

# IN-HOUSE STAFF EXCHANGE PROGRAMMES

## RUN BY ERCIM INSTITUTES

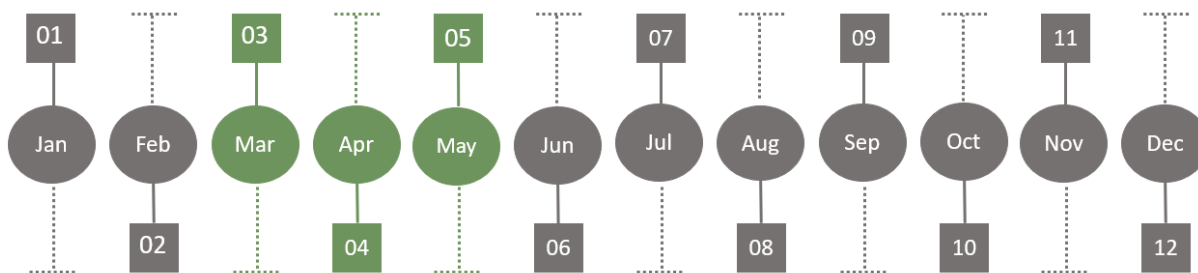
This document presents information on staff exchange programmes run by a subset of the ERCIM members to facilitate staff exchanges between them. It is based on information collected by the ERCIM Human Capital Task Group in 2024 and updated in 2025 and 2026.

### TABLE OF CONTENT

INESC TEC .....	2
Incoming - The INESC TEC International Visiting Researcher Programme .....	2
Incoming - Summer Internships FOR BSC/MSC STUDENTS .....	2
Incoming - Other initiative.....	4
Fraunhofer Gesellschaft .....	5
Incoming - Information for an organisation interested in sending employees to FhG .....	5
Incoming - Other initiatives.....	5
Outgoing - Information for organisations interested to host FhG researcher(s) .....	6
CWI.....	8
Incoming - Initiative for PHD Students only .....	8
Incoming - Traineeships initiative for MSc Students .....	8
Incoming - Other initiative.....	9
CNR.....	11
CNR General Programme .....	11
CNR Institute for Informatics and Telematics (IIT) in Pisa Programme.....	11
CNR Institute of Information Science and Technologies (ISTI) in Pisa Programme .....	12
NTNU .....	14
Incoming - NTNU initiative .....	14
Outgoing - NTNU initiative .....	14
ITIS UMA.....	16
Incoming - ITIS-UMA initiative.....	16
Outgoing - ITIS UMA initiative .....	16
Inria .....	18
Incoming - Inria initiatives .....	18
Inria International Chairs.....	18
Outgoing - Inria initiative.....	18

### LEGEND

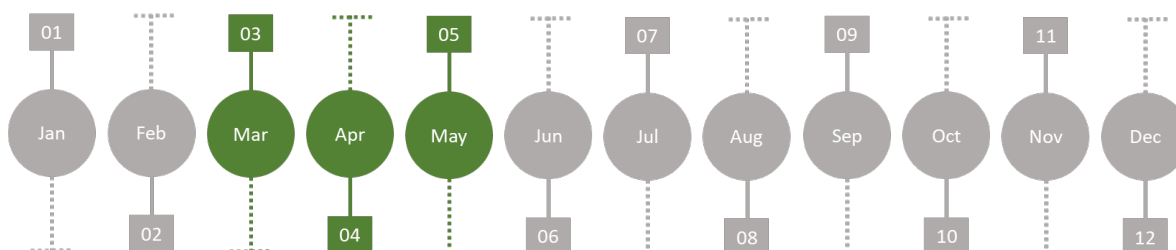
The green section on the timeline indicates when applications are open. In this example, applications may be submitted between April and May.



## INESC TEC

### INCOMING - THE INESC TEC INTERNATIONAL VISITING RESEARCHER PROGRAMME

Staff concerned	Incoming
Who is paying	INESC TEC
Specific call	Yes, every year
Duration of the exchange	Up to 3 months
Last update	27/03/2026



Allows international research talent to spend up to 3 months at INESC TEC to work on cutting-edge research topics with INESC TEC peer. In previous editions, the programme welcomed both senior and more junior researchers, including Master's and PhD students. Although we are still accepting applications from exceptional Master's and PhD students, we are currently prioritising applications from senior researchers affiliated with universities and research-performing organisations outside Portugal.

Visiting Researchers are exposed to an interdisciplinary research environment, collaborate with seasoned experts in research lines of mutual interest and expand their professional network. Key objectives include setting the ground for leveraging institutional collaboration through individual mobility and improving intercultural understanding for successful international cooperation in the long run.

