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Thank you for your interest in the INTERACT programme. Please read this guide carefully before applying. If you have any remaining questions after reading the guide, please consult the FAQ guide on the webpage: https://interact-msca.ku.dk/faq/. If your question remains, please contact the Management Team on interact-msca@bric.ku.dk.

BEFORE YOU APPLY:

Make sure you are eligible. Your application will not be evaluated if you do not match the eligibility criteria. The criteria are precise criteria regarding

- Mobility
- Educational level and time since obtaining a master's degree. Only documented career breaks will be considered as described under eligibility criteria.
- Complete application material, including use of mandatory templates

Also, application can ONLY be submitted through the University of Copenhagen's online job application system. Incomplete or late applications will not be evaluated.

OVERVIEW OF THE INTERACT PROGRAMME

The International Doctoral Programme Interdisciplinary Marie Skłodowska-Curie Action for Health (INTERACT) is supported by the Horizon Europe Marie Skłodowska-Curie programme. 66 PhD students will be recruited in 3 calls and work at one of seven host environments.[1] All projects will be interdisciplinary crossing from biology/biomedicine to physics, chemistry, and engineering. All PhD-students will have an interdisciplinary supervisor team (IST) with the main supervisor from the main field of the project and a co-supervisor for the other discipline embedded in the project. The PhD-student will be employed at the main supervisor's institute at either University of Copenhagen (UCPH) or Denmark's Technical University (DTU).

ELIGIBILITY CRITERIA

International mobility

Candidates can have any nationality but must undertake transnational mobility according to the MSCA rules. Thus, candidates must not have resided or carried out their main activity (work, studies, etc.) in Denmark for more than 12 months in the 36 months immediately before the call deadline — unless as part of a compulsory national service or a procedure for obtaining refugee status under the Geneva Convention.

Education

Candidates must hold a master's degree in a relevant field, with the degree (first degree if holding multiple) obtained no longer than four years before application deadline.[2] [4]. To ensure equal opportunities, exceptions to the 4-year rule are made for applicants with documented career breaks (parental leave, illness, mandatory military/civil service or a procedure for obtaining refugee status under the Geneva Convention). Candidates must not already hold a PhD degree.

APPLICATION REQUIREMENTS

[1] University of Copenhagen: 1. Biotech Research and Innovation Centre. 2. Niels Bohr Institute. 3. Department of Chemistry. 4. Department of Science Education. Technical University of Denmark: 5. Department of Chemistry. 6. Department of Health Technology. 7. Department of Biotechnology and Biomedicine.

[2] If the master's degree is not completed at the time of application, a certified/signed copy of a recent transcript of records and a written statement on the expected completion date from the enrolling institution is required. The master's degree needs to be completed so that the diploma is issued no later than start of the PhD position (September 1st, 2025).

- ❖ a complete set of application material (in English), submitted in due time is required.
- ❖ mandatory templates MUST be used where indicated (can be downloaded on the INTERACT website).
- ❖ application can only happen online via the link on the INTERACT website or the KU job portal, no matter which of the open positions you have interest in at UCPH or DTU.[3]

Incomplete or late applications will not be evaluated.

Application material

Mandatory templates are to be downloaded from the INTERACT website:

- Online application form including personal details
- Motivation letter/cover letter (mandatory template, max 1,5 pages)
- CV (mandatory template, max 4 pages)
- A signed eligibility declaration and consent form (mandatory template)[4]
- List of two referees, whereof one should preferably be the master's degree supervisor (mandatory template)
- Certified copy of original master and bachelor diploma and transcripts records in the original language, including an authorized English translation if issued in other language than English[5]
- Documentation of English test[6]
- Documentation of career breaks, if any
- Other relevant information for consideration

[3] You are asked to consent to University of Copenhagen handing over data to Technological University of Denmark, if the hiring takes place at Technological University of Denmark.

[4] An assessment of your master's degree may be required from the Danish Agency for Higher Education and Science. We encourage you to read more in the assessment database at the Ministry of Higher Education and Science's webpage. At the time of application, you are asked to consent that the Faculty's HR office, (SUND HR) may request an assessment of your non-Danish qualifications from the Danish Agency for Higher Education and Science. You are also asked to consent to the Danish Agency for Higher Education and Science requesting information about your qualifications for the purpose of the agency's assessment.

