



## D7.3 – Interim report on training activities to prepare next generation of scientists

Project acronym:	DISCOVERER
Grant Agreement:	737183
Project Duration:	1 January 2017 – 31 March 2021 (51 months)
Version:	1
Date:	01/07/2019
WP Leader:	UNIMAN
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Due date of deliverable	30/06/2019
Actual submission date	01/07/2019

## 1 Executive Summary

DISCOVERER sets itself the goal to support excellent young, male and female scientists and prepare them to be the next generation of scientific leaders. This aim is pursued by WP7 Dissemination, Exploitation and Training.

At the project sites, training of PhD students and post-doctoral scientists happens in-house. A considerable number of student projects serve the objectives of DISCOVERER: In total, in the first 30 months, DISCOVERER supported 58 master/bachelor students, 4 PhD students and 4 post-doctoral scientists (see Section 3.1). WP7 contributes with masterclasses organized at the GA meetings, inviting world-class researchers from outside and within the consortium. So far, 13 lectures took place which were attended by 53 participants overall of which 35 early career scientists. Masterclasses have been filmed and the videos were published on YouTube. Seven more lectures are planned for 2019 and one last masterclass will accompany the last General Assembly Meeting in 2020 (see Section 3.2). Training activities at General Assembly meetings are complemented by poster sessions (see Section 3.3). Every junior researcher from DISCOVERER is given the opportunity to choose a mentor (amongst the senior researchers within the consortium). This activity has only just started and has not yet reached its full potential (see Section 3.4). The opportunity for financially supported secondments and internships of young scientists to other DISCOVERER sites rounds of the DISCOVERER training portfolio (see Section 3.5).

Currently one third of early career scientists contributing to DISCOVERER are female and two thirds male (see Section 3.6).

## 2 DISCOVERER Definition of “early career”

The DISCOVERER project aims to support training of early career scientists. We apply the following definition of “early career”:

For training activities in general: bachelor student level until max 5 years after completing their PhD.

For financial support of secondments and internships: master student level until max 5 years of completing their PhD.

## 3 Training activities performed

### 3.1 Training of bachelors, masters and PhD students and post-doctoral scientists

DISCOVERER members employ a number of bachelor, master and PhD students and post-doctoral scientists who perform the work on the project. In total, in the first 30 months, DISCOVERER supported 58 master/bachelor students, 4 PhD students and 4 post-doctoral scientists.

The following in-house training activities were (partly) funded by DISCOVERER and contributed to the DISCOVERER aims:

Site	Name*	Academic level	WP	Task
01 UNIMAN	NN	PhD	WP2	Task 2.2 – Aerodynamic control methods
	NN	PhD	WP2 and 5	Aerodynamic geometry optimisation for drag-minimisation
	NN	MSc	WP5	Space Debris Resilience of Very Low Earth Orbits and Forecasts in the Scenario of a Kessler Syndrome Cascade
	NN	MSc	WP3	Rarefied flow gas surface interaction models - review and development
	NN	Bachelor degree: Individual Project	WP1	CubeSat Deployable and Steerable Solar Array Development

Site	Name*	Academic level	WP	Task
	NN	Bachelor degree: Individual Project	WP5	Analysis of Electric Propulsion Systems for Drag Compensation of Small Satellites in Low Earth Orbits
	NN	Bachelor degree: Individual Project	WP5	Very Low Earth Orbits for Telecommunications
	NN	Bachelor degree: Individual Project	WP2	Using Aerodynamics Surfaces to Adjust Trim on Satellites in Very Low Earth Orbits
	NN	Bachelor degree: Individual Project	WP5	Designing and Calculating Drag on Earth Observation Satellites
	NN	Bachelor degree: Individual Project	WP3	A methodology for characterization of gas-surface scattering in the Rarefied Orbital Aerodynamics Research Facility
	NN	Bachelor degree: Individual Project	WP5	Small Scale Structures in the Thermosphere
	NN	Bachelor degree: Individual Project	WP1	Modelling and Testing of a Deployable CubeSat Array
	NN	Bachelors degree: Summer student internship	WP3	Design and prototyping of a UHV compatible chopper system for a hyperthermal atomic oxygen beam.
	NN	Bachelors degree: Summer student internship	WP3	Prototyping and testing of moving stage for ion-neutral mass spectrometers
	NN	Bachelors degree: Summer student internship	WP1	Electronics and PCB development for a Satellite Payload
	NN	Bachelors degree: Summer student internship	WP1	Testing of a Deployable CubeSat Array
02 DEIMOS	NN	PhD Student	WP2	Task 2.2 – Aerodynamic control methods
	NN	MSc	WP2	Task 2.2 – Aerodynamic control methods
	NN	PhD	WP5	Task 5.1 Systems Models, Task 5.2 Data Synthesis and Requirements Tracking Task 5.4 Integration and Validation of Business Model Canvas Task 5.5 Roadmaps
03 GOMSPACE	NN	-	-	-
04 USTUTT	NN	Bachelor thesis	WP4	Task 4.1: analysis of the cooling balance of the new IPG6-S facility
	NN	Undergraduate Student, Bachelor thesis	WP4	Atmosphere-Breathing Electric Propulsion System: State-of-the-Art Review
	NN	Undergraduate Student, Bachelor thesis	WP4	Design and Implementation of a Magnetic Nozzle for an Inductive Plasma Thruster

