at a partner institution** and **two talks at chosen conferences or seminars**. Moreover, the fellow will have to take part in two outreach events.

## 5 EMPLOYMENT CONDITIONS

### 5.1 Accepting a fellowship

If selected for a P4F Fellowship, the applicant must formally accept the offer by emailing p4f@fzu.cz within two weeks of notification, accompanied by a signed **Declaration of Honour**. The applicant is expected to start their fellowship no later than on **August 31, 2026**.

### 5.2 Appointment conditions

Successful candidates will be offered an employment contract which includes health and social insurance at FZU or ELI Beamlines (depending on the selected research area and supervisor). The work contract will be concluded in accordance with the Czech labour law in Czech and English language. The term of employment is 24 months.

The Fellow's monthly salary will be paid in CZK to a local bank account. The salary will consist of three parts - the Living allowance, the Mobility allowance, and the Family allowance if relevant.

The Mobility and Family allowances are provided to compensate for the cost of the required personal and household relocation of the fellow and their dependents.

The Family allowance is provided to a fellow who proves the existence of family obligations. Family obligations may also be acquired during the fellowship duration. Family obligations are defined by having persons linked to the researcher by

- marriage, or
- a relationship with equivalent status to a marriage recognised by the legislation of the country or region where this relationship was formalised, or

- dependent children who are being maintained by the researcher.

Any **allowances** received by the fellow, the Living allowance, the Mobility allowance, and the Family allowance if relevant, **are subject to standard taxes and other deductions such as health and social insurance paid by both the employer and employee.** Therefore, the term allowance does not correspond to the gross salary, see the table below.

Mandatory contributions are calculated from the individual's gross remuneration. Contribution rates for the employer are currently the following and may be subject to change: 24,8 % for social security, 9 % for health insurance and 1 % for social or benefit fund.

All deductions will be detailed on the fellow's monthly pay slip.

<b>Table 3: Allowances and gross salary overview</b>	
Living allowance	EUR 4305 per month
Mobility allowance	EUR 85 per month
Family allowance	EUR 250 per month
Total allowances without Family allowance	EUR 4390 per month
Total allowances with Family allowance	EUR 4640 per month
<b>Total gross salary without Family allowance</b>	<b>EUR 3256 per month</b>
<b>Total gross salary with Family allowance</b>	<b>EUR 3442 per month</b>

For example, an approximate net salary for a fellow with two children, i.e., entitled to the Family allowance, is EUR 2765. Net salary calculation tool is available here: <https://www.platy.cz/en/calculator>

In addition to the salary, P4F fellows will be eligible for a monthly compensation of up to a maximum of EUR 670 for travel and research expenses. **All costs need to be justified and agreed upon with the main supervisor.**

### 5.3 Living in the Czech Republic

Detailed information for researchers who plan to live and work in the Czech Republic, including **Visa information for non-EU/EEA** researchers, is provided by EURAXESS and can be found [here](#).

If you would like to find out more about the expatriate and scientific community in the Czech Republic, explore the websites listed below:

- <https://expat.praha.eu>
- <https://www.expats.cz/>

and the [Practical Guide for a Happy Life in Prague](#) kindly prepared by our partner [prg.ai](#).

## 6 CONTACT DETAILS

Thank you for your interest in the P4F programme. You are warmly invited to consult the FAQ section on our website <https://p4f.fzu.cz/for-candidates/#faq>.

Do not hesitate to contact us via email at [p4f@fzu.cz](mailto:p4f@fzu.cz) if you have any questions.

Your P4F team