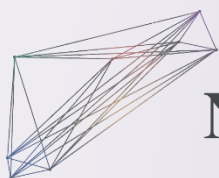




# GUIDE FOR APPLICANTS

NNF-IAS FELLOWSHIPS 2027-2029



**NordIAS**

Nordic Institutes for Advanced Studies



Novo Nordisk Foundation

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# 1 NNF-IAS Fellowships: 2027-2029

## 1.1 NordIAS

NordIAS is a network comprising all eight Institutes for Advanced Studies in the Nordic region: Denmark, Finland, Norway and Sweden. The institutes create multi-disciplinary and multicultural communities, where fellows — released from their normal teaching and academic duties — are provided with the time and the intellectual freedom necessary to explore new and innovative research questions. By offering residential fellowships the institutes foster continuous intellectual growth through daily interactions among researchers from diverse disciplines, cultures, and scientific traditions, broadening their scientific and professional perspectives. Since the Nordic institutes are closely tied to local and national universities, they also serve as connective infrastructures to relevant research departments and gather researchers from various fields to collaboratively explore complex research questions. Making the NordIAS a unique platform for academic advancement and scientific breakthroughs in the Nordic region.

The NNF-IAS fellowship programme offers a **joint interdisciplinary fellowship programme** with the aim of tackling complex issues on **Health and Sustainability**.

Beyond the intellectual environment offered by each institute, the fellowship programme provides a unique opportunity to build a broad Nordic network through the programme's eight partner institutions. Fellows will therefore be integrated not only into the host institution, but into a wider Nordic research ecosystem. In addition, fellows will benefit from the extensive international networks, communities, and fellowship structures already established at each Institute for Advanced Studies.

## 1.2 The NNF-IAS Fellowship Programme

The world is facing a period of increased political volatility, environmental instability and new forms of health challenges. These dynamics are locally experienced yet globally interconnected. Addressing such challenges requires new approaches that integrate knowledge, insights and solutions across multiple domains and disciplines. Strengthening global cooperation among relevant research communities will be crucial for mitigating the negative consequences of the many dimensions of health inequity on the rise in our societies.

The NNF-IAS fellowship programme will harness the unique interdisciplinary and collaborative potential offered by NordIAS. Besides the intellectual environment, international networks and fellowship structures offered by each Nordic institute, the fellowship programme enables the NNF-IAS fellows to be imbedded within a broader Nordic research ecosystem.

The programme will run from 2027 through 2032 and will comprise four calls under the overarching theme **Health and Sustainability**. The programme has a focus on career development and will provide interdisciplinary training, designed to prepare the fellows to contribute to transformative breakthroughs.

This 'Guide for Applicants' regulates the call for the first cohort of fellows who will work both independently and collaboratively within the sub-theme **Inequity in Health**. The call targets research projects that seek to advance understanding of **health disparities and inequities**. Potential projects can include but are not limited to: Structural and social determinants of health inequities from both Nordic and global perspectives; health innovations and technologies; equal opportunities; and health challenges

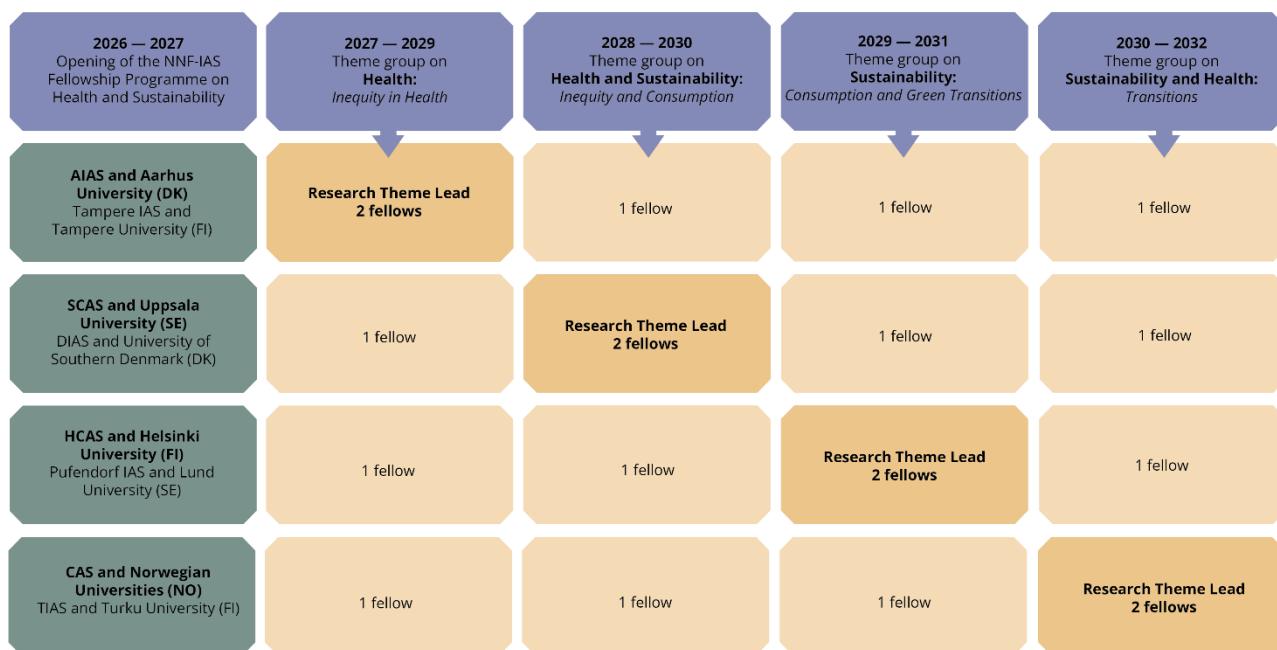
related to environmental developments. The projects do not need to focus specifically on the Nordic region. However, the proposal should clearly articulate the added value of carrying out the project within a Nordic research context, at an Institute for Advanced Studies (IAS), and as part of a collaborative thematic group.

