



# biotin

biomedical technologies and innovation

**Biomedical Technologies and Innovation  
Doctoral Program (BIOTIN)**

Horizon 2021 MSCA COFUND

## **GUIDE FOR APPLICANTS**

Deadline for Application:

**13 MARCH 2023**



**Co-funded by  
the European Union**

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## 1. Overview

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Biomedical Technologies and Innovation (BIOTIN) doctoral program features an international, interdisciplinary and intersectoral approach to provide 10 doctoral candidates (DCs) a unique blend of research training skills in the convergence of life sciences, engineering, and computational & data science, and entrepreneurship skills, with the aim of advancing innovation in biomedical research and education. The programme will be a unique educational experience immersing DCs in courses and trainings on entrepreneurship at the early stages of their curriculum, and on data science and computing, in addition to classical biomedical sciences and engineering courses.

The BIOTIN program will offer 20 research projects that applicants can choose from in three intertwined themes of biomedical research: **(1) drug discovery and development, (2) diagnosis and (3) tissue engineering and artificial organs.**

BIOTIN is coordinated by Izmir Institute of Technology (IZTECH) in collaboration with two implementing partners: Boğazici University (BOUN) and Izmir Biomedicine and Genome Center (IBG). IZTECH, IBG and BOUN, located in two major cities of Türkiye, i.e. Izmir and İstanbul, respectively, will be recruiting DCs.

BIOTIN fellows will benefit from a highly-qualified interdisciplinary supervisory team, secondments and short-visits to network partners in Europe and the USA including prominent universities, non-governmental organizations (NGO), large enterprises and start-ups, alongside the opportunity to develop and practice entrepreneurship skills in leading technology development zones of Türkiye. A total of 28 associated partner organizations including 17 academic and 11 non-academic organizations will contribute to the program. The list of associated partner organizations is given below.

Associated Partner Organisation name	Partner organisation acronym	Country	Partner Status
The Scientific and Technological Research Council of Turkey	TUBITAK	TR	Non-academic
İstanbul Health Industry Cluster	ISEK	TR	Non-academic
Siemens Healthcare Sağlık/Siemens Healthineers	Siemens	TR/DE	Non-academic
Amgen Turkey	Amgen	TR	Non-academic
FUJIFILM Visual Sonics	FF-VSI	NL	Non-academic
XNK Therapeutics AB	XNK	SE	Non-academic
Letgen Bioteknoloji	Letgen	TR	Non-academic
Solaris Genomic Health	SGH	TR	Non-academic
RS Research	RS Research	TR	Non-academic
Atmosfer Technology Transfer Office	Atmosfer	TR	Non-academic
Technopark İzmir	Technopark Izmir	TR	Non-academic
İzmir University of Economics	IUE	TR	Academic
Polytechnic University of Catalonia	UPC	ES	Academic
Boise State University	BSU	US	Academic
Cleveland State University	CSU	US	Academic
University of Warwick	Warw	GB	Academic
Friedrich-Alexander-Universität Erlangen-Nürnberg	FAU	DE	Academic
Villanova University	VU	US	Academic
University of Antwerp	UA	BE	Academic
Università della Svizzera Italiana	USI	CH	Academic
Temple University	TU	US	Academic
University of Warsaw	UW	PL	Academic
Barcelona Supercomputing Center	BSC	ES	Academic
University of Minho	UM	PT	Academic
Dokuz Eylül University	DEU	TR	Academic
Radboud University	RU	NL	Academic
University of Pittsburgh	PITT	US	Academic
French National Centre for Scientific Research	CNRS	FR	Academic

The program will build a group of researchers with a valuable and rare blend of academic skills and industry readiness, who can fulfil regional, national and international human resources needs in biomedical field.