[5] The master's degree needs to be completed so that the diploma is issued no later than start of the fellowship (September 1st, 2025). If the master's degree is not completed at time of application, a certified/signed copy of a recent transcript of records or a written statement from the institution is required.

[6] If you are hired at University of Copenhagen, please see here if you need to upload an English test. If a test is not available at the time of application, it will be required from shortlisted applicants before the selection committee interviews.

KEY SELECTION CRITERIA

The selection will be merit-based, using weighed criteria in three defined areas: Education and track record, scientific potential and motivation.

Criteria for evaluation of application material

Education and track record (70%)

- Master-degree in a field relevant to the prioritized project the candidate wishes to engage in during the fellowship
- Grades obtained during education
- Experience with original research project for master thesis/additional research experiences
- Interdisciplinary experiences (as part of studies, work experiences or other professional/personal experiences)
- Scientific communication/ Publications
- Other professional merits (teaching, supervision, outreach, fellowships, awards etc.)

Motivation (30%)

- The candidate's general motivation for taking on doctoral training
- Specific motivation for applying to the INTERACT programme
- Motivation for the specific projects the candidate would like to work with, with specific focus on the interdisciplinary aspects of the project

Criteria for shortlisting based on Selection Committee interviews

Scientific potential (70%)

- Outcome of master thesis project (exploitation, dissemination and communication)
- Scientific communication skills
- Ability to reflect and form scientific ideas
- Scientific abilities and competences obtained in previous work
- Competences/knowledge relevant for the interdisciplinary aspects of the PhD programme/project

Motivation (30%)

- The candidate's general motivation for taking on doctoral training
- Specific motivation for applying to the INTERACT programme

- Motivation for the specific groups/projects the candidate would like to work with, with specific focus on the interdisciplinary aspects of the project

SCORING SYSTEM

In each phase, the predefined selection criteria and scoring of 1-5 will be used. Only applicants receiving a score above the quality cut-off (≥3) will be considered qualified.

Table 1. Scoring	
5	Excellent. The candidate meets all the evaluation criteria in the category with high quality and any shortcomings are minor.
4	Very good. The candidate meets most of the evaluation criteria in the category with high quality and only a few shortcomings.
3	Good. The candidate meets most of the evaluation criteria in the category with a good quality, but improvements could be expected.
2	Fair. The candidate meets most of the evaluation criteria in the category with a fair quality and there are several shortcomings
1	Poor. The candidate meets the evaluation criteria the category inadequately and there are significant shortcomings

Table 1: Based on the candidate scores, a ranked list of candidates scoring above the quality cut-off (≥3) will be made. Candidates scoring below 3 will not be ranked

EVALUATION PROCEDURE

Evaluation and selection of candidates will occur in four steps:

1. Evaluation of application material

- Each eligible application will be evaluated individually by two Selection Committee (SC) members following strictly predefined evaluation criteria and scoring system (Please see section above).
- Based on the candidate scores, a ranking list of candidates scoring above the quality cut-off (≥3) will be made. Candidates scoring below 3 will not be ranked.
- Based on the ranking, up to three candidates per position will be invited for online interviews with the SC.

