



# Global Talent Ireland 2025

## Call for Submission of Proposals

### Key Dates

Call launch: **18<sup>th</sup> July 2025**

Expression of Interest Deadline: **28<sup>th</sup> August 2025, 13:00 Dublin local time**

Full Proposal Submission Deadline: **October 2025 (*full details upon invitation*)**

### Terms of Reference

While every effort has been made to ensure the accuracy and reliability of this document, it is provided for information purposes only and as a guide to expected developments. It is not intended, and should not be relied upon, as any form of warranty, representation, undertaking, contractual, or other commitment binding in law upon Taighde Éireann/Research Ireland ("Research Ireland"), the Government of Ireland, or any of their respective servants or agents. Research Ireland Grant Conditions (to include General Terms and Conditions and Letters of Offer) shall govern the administration of Research Ireland grants and awards to the exclusion of this and any other oral, written, or recorded statement. All responses to this Call for Submission of Proposals will be treated in confidence and no information contained therein will be communicated to any third party without the written permission of the applicant except insofar as is specifically required for the consideration and evaluation of the proposal or as may be required under law, including the Research and Innovation Act 2024 and the Freedom of Information Acts 1997, (Amendment) 2003 and 2014.

During the application process or at any time following the termination of the application process and decision, Research Ireland may contact the Research Body, the Principal Investigator or any member of the Research Team concerning funding opportunities, Research Ireland activities or any events, or for the purposes of monitoring and evaluation including but not limited to collecting scientific data and data related to the applications process. Research Ireland may choose to authorise a third party to contact the Research Body, the Principal Investigator or any member of the Research Team on its behalf.

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## 1 Introduction

Research Ireland was established in August 2024 within the Department of Further and Higher Education, Research, Innovation and Science (DFHERIS) following the amalgamation of Science Foundation Ireland (SFI) and the Irish Research Council (IRC). The establishment of the agency was a key action of Impact 2030: Ireland's Research and Innovation Strategy.<sup>1</sup> Research Ireland funds excellent and impactful research and develops talent across all disciplines. **Global Talent Ireland** aims to attract exceptional mid-career and established researchers from across the globe to Ireland.

Researchers funded through this programme are required to transfer their research activities from their current location to an Eligible Research Body in Ireland.<sup>2</sup> It is expected that successful Applicants will not hold another appointment once the Global Talent Ireland award commences. Given its commitment to equality, diversity and inclusion, Research Ireland welcomes applications from women and those from historically underserved communities.

The programme budget includes the resources to build a research team (e.g., staff, consumables and travel) to carry out high-impact, world-class research, and additional start-up costs to support the researcher's move to Ireland. Applicants for this programme may **not** have taken up employment in the Republic of Ireland prior to applying to this call.

The objectives of the call are:

- To attract excellent researchers to Eligible Research Bodies in Ireland
- To reinforce the national Research and Innovation ecosystem
- To support areas of strategic interest and help drive sustainable economic growth in Ireland

This call will support the recruitment of exceptional researchers through two streams: **“Rising Stars”** and **“Research Leaders”**:

- **Rising Stars** are defined as mid-career researchers who have demonstrated research excellence, independence and leadership, and have shown exceptional potential to become a research leader of the future
- **Research Leaders** are defined as world-leading researchers in their discipline with a demonstrated capacity for strategic and dynamic leadership on the international stage.

The funding levels and durations for this programme are summarised here:

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<sup>1</sup> [Impact 2030: Ireland's Research and Innovation Strategy](#)

<sup>2</sup> [Eligible Research Bodies - Research Ireland](#)

Research Ireland Global Talent Ireland		
	Rising Star	Research Leader
<b>Career stage</b>	5-15 years post-PhD	16+ years post-PhD
<b>Award duration</b>	6 years	6 years
<b>Research Funding</b>	€1.5M	€2.5M
<b>Startup Funding</b>	€0.75M	€0.75M
<b>Maximum budget request</b>	€2.25M	€3.25M

### 1.1 Checklists (Expression of Interest and Proposal)

The checklists provided below are provided for the Expression of Interest (Eoi) and Full Proposal stage as a summary guide for Applicants. However, it is the Applicant's responsibility to ensure they read the full details in the call document.

Expression of Interest (Eoi) Checklist		
Section	Description	Requirements
<b>Applicant Name and email address</b>	Name of Applicant and current email address	Mandatory
<b>Proposal Title</b>	Indicate name of research proposal	Mandatory, max 30 words
<b>Host Research Body</b>	Indicate name of host Eligible Research Body	Mandatory
<b>Indicative Budget Request (€)</b>	Include the total budget request from Research Ireland	Mandatory
<b>Funding stream (Rising Star/Research Leader)</b>	Indicate which funding stream the Applicant will be applying to	Mandatory
<b>Research Keywords</b>	Provide up to five key words or short phrases that best describe the proposed research	Mandatory; max 5
<b>Applicant Overview</b>	See Section 4.1 for details	Mandatory; max 2 pages
<b>Research area/theme and potential for strategic impact for Ireland</b>	See Section 4.1 for details	Mandatory; max 2 pages
<b>Commitment from Research Body</b>	See Section 4.1 for details	Mandatory; max 2 pages

Full Proposal Checklist		
Section	Description	Requirements
Proposal Summary	Proposal Title	The proposal title should take the form: Global Talent Ireland: Title and Name of Candidate; max 30 words
	Duration of Award Requested	Mandatory 72 months
	Funding Stream	Select Rising Star or Research Leader
Research Alignment	Research Theme	Max 10 words
	Justification of alignment with Research Ireland's Legal Remit	Max 250 words
Applicant Details	Complete mandatory SESAME Profile information	Mandatory profile fields marked in red
	ORCID iD	Link SESAME profile to ORCID iD
	Percentage Time Commitment	Insert time commitment
	Applicant location at time of submission	Enter details
	Narrative CV	Max. 5 pages (must use template provided)
	Supervisory Details (Track record)	Enter details
	Research Funding History	Enter details
Main Body of Proposal	Keywords	Max 15 words
	Scientific Abstract	Max. 200 words
	Lay Abstract	Max. 100 words
Ethical Issues and Sex/Gender Dimension in Research	Answer questions regarding ethical issues (Use of Animals, Research involving Human Participants, Biological Material or Identifiable Data)	Select relevant answers
	Sex & Gender Dimension in Research Statement	Max. 1000 words
Budget	Details of all relevant costs	Budget Table in SESAME
	Upload the budget justification	Max. 3 pages
Programme Documents	Research Plan	Max. 4 pages
	Research Plan References	Max. 1 page

	Impact Statement	Max. 3 pages
Letter(s) of Support	Candidate Letter	Max. 2 pages
	Vice-President for Research (or equivalent) of the Host Research Body	Max. 2 pages
	Head of School (or equivalent) with budget and decision-making capacity	Max. 2 pages

## 2 Programme Details

### 2.1 Programme Remit

Applications may seek to deliver impact across any disciplines within Research Ireland's remit. This Global Talent Ireland call will consider proposals that demonstrate excellence in any research area that falls within Research Ireland's legal remit, where Applicants can provide compelling evidence for their potential to contribute to national development.