## 2. Recruitment and Selection Process

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Dates	Step
13 January 2023	Pre -Call Announcement
13 February 2023	Call Opening
13 March 2023	Call Closing
13 March 2023    24 March 2023	Eligibility Check of Candidates
24 March 2023    31 March 2023	First Redress Deadline
03 April 2023    07 April 2023	Redress Procedures
10 April 2023    05 May 2023	Expert Review
12 May 2023	Announcement of Short -Listed Candidates
12 May 2023    19 May 2023	Second Redress Deadline
19 May 2023    26 May 2023	Redress Procedures
05 June 2023    09 June 2023	Interviews
14 June 2023	Announcement of Successful Candidates
15 June 2023    21 June 2023	Third Redress Deadline
21 June 2023    28 June 2023	Redress Procedures
30 June 2023	Final Ranking List/ Offer of Contracts
07 July 2023	Deadline for Acceptance of Offers
02 October 2023	Deadline for Enrolment in Doctoral Programs
01 January 2024	Deadline for Beginning of the Fellowships
01 January 2028	End of the BIOTIN Project

### 3. BIOTIN and MSCA Eligibility Criteria

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#### Who Can Apply?

BIOTIN is focused on attracting excellent DCs worldwide. The program is open to researchers of any nationality, gender, age, race or ethnicity who meet the following eligibility criteria for entering the PhD program.

**1. Mobility rule:** At the time of the deadline for submission of applications, researchers must not have resided or carried out their main activity (work, studies, etc.) in Türkiye for more than 12 months in the 3 years immediately prior to the reference date. Compulsory national service and/or short stays such as holidays are not taken into account.

**2. Master's degree:** Eligible candidates must be, at the time of recruitment, in possession of a master degree or equivalent degree (certificate available at the time of application) in one of the following areas: Engineering, Natural Sciences (i.e. chemistry, physics, biology, maths), Medicine, Data Science or closely related fields.

**3. Early-stage researcher status:** At the application deadline, applicants must not be in possession of a doctoral 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.

**4. English language:** The candidate must have an excellent proficiency of the English language according to the TOEFL (iBT) test or alternative tests PTE, YDS, e-YDS, YOKDIL, CPE or CAE (received within 5 years if the validity period is not specified on the document).

The score should satisfy the following criteria: TOEFL/IBT  $\geq$  84 (received within 2 years), PTE  $\geq$  71, YDS/e-YDS/YOKDIL  $\geq$  70, CPE  $\geq$  C or CAE  $\geq$  B.

Applicants who have completed their degree in a program conducted fully in English must provide a certificate/letter from university that awarded undergraduate or postgraduate degree stating that the degree of the candidate (obtained within 3 years) is conducted fully in English.

Applicants, whose mother language is English will not be required to provide English proficiency document.