#### The IIVRP by the Numbers

- 171 institutions from 51 countries represented among applicants between 2022 and 2025.
- 65 visiting researchers hosted so far, from 53 institutions in 21 countries.
- Nearly 9 out of 10 visitors reported that the experience fully met their expectations.
- 97.1% of INESC TEC hosts rated the experience as Very Good or Outstanding.

Each edition runs for one year. Visits, with a total duration of up to three months, may take place at any time between Month 1 (M1) and Month 12 (M12). A competitive call is launched, under which candidates must select a research topic from a list proposed by INESC TEC

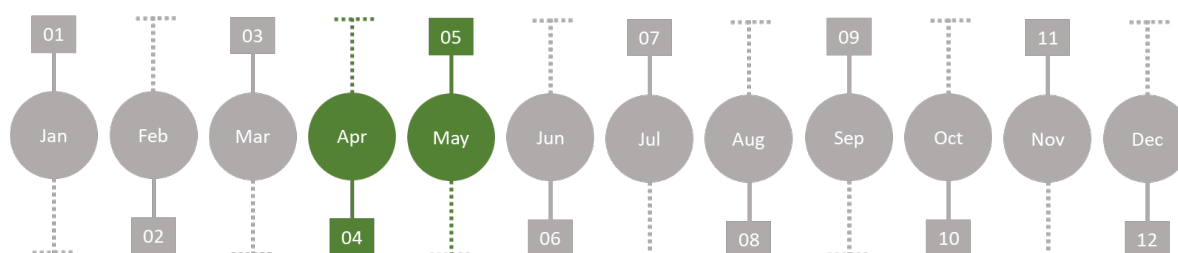
researchers across different scientific domains. Following a two-round evaluation process, the highest-ranked candidates (typically between 15 and 18) are admitted to the programme.

Selected Visiting Researchers are required to sign a financial assistance contract with INESC TEC to receive financial assistance from INESC TEC during their visits to our organisation. This allowance can be used to cover part of the expenses incurred by the visitors, including travel and accommodation in Portugal. Selected visitors are assisted by INESC TEC’s International Relations Service before and during their visit.

The 2026/2027 Call will remain open until **May 15, 2026** and visits may take place anytime between October 1, 2026 and July 31, 2027. More information here: [Work with us - opportunities | INESC TEC - INESC TEC](#)

## INCOMING - SUMMER INTERNSHIPS FOR BSC/MSC STUDENTS

Staff concerned	Incoming
Who is paying	Unpaid
Specific call	Yes, every year
Duration of the exchange	4 weeks during summertime
Last update	27/03/26



**Main goals:** The primary goal of this initiative is to offer participants a first-hand research experience, providing an opportunity for those interested in learning more about research and development activities. It complements academic training and helps bringing young people closer to research careers. It is also an opportunity to explore future collaborations.

The application process runs from April to May, during which all submissions are evaluated and ranked. The most suitable candidates are then selected. Since 2023, a total of 228 students has participated in the programme and successfully completed their internships. Around one third of these participants have continued their research path at INESC TEC, supported by research scholarships that enabled them to pursue further collaborations. Some of these experiences have already resulted in employment contracts, demonstrating the programme’s role as a gateway to future career opportunities.

**Duration and structure:** The program runs for a minimum of four weeks, from June to early September, and is open to undergraduate and master’s students from around the world.

**What we have to offer:** Participants gain hands-on research experience, develop transferable skills, and explore future academic or career opportunities. The program allows students to experience how research is conducted and understand how they can contribute to science by creating something new. At the end of the internship, students present their project results and are evaluated by a panel of experts during a ceremony that recognizes and rewards the best internships.

The work can be developed on-site, remotely, or in a hybrid format, depending on the specific requirements of the work plan. Full-time participation is mandatory. These internships are unpaid, but students are provided with all the necessary resources and technologies to successfully complete their projects.

Further information about the program can be found here: <https://www.inesctec.pt/en/work-with-us#summer-research-internships>.

