



# Call for applications for PhD positions

CoDesign4 Transitions Doctoral Network

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# Index

## Table of Contents

Index.....	2
1. Call for applications for PhD positions .....	3
1.1 Key information on the program .....	3
1.2 Number of positions available .....	4
1.3 Who can apply? .....	4
1.4 Equal opportunities .....	5
1.5 Research fields.....	5
1.6 Interested?.....	5
1.7 Selection procedure and key dates .....	6
1.8 Supporting documents .....	6
1.9 Selection and evaluation criteria .....	6
1.10 Employment duration and salary .....	7
1.11 Annexes .....	8





# 1. Call for applications for PhD positions

Applications are invited for 13 PhD positions for the Doctoral Network “Sustainable Transitions through Democratic Design” (CoDesign4 Transitions) a Marie Skłodowska-Curie Actions Doctoral Network. The CoDesign4Transitions network is dedicated to nurturing the talents of transdisciplinary Doctoral Researchers, who will carry out new research and develop skills at the intersection of co-design, sustainability, service and systems design, democratic innovation, and climate transitions. In the context of contentious sustainability transitions, the project will provide these researchers with a unique opportunity to pioneer democratic design methodologies for climate transitions in an interdisciplinary, intersectoral environment. The team of 13 doctoral researchers will work not only on their own topic, but collectively across a range of events, discussions, seminar and training moments engaging in sustained cross-discipline collaboration. The successful candidates will study across Europe, attending workshops with their fellow researchers and taking on secondments at Europe’s leading research institutions, companies and institutions.

## 1.1 Key information on the program

This project has received funding from the Horizon Europe Marie Skłodowska-Curie Actions Doctoral Networks under the agreement 101120074. More on CoDesign4 Transitions can be found at <http://codesign4transitions.eu>.

The network includes six leading universities who will together employ 10 doctoral candidates funded by MSCA:

- **Politecnico di Milano (POLIMI)**, Italy, 2 positions
- **Aalborg Universitet (AAU)**, Denmark, 2 positions
- **SWPS University of Social Sciences and Humanities (SWPS)**, Poland, 2 positions
- **Vrije Universiteit Brussel (VUB)**, Belgium, 1 position
- **Syddansk Universitet (SDU)**, Denmark, 1 position
- **Royal Melbourne Institute of Technology Spain sl (RMIT-EU)**, Spain, 2 positions

The network is further complemented by two outstanding partners that will employ another three doctoral candidates fully aligned with the program funded by national governments:

- **University of the Arts London (UAL)**, United Kingdom, 2 positions
- **Moholy-Nagy University of Art and Design (MOME)**, Hungary, 1 position

This outstanding group of Hosting Universities is complemented by fifteen outstanding Associated Partners, which are leaders in their field:

- **Erasmus University (DRIFT)**, Netherlands
- **Climate-KIC Holding B.V. (Climate-KIC)**, Netherlands
- **Stiftelsen Stockholm Environment Institute (SEI)**, Sweden
- **Democratic Society Asbl (DemSoc)**, Belgium
- **Lisbon Council Asbl (LC)**, Belgium
- **Stichting Chora Foundation (CHORA)**, Netherlands
- **London Borough of Camden (LBC)**, United Kingdom





- **London Borough of Southwark (LBS)**, United Kingdom
- **Carnegie Mellon University (CMU)**, United States
- **The Council of the City of Warsaw (CCW)**, Poland
- **Fundacio Privada Elisava Escola Universitaria (ELISAVA)**, Spain
- **Holon sccl (HOLON)**, Spain
- **Royal Melbourne Institute of Technology\* RMIT University (RMIT-UNI)**, Australia
- **Dansk Design Centre (DDC)**, Denmark
- **Ernst&Young Seren (EY Seren)**, London

## 1.2 Number of positions available

Candidates can apply for a maximum of 3 positions in the network, provided they have the required background and meet the application criteria. **Candidates must mention the positions that they want to apply for in their cover letter and rank their preferences in a separate attachment.** Only the three positions specified in this way by the applicant will be considered.

The network co-ordinator and scientific committees reserve the right to propose to applicants that their application is considered for a position in the network other than those than they have applied for, if we consider it more suitable for their background and expertise. Their information will be shared between consortium members. In addition to these network-wide requirements, candidates will be required to check they meet criteria in the university they are applying to: (a) visa requirements for the country where the university they are applying to is based, and (b) demonstrate English language proficiency.