**5. GRE score:** Applicants are required to have at least 158 pts from GRE quantitative (received within 5 years).

## 4. Research Projects / Supervisors and Secondment Opportunities

Project #	PhD Project Title (Research Theme) (1) Drug Discovery and Development, (2) Diagnostics, (3) Tissue Engineering & Artificial Organs	Interdisciplinary Aspect	Intersectoral Secondment Foreseen	International Secondment Foreseen
1	Cellular adaptation to microgravity (3)	Biomechanics, Cell Biology, Data Sci.	FujiFilm VisualSonics (NL), İstanbul Health Industry Cluster (TR)	Boise State University (USA)
2	Development of novel quantum - mechanical descriptors for nano-biomaterials and their application to predicting toxicity (1)	Toxicology, Nanomaterials, Data Sci.	Siemens Health (TR), İstanbul Health Industry Cluster (TR)	University of Antwerp (BEL)
3	Label-free single cell analysis in microfluidics devices using self-supervised deep learning (2)	Electrical Eng., Cell Biology, Data Sci.	Siemens Health (TR/DE), İstanbul Health Industry Cluster (TR)	Temple University (USA)
4	Machine learning assisted predictive design of biomineralizing peptides for tissue regeneration (3)	Biomolecular Eng., Mol. Biol., Data Sci.	Letgen Biotech (TR), Siemens Health (TR), İstanbul Health Industry Cluster (TR)	Polytechnic University of Catalonia (ES) OR Barcelona Supercomputing Center (ES)
5	Development of membranes for isolation and separation of extracellular vesicles (2)	Chemical Eng., Cell Biol., Biomaterials	Amgen (TR), İstanbul Health Industry Cluster (TR)	Cleveland State University (USA)
6	Ultrasound-assisted drug delivery for cancer research (1)	Chemical Eng., Cancer Biol., Radiology	FujiFilm VisualSonics (NL) AND/OR Siemens Health (TR/DE), İstanbul Health Industry Cluster (TR)	University of Pittsburgh (USA)
7	Organoid-on-chip models for precision medicine (2)	Biophysics, Data Sci., Medicine	Siemens Health (TR/DE), İstanbul Health Industry Cluster (TR)	University of Temple (USA) OR University of Warsaw (PL)
8	Extending query processing with big data pipelines of multi-omics data for better understanding of complex phenotypes (2)	Data Sci., Genomic, Immunology	Solaris Genomic Health (TR), İstanbul Health Industry Cluster (TR)	Polytechnic University of Catalonia (ES) OR Barcelona Supercomputing Center (ES)
9	Efficient community detection in biological networks (3)	Data Sci. Struct. Biol., Biomolecular Eng.	Siemens Health (TR), İstanbul Health Industry Cluster (TR)	Polytechnic University of Catalonia (ES) AND Barcelona Supercomputing Center (ES)
10	Two Dimensional Materials for Sensing Applications (2)	Computational Sci., Material Sci., Protein Eng.	Siemens Health (TR), İstanbul Health Industry Cluster (TR)	University of Antwerp (BEL)
11	Characterizing the regulatory roles of long-noncoding RNAs in tumor immunity (1)	Molecular, Biology, Immunology, Data Science	Amgen (TR), İstanbul Health Industry Cluster (TR)	French National Centre for Scientific Research (CNRS) (FR)
12	Ti-based smart materials for loadbearing biomedical implants (3)	Materials Eng., Biomaterials,	Amgen (TR), İstanbul Health Industry Cluster (TR)	University of Minho (PT)
13	Organoid based on-chip disease models (3)	Medicine, Biomaterials, Electronic Eng.	FujiFilm VisualSonics (NL), İstanbul Health Industry Cluster (TR)	Radboud University (NL)
14	Development of patient derived cancer organoid on a chip platform for preclinical testing of CAR-mediated immunotherapy (3)	Medicinal Biology, Biophysics, Biomaterials	XNK Therapeutics (SE), İstanbul Health Industry Cluster (TR)	University of Villanova (USA)

## 4. Research Projects / Supervisors and Secondment Opportunities

Project #	PhD Project Title (Research Theme) (1) Drug Discovery and Development, (2) Diagnostics, (3) Tissue Engineering & Artificial Organs	Interdisciplinary Aspect	Intersectoral Secondment Foreseen	International Secondment Foreseen
15	Structure-based detection of critical mutations in redesigning protein-protein interfaces (1)	Computational Sci., Struct. Biol., Immunology	Solaris Genomic Health (TR), İstanbul Health Industry Cluster (TR)	Polytechnic University of Catalonia (ES)
16	Targeted drug delivery for cancer (1)	Polymer Chemistry, Nanomedicine, Cancer Biol.	RS Research (TR), İstanbul Health Industry Cluster (TR)	Università della Svizzera Italiana (CH)
17	Design of novel sugar and lipid-based reactive polymeric materials for cellular targeting (1)	Polymer Chemistry, Nanomedicine, Cancer Biol.	RS Research (TR), İstanbul Health Industry Cluster (TR)	University of Warwick (UK)
18	3D printed boron doped bioactive glasses for soft tissue engineering applications and their zebrafish response (3)	Materials Sci. and Eng., Chemical Eng., Medicine	Amgen (TR), İstanbul Health Industry Cluster (TR)	Friedrich-Alexander-Universität Erlangen-Nürnberg (DE)
19	Development of smart powered prosthetic devices and neurorehabilitation technologies (3)	Mechanical Eng., Neuroscience	Siemens Health (TR/DE), İstanbul Health Industry Cluster (TR)	Radboud University (NL)
20	An example for democratization of biomedical instrumentation: how to make your own cell/culture monitoring device (2)	Optoelectronics, Medicine, Cell Biol.	Siemens Health (TR), İstanbul Health Industry Cluster (TR)	Radboud University (NL)