### 1.3 One Theme-Group, Five Fellowships Across Four Different Institutes

The NNF-IAS fellows will be employed by and primarily affiliated with one of the four main partner institutes in the programme: [AIAS](#) (Denmark), [CAS](#) (Norway), [SCAS](#) (Sweden) or [HCAS](#) (Finland). Collectively, however, the fellows will form a single thematic group, meeting regularly and engaging in ongoing collaboration involving both the four main partners and the four associated partners ([TIAS](#), Finland; [DIAS](#), Denmark; [Pufendorf](#), Sweden and [Tampere IAS](#), Finland).

The setting within NordIAS enables the fellows to broaden their research profile and engage with an international and multidisciplinary network of scholars and collaborators across the Nordic region. Applicants for the theme-based fellowship are therefore expected to bring intellectual curiosity, a willingness to engage in discussions beyond disciplinary boundaries, and an active commitment to both the theme group on Inequity in Health and the wider NordIAS community.

The duration of a fellowship is **23 months**. The fellowship period must be consecutive, and it is not possible to split up the fellowship period into smaller parts. The fellowship is a full-time position, and it is not possible to prolong the fellowship by working part-time. **The fellowship starts on 1 September 2027 and ends on 31 July 2029.** The starting date is non-negotiable. The structure of the four calls, including themes and the theme leads, is illustrated below.



## 2 Short Profile of the Eight Project Partners

While the institutes in NordIAS share a commitment to interdisciplinary research and international collaboration, they differ in their academic profiles, thematic strengths, and institutional environments. This diversity allows applicants to consider which institute best aligns with the academic focus and

methodological needs of their project. Below is a short profile of each institute, outlining key characteristics of each partner institution, and the profile of the four Theme Leads affiliated with the hosting institutes.

## 2.1 AIAS, Denmark

[The Aarhus Institute of Advanced Studies \(AIAS\)](#) is an international and interdisciplinary institute funded by Aarhus University and the Aarhus University Research Foundation. AIAS hosts annually around 30 fellows, 25 associated fellows, and has more than 200 former fellows worldwide. A fellowship at AIAS provides a strong framework for building international networks, initiating new projects, and advancing research, careers, and academic impact. AIAS functions as an interdisciplinary platform for collaboration and hosts both individual and theme-based fellowships. Aarhus University covers all disciplines, and AIAS fellows have the possibility to collaborate with all departments and can have access to lab facilities, if relevant. The collaboration with the university hospital and local authorities are well-established.

The Theme Lead at AIAS is [Christina C. Dahm](#), Professor, Department of Public Health, Aarhus University. Her research profile within Health and Sustainability includes; New Nordic nutrition recommendations, lifestyle illnesses, diet and incidence of non-communicable diseases, sustainable diets and statistical methods, and the development and consequences of obesity.

## 2.2 CAS, Norway

[The Centre for Advanced Study \(CAS\)](#) at the Norwegian Academy of Science and Letters is an independent research foundation funded by the Norwegian Ministry of Education and Research. CAS's mission is to further excellent blue-sky research within and across the fields of natural sciences, social sciences, and humanities. By providing the scholars with optimal working facilities and uninterrupted time for research, the Centre paves the way for ground-breaking scientific results. Since opening in 1992, CAS has hosted more than 100 research projects and 1 300 scholars. CAS' programmes are based on the premise that research is most successful when carried out in international teams.