## 1.3 Who can apply?

CoD4T is a PhD training program for talented researchers of any age, nationality, culture, gender, and sexual orientation. Candidates applying for an open position must fulfil all of the following eligibility criteria:

**Not have been awarded a doctoral degree.** Researchers must not already be in possession of a doctoral degree at the date of the recruitment. DCs must have a Master's degree. Researchers who have successfully defended their doctoral thesis but who have not yet formally been awarded the doctoral degree will NOT be considered eligible to apply.

**Mobility rule.** Researchers can be of any nationality and must comply with the following mobility rule: they must not have resided or carried out their main activity (work, studies, etc.) in the country of the Hosting University for more than 12 months in the 36 months immediately before their recruitment date. Compulsory national service, short stays such as holidays and time spent by the researcher as part of a procedure for obtaining refugee status under the Geneva Convention are not taken into account.

**Employment rule.** Researchers must not be already permanently employed by the research host for the position you are applying to.

**Minimum level of studies:** Applicants must meet the academic criteria for admission to the doctoral programs at the Hosting University.

**English language proficiency\*:** Applicants must have a demonstrable C1 level of English (both speaking and in writing). Evidence must be provided pre-admissions/enrolment into the program following the guidance and minimum requirements specified by the Hosting University. In the absence of a recognised certificate, candidates should check the rules at the university where they will be



enrolled.

\*Native English speakers are exempt from this requirement.

Applicants must agree to do the planned secondment(s) in the associated partners (see Annex 1, “Doctoral Positions” for further details). Further, during employment DCs must agree to not receive any other source of income.

NB: If you do not meet all conditions, your application will be rejected. For complete eligibility details, including special circumstances and evidence to be submitted, check Annex 2, “Guide for applicants”.

## 1.4 Equal opportunities

Our selection process is in line with the principles set out in the European Charter for Researchers and the Code of Conduct for Recruitment. The consortium adheres to the principles of the European Commission’s Strategy on Equal Opportunities for Women and Men and promotes genuine equal access opportunities. CoD4T is fully committed to eliminating discrimination and actively promoting equality of opportunity for staff and students. Researchers at risk, from different genders, backgrounds and origin are encouraged to apply. Furthermore, a researcher with disability requiring extra support might be eligible for a Special Needs Allowance.

Additionally, CoD4T is fully committed to provide doctoral candidates in the network with equal opportunities regarding well-being and financial support. Specific measures to balance budgets among beneficiaries of the EC grant have been agreed in the network, aiming to ensure that during periods abroad (secondments) doctoral candidates are fully supported and do not have to incur in double expenses (i.e. paying double rent).

## 1.5 Research fields

Participatory design, co-design, sustainable design, service and systems design, democratic innovation, climate transitions, policy studies, techno-anthropology, political science.

## 1.6 Interested?

Apply by 26 February 2024 to (<https://codesign4transitions.slideroom.eu>). Candidates can apply for a maximum of 3 positions. The applications will be distributed to the organizations responsible for the selection and appointment.

The application must include (general requirements – all documents in English except the copy of the diploma):

- A copy of a **valid ID (national ID, passport or equivalent)**.
- A **curriculum vitae**, including relevant education, work and research experiences (2-4 pages).
- A **cover letter**, explaining motivation to apply and relevance of the position for the candidate, plus a **reflective text** on the topic of ‘Sustainable Transitions through Democratic Design’ that follows academic writing conventions such as academic referencing and a bibliography (max 500 words, excluding references). If you are applying for multiple positions (up to 3 allowed), you must mention each position in one cover letter.
- A **copy of your official academic transcripts and Master’s Diploma** (or declaration of equivalence of the requested diploma if applicable).
- 2 **reference letters** from previous roles covered, guaranteeing for the good attitude and quality of the work produced in previous work/study environments.
- A **portfolio** (showcasing 5 projects or activities relevant to the position – for those applying to practice-oriented positions – 5 pages).
- Evidence of complying with the **mobility rule** (i.e., electricity bill, tenancy agreement – home rental, other).





- Scanned copy of your English Proficiency Certificate or other proof of English proficiency, if English is not your first language.
- The **CoDesign4Transitions** online application form (filled in on the platform directly) filled and signed by candidates indicating (1) which position(s) you are applying for (maximum 3); (2) that you comply with the mobility rule; (3) that you are prepared to do the planned secondment(s).

Only complete application will be accepted.

## 1.7 Selection procedure and key dates

The selection consists of:

- A preselection based on the submitted dossier.
- A selection interview in the week of 18-22 March 2024.
- Second round of interviews in the week of 15-19 April 2024.