## Project Supervisors Teams

Project #	PhD Project Main Supervisor	Co-supervisor	Co-supervisor
1	Prof. Engin Özçivici (IZTECH)	Assoc. Prof. Nesli Erdoğan (IZTECH)	Assoc. Prof. Bora Garıpcan (BOUN)
2	Assist. Prof. Ceyda Öksel Karakuş (IZTECH)	Prof. Hasan Şahin	Assoc. Prof. Gökhan Karakülah
3	Assoc. Prof. Cumhuri Tekin (2)	Assoc. Prof. Mustafa Özuysal (IZTECH);	Assoc. Prof. Sinan Güven (IBG)
4	Assist. Prof. Deniz Tanıl Yücesoy (IZTECH)	Assist. Prof. Işıl Öz (IZTECH)	Assoc. Prof. Duygu Ege (BOUN)
5	Prof. Sacide Alsoy Altınkaya (IZTECH)	Assoc. Prof. Özden Yalcın Özuysal (IZTECH)	Prof. Amitav Sanyal (BOUN)
6	Assoc. Prof. Sevgi Kılıç Özdemir (IZTECH);	Prof. Bünyamin Akgül (IZTECH)	Prof. Güneş Özhan (IBG)
7	Prof. Devrim Pesen Okvur (IZTECH)	Assoc. Prof. Mustafa Özuysal (IZTECH)	Prof. Esra Erdal (IBG)
8	Assoc. Prof. Belgin Ergenç Bostanoğlu (IZTECH)	Assoc. Prof. Efe Sezgin (IZTECH)	Assoc. Prof. Gökhan Karakülah (IBG)
9	Assist. Prof. Işıl Öz (IZTECH)	Assist. Prof. Deniz Tanıl Yücesoy (IZTECH)	Assoc. Prof. Ezgi Karaca (IBG)
10	Prof. Hasan Şahin (IZTECH)	Assist. Prof. Ceyda Öksel Karakuş (IZTECH)	Assoc. Prof. Bora Garıpcan (BOUN)
11	Prof. Fatih Toptan (IZTECH)	Assist. Prof. Deniz Yücesoy (IZTECH)	Assoc. Prof. Duygu Ege (BOUN)
12	Assist. Prof. Atakan Ekiz (IZTECH)	Prof. Bünyamin Akgül (IZTECH)	Assoc. Prof. Gökhan Karakülah (IBG)
13	Assoc. Prof. Sinan Güven (IBG)	Assoc. Prof. H. Cumhuri Tekin (IZTECH);	Assoc. Prof. Bora Garıpcan (BOUN)
14	Prof. Esra Erdal (IBG)	Prof. Mayda Gürsel (IBG)	Prof. Devrim Pesen Okvur (IZTECH)
15	Assoc. Prof. Ezgi Karaca (IBG)	Assoc. Prof. Gökhan Karakülah (IBG)	Assist. Prof. Işıl Öz (IZTECH)
16	Prof. Rana Sanyal (BOUN)	Prof. Cengizhan Öztürk (BOUN)	Prof. Esra Erdal (IBG)
17	Prof. Amitav Sanyal (BOUN)	Prof. Cengizhan Öztürk (BOUN)	Assoc. Prof. Özden Yalcın Özuysal (IZTECH)
18	Assoc. Prof. Duygu Ege (BOUN)	Assist. Prof. Deniz Tanıl Yücesoy (IZTECH)	Prof. Günşe Özhan (IBG)
19	Prof. Can A. Yücesoy (BOUN)	Assist. Prof. Sinan Öncü (BOUN)	Prof. Yalın Baştanlar (IZTECH)
20	Prof. Cengizhan Öztürk (BOUN)	Prof. Rana Sanyal (BOUN)	Assoc. Prof. Cumhuri Tekin (IZTECH)

## 5. How to Apply?

The application form is entirely online and needs to be completed in English through the online application portal (<https://biotinhub.com>) before the call deadline. The requested application documents must be submitted together with the online application form.