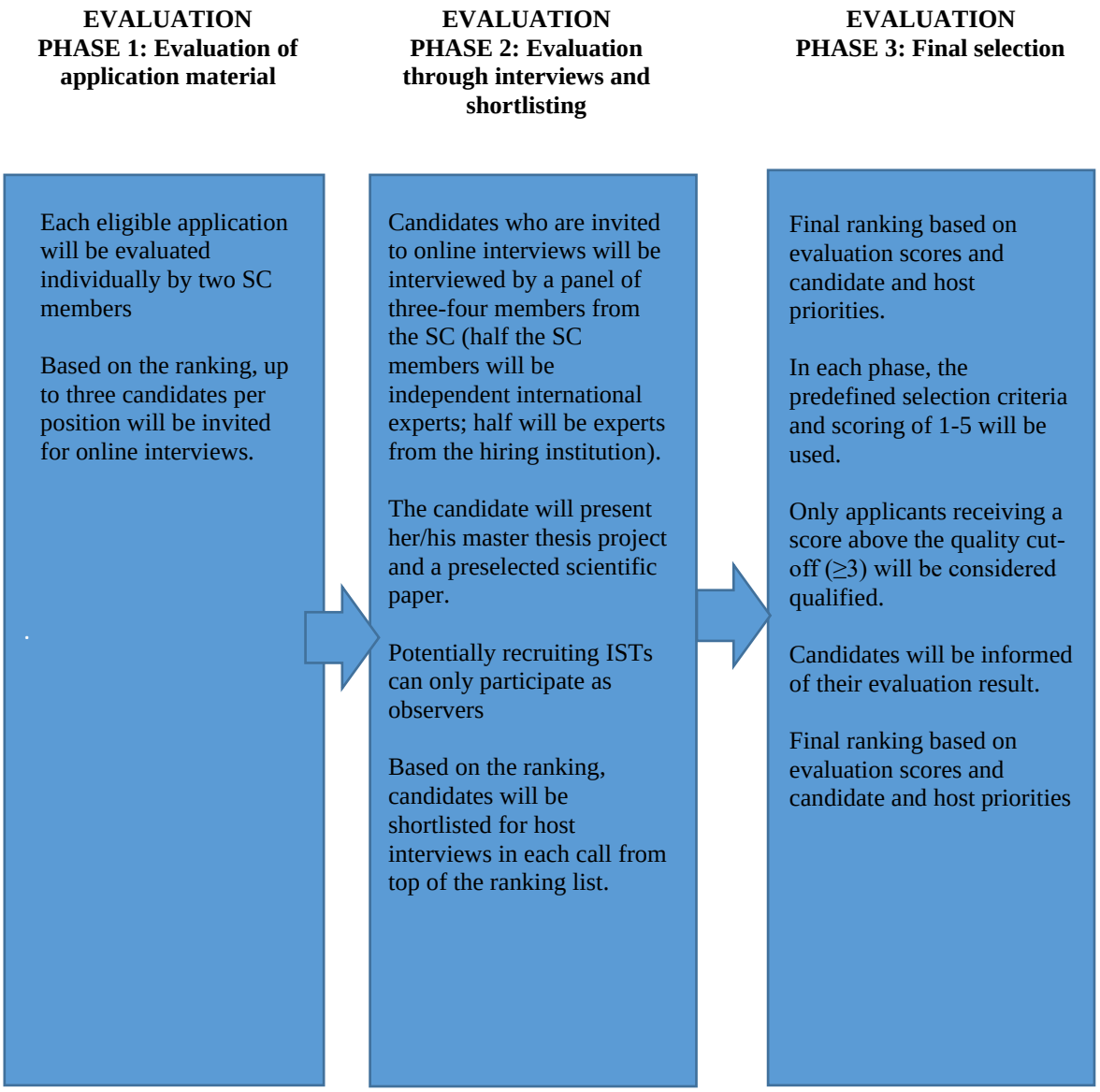
- All candidates will be informed of their evaluation result.

2. Evaluation through online interviews and shortlisting

- Candidates who are invited to online SC interviews will be interviewed by a panel consisting of independent international experts and experts from the hiring institution (who are not hiring candidates interviewed in that panel). The candidate will present her/his master thesis project, and a preselected scientific paper followed by a question-based interview session.
- Each SC member will individually score each candidate using the predefined evaluation criteria and scoring system (see the section above). Based on the SC's scores, a ranked list will be made of candidates scoring above the quality cut-off (≥3). Candidates scoring below 3 will not be ranked.
- Based on the ranking, candidates will be shortlisted for online host interviews from top of the ranking list. The candidates' interest for a project can be considered at this step, to ensure diversity among the shortlisted candidates.
- All shortlisted applicants will go through formal assessment according to the UCPH and DTU HR procedures, assessing their formal qualification for obtaining a PhD student position at UCPH or DTU.
- All candidates will after the online interviews receive their assessment/evaluation result and be informed of their opportunity to redress.
- Ranked candidates will be invited to host interviews with up to three-four prioritized host research groups. Here, research project opportunities will be discussed, and the candidate will have a chance to meet both the IST and other key persons in the research group. Following the host interviews, each candidate and potential host IST, submit a prioritized matchmaking list to the programme manager.