The Theme Lead at CAS is [Svenn-Erik Mamelund](#), Professor at Oslo Metropolitan University. His research profile includes demography of epidemic diseases. Key themes include social and socioeconomic inequalities in pandemic morbidity and mortality, vaccination, disability during pandemics, and the long-term health effects of infectious disease outbreaks.

## 2.3 SCAS, Sweden

[The Swedish Collegium for Advanced Study \(SCAS\)](#) is a national scientific institution, chartered by the Government of Sweden as an institute for advanced study. Since its foundation in 1985, SCAS has aimed to provide optimal conditions for curiosity-driven, high-quality research in an environment of interdisciplinary dialogue, collaboration, and mutual exchange. SCAS is committed to protecting and nurturing independent inquiry, fostering collaborative and creative thinking, and championing the importance of academic freedom worldwide. Fellows may pursue individual projects or participate in thematic clusters.

SCAS welcomes applications from scholars in the humanities and social sciences, as well as from the natural sciences and medicine. Please note that although the Collegium is not able to offer lab space, enquiries can be made about possible collaborations with departments at local universities such as Uppsala University, and the Swedish Agricultural University.

The Theme Lead at SCAS is [Valbona Muzaka](#), Professor at the Department of Economic History, Uppsala University. Her research profile includes the global governance of public health; the political economy of innovation in life sciences (esp. biotech); the global patent system and access to medicines issues;

intangible assets, incl. knowledge assets; the knowledge economy as a particular socio-politico-economic formation; global political economy; global economic governance (incl. that of trade, intellectual property, and plant genetic resources); the politics of international law; higher education; and, late development as state project (with a special focus on India and Brazil).

## 2.4 HCAS, Finland

[The Helsinki Collegium for Advanced Studies \(HCAS\)](#) is an independent institute of the University of Helsinki, established in 2001. The mission of the Helsinki Collegium is to offer scholars a state-of-the-art research environment that is attractive and international for conducting research in the humanities and social sciences, to renew research in the humanities and social sciences, and to promote interdisciplinary collaboration and theoretical integration across different fields of study. Please note that although the Collegium is not able to offer lab space, enquiries can be made about possible collaborations with departments at the University of Helsinki. At any given time, the HCAS hosts some 35 to 40 fellows representing the career stages from post-doctoral researchers to full professors.

The Theme Lead at HCAS is [David Schlosberg](#), Professor of Environmental Politics at the University of Helsinki. He is an environmental political theorist best known for developing a foundational framework for understanding environmental justice that encompasses equity, recognition, participation, and capabilities.

## 2.5 DIAS, Denmark

The [Danish Institute for Advanced Study \(DIAS\)](#), an elite research centre at the University of Southern Denmark (SDU), is a hub for exceptional minds across disciplines. By connecting early-career and senior scholars from all faculties at SDU, DIAS fosters ambitious, curiosity-driven research that crosses traditional academic boundaries. This fosters bold, boundary-pushing interdisciplinary research rooted in inquiry, innovation, and the courage to be playful. DIAS's inclusive structure and weekly open interdisciplinary activities create a strong foundation for dialogue, creativity and development of novel research directions. Fellows become part of a rich academic ecosystem that enables collaboration across departments, access to advanced research infrastructure, and meaningful engagement with relevant actors. In alignment with the strategic priorities of the SDU, DIAS actively supports initiatives addressing health and technology, their broader societal and systemic dimensions, as well as challenges related to health disparities.

## 2.6 Pufendorf, Sweden

[The Pufendorf Institute](#) is an independent institute within Lund University founded in 2008 to promote interdisciplinary teams working together on new research questions. The institute hosts researchers from all disciplines and facilitates interdisciplinary research in Theme Groups and Advanced Study Groups. These research teams may include researchers from other universities, research institutes or the health care sector. Both Theme Groups and Advanced Study Groups organise workshops, seminars, vernissages and lectures during their time at the Institute.

## 2.7 Tampere IAS, Finland

[Tampere Institute for Advanced Study](#), established in its present format in 2021, is a university-level research community of Tampere University. The institute offers the most competitive researchers an opportunity to focus on their own research and career advancement and to broaden their research horizon. The typical number of research fellows simultaneously in the institute is 36. Tampere IAS supports outreach of Tampere University for example by organizing an event called "Tampere IAS Talks" every year. Tampere University is designated as a World Health Organization Collaborating Centre (WHO CC), focusing

on Health in All Policies (HiAP) and on Social Determinants of Health. HiAP is a strategic approach that systematically considers the health implications of decisions across various sectors, aiming to enhance population health and equity.

