

4.2 Staff member eligibility

4.2.1 Secondment conditions

Staff members (see [Definitions – Box 2](#)) seconded under RISE must comply with the specific eligibility conditions summarised in [Table 3](#)).

In the case that a person is a staff member of two or more independent organisations which are participating in a RISE action, this person can only be seconded from one of these organisations, during the duration of the action. Moreover, s/he can only be seconded to organisations with which s/he is not affiliated.

Example: An ER is both professor at the university and CEO of her/his own SME. Both organisations are participating in a RISE action. This ER can be seconded only from one of the two organisations to a third organisation that s/he is not affiliated with.

Table 3 – List of conditions for staff eligibility

Condition	Explanation
1. Be considered <i>staff</i> ¹⁵ of the sending organisation	<ul style="list-style-type: none"> ☑ Type of relationship (employment contract, fellowship or other) between the staff member and the sending organisation must comply with the applicable national law and internal practices. ☑ Staff member must be under the direction and instructions of the sending organisation for the duration of the secondment; ☑ Sending organisation must be able to ensure the implementation of the activities in compliance with the Grant Agreement obligations.
2. Be actively engaged in – or linked to – R&I activities at the sending institution	<ul style="list-style-type: none"> ☑ For at least one month (full-time equivalent and continuously), immediately prior to the first period of secondment. <ul style="list-style-type: none"> ○ In the case of part-time work, the duration must be calculated on a pro-rata basis (e.g. if working on a 50% schedule, the staff member must have worked for at least two months before the secondment). In addition, before the secondment the above staff member must conclude contract/ supplementary agreement with his/her sending organisation to be able to implement the secondment on a full-time basis¹⁶.
3. Have one of the following research experience or staff profiles	<ul style="list-style-type: none"> ☑ Early-stage researchers (ESR) (see Definitions – Box 2); ☑ Experienced researchers (ER) (see Definitions – Box 2); ☑ Administrative (ADM), managerial (MNG) or technical staff (TECH) supporting the R&I activities of the action. <p>⚠ Important! Staff members shall have appropriate competence to implement the project. Moreover, those with a purely administrative role (e.g. accountants) are not considered to be actively involved in the R&I activities of the organisation. Therefore they are not eligible for secondments (see Section 6.1). See below selected examples of ADM, MNG, TECH staff eligible for secondment.</p>

¹⁵ Article 6.2.A(b) of the [Grant Agreement](#)

¹⁶ Article 32.1 (f) of the [Grant Agreement](#)