### 2.2 Programme Format and Review

Global Talent Ireland comprises an **Expression of Interest stage** followed by a **two-stage application/review process**.

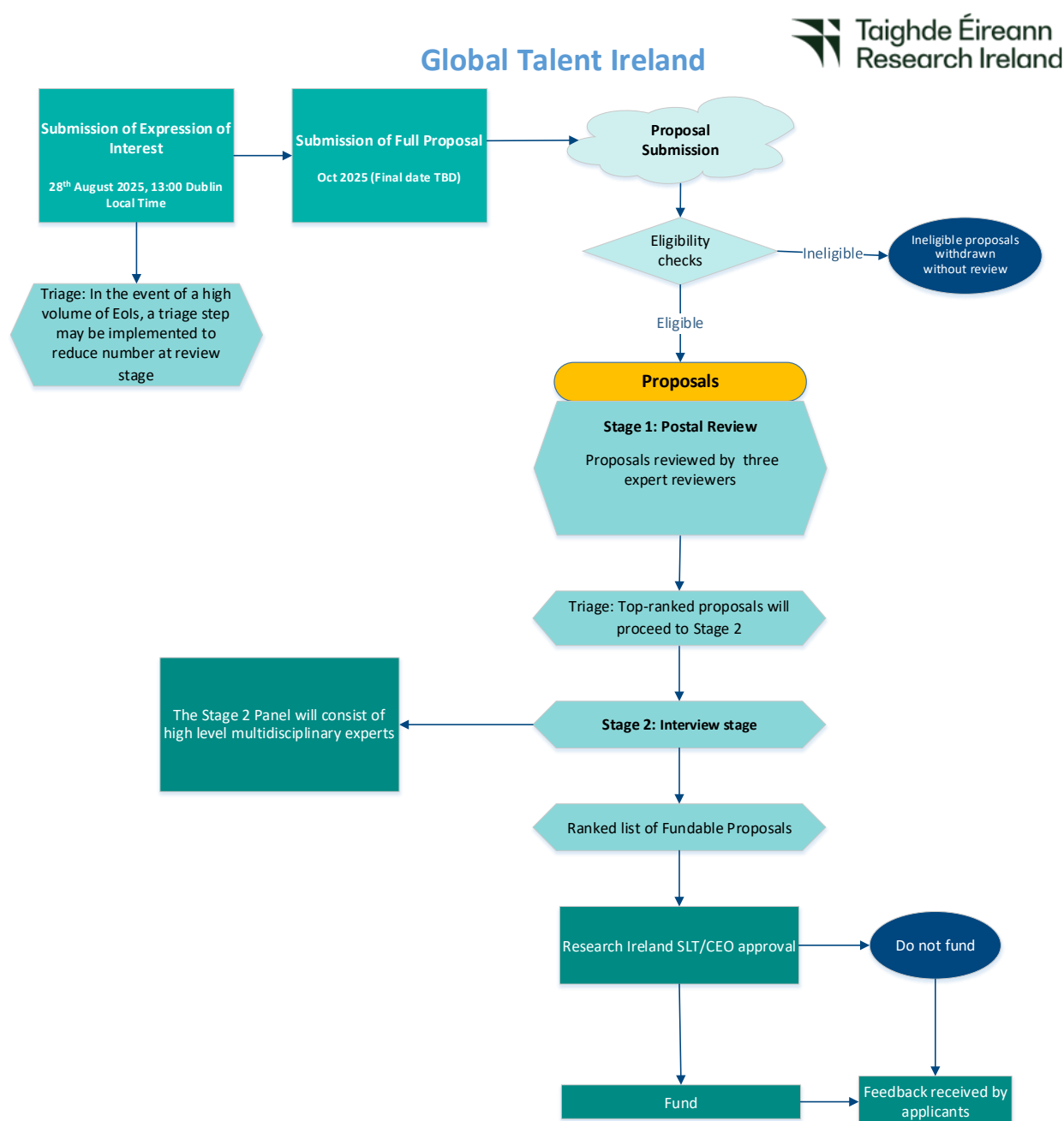
The Host Research Body is firstly required to submit an **Expression of Interest (Eol)** providing high-level information about the Applicant, the research objectives and the commitments being made by the Research Body. More details on the Eol submission process are provided in **Section 4.1**. Following submission of Eols, a **cross-agency advisory board** will be convened to advise on the alignment of proposals with areas of significant strategic interest for Ireland. In the event of a very high volume of applications, Research Ireland may implement a triage step to reduce the number of proposals at the review stage. Triage decisions may incorporate input from the cross-agency advisory board regarding national strategic alignment and level of co-funding from the host institution.

Following eligibility checks and any Eol triage processes, Applicants associated with an approved Eol will be invited to submit a **Full Proposal**. This will include details on the proposed research idea and plan, fit with Ireland, an impact statement, a CV, a budget with justification and relevant letters of support. Comprehensive guidance on preparing the Full Proposal is available in **Sections 4.2 to 4.13**.

For **Stage 1** of the Full Proposal review process, expert international peer-reviewers will provide reviews based on a) the quality of the Applicant, b) the relevance and timeliness of the research ideas, and c) potential impact.

Following ranking of the proposals based on the expert review scores, the feedback from the **cross-agency advisory board may be used as a further triage method**, and the highest-ranked proposals will be invited to Stage 2.

For **Stage 2** of the review process, Applicants will take part in an interview process involving a multidisciplinary panel who will assess the proposals predominantly on a) the motivation of the researcher to pursue their research in Ireland, b) the plans for developing and nurturing talent, c) the commitment from the Research Body, and d) value for money. A full description of the review process for this call can be found in **Section 5**.