## 2.8 TIAS, Finland

Founded in 2008, [Turku Institute for Advanced Studies \(TIAS\)](#) is a multidisciplinary research community located at the University of Turku and spanning the faculties of Economics, Education, Humanities, Law and Social Sciences. TIAS stages annual Calls for Fellows, who are appointed following an international assessment process on the basis of self-determined research plans. All TIAS Fellows meet regularly at interdisciplinary meetings where their work is discussed and common themes related to the development of research careers are also discussed. TIAS also holds a range of externally-focused events including regular research days and a series of public lectures in Turku Main Library. The University is also home to the [Turku Collegium for Science Medicine and Technology](#) (TCSMT) a multidisciplinary research collegium covering science, medicine and technology. TCSMT is a collaborator in the NNF-IAS fellowship programme.

## 3 Fellowship Conditions and Framework

### 3.1 Fellowship Conditions

The fellowship is an onsite fellowship, and fellows are therefore expected to relocate to the host country for the duration of the fellowship. Fellows will be employed on a full-time basis by one of the four main partners: [AIAS](#) (Denmark), [CAS](#) (Norway), [SCAS](#) (Sweden) or [HCAS](#) (Finland) in accordance with the employment regulations of the host institution. The applicants should choose a first and a second preference, see section 4.3 for more information.

Fellows are expected to devote their full working time to the fellowship and the theme group. The fellowship is designed to provide dedicated time and space for research and research development, with little or no teaching and only limited administrative responsibilities. Fellows will have office space at the hiring institute and can participate in academic training activities, conferences and workshops at the institute as well as in events and activities organised through NordIAS and the NNF-IAS programme.

#### Salary

Fellows are offered a full-time salary based on seniority (employment conditions and wages are regulated through the collective union agreements in the Nordic country of the hosting institute, (see section 9 for details about the different hosting institutes).

#### Travel and Research Costs

The fellowship covers one-way relocation travel expenses, subject to prior approval by the hosting institute, and provides relocation assistance. In addition, fellows will receive a research budget of up to EUR 20,000 for the full fellowship period to support activities such as the mandatory mobility stays, data collection, publication costs, conference participation, and travel – a budget proposal must be included in the application, see more information in section 5.3.

#### Mobility Stays

During the fellowship, each fellow is required to undertake a mobility stay at one of the other seven NordIAS institutes. These stays are intended to strengthen collaboration between fellows across the

institutes and to enhance the fellow's research network. The mobility stays typically last two-four weeks and are a mandatory component of the fellowship. Applicants must include a preliminary indication for their planned mobility stays in the application template.

### 3.2 Activity Structure

In addition to activities organised at the host IAS, the two-year fellowship comprises four annual programme activities. These activities include training in collaborative and interdisciplinary skills, theme-specific workshops, and events aimed at facilitating cross-cohort exchange and engagement with partner institutes, associated partner institutes, and relevant stakeholders.



## 4 Eligibility

### 4.1 Academic Eligibility

The programme is aimed at talented researchers with an excellent and innovative research project that will benefit from both a thematic collaborative group and an interdisciplinary IAS environment. The project must be relevant to the theme of the call.

#### The Eligibility Period

- Applicants must have a minimum of **2 years** and a maximum of **10 years** of postdoctoral experience at the deadline. Only experience gained after the award of the PhD degree is considered postdoctoral experience; PhD training is not included in this calculation.

This corresponds to a PhD award **between 1 October 2016 and 1 October 2024** (both dates included).

**For example:** Applicants who obtained their PhD in May 2017 will have 9 years of postdoctoral experience at the deadline and are therefore eligible. Applicants who obtained their PhD in December 2024 will not yet have 2 years of experience and are not eligible.

#### Career Breaks

When assessing applicants' research productivity, the review and selection panel will take the applicants' individual career trajectories into account. Consideration will be given to career interruptions and changes, including maternity, paternity and parental leave, sick leave, and compulsory military service.

Applicants should indicate the reason for the leave (which must be their own leave and not caregiving leave for relatives) and specify the exact start and end dates of the leave period in the application template for it to be taken into consideration (in Step 1 under 'Your Academic trajectory' and in the CV. Parental leave will be weighted by a factor of 1.5 and subtracted from the PhD age to ensure gender-fair evaluation.

Example: A female applicant obtained her PhD on **1 March 2015** and has since been employed full-time in academia. She has two children and has taken 10 months of maternity leave with each child. If she declares her breaks, **20 months × 1.5 = 30 months (2 years and 6 months)** will be subtracted from her PhD age. At the application deadline (1 October 2026), her adjusted PhD age is therefore **9 years and 1 month** instead of **11 years and 7 months**, keeping her within the eligibility window.