Applications received by other means (post, email or similar) or applications in other languages will not be considered as an eligible application. Applications missing required documents will not be considered.

## 6. Application Documents

The application must be complete and contain all mandatory documents given below:

**a) Application Form:** it contains general information about the applicant's profile, educational background and compliance with the eligibility rules. Applicant must fill in electronically all the information requested, following the instructions given in the templates.

**b) Curriculum Vitae (CV):** must be in Europass CV format (<https://europa.eu/europass/en/create-europass-cv>) and should not contain more than 3 pages. Any other CV formats will not be accepted.

**c) Motivation Letter:** applicant should indicate his/her choice of research projects (maximum 5 projects should be listed) by giving a preference list and justify his/her interest in selected projects. Motivation letter should not contain more than 3 pages

**d) Bachelor and Master's Degree Diplomas:** a copy of Bachelor & Master's degrees diplomas must be submitted. If diplomas are not in English, a certified translation must be provided.

**e) Referee Information:** contact information of three referees, including their names, affiliations, e-mail addresses, telephone numbers and relationships must be provided. Applicant does not need to provide reference letters from their referees at the time of application, but she/he is expected to notify respective referees in advance to ensure the proper completion of application process. Reference letters from referees will be requested directly by the BIOTIN program manager.

**f) Declaration of Honour:** applicant should certify electronically that the information provided in the application is accurate and complete.

An application is only considered eligible if it is complete and received before the deadline. All documents must be in English.

## 7. Evaluation and Selection Procedures

The BIOTIN evaluation and selection procedure is based on equal evaluation and selection principles and aims to select excellent and highly talented scientists. Applicants will be selected exclusively on the basis of scientific excellence. No restrictions on age, gender, citizenship or disabilities will apply to the offered positions. In addition, the program is based on the principles of openness, efficiency, transparency, supportiveness, and international comparability as stated in the EU's European Charter for Researchers and Code of Conduct for the Recruitment of Researchers.

The selection procedure consists of multiple steps:

- 1. Eligibility check by the Administrative Committee (AC):** The AC first performs an eligibility check against the eligibility criteria listed in Section 3 (BIOTIN and MSCA Eligibility Criteria – Who Can Apply). To ensure minimal bias, any photos or explicit information on gender, age and nationality will be removed from any documents.
- 2. Notifying applicants:** Ineligible candidates will be informed on their rejection by (electronic) letter stating the insufficient or lacking criteria. Appeals regarding eligibility will be carefully assessed by Redress Committee (RC).
- 3. Expert-review evaluation and scoring:** Eligible applications will be forwarded to External Expert Review Panel (EPP) for evaluation of application materials. Each application is evaluated by three independent external experts of the EPP that assess the candidates against the evaluation criteria. Each expert will write an individual report for each eligible application, including scores for each criterion and justification. The scores and reports of each applicant will be forwarded to the AC who will then short-list top 30 candidates based on their scores.
- 4. Notifying applicants:** The top 30 candidates will be invited for an online interview. Remaining applicants will be informed on their rejection via an (electronic) letter in which positive as well as negative aspects will be highlighted, based on EPP members' individual reports, with a clear reference to criteria for which performance yet is insufficient. This feedback will help candidates to improve their success in future applications.
- 5. Interviews by Interview Committee (IC) and project supervisors:** A 30' online interview will be conducted by the IC and 2 project supervisors to each short-listed candidate. They will listen to and grade soft skills of each short-listed candidate according to predefined evaluation criteria. During the interview, the candidate will be asked to elaborate on his/her educational background and his/her choice of research projects (15'). Then, a Q&A session (15') on competencies such as communication skills, creativity, time management, career planning, analytical and critical thinking will take place. This stage will meet the judging merit principle of European Charter & Code.

The interview will also provide an opportunity for the candidate to discuss any personal requirements or clarify doubts. Each IC member and two BIOTIN supervisors will write an individual report for each interviewed applicant, including scores for each criterion and justification, and forward their reports to the AC.

**6. Ranking:** Ranking will be made based on the combined score of expert-review (60%) and interview (40%). Applicants will be ranked according to their scores.