3. Final selection

The final selection of the candidates to receive a PhD position in a call will be based on the SC's ranking, also taking into consideration the candidates' host priorities and the hosting ISTs' interest in the shortlisted candidates. In case of ex-aequo candidates, diversity of the selected candidates will be given priority in terms of gender, field of research and professional background. The remaining shortlisted candidates will be placed on a reserve list. All shortlisted candidates will receive the result of the evaluation.


EVALUATION
PHASE 1: Evaluation of application material
Each eligible application will be evaluated individually by two SC members
Based on the ranking, up to three candidates per position will be invited for online interviews.
EVALUATION
PHASE 2: Evaluation through interviews and shortlisting
Candidates who are invited to online interviews will be interviewed by a panel of three-four members from the SC (half the SC members will be independent international experts; half will be experts from the hiring institution).
The candidate will present her/his master thesis project and a preselected scientific paper.
Potentially recruiting ISTs can only participate as observers
Based on the ranking, candidates will be shortlisted for host interviews in each call from top of the ranking list.
EVALUATION
PHASE 3: Final selection
Final ranking based on evaluation scores and candidate and host priorities.
In each phase, the predefined selection criteria and scoring of 1-5 will be used.
Only applicants receiving a score above the quality cut-off (≥3) will be considered qualified.
Candidates will be informed of their evaluation result.
Final ranking based on evaluation scores and candidate and host priorities

POTENTIAL HOST RESEARCH GROUPS

There are 22 potential research projects in different host environments open for application in the first INTERACT call (2025) – see table 2. Each project is supervised by an interdisciplinary supervisory team (IST). A description of the host environments, IST and specific project opportunities can be found here.

Table 2. Main supervisor (column 1) and interdisciplinary co-supervisor (column 2)	
UNIVERSITY OF COPENHAGEN	
Project 1	
Professor Fran Supek, Biotech Research and Innovation Centre, University of Copenhagen	Professor Ole Lund, Department of Health Technology, Technical University of Denmark
Project 2	
Professor Fran Supek, Biotech Research and Innovation Centre, University of Copenhagen	Associate Professor Jesper Bruun, Department of Science Education, University of Copenhagen
Project 3	
Clinical Professor Bjarne Winther Kristensen, Biotech Research and Innovation Centre, University of Copenhagen	Associate Professor Ala Trusina, Niels Bohr Institute, University of Copenhagen
Project 4	
Professor Anders Lund, Biotech Research and Innovation Centre, University of Copenhagen	Associate Professor Chiara Francavilla, Department of Biotechnology and Biomedicine, Technical University of Denmark
Project 5	
Professor Jesper Andersen, Biotech Research and Innovation Centre, University of Copenhagen	Professor Mads Clausen, Department of Chemistry, Technical University of Denmark
Project 6	
Professor Claus Storgaard Sørensen, Biotech Research and Innovation Centre, University of Copenhagen	Assistant Professor Katrine Qvortrup, Department of Chemistry, Technical University of Denmark
Project 7	
Professor Claus Storgaard Sørensen, Biotech Research and Innovation Centre, University of Copenhagen	Assistant Professor Katrine Qvortrup, Department of Chemistry, Technical University of Denmark
Project 8	
Clinical Professor Bo Porse, Biotech Research and Innovation Centre, University of Copenhagen	Associate Professor Erwin Schoof, Department of Biotechnology and Biomedicine, Technical University of Denmark