As for other career breaks such as military service or sick leave the actual number of months of leave will be subtracted from the age of the PhD degree.

## 4.2 Mobility Demand

To enhance the internationalization of the programme applicants **must comply with a mobility demand**: Applicants must not have resided or carried out their main activity (work, studies etc.) in the Nordic country of priority for more **than 12 months in the two years immediately prior to the deadline of the call**.

Periods of parental leave are deducted from the mobility calculation on a 1:1 basis.

Please indicate the period(s) and the country/countries in which you have legally resided and/or had your main activity (work, studies etc.) during the last two years up until the application deadline in the application template (in Step 1 under 'Mobility Statement'). Wrong or missing information may cause your proposal to be ineligible. Applicants confirm the accuracy of their mobility statement on the last page in the application template (in step 3 under 'Consent').

## 4.3 Host Institute Preferences

Applicants must indicate **two preferred host institutions** in their application and must fulfil the mobility demand in relation to both preferences (see 4.2 above). Only one application per applicant is permitted per call. In the case of multiple submissions, all applications will be disqualified.

Failure to meet the mobility demand will result in disqualification of the application.

The selection of the two preferred IAS institutions must be academically justified. Applicants should clearly explain why the chosen locations are particularly well suited for their research project, as meeting the mobility requirement alone is not sufficient. Applicants are not screened out based on the quality of this justification; however, it will form part of the overall assessment of the application.

Applicants must also demonstrate that they have considered relevant collaborations with universities or other partners in the host country that are important for the project.

## 5 Application Requirements

The application must be complete and comprehensive and contain all mandatory information and documents. All mandatory documents must meet the requirements mentioned below in section 6: 'How to apply: Application system, application requirements and content'.

All applications are screened and will be rejected if the eligibility and application requirements are not met.

## 5.1 Ethical Considerations

Applicants are required to reflect on and address potential ethical issues relevant to their proposed project. This reflection should be integrated into the project design from the outset, in line with principles of responsible research and innovation and good research practice. Good research practice should be understood in accordance with the principles set out in [the European Code of Conduct for Research Integrity](#). Applicants must declare if the project involves any ethical considerations associated with their project and briefly describe how these will be managed throughout the research process ensuring compliance with ethical standards and applicable regulations.

## 5.2 Use of Artificial Intelligence (AI) in Your Proposal

The NNF-IAS programme policy on the use of AI in research proposals is aligned with the guidelines of the [ERC Scientific Council on the use of AI](#). These guidelines recognise that researchers may seek input from AI technologies or human third parties during proposal preparation—for example, to brainstorm or generate ideas, search the literature, or revise, translate, or summarise text. However, it is emphasised that the use of external assistance in preparing a proposal does not relieve the author of full and sole responsibility for authorship, including proper acknowledgements, avoidance of plagiarism, and adherence to good scientific and professional conduct.

For this reason, applicants are required to declare any use of AI in their application in step 2 in the application template, see section 6 ‘How to apply: Application system and requirements’ and in step 3 of the application template ‘Consent’. In doing so, the applicants confirm that the proposal represents their own work and that they have verified the accuracy, validity, and appropriateness of the content, including any citations generated by language models, and have corrected any errors, biases, or inconsistencies. Failure to meet these requirements will result in rejection of the application on the grounds of plagiarism.

## 5.3 Budget

All fellows must submit a budget proposal in Euros as part of the application. A total budget of up to EUR 20,000 per fellow is allocated, which covers mobility visits and research-related costs such as data collection, conference participation, travels, etc. The budget proposal must be justified in relation to the project and aligned with the proposed timeline. It should include all relevant research costs necessary for the implementation of the fellowship. However, it is not possible to include budget items for employment of additional personnel. The budget must be uploaded in step 2 in the application system.

## 6 How to Apply: Application System and Requirements

To use the application system ‘GrantOne’, it is necessary to create a user profile. When your profile is complete, you can access the application template. Below is an overview of the content needed in the application template, and the flow in the online application system ‘GrantOne’. The template is divided into **three steps** in the application system:

- 1) **Applicant**
- 2) **Application**
- 3) **Consent**

## 6.1 Applicant

The following information about **the applicant** should be provided:

- Name (as stated in your passport)
- Address
- Postal code
- City
- Country
- Email
- Phone number
- Date of birth
- Gender (for statistical purposes only)
- Nationality
- Home institution (name and country of current or most recent employment)
- Department
- Academic title

### Date of Completed PhD

Year of completed PhD: The year and date of the completed PhD that you select in the dropdown menu must be identical to the date stated on your diploma.