**7. Assignment of top 10 candidates to projects:** Top 10 applicants will be assigned to one of their top five project choices, in accord with their preference order, with priority given to candidates with higher marks. Allocation of positions among IZTECH, BOUN and IBG is 6, 3 and 1, respectively. If an applicant happens to have none of his/her topic available anymore (being taken by a student with higher score), she/he will be offered one of the vacant projects.

**8. Funding decision and offering of positions:** The ranking will result in a final list consisting of the 10 most suitable candidates as well as back-up candidates (a reserve list of 10 candidates). The candidates will be informed by (electronic) letter about their status. The Steering Committee (SC) will approve funding decision and then contact selected fellows and forward them to the HR department of the Host Institution to negotiate their contract and plan moving to Türkiye. This process is expected to take around 2-3 months. Researchers will be hired based on contracts, ensuring their access to social security. Rejected candidates will receive a (electronic) letter.

## 8. Evaluation Criteria

Applications will be assessed against criteria addressing the applicant's educational background, the synergy between the applicant's background and his/her motivation, and the impact on the applicant's career advancement. Each applicant's merits will be judged quantitatively as well as qualitatively. Scoring and threshold criteria are listed below, including priority ranking in case of ex-aequo. To be invited to interview, applicant must have a score of at least 35 points from expert-review evaluation.

Criteria	Score	Threshold	Weight	Priority
<b>Part A: Peer-review</b>				
Academic excellence	20	<b>3 5</b>	<b>60%</b>	<b>2</b>
Extra-curriculum skills and volunteering	5			
Coherence of educational background with BIOTIN's research themes/topics	10			
Motivation letter	10			
Recommendation letters	10			
Potential of researcher to be autonomous/independent	5			
<b>Part B: Interview</b>				
Communication skills	10	<b>2 5</b>	<b>40%</b>	<b>1</b>
Affinity for personal development and innovation-oriented training	10			
Technical knowledge matching research theme wishes of the applicant	10			
Quality of answers to questions	10			

## 9. Redress Procedure

The candidates will have the possibility to discuss the results of the selection procedure and the possibility of 'Legal Appeal' with one of the Redress Committee (RC) members. Appeals regarding procedures (e.g. eligibility check) will be assessed by the RC. When an appeal is rejected, applicant will be informed. When an appeal is accepted, and depending on why the appeal was made, the application/candidate will be checked for eligibility again, forwarded to a new EPP or interviewed by a new interview panel, and the ranked list may change. Appeals for scientific part will not be accepted and the judgement of appropriately qualified experts is not called into question.

Appeals can be made to [biotin@iyte.edu.tr](mailto:biotin@iyte.edu.tr)

## 10. Employment and Working Conditions

Doctoral candidates (DCs) will be recruited for **48 - months on a fixed employment contract** according to Turkish Employment Act (EA) No. 4857 of 2003.

**Living and mobility allowance:** gross salary of €2.800/month for 48 months; covering DCs' all expenses linked to their living and mobility (i.e. income tax, social security coverage including benefits for health care, occupational accident, unemployment and disablement benefits, paid parental and sick leave as well as relocation and travel expenses including secondment visits). Please note that all these expenses based on Turkish laws and regulations can reach up to 50% of total gross salary. In general, DCs' monthly net salary is calculated as below;

Net salary = Gross salary (€2800 \* exchange rate of Euro to Turkish Lira) – Total deductions (Social Security Premium Employee's Share (including Unemployment Insurance) + Income Tax + Stamp Tax+ Social Security Premium Employer's Allocation (including Unemployment Insurance).

According to Turkish income tax regulations (summarized below) a DC may be paid approximately a net salary of €1450 to €1750 per month depending on the amount of taxable income

Income Tax (Cumulative) (2023)	Tax Rate
Up to 70.000 TL	%15
Between 70.001 and 150.000TL in excess	%20
Between 150.001 and 550.000 TL in excess	%27
Between 550.000 TL and 1.900.000 in excess	%35
Over 1.900.000TL in excess	%40

BIOTIN fellows will receive a salary that is on average higher than other researchers in similar positions in Türkiye would earn. The average salary of a research assistant who is typically a graduate degree candidate is 750€/month (as of December 2022). Also, compared to many European countries, cost of living in Türkiye is very affordable. For a family of four, estimated monthly costs are around 1500€ which includes the rental fee of a 3-bedroom flat.