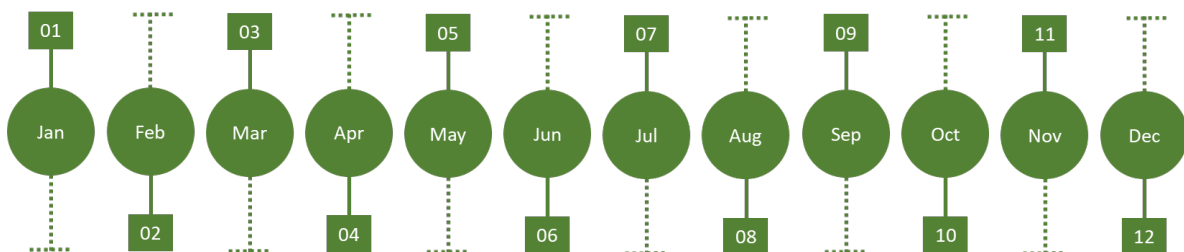
## INCOMING - OTHER INITIATIVE

In addition to these mobility programmes, INESC TEC welcomes opportunistic visit requests from researchers affiliated with other organisations and interested in short stays at this institution. Funding should be, in principle, sourced by the visiting researcher's home institution or secured by EU funded-projects or any other mechanism supporting staff mobility, for example.

## FRAUNHOFER GESELLSCHAFT

Staff concerned	Incoming
Who is paying	External programme (DAAD...)
Staff concerned	Outgoing
Who is paying	Fraunhofer-Gesellschaft
Specific call	No
Duration of the exchange	Between 8 weeks and 5.5 months
Last update	21/04/2026

## INCOMING - INFORMATION FOR AN ORGANISATION INTERESTED IN SENDING EMPLOYEES TO FHG



### Fraunhofer Stipend Programme for Postdocs (rarely used)

Similar to ERCIM, but more formalities and more expensive.

### Several other programmes used by Fraunhofer from other German Institutions:

- DAAD German Academic Exchange Service: <https://www.daad.de/en/>
- AvH Alexander von Humboldt: <https://www.humboldt-foundation.de/en/explore/about-the-humboldt-foundation>
- DfG Deutsche Forschungsgemeinschaft: <https://www.dfg.de/en>

## INCOMING - OTHER INITIATIVES

- 4 Bilateral Programmes (one with China)
- Institutes also have their own Programmes.

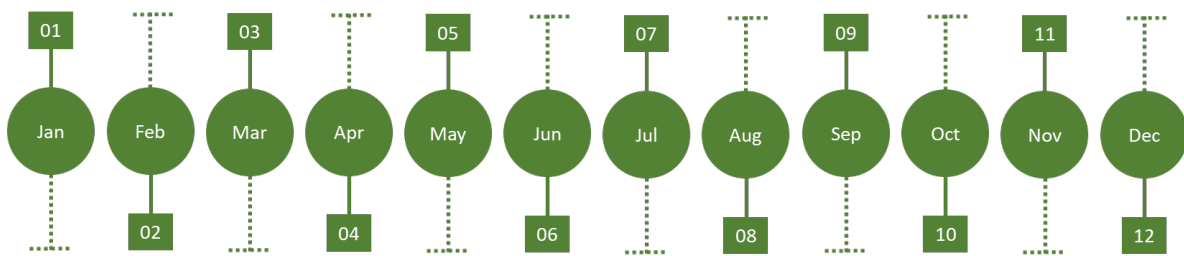
The most restrictive problem is:

Fraunhofer is not allowed to pay outside the regulation with the trade union or the Ministry of Research. That means contracts for 2 years minimum, fixed salary, public health assurance ....

### Actions taken for foreign newcomers:

Depend on the Fraunhofer institutes (75 institutes plus other research units) and the department

## OUTGOING - INFORMATION FOR ORGANISATIONS INTERESTED TO HOST FHG RESEARCHER(S)



The **Fraunhofer International Mobility (FIM) Program** supports strategic stays abroad of Fraunhofer employees from the Institutes and headquarters in order to build up or deepen strategic partnerships with external research institutions as well as with Fraunhofer institutions abroad (Centers and Representative Offices).

- Goals: Gaining knowledge, generating new project ideas and establishing or expanding the international network are just some of the possible strategic goals.
- Target group: Fraunhofer employees in Germany from science, technology, science administration and management; all career levels; Institutes and headquarters.
- Funding:

Funding by Fraunhofer headquarters:

- Travel and accommodation costs (including daily allowances and local transfers)
- Individual needs-based preparation and HR development actions
- Any necessary legal checks by external law firms (e.g. with regard to social security abroad, income tax, visa)

Own contribution of the Institute:

- Regular personnel costs, such as salary, must continue to be borne by the respective Fraunhofer Institute for the duration of the stay.
- Duration: Between **8 weeks and 5.5 months**
- Search with “Fraunhofer International Mobility (FIM) Program” in any browser and you will see information from the institutes for this programme.