### Your Academic Trajectory (Maximum 1000 characters in the textbox)

Provide a brief outline of your personal background, professional achievements and motivation for applying for this fellowship. Not a listing of previous jobs and education as this information should be provided in the CV. If you have career breaks, please indicate these briefly here and in your CV.

### Mobility Statement (Maximum 1000 characters in the textbox)

Please indicate the period(s) and the country/countries in which you have legally resided and/or had your main activity (work, studies etc.) during the last two years up until the application deadline. Any additional information you wish to make known should be included in the CV.

### Host Institute Preferences (Select in drop down menu)

Please indicate two preferred IAS host institutions using the dropdown menu (1st and 2nd priority).

### Justification of Host Institute Preferences (Maximum of 1000 characters in the designated text box)

Please justify your preferred host IAS institutions in relation to your research project. The justification should demonstrate the alignment between your project and the academic profile, thematic strengths, and research environment of the selected institutes. Please also include examples of potential collaborators in the relevant host countries, such as associated partners, main partners, collaborators at affiliated universities, or other relevant stakeholders, where relevant to your project.

### Uploads:

#### PhD Diploma (Mandatory upload in Pdf.)

Upload the PhD diploma. The diploma must be written in the Latin alphabet. If in Chinese, Arabic etc., a certified English translated copy must also be attached.

#### CV and Publication List (Maximum ten pages; mandatory upload in Pdf.)

CV and publication list of a maximum of ten pages. The CV must describe your background, education, career breaks with a clear indication of the period(s) (if applicable) and career until now; and a selected list

of your recent publications and/or publications that you find particularly relevant for your proposed project.

## 6.2 Application

### Area of Research

Please select your **Main Area of Research** according to the five areas below:

- Natural Sciences
- Technical Sciences
- Health & Medical Sciences
- Business & Social Sciences
- Arts & Humanities

### A second Main Area of Research

If your research spans more than one main area, please select a second main area of research, if applicable.

### Keywords

List one to five keywords/terms that describe your research area and project proposed. The keywords will be applied when selecting an appropriate reviewer to evaluate the application. For this reason, please choose the keywords carefully so that the best-suited reviewer can be selected for review.

### Project Title (Maximum 100 characters in the textbox)

The title should provide the reader with a general idea of what the project is about.

### Short Abstract (Maximum 600 characters in the textbox)

The abstract should provide the reader with a clear understanding of the objectives and motivation of the project. This summary will be used as the short description of the proposal in the evaluation process when communicating with the reviewers. It must therefore be short and precise and should not contain any confidential information.

### The Project's Novelty and Relevance for the Theme of the Call (Maximum 1000 characters in the textbox)

Please give a short account of the current state of the art within the field, the novelty and the originality of the proposed research project.

### Benefit of Participation in the Theme Group (Maximum 1000 characters in the textbox)

Please explain how your research will benefit from being carried out in an interdisciplinary and collaborative theme group.

### Enhanced Nordic Collaborations - Mobility Stays (Maximum 1000 characters in the textbox)

Indicate two partner or associated partner institutes for your mobility stays during the fellowship. Briefly describe the relevance of each institute to your research project.

### Ethical Considerations (Maximum 1000 characters in the textbox)

Please indicate whether the project raises any ethical issues. If so, briefly describe the issues and how they will be addressed. State whether formal ethical approval or other authorizations are required.

### **Use of AI** (Maximum 1000 characters in the textbox)

Please indicate whether generative AI tools were used in the preparation of this application. If yes, briefly specify the tools (e.g., language editing, idea development, coding assistance) and their general purpose. The applicant remains responsible for the content of the application. Confirmation of the use of AI must be provided in Step 5 (Consent), where applicants also confirm the accuracy of the information provided.

### **Project Description** (Maximum three pages, including references; mandatory upload in Pdf.)

The project description should give the reader a clear and comprehensive understanding of the specific research project. **Applications must have a detailed project description** since the reviewers cannot evaluate poorly defined proposals adequately. The project description should be a clear, convincing and compelling account of the proposed research and include:

- Description of the methodology, the planning, and feasibility of the project within the fellowship period.
- The project's added value of being carried out in an interdisciplinary and collaborative theme group.
- Considerations of the expected research impact/outcome of the proposed project.

**Length and Formatting Guideline:** Applicants must keep the project description in maximum three pages, including references. Formatting: Font size 11 pt and 2 cm margins. Applications exceeding the page limit will be rejected.

### **Project Plan** (Maximum one-page, mandatory upload in Pdf.)

A timeline or Gantt chart of the proposed project including the mobility stays.