For detailed information on cost of living in Türkiye, please check:  
[https://www.numbeo.com/cost-of-living/country\\_result.jsp?country=Turkey&displayCurrency=EUR](https://www.numbeo.com/cost-of-living/country_result.jsp?country=Turkey&displayCurrency=EUR)

**Family allowance:** €50/month for 48 months for BIOTIN DCs with family obligations at the time of recruitment.

**Research, training and networking allowance:** In cash and in-kind financial contribution up to a total of €1600/month will be provided to cover research (laboratory analyses and consumables, publications, etc.) and training & networking (registration fee for conferences and workshops etc.) related costs. The funding will be managed by the project management team in coordination with project supervisors.

**Special needs allowance:** BIOTIN will provide additional support for researchers with disabilities to ensure necessary assistance by third persons or for adapting their work environment.

**Working conditions** for recruited fellows under BIOTIN will be in line with the EU Charter and Code. The hosting institutions will ensure that working conditions meet respective national, regional or sectoral legislation requirements. The legal arrangements with regards to labor and social security in Türkiye are in line with the International Labour Organization (ILO) and other generally accepted standards.

All DCs will be appointed on a fixed employment contract under Turkish Employment Act (EA) No. 4857 of 2003. This law applies for all employees in Türkiye. All DCs will be covered for social security and be entitled to social benefits under the SGK scheme, under the same conditions as Turkish citizens. Social security coverage for the contracted DCs includes benefits for health care, occupational accident, unemployment and disablement benefits, parental and sick leave. For the coverage and the details of the social security system in Türkiye, please see the following document:

[https://www.sgk.gov.tr/Download/DownloadFileStatics?f=GSS\\_Sistemi\\_Kitabi\\_ENG.pdf&d=YAYINLARIMIZ](https://www.sgk.gov.tr/Download/DownloadFileStatics?f=GSS_Sistemi_Kitabi_ENG.pdf&d=YAYINLARIMIZ)

**Statutory working practices** for BIOTIN DCs will be the same as for other staff from the host organizations working in similar positions. The DCs will be entitled to carry out 40 hours work per week and have an annual period of paid leave of 2 weeks, all official holidays and sick leave. All DCs will have access to laboratory and/or office space that is needed for the proper implementation, and will have access to all infrastructure and equipment needed to carry out the project. All DCs have the right to attend conferences relevant for the advancement of their career.

## 11. Secondment

BIOTIN DCs will be provided support to develop networking & communication skills within and outside the academic environment, in order to increase and broaden the impact of their research projects and actions. The DCs will be exposed to a multidisciplinary & intersectoral program combining several research and training activities, including secondments in international universities, research organizations and industries at the forefront of research, access to state-of-the-art facilities to carry out advanced experiments, and a number of training activities (schools, workshops, complementary skills, etc.) that will enhance and improve their personal skills at different levels (management, writing, communication, RRI, Open Science, etc.).

Secondments will open up new horizons for BIOTIN DCs by encouraging transnational mobility. All DCs will engage in at least one research secondment at an international academic institution for 6 months, and at least one short-visit or training at an industry partner (in Türkiye or in abroad). A total of 17 academic organizations and 11 non-academic organizations will contribute to the program. Additional short research visits will be encouraged to support skills training and collaborations.

## 12. Career Development and Mentoring

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Recruited DCs will be appointed **three academic supervisors** from different disciplines complementary for their PhD projects. **The primary academic supervisor** takes the lead in day- to-day supervision and is responsible for training the DC. The supervisory team will also guide the DC with regards to the training program.

DCs will also receive **mentoring** from non-academic partners on career guidance.

A personalized **Career Development Plan (CDP)** will be defined and implemented for each DCs according to the different research and training needs.