## 2.3 Applicant Eligibility

The programme is only open to Rising Stars and Research Leaders who are currently employed outside of Ireland.<sup>3</sup>

Joint Appointments whereby Applicants propose to hold a contract of employment in Ireland and another country concurrently will **not** be supported through this programme. Joint appointments in two Irish Eligible Research Bodies, or between an Eligible Research Body and the HSE may be supported if there is an appropriate management plan in place. This information must be provided at the EOI stage.

EOIs that are associated with Applicants who are currently employed in an industrial setting outside of Ireland are eligible through this call.

### 2.3.1 Rising Stars

Applicants applying to the Global Talent Ireland call as **Rising Stars** are required to:

- Have obtained a PhD qualification (or equivalent<sup>4</sup>) **within 5-15 years of the current year** (PhD certification must be dated between **2010 and 2020**)
- Have an outstanding track record commensurate with their career stage and their field(s) of research
- Have secured independent research funding from competitive publicly funded sources as a Lead Investigator or Co-Investigator
- Have experience of supervising MSc- and/or PhD-level students
- Have demonstrated international standing (e.g., peer review, keynote talks, collaboration, conference and workshop organisation, etc.) as an indicator of research maturity

### 2.3.2 Research Leaders

Applicants applying to the Global Talent Ireland call as **Research Leaders** are required to:

- Have obtained a PhD qualification (or equivalent<sup>4</sup>) **at least 16 years prior to the current year** (PhD certification must be dated no later than **2009**)
- Hold a full professorial position at a major international research institution or an equivalent senior research-active role in an industrial setting
- Demonstrate influential research (achievements and excellent generation of knowledge)

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<sup>3</sup> For the purposes of this programme, Ireland is defined as the Island of Ireland.

<sup>4</sup> [PHD-equivalence-policy\\_September\\_2018.pdf](#)



- Have a proven track record of strategic and dynamic leadership and development of talent
- Senior authorship of literature with demonstrable impact in relevant field(s) of interest
- Significant international awards and fellowships
- Plenary/keynote contributions at top-tier international conferences, and organisation of such meetings of importance
- Distinguished service record on national or international grant review boards
- Successful track record in securing independent funding from competitive, publicly funded sources

## 2.4 Eligibility of the Research Body

The Research Body is the body responsible for the overall financial and administrative coordination of the research programmes supported by funding from Research Ireland. Host Research Bodies must be situated in the Republic of Ireland. A list of eligible Research Bodies is available on the Research Ireland website.<sup>5</sup>

*The terms 'Research Body' and 'Institution' are equivalent and interchangeable in Research Ireland documentation and in the SESAME system.*

## 2.5 Funding

The table below outlines the funding available through the Global Talent Ireland call in **direct costs** for both **Rising Star** and **Research Leader** categories (overheads will be added to Research Funding section):

	Rising Star	Research Leader
<b>Award duration</b>	<b>6 years</b>	<b>6 years</b>
<b>Research Funding</b>	<b>€1.5M</b>	<b>€2.5M</b>
<b>Startup Funding</b>	<b>€0.75M</b>	<b>€0.75M</b>
<b>Maximum budget request</b>	<b>€2.25M</b>	<b>€3.25M</b>

This programme provides funding for both Research Funding and Startup Funding. Grants made under the Global Talent Ireland call will have a duration of **six years**. **Research Funding** will support the grant holder to carry out activities at their new host Research Body by providing the funding to build a research team, purchase essential materials, consumables and small equipment, and facilitate travel to conferences and to meet with key collaborators. The budget

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<sup>5</sup> [Eligible Research Bodies - Research Ireland](#)

for Research Funding will include overheads that support the host Research Body to provide high-quality facilities and resources for the grant holder and their team.

**Startup Funding** will provide additional, critical support to researchers being recruited to Ireland. The funding may be used to purchase important large-scale equipment and infrastructure, essential for the progress on the research programme supported by the grant. The funding may also supplement institutional start-up packages, which help to ensure that the transition of the grant holder to Ireland is successful. This funding may also support the salary of the incoming researcher. Applicants must decide how best to utilise the Startup Funding and will need to provide strong justification for its use. **Startup Funding does not include overheads. Details on startup costs can be found in Section 4.8.2.**

**Strength of the demonstrated commitment from the Research Body, including the financial and infrastructural support offered to the Applicant and alignment with the strategic objectives of the Research Body is a key review criterion of the proposal.**

Full details on preparing the budget for an application to this call are provided in Section 4.8.

### 3 Research Impact and Talent Development

Research Ireland funds research on behalf of the Government of Ireland. As with all public spending, it is both desirable and necessary to show value for money and, within this, demonstrate and articulate the impact and benefits of investing in research.

For Global Talent Ireland, proposals will not only need to demonstrate excellence but must also clearly articulate the potential impact arising from the recruitment of the Applicant. Proposals that are reviewed and do not demonstrate the potential to deliver impact or have not successfully articulated how this impact can be delivered, will not be funded through this programme, **regardless of excellence.**

#### Impact Statement

Applications to Global Talent Ireland include an **Impact Statement** which outlines clearly why the proposed research is important. The Impact statement should clearly reference relevant institutional and national policies. The Applicant must articulate:

- How the proposed research will align with Ireland's national strategic interests and contribute to national development

- How the proposed research will reinforce the research and innovation ecosystem and contribute to sustainable economic growth in Ireland
- How talent will be recruited and developed under their leadership
- How this grant will be leveraged to secure competitive European/international funding

## 4 Application Procedure

### 4.1 Expression of Interest (Email Submission)

Research Bodies seeking to apply to Global Talent Ireland must first submit an Expression of Interest (Eol) for each Applicant that they wish to support. Eols must be received by Research Ireland no later than **28<sup>th</sup> August 2025, 13:00 Dublin Local Time**.

The Eol template is provided on the [Research Ireland website](#); each Applicant requires a separate Eol template to be completed. Eols should be signed by a member of the relevant Research Office staff and submitted by email to [globaltalent@researchireland.ie](mailto:globaltalent@researchireland.ie). All Eols associated with a given Research Body must be submitted in a **single email communication**, with each Eol attached individually (i.e., not merged). Research Ireland will acknowledge receipt of the Eol(s) as promptly as possible.