### **Research Budget Proposal** (mandatory upload in Pdf.)

The research budget up to a maximum of EUR 20,000 should reflect the research proposal and the project plan and all costs should be clearly justified and indicated in Euro. Upload budget as a pdf. in step 2 in the application system. The budget proposal will be negotiated in case a fellowship is awarded and should include the mobility stays, any conference attendance, publication costs, or other relevant costs, etc. Please note, that a fellowship offer is not an immediate approval of the indicated budget. The budget cannot include costs for salaries for research assistance.

## **6.3 Consent**

A consent declaration must be confirmed in the application system to allow AIAS and Aarhus University to process personal data in accordance with applicable data protection legislation (GDPR) and to share such data with relevant partner institutions. The consent further confirms that the information provided in the application system is correct, including statements on the use of AI, ethics, and mobility.

## **7 Assessment and Selection**

### **7.1 Review and Selection Process**

Following the application deadline, submitted applications will undergo an administrative eligibility screening. Eligible applications will be reviewed by an internal review panel assessing project quality, relevance to the theme of the call, the priority and justification of the selected IAS host institutions, and the

interdisciplinary dimension in relation to the theme. This review will determine which projects are forwarded to international double peer review.

The international peer review will be conducted by experts with relevant expertise within the theme of the call. Applications will be assessed by reviewers from the research field most closely aligned with the proposal, as specified in the application system. However, reviews will not necessarily be limited to a single discipline. Applications may be evaluated by reviewers from more than one of the following disciplinary areas:

- Natural Sciences
- Technical Sciences
- Health & Medical Sciences
- Business & Social Sciences
- Arts & Humanities

Based on the evaluation of the international peer reviews, a Quality Assurance Board, consisting of the local Theme Lead and AIAS will quality check the external reviews and create a threshold of the applications that are put forward to the final assessment and selection by the Selection Board.

#### Assessment Criteria

The fellowship applications will be assessed based on the evaluation criteria below:

- **Scientific excellence of the project description**, quality of the proposed project, clear and relevant methodology, the interdisciplinary fit, the expected impact, planning, and feasibility of the project within the fellowship period.
- **Scientific excellence of the applicant's academic qualifications**, intrinsic merits, performances, potentials, and collaborative experiences.
- **Match of the applicant with the theme and the prioritized IAS**: Why the project should be carried out as part of a collaborative group, the added value of the prioritized interdisciplinary IAS environment, and interdisciplinary **considerations in relation to the theme**.

#### Selection Board

The Selection Board will consist of the directors and Theme Leads from each of the four main partner institutions (CAS, SCAS, HCAS, and AIAS), and one representative from the associated partners, acting as co-lead of the relevant sub-topic. Shortlisted candidates may be invited for an interview, focusing on assessing the Candidates' capacity for interdisciplinary collaboration and match with the theme group.

#### Redress Procedure

Applicants who receive an administrative rejection following the eligibility screening will be informed accordingly and may submit a redress request. A redress request may only be submitted where the applicant believes that an error has occurred in the administrative assessment, for example in relation to mobility requirements or postdoctoral experience.

The redress period is one week from the date of notification of the administrative rejection. Requests submitted after this deadline will not be considered.

As the redress procedure applies exclusively to administrative rejections, the scientific evaluation and peer review of applications deemed eligible for further stages of the process are not subject to appeal.

## 8 When to Apply - Timeline

- Opening of call: June 2026
- **Deadline for applications: 1 October 2026 at 12.00 (noon) CEST**
- Peer review and selection period: November 2026 - February 2027
- Applicants will receive answers: March 2027
- Fellowships begin: 1 September 2027

## 9 Employment Conditions at the Four Hosting Partner Institutes

### 9.1 Employment Conditions at AIAS, Denmark

NNF-IAS Fellows will be employed under the collective agreement for state-employed academics in Denmark. Salary (including pension) and employment conditions are regulated by this agreement.

Aarhus University offers employment conditions that support a balance between professional and personal life for all researchers, including:

- 37-hour work week (full-time; part-time employment is not possible)
- Pension scheme contributions
- 5 (+1) weeks of paid annual leave
- Salary during illness

### Recruitment and Employment Framework

Recruitment and appointment follow the Danish Ministerial Order on the Appointment of Academic Staff at Universities under the Danish Ministry of Higher Education and Science. Appointment and salary are agreed between the Danish Ministry of Finance and the Danish Confederation of Professional Associations (AC). For further details on qualification requirements and academic job structure, please refer to the [Memorandum on job structure for academic staff at Danish Universities](#).

