# Tenure-Track Pilot Program between Croatia, EPFL and the Swiss Government

Promoting research careers through brain circulation

## Objectives
- To offer talented early-career researchers career prospects as a tenure-track assistant professor at a Croatian university or research center.
- To offer competitive working conditions enabling early-career researchers to form their own research groups.
- To offer contracts comparable to ERC Starting Grants.
- To transfer EPFL's expertise in running a successful tenure-track model, gained over the course of 18 years, to Croatian institutions.
- To share best practice with the Croatian government in implementing programs of this type.
- To use the pilot program as a test bed and proof of concept for a potential new pan-European funding instrument to fight brain drain and help Europe overcome the science divide.

## Funders
- Swiss Agency for Development and Cooperation: four million Swiss francs from the Swiss Enlargement Contribution to Croatia.
- Croatian government: 15% top-up contribution.

## Programme duration
6 years, 2019 - 2024

## Stakeholders
**EPFL**
- Designing the program
- Approaching the Swiss and Croatian authorities about running the program
- Helping the Croatian Science Foundation to implement the program
- Appointing EPFL professors as mentors for principal investigators (PIs)

**Croatian Science Foundation**
- Implementing the program

**Croatian Ministry of Science and Education**
- Acting as joint program owner

**Croatian Ministry of Regional Development and EU Funds**
- Acting as joint program owner (15% top-up funding)

**Swiss Agency for Development and Cooperation**
- Funding the program (four million Swiss francs from the Swiss Enlargement Contribution)
Program features and criteria

- Top scientists recruited via a competitive call, up to seven years after completing their PhD.
- Five-year contracts as an assistant professor; up to 1.1 million Swiss francs per contract to cover salaries, equipment, research funds, travel and overheads.
- Thematic fields: engineering, computer science, basic natural sciences.
- Mid-term and final evaluation, with permanent contract offered to successful PIs.

Selected principal investigators (PIs) and mentors


Statistics

- 20 proposals received, six rated excellent, three contracts signed.