**There are no restrictions on the number of Expressions of Interest submitted to this call by any Eligible Research Body. However, it is expected that Research Bodies are strategic with their submissions and ensure that they can provide the necessary support to each Applicant to ensure the impacts are realised.**

**Only Applicants named in an Expression of Interest may submit a Full Proposal to this call.**

**Each Applicant may only submit one proposal.**

**Please complete the Eol template using the guidance below:**

- **Applicant name and email address**
- **Proposal Title:** Indicate name of proposal title (subject to change at full proposal stage)
- **Host Research Body:** Indicate name of Host Research Body that applicant will locate to
- **Award Stream:** Indicate name of award stream the Applicant will apply under (i.e. Rising Star or Research Leader)

- **Research Keywords (max. 5)**
  - Provide up to five key words or short phrases that describe the areas of research that are most relevant to the proposed research
- **Applicant Overview (max. 2 pages)**
  - Provide key details about the **Applicant**, including their current role and place of employment and the reason(s) for seeking to move to Ireland.
- **Research area/theme and potential for strategic impact for Ireland (max. 2 pages)**
  - Provide details on the research area/theme of the research plan and describe its potential for strategic impact for Ireland, referencing relevant institutional and national policies where applicable
- **Commitment from Research Body (max. 2 pages)**
  - Provide details on the position that will be filled or created through the recruitment of the named Applicant. Provide an indicative budget request, including the research body commitment to the Applicant's salary

**The Expression of Interest requested is mandatory for each Applicant and is required by Research Ireland for planning purposes.**

**Details in the Expression of Interest may be modified when completing the Full Proposal to this call. However, Research Ireland expects the information in the Full Proposal to be broadly consistent with the information submitted under the Expression of Interest. Research Ireland reserves the right to withdraw applications where there are significant differences observed in the two documents.**

**Any Expressions of Interest submitted directly to Research Ireland, and not through the Research Office of a host Research Body, will not be accepted and submission of a Full Proposal will not be permitted.**

**In the event of a high volume of Eols, Research Ireland may implement a Triage Step. Applicants/Research Offices will be notified of the decision for them to proceed to full proposal stage.**

## 4.2 Full Proposal Submission

**Full Proposals will only be accepted through SESAME, Research Ireland's grants management system following the successful assessment of an Eol. Applicants whose Eols have been approved by Research Ireland will receive formal notification inviting them to submit a Full Proposal through the SESAME system.**

Access to SESAME is controlled by staff at the Research Office of the host Research Body. SESAME is accessed using the internet; no additional software needs to be installed. You can access SESAME online from any location. SESAME supports Internet Explorer, Chrome and Firefox. With Mac we recommend that you use either Firefox or Chrome. The configuration of some browsers and internet infrastructure (popup blockers, firewalls, etc.) can restrict an individual's access to the internet and, as a result, to the SESAME system. If you are having any such difficulties, please contact your organisation's internal IT support team.

The SESAME system is accessed here: [https://grants.researchireland.ie/s\\_Login.jsp](https://grants.researchireland.ie/s_Login.jsp)

Please see the SESAME Researcher User Guide for more detailed information.<sup>6</sup>

Once submitted by the host Research Body to Research Ireland through SESAME, **an application cannot be withdrawn and subsequently modified for resubmission in the same call, regardless of the date of submission.**

Proposals must be submitted online through SESAME to Research Ireland by the Research Office of the Applicant's host Research Body **no later than 25<sup>th</sup> September 2025, 13:00 Dublin Local Time.**

Please note that this deadline includes the necessary time for review and formal endorsement from the Research Office at the host Research Body. The submission is not considered complete until it has received this endorsement, and the Research Office has officially submitted the application through SESAME to Research Ireland.

### Proposal submission requirements:

- **All text in uploaded PDFs** should be provided in Calibri font or similar, with minimum font size of 11, and at least single-line spacing as well as a minimum margin size of 2.5cm. Text in diagrams may be in any clearly legible font.
- Uploads in SESAME must be submitted in **Adobe or Microsoft PDF format only**. Please ensure to use unencrypted, non-password-protected PDFs with the copying function disabled, developed using either Adobe or Microsoft Word PDF convertor software only.
- The number of pages in uploads must not exceed the specifications for any given section. **Applications that do not comply with these requirements will be deemed ineligible and will be returned without review.**
- Appendices or other unsolicited documentation are not permitted. Applications that include such unsolicited documentation will be returned without review.
- File sizes of attachments should be **less than 5MB**.

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<sup>6</sup> <https://www.ResearchIreland.ie/funding/award-management-system/>

**Applications not adhering to these requirements, or with incomplete content, will be deemed ineligible and will not be accepted for review, regardless of the date of submission.**

**It is the Applicant's responsibility to ensure that eligible proposals are received by Research Ireland before the deadline indicated. In order to safeguard against ineligibility, Applicants are reminded to adhere rigorously to the guidelines in the call documentation and to review the proposal document prior to submission in SESAME.**

**Please note that proposal eligibility checks will be completed by Research Ireland staff.**

**Applications cannot be withdrawn and subsequently modified for resubmission in the same call.**

**No extensions to this deadline will be permitted under any circumstances.**

#### **4.3 ORCID ID**

ORCID provides a unique identifier for all researchers, which can then be linked to their different research works across different platforms.<sup>7</sup> There are a number of benefits to creating an ORCID iD, which include the following:

- ORCID allows you to pull information from different platforms, creating a centralised reference to your different works (e.g., publications, patents, awards) in one location using a single sign in.
- Your ORCID iD is a unique identifier, which distinguishes you from other researchers with a similar name.
- Using the ORCID iD helps to make your research works more visible to funders and publishers. You are able to build a complete picture of your research in one location.

As part of the integration of SESAME with ORCID, it is possible for researchers to import publication data from ORCID directly into their SESAME Research Profile. **Applicants are required to link their SESAME Research Profiles to an ORCID iD before an application can be submitted.**

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<sup>7</sup> <http://orcid.org/>

#### 4.4 Full Proposal Summary

- **Proposal Title (max. 30 words)**

The proposal title should take the form: **Global Talent Ireland: Title and Name of Applicant**

- **Duration of Grant**

Global Talent Ireland grants will have a duration of **72 months**.

- **Total Funding Request (in €)**

This figure will be populated from the requested budget submitted.

- **Alignment to Research Ireland Legal Remit (max. 250 words)**

This section must be used to describe how the proposed research objectives will align to the remit of Research Ireland as defined in the call document.

#### 4.5 Applicant Details

- **Location of Applicant at time of Submission**

Indicate the Applicant's Research Body at the time of proposal submission.

- **Time Commitment to Grant**

Indicate the Applicant's time commitment to the proposed research project as a percentage of their total working time.