### Social Security and Taxation

International employees are covered by the same rules as Danish employees and are included in the Danish social security system, which is tax-funded. This means that fellows do not pay separate health insurance or long-term healthcare contributions. While taxation levels in Denmark are relatively high, most foreign researchers are eligible for the favourable “researcher taxation scheme”. See more information [here](#).

### Relocation Service at AIAS

AIAS has a dedicated relocation employee who, in collaboration with the International Academic Staff Services at Aarhus University, will be of assistance in solving matters regarding visa applications, relocation, accommodation, language courses, spouse support, childcare options, finding schools for accompanying children, etc. More information about Denmark can be found on [www.workindenmark.dk](http://www.workindenmark.dk).

### 9.2 Employment Conditions at CAS, Norway

The NNF-IAS Fellows will be employed following the same terms as for state-employed academics in Norway. The terms of salary (including pension) and employment are regulated by the collective agreement for state-employed academics. The CAS work conditions will allow both female and male researchers to combine family and work, children, and career.

- 37,5-hour work week (full-time; part-time is not possible)
- Membership in The Norwegian Public Service Pension Fund

- 5 (+1) weeks holiday annually
- Holiday pay is 12% of your earnings from the previous year
- Salary paid during illness
- Enrolment in CAS' insurances for employees

Foreign employees are covered by the same rules and regulations as Norwegian employees and are therefore covered by the social insurance scheme in Norway and entitled to social security benefits. Social security in Norway is tax-funded, i.e. as a fellow you will not have to pay health insurance contributions or long-term healthcare insurance. Norway does not have a special “researcher” flat-tax status like Sweden or Denmark. However, foreign researchers may be eligible for a simplified flat-rate tax scheme called PAYE during the first year of tax liability in Norway. See more information [here](#).

### **Relocation Service at CAS**

CAS has a dedicated relocation employee who will be of assistance in solving matters regarding visa applications, relocation, accommodation, language courses, spouse support, childcare options, finding schools for accompanying children, etc. More information about Norway can be found on [New in Norway frontpage | Ny i Norge](#).

### **9.3 Employment Conditions at SCAS, Sweden**

NNF-IAS Fellows will be employed at SCAS through Uppsala University under the relevant collective agreements. Salary (including pension) and employment conditions are regulated by these.

SCAS offers employment conditions that support a balance between professional and personal life for all researchers, including:

- 40-hour work week (full-time; part-time employment is not possible)
- Pension scheme contributions
- Between 30 and 35 days of paid annual leave depending on age
- Salary during illness and other social security benefits

### **Social Security and Taxation**

International employees are covered by the same rules as Swedish employees and are included in the Swedish social security system, which is tax funded. This means that fellows do not pay separate health insurance or long-term healthcare contributions. While taxation levels in Sweden are relatively high, most foreign researchers are eligible for tax relief, see more information [here](#). SCAS will assist in applying for tax relief.

### **Relocation Service at SCAS**

SCAS will provide assistance regarding visa applications, accommodation, as well as language courses, and can advise on matters of childcare options and finding schools for accompanying children etc. In addition, there are also resources available through [Uppsala University](#) and [Uppsala Municipality](#) for relocation, including for spouses.

### **9.4 Employment Conditions at HCAS, Finland**

NNF-IAS Fellows will be employed by the University of Helsinki under the general collective agreement for universities in Finland. Salary (including pension) and employment conditions are regulated by this agreement. The Fellows will be subject to an annual workload used in Finnish universities, which is 1,612 hours per academic year. University staff are entitled to annual leave or free time equivalent to taking annual leave. Annual leave is paid time off from work.

International employees are covered by the same rules as Finnish employees and are included in the Finnish social security system. This means that fellows do not need to pay separate health insurance or long-term healthcare contributions. Sick leave is paid in accordance with the general collective agreement. Occupational health care covers general practitioner level healthcare.

### Relocation Service at HCAS

The International HR Service team of the University of Helsinki provides comprehensive relocation support to incoming international fellows, ensuring a smoother immigration process and an easier transition to life in Finland. The team assists with various aspects of relocation, including residence permits, EU registration, local registrations, social security, taxation, accommodation, and setting up a bank account. For more information, please visit [this website](#).

## 10 Contact

For additional information regarding the application process or the NNF-IAS programme in general, applicants are welcome to contact:

**Programme Manager Helle Villekold at [helle@aias.au.dk](mailto:helle@aias.au.dk)**

For further information about the fellowship and contact information for each institute, please visit:

<https://aias.au.dk/nnf-ias-fellowships> and for information on the four theme leads visit:

<https://aias.au.dk/nnf-ias-programme>.

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