## 13. Data Protection

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During the application process, personal data submitted by the applicant will be processed by the Administrative Committee (AC), Ethics Committee (EC), EPP (External Expert-Review Panel) and Interview Committee. All bodies will respect the privacy of the applicant and ensure that all personal data are processed in accordance with currently applicable laws and regulations, in particular, the General Data Protection Regulation of the EU and the national data protection laws of Türkiye.

## 14. Intellectual Property Rights

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During the application process, personal data submitted by the applicant will be processed by the Administrative Committee (AC), Ethics Committee (EC), EPP (External Expert-Review Panel) and Interview Committee. All bodies will respect the privacy of the applicant and ensure that all personal data are processed in accordance with currently applicable laws and regulations, in particular, the General Data Protection Regulation of the EU and the national data protection laws of Türkiye.

## 15. Ethics

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All research activities in BIOTIN program will respect fundamental ethics principles and the major European and national ethics regulations, including those reflected in the Charter of Fundamental Rights of the European Union and the relevant ethics rules of Horizon Europe.

The external, independent Ethics Board (EB) of BIOTIN program will review all the raised ethical issues during the application, evaluation and selection processes.

Ethics Board includes Prof. Petek Ballar Kırmızıbayrak ([petek.ballar@ege.edu.tr](mailto:petek.ballar@ege.edu.tr)), Asst. Prof. Dr. Sila Turaç Baykara ([silaturac.baykara@idu.edu.tr](mailto:silaturac.baykara@idu.edu.tr)) and Burcu Kiper ([burcu.kiper@yasar.edu.tr](mailto:burcu.kiper@yasar.edu.tr))

## Ethics Key Sources:

EU Horizon Europe Program Guide, Section 12 Ethics and Integrity (pp. 21-26):

[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)

EU Horizon Europe Ethics Self Assessment Guide:

[https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/common/guidance/how-to-complete-your-ethics-self-assessment\\_en.pdf](https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/common/guidance/how-to-complete-your-ethics-self-assessment_en.pdf)

European Union General Data Protection Regulation (GDPR):

<https://gdpr.eu/tag/gdpr/>

Turkish Personal Data Protection Law – Law Number 6698:

<https://www.kvkk.gov.tr/Icerik/6649/Personal-Data-Protection-Law>

Regulations of the TUBITAK Committee on Research and Publication Ethics:

<http://web2.bilkent.edu.tr/wp-content/uploads/sites/16/2016/02/Regulations-of-the-TUBITAK-Committee-on-Research-and-Publication-Ethics-1.pdf>

Council of Higher Education Scientific Research and Publication Ethics Regulations:

<https://www.yok.gov.tr/Sayfalar/Kurumsal/mevzuat/bilimsel-arastirma-ve-etik-yonetmeligi.aspx>

İzmir Institute of Technology Ethics Regulations and Committees:

<https://iyte.edu.tr/hakkinda/iyte-etik-ilkeler/>

Applicant Disclosure for Transferring Application Documents to Graduate Schools and Assessors of BIOTIN MSCA COFUND Doctoral Program:

[https://drive.google.com/file/d/1Sjey08Tv63dYvcsOclt1iifmw-tTHGLV/view?usp=share\\_link](https://drive.google.com/file/d/1Sjey08Tv63dYvcsOclt1iifmw-tTHGLV/view?usp=share_link)

Boğaziçi University Code of Ethics

[https://www.boun.edu.tr/en\\_US/Content/About\\_BU/Governance/Councils\\_Boards\\_and\\_Committees/Ethics\\_Committees/Code\\_of\\_Ethics](https://www.boun.edu.tr/en_US/Content/About_BU/Governance/Councils_Boards_and_Committees/Ethics_Committees/Code_of_Ethics)

## 16. Contact

For any query regarding the BIOTIN program and recruitment process, please contact: [biotin@iyte.edu.tr](mailto:biotin@iyte.edu.tr)

**Twitter:**

<https://twitter.com/biotinhub>

**LinkedIn:**

<https://www.linkedin.com/in/biotin-phd-programme-marie-sk%C5%82odowska-curie-actions-cofund-141631263/>