- **Narrative CV (Upload)**

A CV of the Applicant, using the template provided on the programme website, must be completed and uploaded (**upload: max. 5 pages**). **Please click on "Save Draft" after upload.** The template allows for the provision of additional information such as periods of leave from research if relevant. Please consult the Guidance for Applicants on the Research Ireland Narrative CV and FAQs for resources to help you prepare your Narrative CV.<sup>8</sup> **Applicants who do not use the template provided and who do not adhere to guidance will be withdrawn without review.**

- **Supervisory Experience**

Provide summary information on the Applicant's supervisory experience to date.

- **Research Funding History**

See **Section 4.6** below for details.

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<sup>8</sup> <https://www.sfi.ie/funding/sfi-policies-and-guidance/narrative-cv-dora>

## 4.6 Research Funding History

The Applicant must provide details on expired, current and pending funding. Funding details may be added from the Applicant's SESAME profile or can be created in this section.

- The Applicant should include details of any financial support pending or received over the previous ten years. This should include competitive research funding received from funding agencies (international and national), charities, industry, etc.
- The Applicant must include details of any financial support currently provided, or currently being sought. Applicants must detail the total funding allocated to the grant and the amount of this funding that is allocated to the Applicant. **Research Ireland will not support research currently being funded through another source.**
- For each current and pending grant listed, the Applicant should provide a brief description of the research. Applicants must also indicate their time commitment to these other projects, as a percentage of their total working time.
- For pending grants, please include the expected decision date in the description box. **Where Applicants have indicated that pending grant funding has overlap with the research objectives planned under the Global Talent Ireland award, they are required to contact [globaltalent@researchireland.ie](mailto:globaltalent@researchireland.ie) should their pending funding be awarded.**
- Please complete the requested details for each expired, current, or pending financial support. **Fields coloured red are mandatory.** Certain field labels are underlined and contain further information concerning the details that are required; hover the mouse pointer over these labels to view this information.
- If the Applicant is a collaborator on a research project, the grant should not be included here; only awards where the Applicant is either the Principal Investigator or Co-Investigator should be listed.
- The portion of research funding claimed in an Applicant's name must be an accurate and fair reflection of their responsibility in the projects listed and will be verifiable as such. **Research Ireland may conduct audits to verify such claims and reserves the right to reject proposals where the above principle of proportionality is not observed.**
- This section of the proposal will be reviewed as part of the Applicant's track record. Applicants with a number of expired grants over the previous ten years may be selective with which grants to include in this section. Grants that are most relevant to the proposed research should be prioritised.



**Research funding may be added directly to the application or added from the Applicant's profile (see the SESAME Researcher User Guide).<sup>9</sup> If this section is left blank it will be assumed that the Applicant has NO expired, current or pending funding.**

**Please ensure that research funding added to the Applicant's profile has been included in the application via SESAME.**

Applicants **must** complete the textbox detailing potential overlap between current and pending funding and the proposed research in this application. For each current and pending grant listed above, the Applicant must clearly indicate any overlap with the research objectives of this application, based on the methodologies being employed and the stated objectives of the funded project(s). **Failure to do so will make the proposal ineligible.**

#### 4.7 Main Body of Proposal

- **Keywords (max. 15)**

These should be descriptors that best characterise the proposed research.

- **Research Abstract (max. 250 words)**

This should be a succinct and accurate summary of the proposed research. Confidential information should **not** be included in the Scientific Abstract.

- **Lay Abstract (max. 150 words)**

This should be a succinct and accurate summary of the proposed research in lay, non-technical language. Confidential information should **not** be included in the Lay Abstract.

- **Ethical Issues: Use of Animals**

Applicants must indicate whether animals are to be involved in any of the planned research. Further details can be found on the Research Ireland Ethical Policies webpage.<sup>10</sup>

- **Research Involving Human Participants, Biological Material or Identifiable Data**

Applicants must complete the questionnaire indicating whether their planned research will involve human participants, human biological material or the use of identifiable (or potentially identifiable) human data. Further details can be found on the Research Ireland Ethical Policies webpage.<sup>10</sup> Clinical trials and investigations requiring approval by the Health Products Regulatory Authority (HPRA) will not be permitted through this programme.

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<sup>9</sup> <http://www.sfi.ie/funding/award-management-system/>

<sup>10</sup> <http://www.sfi.ie/funding/sfi-policies-and-guidance/ethical-and-scientific-issues/>

- **Sex and Gender Dimension in Research Statement (max. 1000 words)**

In accordance with the Research Ireland External Equality, Diversity, and Inclusion (EDI) Strategy 2023-2028,<sup>11</sup> all Applicants must complete a statement articulating the consideration of biological sex and/or social gender variables in their planned research. Please consult the Guidance for Applicants on Ethical and Scientific Issues<sup>10</sup> for resources on how to address the sex and/or gender dimension of research in your grant.

Do **not** include information on how you have addressed gender equality, diversity and inclusion in your research team/environment; this should be addressed in the narrative CV.

To complete this section, please consider the following questions:

1. Is sex as a biological variable taken into account in the research design, methods, analysis and interpretation, and/or dissemination of findings?
2. Is gender as a socio-cultural factor taken into account in the research design, methods, analysis and interpretation, and/or dissemination of findings?

If the answer is yes to either or both of these questions, please describe how sex and/or gender considerations will be integrated into your research programme. If no, please explain why sex and/or gender are not applicable to your research.

## Programme Documents

- **Research Plan (upload; max. 4 pages)**

Applicants are required to summarise their plans for the research activities that will be carried out under a Global Talent Ireland grant. The Research Plan should cover the following:

1. **Research Idea – What are you going to do?** This should cover the question(s) that the proposed research would address, the importance or significance of addressing the question(s) and the potential originality or novelty of the question(s).
2. **Research Plan: How are you going to do it?** key objectives/work packages to achieve the research aims; key methods or approaches.
3. **Fit with Ireland: What is your motivation for bringing your research programme to Ireland?**

- **References (upload; max. 1 page)**

References and citations to support the research objectives must be uploaded in a separate one-page document.

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<sup>11</sup> <http://www.sfi.ie/funding/sfi-policies-and-guidance/gender/>

- **Impact Statement (upload; max. 3 pages)**

The impact statement should outline how the proposed research will align with Ireland's national strategic interests and contribute to national development. The Impact statement should be as specific as possible and should clearly reference relevant institutional and national policies. The Applicant is expected to provide detail on the likely timeframe required to deliver on the described potential impact(s); see **Section 3** for further details.

The following points should be considered:

- How will the proposed research align with Ireland's national strategic interests and contribute to national development?
- How will the proposed research reinforce the research and innovation ecosystem and contribute to sustainable economic growth in Ireland?
- How will talent be recruited and developed under their leadership?
- How will this funding be leveraged to secure competitive European/international funding?