### Application

1. A fully completed and signed application form (please comply with content and length requirements) together with the following:

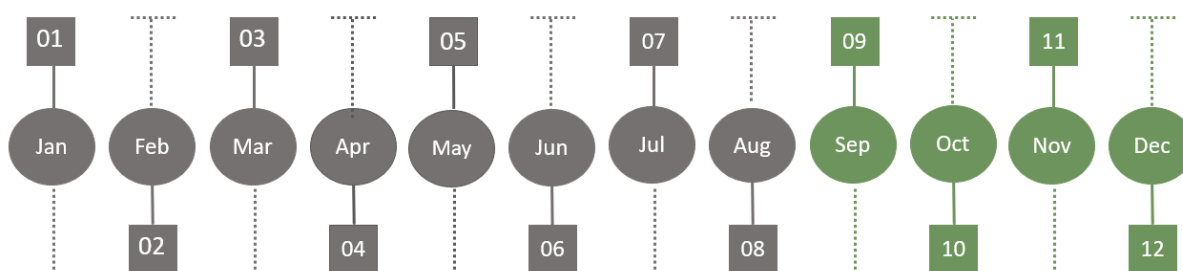
- Résumé
- Indication whether the project is taking place under an existing collaboration agreement with the host organization or entity (specify the relevant contract)
- Short description of the project, the institute’s objectives and its reasons for sending the employee abroad, with reference to how this fits with the institute’s strategy

- Indication of the applicant's personal suitability
- 2. A letter of invitation from the host entity based on the »Letter of interest« template. The letter should make clear that the host institute is able to supervise the employee's stay, and that a place of work can be made available to the employee for the duration of their stay.
- Please refer to chapter 2.10 of the funding guide to learn more about the selection criteria.
- Applications must be made in consultation with the employee's direct manager and approved by the institute management.
- Use application Tool

INCOMING - INITIATIVE FOR PHD STUDENTS ONLY

Staff concerned	Incoming
Who is paying	Compensation in the form of an internship stipend by CWI + house + trips
Specific call	Yes
Duration of the exchange	At least 3 months
Last update	10/04/2026

Ongoing initiative, offering approximately 5 PhD internships per year: <https://www.cwi.nl/en/jobs/internships-for-phd-students-mfx/>

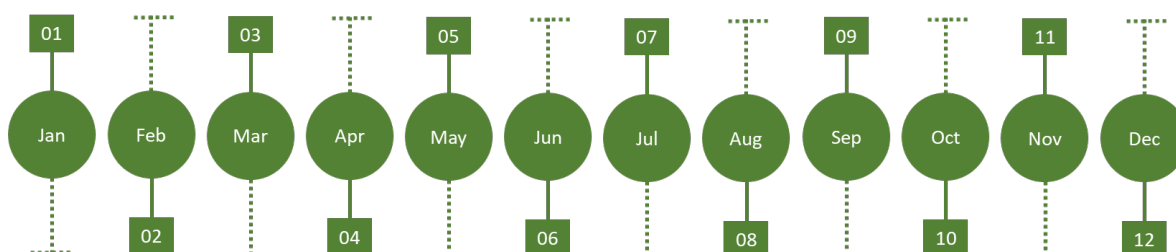


The deadline for applying for internships in 2026 will be this Fall. More details will follow soon.

INCOMING - TRAINEESHIPS INITIATIVE FOR MSc STUDENTS

Staff concerned	Incoming – MSc students
Who is paying	Unpaid - Help according to the budget availability
Specific call	No
Duration of the exchange	Not mentioned
Last update	10/04/2026

Traineeships for Msc students: <https://www.cwi.nl/en/education/traineeships/>



Next to that, we welcome MSc students on specific projects, but this is mainly aimed at the Dutch community. Though I can understand that it might work for MSc students at “known” and close universities outside The Netherlands as well. But we don’t provide funds for this (case by case basis, depends on the group’s budgets or the visitor’s).

More details: [https://www.cwi.nl/en/jobs/traineeships\\_cwi/](https://www.cwi.nl/en/jobs/traineeships_cwi/)

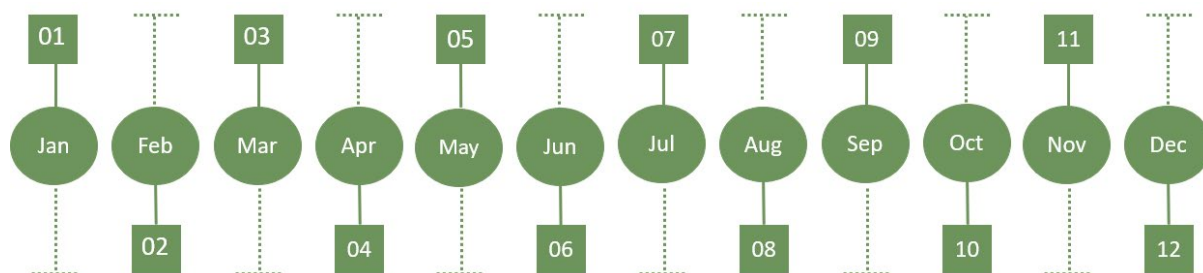
If you are interested in doing a traineeship/Master project at CWI, please contact the persons below for the possibilities, according to your specialization, or browse [the current master projects](#).