The outcomes of the selection will be communicated by 15 May 2024. Candidates will have 15 days (until 30 May) to accept the position and provide the required documents to start the contractualization phase with the beneficiary. The expected start date for employment is 1 September 2024.

Please, note that candidates will be expected to live in the city where your Hosting University is located for the entire duration of the PhD, except for secondment periods, when you will be expected to move to the location of the mentoring organisation (with funding provided by your university).

## 1.8 Supporting documents

To be considered as complete, your application must comprise:

- The application form and declaration that you meet the EU MSCA and mobility criteria, to be completed online;
- A scanned copy of a valid ID (national ID, passport or equivalent);
- A Curriculum Vitae;
- A Cover letter;
- Copy of your official academic transcripts and Master's Diploma (or declaration of equivalence of the requested diploma if applicable).
- Reference letters;
- Portfolio;
- Evidence of complying with the mobility rule;
- Proof of English proficiency, if English is not your first language, meeting the standard set by the university/ies you are applying to.

## 1.9 Selection and evaluation criteria

Applicants will be evaluated on a set of evaluation criteria including academic merit, scientific quality and research potential, ability to carry out a research project and work in an international context.

Criteria	How they are assessed
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		Before interviews	At interview 1	At interview 2
1	Relevant skills and experience	CV, cover letter, 2 reference letters, portfolio (for practice research projects)	Presentation of skills and experience presented at interview	Skills and experience presented at interview
2	Understanding of and alignment with the doctoral research project they are applying for and potential for original research	Cover letter, reference letters, portfolio (for practice research projects)	Question at interview	Presentation and discussion at interview; question at interview
3	Motivation for applying and expectations about future career	Cover letter	Question at interview	
4	Attitude to team working, collaboration, interdisciplinary and transdisciplinary research, capacity to operate independently in an international professional environment	Cover letter, reference letters	Question at interview	Question at interview

Table 1: List of assessment criteria and how they are assessed.

## 1.10 Employment duration and salary

**Duration.** For all of doctoral positions, 36 months is the standard research time for employment set by the European Commission during which the research is expected to be completed. Some universities will fund another 12 months to finish the PhD.

**Salary.** All selected candidates are employed by one Hosting University and enrolled in one PhD program at the same University. They will receive a full salary following MSCA rules. Salaries will therefore vary according to local economic conditions, through applying a 'country correction coefficient' (in relation to the cost of living) applied by the European Commission in the calculation of the project grant. In addition to this, there are differences in salary between different countries from national tax and social security systems. The following table (Table 2. *Gross salary per country*) report the annual funding available to the university for this position depending by the country. Please note: this is **not** the gross annual salary for the candidate. This figure refers to the total amount of funding available to the university that will hire the doctoral candidate, taking into account the living and mobility allowance funding from the EU MSCA as well as national laws. Applicants should be aware that their annual gross salary may well be significantly less than this amount, once the university has covered costs they incur such as pension and national insurance, subject to national laws. The annual gross salary the candidate receives will also be subject to tax, employment and pension deductions, depending on national employment laws.



Country	Annual gross salary (€)
Italy	46.939,20 €
Denmark	61.056,00 €
Belgium	48.000,00 €
Poland	35.964,00 €
Spain	44.450,40 €
United Kingdom	63.055,20 €
Hungary	36.576,00 €

Table 2: Annual funding available by country

The figure reported in Table 2 refer to the gross salary cost for the institution taking into account the living and mobility allowance items. Doctoral candidates will pay tax and contributions to insurance and pension (as with any employee) deducted from this amount. Candidates will receive further support to cover traveling and accommodation expenses during their secondments and for any other activity (i.e. training exceeding what is provided by the network, participation to academic conferences, other costs linked to academic publishing, participation to other project activities, etc.) strictly related to their Doctoral research and this Marie Curie Network.

## 1.11 Annexes

- **Annex 1**, Doctoral Positions.  
Contains: Information on each doctoral project.
- **Annex 2**, Guide for Applicants.  
Contains: Information on the practical steps to applying for a doctoral position.
- **Annex 3**, Guide for Selection Panels.  
Contains: Information on the practical steps to applying for a doctoral position.
- **Annex 4**, DC Information note and DC Information Package for MSCA Fellows (2 documents).  
Contains: Information note and package on MSCA Fellows rights and duties.
- **Annex 5**, Guidelines on supervision.  
Contains: Information note on the role of supervisors and researchers.
- **Annex 6**, European Code of Conduct.  
Contains: Information on good research conduct in EU.



# Call for application



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