## 4.8 Proposed Budget

Applicants applying to the Global Talent Ireland call may request funding up to the maximum amounts allowed for **Rising Stars** or **Research Leaders**, as detailed in **Section 2.5**. The requested budget consists of two parts: **Research Funding** and **Startup Funding**.

### 4.8.1 Research Funding

Research Funding through this programme supports the research costs of the Applicant and their research team. Eligible costs include:

- Contributions to salaries/stipends for staff hired specifically to carry out the research programme.
- Relevant research expenses, including equipment, materials and consumables, and travel.
- Access charges for the use of large items of infrastructure or testbed facilities may be requested in certain situations; see the Research Ireland Grant Budget Policy for details.<sup>12</sup>
- Contributions to Education and Public Engagement activity, organisation of conferences or workshops, and hosting of visiting researchers and fellowships.

Please consult the **Research Ireland Grant Budget Policy (GBP)**<sup>12</sup> for more information on the eligible costs listed.

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<sup>12</sup>[Research-Ireland-Grant-Budget-Policy-Interim.pdf](#)

In addition to the above direct costs, Research Ireland also makes an **indirect or overhead contribution to the host Research Body**, which is reflected as a percentage of the direct costs (30% of the combined costs for team member salaries/stipends, materials and consumables, and travel, but **not** equipment). Overheads are payable as a contribution to the Research Body for the indirect costs of hosting Research Ireland grants and are intended to enable the Research Body to develop internationally competitive research infrastructure and support services. General overheads should **not** be included in the requested budget and are payable as a contribution to the Research Body.

**The maximum Research Funding budget listed in the Table in Section 2.5 equate to the maximum direct costs that may be requested. Applicants applying to the Rising Star category may apply for up to €1,500,000 in direct costs and Applicants applying to the Research Leader category may apply for up to €2,500,000 in direct costs.**

#### 4.8.2 Startup Funding

Global Talent Ireland provides additional funding to provide key support to new recruits to Ireland. The Startup Funding component may be utilised for the following:

- Contributions to the salary of the grant holder
- Large-scale items of equipment
- Institutional startup packages
- Access to large-scale infrastructure or facilities not located at the host Research Body
- Other major experimental and field work costs where justified

Where a salary contribution is being sought, the budget should clarify the percentage contribution to the total salary being requested.

**Applicants applying as either Rising Stars or Research Leaders may seek up to €750,000 in Startup Funding. Please note that additional overheads are not provided on requested Startup Funding.**

**Startup costs must be entered in the Equipment section of the budget table. Please see Section 4.8.3 for further details.**

#### 4.8.3 Completing the Budget in SESAME

The budget table should be completed using the guidance in the table below:

### Global Talent Ireland Budget Table

Category	Description	Overheads Applicable
<b>Staff</b>	Include a separate line for each staff member hired to carry out the research programme Include a line for the Applicant salary/contribution if being requested	Yes
<b>Equipment</b>	Include a separate line for each item of equipment in this section Include a separate line for each <b>startup cost</b> in this section	No
<b>Materials</b>	Include a separate line for each item of materials or consumables in this section	Yes
<b>Travel</b>	Include a separate line for each item of travel in this section	Yes

#### 4.9 Budget Justification (max. 3 pages)

All information required to complete the budget justification can be found in **the Research Ireland GBP**.<sup>13</sup>

Clear information should be provided where funding is to be apportioned to Collaborators. Please note that Collaborators based outside the Republic of Ireland or those not located within eligible Research Bodies in the Republic of Ireland are **not** eligible to receive funding through this programme.

If funding is sought for overseas services, this should be clearly justified and the rationale for carrying out this activity outside of Ireland must be explained.

#### 4.10 Letters of Support (uploads, max. 2 pages per letter)

The following letters of support **must** be included:

1. **Applicant:** An Applicant statement should outline the motivation for moving their research programme to Ireland and their commitment to moving to the new host Research Body in Ireland from their current position.

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<sup>13</sup> [Research-Ireland-Grant-Budget-Policy-Interim.pdf](#)

2. **Vice-President for Research (or equivalent) of the Host Research Body:** This letter of support should outline the strategic alignment of the Applicant and proposed research with the host institution and national research and innovation ecosystem.
3. **Head of School (or equivalent) with budget and decision-making capacity:** This letter of support should outline the practicalities/operational aspects of the potential recruitment to ensure the Applicant can get up and running quickly. Detail on co-funding should be outlined clearly. The infrastructure, facilities and space to be provided by the Research Body should be included. The letter should also indicate what IP/technology transfer services are provided by the Research Body.

#### 4.11 Acknowledgement of Terms and Conditions

Submission of an application confirms that Research Ireland's Grant General Terms & Conditions<sup>14</sup> have been read and understood, that the Applicant meets eligibility requirements, that the project is in full agreement with all legal and regulatory matters governing research in Ireland, that no aspect of this project is already being funded from another source and that all details provided are correct, that the information supplied in the application is correct and the research proposal is their own work. Failure to comply with requirements outlined in this call document, will deem an application ineligible resulting in its withdrawal from the review process.

Research Ireland's Grant General Terms & Conditions shall govern the administration of Research Ireland grants and awards to the exclusion of this and any other oral, written, or recorded statement.

#### 4.12 Research Body Approval

It should be noted that the host Research Body's submission of an application represents their approval of an application and agreement to Research Ireland's Grant General Terms and Conditions. In particular, the host Research Body is approving:

- The eligibility of the Applicant
- That the Applicant will be, upon receipt of the grant, recognised as an employee of the host Research Body for at least the duration of the grant
- That the requested budget, including salaries/stipends, equipment, travel and consumables, is in line with accepted institutional guidelines and appropriate to the intended time commitments
- The availability of infrastructure within the host Research Body, as outlined by the Applicant in the research proposal

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<sup>14</sup> [Research Ireland Grant Terms and Conditions - Research Ireland](#)

- That the proposed research objectives have not been funded by other sources
- That relevant ethical approval has been or will be sought and must be granted prior to the grant commencing
- That the relevant licences will be in place at the time of award
- That the details provided in relation to the Applicant's research funding history (i.e., current, pending or expired grants, as detailed in the application) are valid and accurate
- That permission from all team members and collaborators has been obtained, such that Research Ireland may receive their personal information, and may process such data for the purpose of peer review

#### 4.13 Proposal Submission

A PDF of the proposal is available in SESAME and should be reviewed prior to submission to enable validation of an application. **The responsibility for verifying that the proposal is ready for submission lies with the Applicant in this regard.** A submission is made initially to the Research Office of host Research Body for approval, prior to final submission by the Research Office to Research Ireland.