- [Networks & Optimization: Daniel Dadush](#)
- [Stochastics: Bert Zwart](#)
- [Software Analysis and Transformation: Tijs van der Storm](#)
- [Computer Security: Marten van Dijk](#)
- [Intelligent and Autonomous Systems: Tim Baarslag](#)
- [Distributed and Interactive Systems: Pablo César Garcia](#)
- [Scientific Computing: Benjamin Sanderse](#)
- [Multiscale Dynamics: Ute Ebert](#)
- [Evolutionary Intelligence: Peter Bosman](#)
- [Database Architectures: Peter Boncz](#)
- [Human-Centered Data Analytics: Laura Hollink](#)
- [Computational Imaging: Tristan van Leeuwen](#)
- [Machine Learning: Sander Bohté](#)
- [Cryptology: Ronald Cramer](#)
- [Algorithms and Complexity: Ronald de Wolf](#)

#### INCOMING - OTHER INITIATIVE

Staff concerned	Incoming – Other initiatives
Who is paying	Unpaid by CWI but possible contribution for covering travel and accommodation costs
Specific call	No
Duration of the exchange	<ul style="list-style-type: none"> <li>• If parttime visitors at least two days a week over a period of minimum 3 months and maximum 6 months.</li> <li>• If fulltime visitors can vary between 1 and 5 months.</li> </ul>
Last update	03/04/2026

CWI Visiting Programme: <https://www.cwi.nl/en/jobs/visiting-programme/>



The CWI Visiting Programme provides researchers with the opportunity to conduct high-quality research at CWI and to expand their professional network. The programme is open to researchers based in the Netherlands as well as abroad.

### Eligibility

Applicants should:

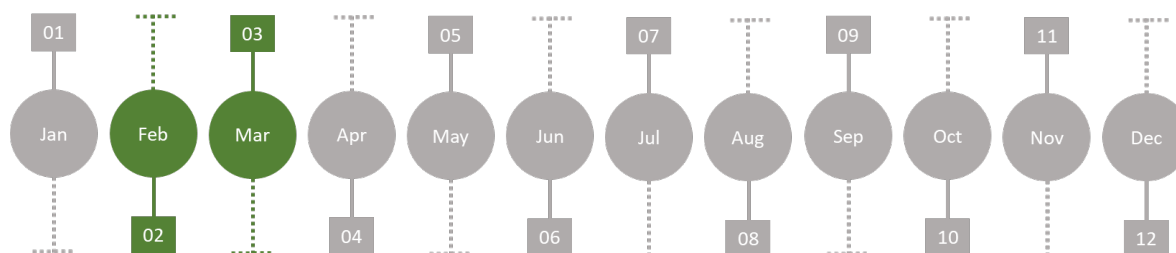
- Hold a position as assistant, associate, or full professor at a university or research institute (in the Netherlands or abroad).
- Work on a topic that aligns with one of [CWI's focus areas](#).
- Be willing to collaborate closely with CWI scientists to advance joint research projects.
- Be willing to deliver a distinguished lecture during the visit.
- Preferably participate in one of CWI's [research semester programmes](#).

### Application Process

- The application process is open to all eligible scientists. Applicants who coordinate their plans with CWI researchers prior to submission are generally more likely to be selected.
- Applications can be submitted throughout the year by completing the [application form](#), and sending it, along with a CV, to [Ilse Prins](#). A response can typically be expected within two months of submission.
- Please note that the number of visiting positions is limited.

For questions, please contact [Ilse Prins](#).

## CNR GENERAL PROGRAMME



Staff concerned	Incoming
Who is paying	CNR
Specific call	Yes (STM Programme)
Duration of the exchange	10 days for foreign researchers (incoming)
Last update	13/04/2026

Staff concerned	Outgoing
Who is paying	CNR
Specific call	Yes (STM Programme)
Duration of the exchange	21 days for Italian researchers (outgoing)
Last update	13/04/2026

The National Research Council of Italy (CNR) runs a special programme of Short Term Mobility (STM Programme) to promote international cooperation between CNR and foreign research institutions by financing short-term stays of Italian and foreign researchers. It enables highly qualified foreign researchers, belonging to foreign Universities and Research Institutions of clear international standing, to be invited to carry out research in cooperation with CNR Institutes.