Table 2. Main supervisor (column 1) and interdisciplinary co-supervisor (column 2)	
Project 9	
Associate Professor Julien Duxin, Biotech Research and Innovation Centre, University of Copenhagen	Associate Professor Pól Martin Bendix, Niels Bohr Institute, University of Copenhagen
Project 10	
Professor Shohreh Issazadeh-Navikas, Biotech Research and Innovation Centre, University of Copenhagen	Associate Professor Lars Rønn Olsen, Department of Health Technology, Technical University of Denmark
Project 11	
Professor Cristian Bellodi, Biotech Research and Innovation Centre, University of Copenhagen	Associate Professor Sunil Kumar Saini, Department of Health Technology, Technical University of Denmark
Project 12	
Associate Professor Ala Trusina, Niels Bohr Institute, University of Copenhagen	Clinical Professor Bjarne Winther Kristensen, Biotech Research and Innovation Centre, University of Copenhagen
Project 13	
Professor Morten Bjerrum, Department of Chemistry, University of Copenhagen	Professor Anders Lund, Biotech Research and Innovation Centre, University of Copenhagen
Project 14	
Associate Professor Junsheng Chen, Department of Chemistry, University of Copenhagen	Associate Professor Lisa Frankel, Danish Cancer Institute
Project 15	
Assistant Professor Katrine Ellemose Lindvig, Department of Science Education, University of Copenhagen	Professor Anders Lund, Biotech Research and Innovation Centre, University of Copenhagen
TECHNICAL UNIVERSITY OF DENMARK	
Project 16	
Associate Professor Chiara Francavilla, Department of Biotechnology and Biomedicine, Technical University of Denmark	Associate Professor Fena Ochs, Biotech Research and Innovation Centre, University of Copenhagen
Project 17	
Professor Mads Clausen, Department of Chemistry, Technical University of Denmark	Professor Anders Lund, Biotech Research and Innovation Centre, University of Copenhagen
Project 18	

Table 2. Main supervisor (column 1) and interdisciplinary co-supervisor (column 2)	
Professor Mads Clausen, Department of Chemistry, Technical University of Denmark	Professor Krister Wennerberg, Biotech Research and Innovation Centre, University of Copenhagen
Project 19	
Assistant Professor Katrine Qvortrup, Department of Chemistry, Technical University of Denmark	Associate Professor Lars Engelholm, Biotech Research and Innovation Centre, University of Copenhagen
Project 20	
Associate Professor Fatemeh Ajalloueian, Department of Health Technology, Technical University of Denmark	Associate Professor Lisa Frankel, Danish Cancer Institute
Project 21	
Assistant Professor Anne Zebitz Eriksen, Department of Health Technology, Technical University of Denmark	Professor Shohreh Issazadeh-Navikas, Biotech Research and Innovation Centre, University of Copenhagen
Project 22	
Associate Professor Sunil Kumar Saini, Department of Health Technology, Technical University of Denmark	Clinical Professor Kirsten Grønbæk, Biotech Research and Innovation Centre, University of Copenhagen

Table 2: ISTs open for application in the first INTERACT call 2025

TRANING PROGRAMME CONTENT

INTERACT's vision is to cultivate agile and responsible researchers capable of working seamlessly across STEM disciplines, with implications for transforming health solutions. We will do so by implementing

- Excellent research opportunities in a top international research environment
- Expert supervision and mentoring
- Networking opportunities with other sectors and internationally
- Transferable skills training
- Career development activities

The PhD students will build a broad set of competences and skills within research, research governance and transferable skills and participate in career development activities supporting their individual career goals. The goal is to empower all students to fully exploit the potential of their talent.

PhD students will be formally enrolled at the University of Copenhagen or Technical University of Denmark to obtain a PhD degree following successful fulfilment of the PhD position and need to take courses of 30 ECTS in their PhD position period (scientific and transferable skills courses) according to the Danish PhD order.

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UNIVERSITY OF COPENHAGEN

YEAR 1				YEAR 2				YEAR 3			
1-3	4-6	7-9	10-12	13-15	16-18	19-21	22-24	25-27	28-30	31-33	34-36
Research Own research project Research Secondments (min 1 month) and dissemination of research project											
Training Course programme of 30 ECTS credits (option to have ECTS from main INTERACT activities if of student's interest)											
Research ethics (0,5 day) Open Science (1d) • FAIR • DMP	Responsible conduct of research Personal development (0.5d) • CDP • networking	**Training school 1** (2.5d): • Think like a···The different disciplines in short • Team science • Peer mentoring group kick-off	Open Science (0.5d) • Open access • Data publication • Copyright		Personal development (0.5 day) • CDP revision • Networking	**Training school 2** (2d): • AI in science • Science communication • Peer group meet	Innovation and entrepreneurship (1-1.5d)		**Training school 3** (2d) • Funding and grant application basics • Strategic career planning • CV and cover letter writing • Peer group meet		
Scientific seminars and conferences 'Convergence science' seminars (1h per month online) 'Convergence science for health' conference (once in programme)											
Mentoring and career activities Peer mentoring group *Career mentoring* *Career Seminars* *Career networking events* *Career day*											
Network-wide activities for both fellows and supervisors in a cohort Kick-off meeting (month 1) Network symposium (month 28)											

In blue: Danish PhD education. In red: Provided by enrolling institution. *In italics:* Voluntary activities.