Please contact the Research Office well in advance in order to become familiar with any internal Research Body submission deadlines.

Applicants will receive a notification from SESAME periodically when the status of their proposal changes. Alternatively, the status of a proposal (e.g., where a proposal is pending Research Office approval or is under review at Research Ireland) is displayed in SESAME.

## 5 Review Process

### 5.1 Expression of Interest

Eols submitted to Research Ireland by host Research Bodies will not be subjected to external peer review. The information provided in the Eols is required to assist Research Ireland staff to ascertain interest in the programme call and to help in the management of subsequent stages of the review process. The Eol documents will be reviewed by Research Ireland and an assessment will be made to ensure that the application meets the requirements of this call. Applicants and host Research Bodies will be notified as soon as possible regarding approval to move to the Full Proposal stage.

Following submission of Eols, **a cross-agency advisory board** will be convened to advise on the alignment of proposals with areas of significant strategic interest for Ireland. In the event of a very high volume of applications, Research Ireland may implement a triage step to reduce the number of proposals at the review stage using, for example, input from the cross-agency advisory board regarding national strategic alignment, level of co-funding from the host institution, and gender.

## 5.2 Full Proposal Review

Applicants submitting Full Proposals to the Global Talent Ireland call will be assessed through a **two-stage review process**, which will follow an internal assessment by Research Ireland staff to ensure compliance with the requirements of this call. Full Proposals that do not comply with the guidelines in this call document will not be reviewed.

### 5.2.1 Stage 1 – International Expert Peer Review of Full Proposal

Full Proposals will be reviewed by using **external, international peer review**.

International experts carrying out the Stage 1 review will assess proposals by considering three review criteria, weighted as indicated below:

1. *Quality, significance, and relevance of the recent research record and career achievements of the Applicant, commensurate with career stage (40%)*
2. *Significance and relevance of the outlined research objectives and their potential to progress the field(s) of research concerned (40%)*
3. *Quality of the impact statement, considering how the proposed plan may support areas of strategic interest and help drive sustainable economic growth in Ireland (20%)*

Following ranking of the proposals based on the expert review scores (based on the criteria above) and feedback obtained from the cross-agency advisory board, Applicants will be triaged, and the highest-ranked proposals will be invited to Stage 2.

### 5.2.2 Stage 2 – Interview Panel

Successful Applicants in Stage 1 of the review process will be invited to take part in a **panel-based interview**, in person with high-level, multidisciplinary experts. Following the interview, the interview panel will provide an evaluation, based on the following three **equally weighted** criteria:

1. *Likelihood and value to Ireland of the proposed impact of the recruitment and the quality of plans for developing and nurturing talent, including the motivation of the researcher to move to Ireland and their fit within Ireland's research ecosystem*
2. *Strength of the demonstrated commitment from the Research Body, including the financial and infrastructural support offered to the Applicant and alignment with the strategic objectives of the Research Body*
3. *Appropriateness of the budget and resources requested and demonstration of value for money*



Following the interview stage, the proposals will be ranked by final score from the panel (based on the criteria above). If proposals have equal scoring and a need to be ranked further, Research Ireland may use the **impact score** as a tiebreaker. The input from the cross-agency advisory board may also be used to inform final funding decisions. The final funding decision lies with Research Ireland.

## 6 Grant Management

Through Research Ireland's funding programmes, the State has made a significant investment in research across all disciplines. As such, it is the responsibility of Research Ireland to monitor the progress and outcomes of all the funding it administers.

### 6.1 Reporting Requirements

All Research Ireland grant holders are required to report on outputs and impacts arising from their research programme for the duration of their grant and for up to five years after the grant end (close) date. Research Ireland reserves the right to request reporting beyond five years, if deemed appropriate.

The progress reporting requirements for grants made under the Global Talent Ireland call include the completion of Research Ireland Research Outputs and annual/final reports. Specific guidance for reporting on Global Talent Ireland grants will be available on the Research Ireland website.

### 6.2 Progress Reviews

Research Ireland recognises that there are significant challenges when setting up a research activity in a new host Research Body and country.

In general, Research Ireland grants of scale are subjected to a formal progress review *at or close to their midpoint*, which for grants made under the Global Talent Ireland call will take the form of a **peer-reviewed site visit**. Generally taking place over one full day, a panel of international experts will be invited to take part in the site visit at the host Research Body. Additional meetings with grant holders after the site visit may be organised where deemed necessary by Research Ireland.

## 7 Research Ireland Policies and Positions

In addition to complying with the [Grant Terms and Conditions](#), Applicants are expected to be familiar and consult with Research Ireland policies/positions and with all relevant national policies when preparing their application to any Research Ireland programme call. All members involved in the funded research should be apprised of the following non-exhaustive list of relevant policies. Please note that some policies are being updated to reflect the expanded remit

of Research Ireland and in the interim, the existing policies of the legacy agencies should be followed.

- Animal Usage
- Research Integrity
- Maternity Supplement
- Appeals Process
- Child Protection
- Data Protection Policy
- Open Research
- Data Management

### **State Aid and Research Ireland Grant Funding**

As per Research Ireland’s Grant Conditions (inclusive of Research Ireland’s General Terms and Conditions,<sup>15</sup> Letters of Offer and Research Ireland policy documents<sup>16</sup>), all Research Ireland funding granted is subject to, and must be compliant with, State aid legislation based on Article 107(1) of the Treaty on the Functioning of the European Union (TFEU).<sup>17</sup>

Namely, research activities undertaken as part of a grant awarded under the Research Ireland Global Talent Ireland Programme, and agreed to subject to Research Ireland’s Grant Terms and Conditions, must be “non-economic” in nature and designed to ensure that any funding received does not, directly or indirectly, give rise to the granting of State aid.