CNR does therefore finance short-term stays of 21 days for Italian researchers and of 10 days for foreign researchers engaged in international research projects of mutual interest. The application must be submitted by a proposer from a CNR Institute interested in hosting the foreign visitor.

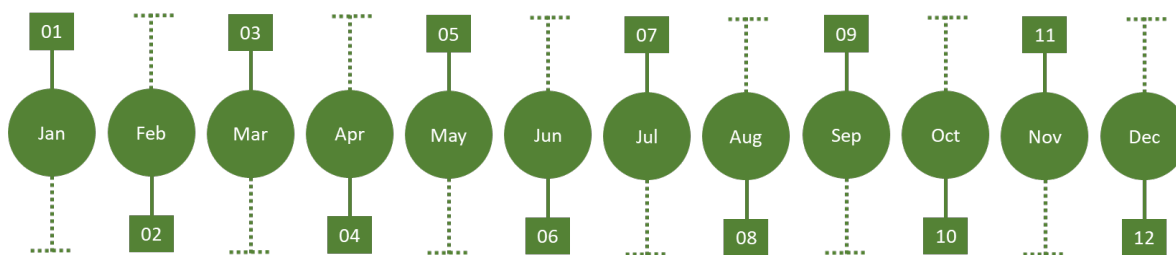
There is a Call every year to select and fund a new batch of researchers.

In 2026 the application deadline was on 20<sup>th</sup> February 2026. Other info can be found at:

<https://www.cnr.it/en/short-term-mobility> and at: <https://www.cnr.it/en/bando-STM>.

For further information, please contact: Dr. Elvezia Larosa, e-mail: [elvezia.larosa@cnr.it](mailto:elvezia.larosa@cnr.it)

## CNR INSITUTE FOR INFORMATICS AND TELEMATICS (IIT) IN PISA PROGRAMME



### INCOMING - IIT STM INITIATIVE

Staff concerned	Incoming foreign researchers
Who is paying	CNR IIT - according to the budget availability
Specific call	No
Duration of the exchange	Up to 3 months
Last update	13/04/2026

IIT-CNR includes, in its Short Term Mobility programme, the option to support foreign scientists with a high scientific profile in visiting the Institute, **for a period of up to 3 months**, according to the CNR STM regulation. For applications coming from visitors belonging to foreign research institutions, **an IIT CNR Sponsor/Head of research unit must be identified**, who must attach a presentation letter to the application, to be addressed to the Director of IIT-CNR, stressing the relevance of the application for the scientific and technological activities of IIT-CNR (<https://www.iit.cnr.it/en/>).

### OUTGOING - IIT STM INITIATIVE

Staff concerned	Outgoing IIT researchers
Who is paying	Outgoing IIT researchers
Specific call	CNR IIT – according to the budget availability
Duration of the exchange	No
Last update	Up to 21 days

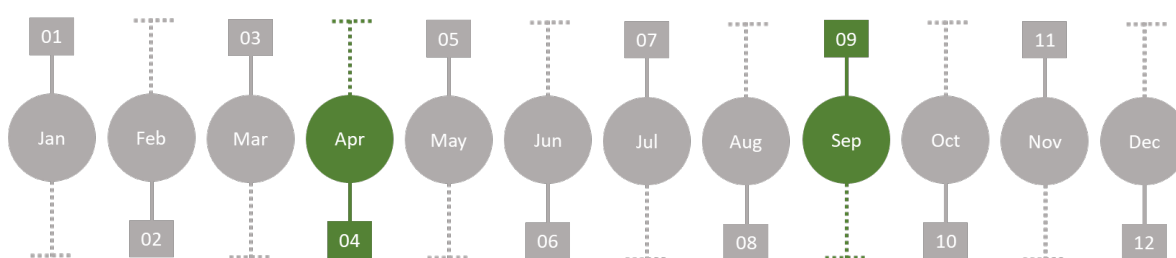
The Institute of Informatics and Telematics (IIT) of CNR wishes to contribute to the growth and consolidation of the exchange of scientific staff by setting up a permanent Desk for the Short Term Mobility programme (IIT STM).

IIT-CNR supports research stays abroad for a maximum duration of 21 days (21 nights) of IIT researchers, according to the IIT STM regulation. A substantial part of the budget allocated by the Institute to the IIT STM programme will be reserved for young applicants under 45 years of age who meet the requirements provided by the present Regulation. Applications must be approved and submitted by the scientific supervisor of the proponent.