EMPLOYMENT AND WORKING CONDITIONS

In Denmark, PhD students are university employees, and the PhD students have identical employment and working conditions as other researchers. The UCPH/DTU employment conditions are in accordance with agreements between the Ministry of Finance and The Danish Confederation of Professional Associations on Academics in the State. The INTERACT PhD students will receive a UCPH/DTU contract specifying host institution as the daily workplace. The terms of employment, salary and pension are specified in Table 3. The working conditions are centred around a set of principles ensuring an open, collaborative, secure, including and developing work environment with equality for all staff and is outlined in the UCPH Personnel Policy Handbook and DTU's Work Culture.

Table 3: Employment and working conditions for INTERACT PhD students

EMPLOYMENT CONDITIONS

- Salary regulated by collective agreements
- Salary is regulated annually to reflect increased seniority and general salary increases
- 17.1% pension of basic salary (transferable if not staying in DK)
- Regulated work week (37 hours/week)
- Full social benefits including public health care
- Right to paid holidays (five weeks plus five special holidays, on top of national holidays)
- Right to salary during own illness and child's first two sick days
- Right to parental leave (up to 32 weeks paid leave) and two childcare days/child/year until age 7

WORKING CONDITIONS

- Flexible work hours
- Family friendly environment (e.g. regular meetings only between 9-17)
- Annual Performance and Development Reviews with nearest leader (main supervisor)
- Healthy physical work environment
    - Mandatory onboarding training in occupational health, safety issues and handling of potential hazardous reagents.
    - Governmental-regulated laboratory facilities and work procedures
    - Controlled indoor climate
    - Non-smoking and alcohol policy
- Healthy psychosocial work environment
    - Regular satisfaction and well-being assessments with mandatory managerial action plans
    - Flat organization with freedom of speech
    - Student and staff representatives in local Liaison Committees
    - Student and postdoc alliance engaged in dialogue with management
    - Policy with no-tolerance of harassment and bullying

- Individual coaching on stress-handling and in case of long-term illness

ETHICAL PROCEDURES IN PLACE

INTERACT will follow the Horizon Europe ethical principles and guidelines. All PhD students will have to self-evaluate and get their research project ethically approved. As the PhD student research projects will only be developed after the selection of PhD students, the project-related ethical procedure will take place in the first part of the fully funded PhD position. However, all applicants for the INTERACT PhD positions need to state as part of the application that they will adhere to the general HeU ethical principles and guidelines and as part of this, follow the ethical procedure outline for INTERACT:

- Ethics workshop for PhD students, including information part for supervisors
- Self-evaluation of all individual PhD student projects selected on the main list and those selected on the reserve list, using the HeU ethics self-evaluation template
- Evaluation and local approval from both host universities (UCPH & DTU)
- Monitoring of the ethics of individual projects will occur with 9-month intervals, as part of the PhD student progression reports
- Obtaining relevant national ethical permits (e.g. the Regional Committees on Health Research Ethics (use of patient data and material) and The Animal Experiments Inspectorate (use of animal models)).
- In case of projects with potential use of hESC, early onset of HeU Ethical Clearance with the EC project officer

The process has been designed to comply with local (UCPH & DTU), national and European regulations regarding safety and ethics. The process will be completed during the first months of PhD students' employment on the COFUND action. In general, the three Rs (replace, reduce, refine), will be applied to relevant projects. Project activities with potential ethical concerns will only be initiated after all relevant permits have been obtained. Overall INTERACT ethical review will take place for each call-specific ethical report (call 1, 2 and 3) and for the final ethics report.