Where an application for funding involves an ‘undertaking’<sup>18</sup> or industry party, recipients of grant funding under the Research Ireland Global Talent Ireland call are required to demonstrate compliance with the conditions of “effective collaboration” and that the conditions relating to the allocation between the parties of the results and/or intellectual property rights arising from the collaboration comply with one of the conditions set out in paragraphs 29 and 30 (as appropriate) of the 2022 Framework for State aid for research, development and innovation (2022/C 414/01) (the “Framework”).<sup>19</sup>

Research Ireland has set out guidance to support how the programme of research or project is developed and undertaken in accordance with these conditions. See ‘Guidance on State aid for Applicants to, and recipients of, Research Ireland Grant funding’ for further information.<sup>20</sup> To

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<sup>15</sup> [Research Ireland General Terms and Conditions - Research Ireland](#)

<sup>16</sup> <https://www.sfi.ie/funding/sfi-policies-and-guidance/>

<sup>17</sup> [https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52016XC0719\(05\)&from=EN](https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52016XC0719(05)&from=EN)

<sup>18</sup> The concept of an “undertaking” under EU competition law rules is an entity that is engaged in an “economic activity” regardless of its legal status or the way that it is financed. An activity is economic in nature when it involves offering goods or services on a market.

<sup>19</sup> [https://eur-lex.europa.eu/legal-content/EN/ALL/?uri=uriserv:OJ.C\\_.2022.414.01.0001.01.ENG](https://eur-lex.europa.eu/legal-content/EN/ALL/?uri=uriserv:OJ.C_.2022.414.01.0001.01.ENG)

<sup>20</sup> [State Aid – Research Ireland](#)

support compliance with “effective collaboration”, Applicants must complete and return an “Industry Collaboration Form” (ICF) to Research Ireland on or before the date that the Collaborative Research (or Intellectual Property Rights) Agreement (CRA) has been ‘agreed’ with, or signed by, the relevant (industry) partner(s). The ICF should be used by Applicants to assist in defining the relationship with the industry partner(s). Further, a copy of each CRA arising from the grant must be held on file by the relevant Research Body. Research Ireland may request a copy of the signed CRA to be provided (as advised in the General Terms and Conditions) to be held on file by Research Ireland for audit purposes. The ICF and related guidance, inclusive of an FAQ document, can be found on the Research Ireland website.<sup>21</sup> Applicants are advised to seek independent legal advice in advance of applying to Research Ireland for funding where further clarification is sought.

## **Research Ireland’s External Equality, Diversity, and Inclusion (EDI) Strategy 2023-2028**

Research Ireland is committed to building equality, diversity, and inclusion (EDI) within the Irish research and innovation sector. The Agency recognises that excellent research stems from diverse and inclusive teams, which reflect our society and the communities we serve. As such, Research Ireland aspires to proactively lead in driving the EDI agenda forward through the research and research teams that it funds.

In Research Ireland’s External Equality, Diversity, and Inclusion (EDI) Strategy 2023-2028,<sup>22</sup> increasing the number of women and members of Historically Underserved Communities<sup>23</sup> in Applicant Teams are key objectives. As such, women and members of Historically Underserved Communities are strongly encouraged to apply to this programme. Further details on application submission and success rates by gender (binary) can be found for historic programmes on the Research Ireland website.<sup>22</sup>

Gender data fields on Research Ireland’s Grants and Awards Management System, SESAME, have been expanded to encompass more inclusive gender identifiers. These expanded gender identifier fields support those objectives described in Research Ireland’s External EDI Strategy, which aims to be a key driver of an inclusive research culture, lead in minimising barriers to participation in the research endeavour and ensure that its investment reflects the input of researchers that are representative of society, and thus the outputs are relevant to society. Gender data gathered will inform the diversity of the applicant group. It will help to inform future iterations of this and similar programme calls. The data gathered will also inform how we can best improve the representation of other Historically Underserved Communities, including individuals from underrepresented genders, in our portfolio of grants awarded.

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<sup>21</sup> [State Aid - Research Ireland](#)

<sup>22</sup> <https://www.sfi.ie/funding/sfi-policies-and-guidance/gender/>

<sup>23</sup> For the purposes of this Strategy, Historically Underserved Community encompasses a broad and diverse range of historically marginalised groups including but not limited to the nine protected grounds established in the [Equal Status Acts 2000-2018](#) and socioeconomic status.

Furthermore, as part of its EDI Strategy, Research Ireland also aims to increase awareness of the sex and gender dimension in research, by requesting that researchers demonstrate that they have considered any potential biological sex and/or socio-cultural gender aspects in their proposed research activities.

### **Declaration of Research Assessment (DORA) Principles**

Research Ireland is a signatory of the San Francisco Declaration on Research Assessment (DORA)<sup>24</sup> and, as such, is aligning its review and evaluation processes with DORA principles. Research Ireland has reinforced its commitment to the core principles by joining DORA as a member.<sup>25</sup> To this end, all types of research output are recognised, and Research Ireland is committed to assessing the quality and impact of research through means other than journal-based indicators/metrics and research performance-based indicators/metrics such as impact factors and the H-index. In the spirit of supporting open research and as a signatory to Ireland's National Action Plan for Open Research 2022-2030<sup>26</sup> and a signatory of Plan S,<sup>27</sup> Research Ireland will also consider a commitment to making data and other types of research open and accessible. To complement these activities and further reinforce Research Ireland's commitment to the overarching objectives of the Narrative CV, Research Ireland is a signatory to the Agreement on Reforming Research Assessment<sup>28</sup> and is a member of the Coalition for Advancing Research Assessment (CoARA).<sup>29</sup>

**As noted, Research Ireland's policies are under development and will be added to the Research Ireland [website](#) once finalised. For information on other policies:**

- Visit <https://www.sfi.ie/funding/sfi-policies-and-guidance/> for information relating to Science Foundation Ireland (SFI)
- Visit <https://research.ie/about-us/policies/> for information relating to the Irish Research Council (IRC)

**For any questions concerning Research Ireland, SFI or IRC policies, please contact [researchpolicy@researchireland.ie](mailto:researchpolicy@researchireland.ie).**

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<sup>24</sup> <https://sfdora.org/read/>

<sup>25</sup> Contributor level membership

<sup>26</sup> [National Action Plan | National Open Research Forum \(norfi.ie\)](https://www.norfi.ie/)

<sup>27</sup> <https://www.coalition-s.org/>

<sup>28</sup> [https://coara.eu/app/uploads/2022/09/2022\\_07\\_19\\_rra\\_agreement\\_final.pdf](https://coara.eu/app/uploads/2022/09/2022_07_19_rra_agreement_final.pdf)

<sup>29</sup> <https://coara.eu/>

## 8 Further Information

All information related to the Research Ireland Global Talent Ireland call is available on the programme webpage:

<http://www.researchireland.ie/funding/global-talent-ireland/>

For all additional queries please contact: [globaltalent@researchireland.ie](mailto:globaltalent@researchireland.ie)