The IIT-CNR call does not fund participation in scientific congresses, symposia and meetings. Applications may be sent at any time during the year but the first-come-first-served principle applies. Applications will be scientifically assessed by an evaluation committee with the Director of the Institute. Programmes will be eligible for funding according to the budget made available each year for the IIT-STM. For further information, please contact: Dr. Adriana Lazzaroni, email: [adriana.lazzaroni@iit.cnr.it](mailto:adriana.lazzaroni@iit.cnr.it)

OUTGOING - ISTI STM - GYM INITIATIVE

Staff concerned	Outgoing ISTI researchers
Who is paying	CNR ISTI – according to the budget availability
Specific call	Two calls every year (spring / fall)
Duration of the exchange	Frequently 1 month
Last update	14/04/2026



The Institute of Information Science and Technologies (ISTI) of CNR wishes to contribute to the growth and consolidation of the exchange of scientific staff by setting up dedicated calls for his internal short term mobility programme, called Grants for Young Mobility (ISTI GYM).

Two times per year ISTI-CNR publishes a competitive call for mobility grants, to support research stays abroad; the grants have a fixed amount (in between 3 000€ and 4 000€ per travel, depending on the living cost of the selected location), thus supporting mobility periods of around one month in average. The GYM program has an annual budget of 30KE and thus in average we select 8 fellowship per year. The requirements and regulations are specified on the GYM call announce ([Grants for Young Mobility page](#)). The grants are reserved for young applicants under 34 years of age. The ISTI-CNR GYM call does not fund participation in scientific congresses, symposia and meetings. Applications are scientifically assessed by a specific evaluation committee together with the Director of the Institute.

INCOMING - NTNU INITIATIVE

Staff concerned	Incoming
Who is paying	NTNU department
Specific call	No
Duration of the exchange	Not mentioned
Last update	02/04/2026

NTNU do not have any formal visiting researcher programme on PhD-level. This s done case-by-case and based on individual agreements. The department must have the capacity to host visiting students (both financially and supervision)

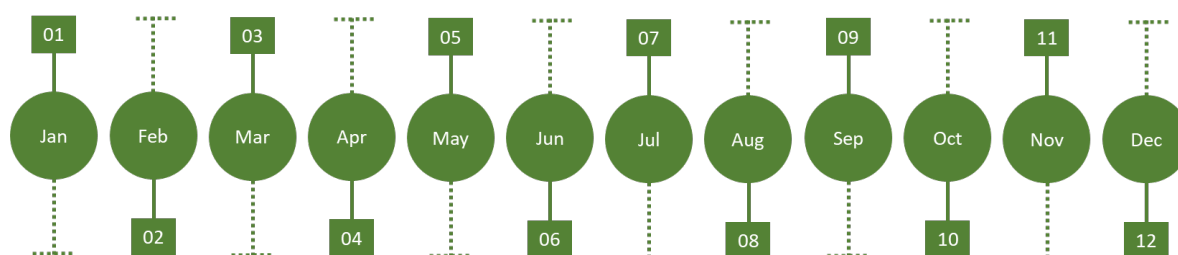
An important issue in this matter is the Norwegian export control. NTNU has the responsibility to assess the sensitivity of our knowledge and technology ourselves, and to ensure compliance with the export control regulations in connection with appointment of foreign persons, admission of international students to specific courses, and for other forms of knowledge transfer.

OUTGOING - NTNU INITIATIVE

Website

<https://i.ntnu.no/wiki/-/wiki/English/Staff+mobility>

Staff concerned	Outgoing
Who is paying	Funding through Erasmus+ (2021-2027)
Specific call	No
Duration of the exchange	Not mentioned
Last update	02/04/2026



Employees at NTNU can apply for funding through Erasmus+ for teaching or training visits to an education institution with an Erasmus agreement in Europe (not conferences).

Information on mobility **Formal requirements**

- Academic staff as well as technical and administrative staff at NTNU can apply
- You can receive funding for up to 10 days.

- For teaching visits, a minimum of eight teaching hours per week is required. It is also possible to combine teaching with training. The number of teaching hours can then be reduced accordingly
- The employee is responsible for contacting and arranging the date of the visit with the education institution abroad before the application for employee funding can be completed and submitted
- Read detailed necessary information here: [Information from Grant agreement model for Erasmus+ staff mobility for teaching and training](#)

## Funding

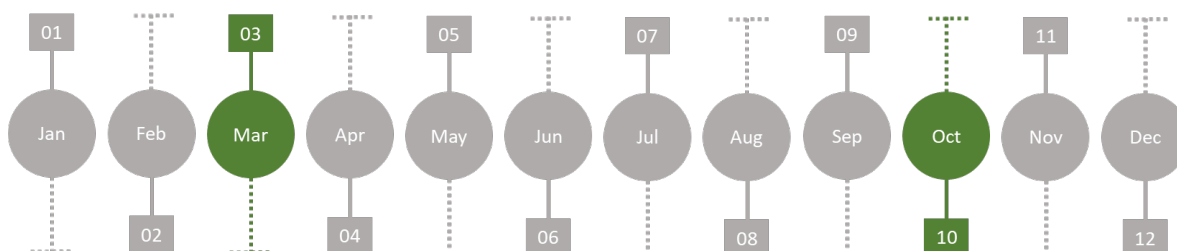
You can receive between EUR 100 and 130 per day (for up to 10 days) for your stay abroad, depending on the destination. You can also receive funding for travel.

## Application

- Deadline for applications: open, but the first-come-first-served principle applies
- [Application form](#)
  - Note that you need to fill in the cost centre (K-sted) for the department or the division at the bottom of the application form, below the field for comments. The funding granted will be transferred to the department or the division where your travel expense report is expensed. The department or division pays the money to you.

## INCOMING - ITIS-UMA INITIATIVE

Staff concerned	Incoming
Who is paying	UMA / sending organization
Specific call	UMA Research, Transference and Scientific Dissemination Plan
Duration of the exchange	Depends on the budget availability
Last update	14/04/2026



The University of Málaga has a program for research visits of international senior researchers, with two calls in March and October. This program has been temporarily suspended for years 2025 and 2026 .

The ITIS is always open to receive junior and senior research visits of different duration funded by the sending organization.

## OUTGOING - ITIS UMA INITIATIVE

Staff concerned	Outgoing
Who is paying	<ul style="list-style-type: none"> <li>• PhD grants</li> <li>• National grants for postdoctoral/senior visits</li> <li>• UMA grants</li> </ul>
Specific call	Yes
Duration of the exchange	<ul style="list-style-type: none"> <li>• PhD grants (between 1 and 3 months)</li> <li>• National grants (between 3 and 6 months)</li> <li>• UMA grants (between 1 and 3 months)</li> </ul>
Last update	14/04/2026

ITIS members doing the PhD with a grant from the national or regional governments have the possibility of outgoing visits during the three years of the grant. The visit needs to be between 1 and 3 months.

ITIS post-doctoral and senior members have the possibility of outgoing visits financed by the national government. The call is annually, and the visits need to be between 3 and 6 months.

ITIS members can apply for the University of Málaga grants for stays in national and international centers. The call is annually, and the visits can be between 1 and 3 months.

ITIS members have the possibility of short outgoing stays financed by the research projects/contracts in which they participate depending on the conditions stated for each specific project.

**INCOMING - INRIA INITIATIVES**

Staff concerned	Incoming
Who is paying	Inria
Specific call	Yes
Duration of the exchange	<ul style="list-style-type: none"> <li>• shorter stays spread over 3 to 5 months for International Chairs (incoming),</li> <li>• 12-24 months—for postdoc positions (incoming),</li> </ul>
Last update	20/10/25

**INRIA INTERNATIONAL CHAIRS**

- To encourage long stays by eminent international researchers in Inria project- teams:
  - “Starting Career” (5 to 12 years post PhD): 6 to 9 months spread over 3 years
  - “Advanced Career”: 10 to 12 months spread over 5 years
  - Fully paid by Inria during their stays
  - Annual call

<https://www.inria.fr/en/europe-and-international-schemes>

**POSTDOCTORAL POSITIONS**

- Reserved postdoctoral positions to support Inria’s international strategic partnerships
  - 12 to 24 months contracts funded by Inria
  - Part of the postdoctoral position is taking place abroad within the frame of the partnership
  - Annual internal call

**OUTGOING - INRIA INITIATIVE**

Staff concerned	Outgoing
Who is paying	Inria
Specific call	Yes
Duration of the exchange	Depending on the mobility scheme: <ul style="list-style-type: none"> <li>• 6-12 months stay for researchers from Inria project-teams (outgoing)</li> </ul>
Last update	20/10/25

**SABBATICAL**

- To support Inria scientists for a long academic research stay abroad

- Open to researchers from Inria project- teams
- 6 to 12 months stay in a research institution abroad
- Monthly salary still paid by home institution
- Allocation of an operating budget to support missions (funding: Inria)