Site	Name*	Academic level	WP	Task
	NN	Undergraduate Student, Bachelor thesis	WP4	Review and analyses of models describing the aerodynamic behavior of satellites in Very Low Earth Orbit
	NN	Undergraduate Student, Bachelor thesis	WP4	Design of a breadboard model for intake-related tests in an ATOX facility in the context of DISCOVERER
	NN	Bachelor's Degree, Master thesis	WP4	Magnetic fields applied to IPG6-S, test-bed for an ABEP-based Inductive Plasma Thruster
	NN	Undergraduate Student, Bachelor thesis	WP4	Downscaling of IPG6-S to an Atmosphere-Breathing-Electric-Propulsion-based Inductive Plasma Thruster
	NN	Undergraduate Student, Bachelor thesis	WP4	Plasma characteristics assessment of an inductive plasma thruster (ongoing)
	NN	Undergraduate Student, Bachelor thesis	WP4	IPT magnetic field optimization and development of electromagnetic acceleration stage (ongoing)
	NN	Master's Degree, Ph.D. thesis	WP4	Participation in international conferences as speaker (includes conference paper and presentation): IAC '17, IEPC '17, SPC'18, IAC '18, RGCEP '18; Journal Paper publication Acta Astronautica 2017, DOI: 10.1016/j.actaastro.2018.03.031
	NN	Master's Degree, Ph.D. thesis	WP4	Conference and Peer Reviewed Paper, AIP Conference Proceedings 2016, DOI: 10.1063/1.4967689
	NN	Master's Degree, Ph.D. thesis	WP2, WP4	Journal Paper publication, CEAS Space Journal Springer 2019, DOI: 10.1007/s12567-019-00254-y
	NN	Master's Degree, Ph.D. thesis	WP2, WP4	Participation in international conference as speaker (includes conference paper and presentation): DLRK '18
05 UPC	NN	Bachelor degree 2017QP	WP5	Task 5.4: Study of business opportunities of nanosatellite constellations in VLEO (Very Low Earth Orbit)
	NN	Bachelor degree 2017QP	WP5	Task 5.1: Study of technological business opportunities for the improvement of communication windows for VLEO.

Site	Name*	Academic level	WP	Task
	NN	Bachelor degree 2017QP	WP5	Task 5.1: Study of viability and competitiveness of ABEP Systems for VLEO Missions through the comparative with propulsion systems commonly used today
	NN	Master degree 2017QP	WP5	Task 5.4: Study of Earth Observation business models by means of CANVAS methodology
	NN	Master degree 2017QP	WP5	Task 5.4: Study and analysis of the value chain of the space sector for Low Earth Orbit (LEO)
	NN	Bachelor degree 2017QT	WP5	Task 5.4: Study of new business opportunities for earth observation using aircrafts
	NN	Bachelor degree 2017QP	WP5	Task 5.4: Study of new business opportunities for earth observation using airships
	NN	Bachelor degree 2017QP	WP5	Task 5.1: Study of the ground - to -Very Low Earth Orbit (VLEO) satellite communication link
	NN	Bachelor degree 2017QP	WP5	Task 5.4: Study of new business opportunities for earth observation using UAVs
	NN	Bachelor degree 2017QP	WP5	Task 5.4: Study of Earth Observation Business Models by means of Casadesus-Masanell and Ricart Business Model Methodology
	NN	Master degree 2017QT	WP5	Task 5.4: Study of EO companies' pattern by means of Business Model CANVAS methodology
	NN	Bachelor degree 2018QP	WP5	Task 5.4: Study and design of the Business Model CANVAS for an Internet company in VLEO missions
	NN	Bachelor degree 2018QP	WP5	Task 5.4: Study and design of the Business Model CANVAS for a rocketoon company in VLEO missions
	NN	Bachelor degree 2018QP	WP5	Task 5.4: Study and design of the Business Model CANVAS for a drone assisted microlauncher company in VLEO missions
	NN	Bachelor degree 2018QP	WP5	Task 5.4: Study and design of the Business Model CANVAS for a microlauncher company in VLEO missions

Site	Name*	Academic level	WP	Task
	NN	Master degree 2018QP	WP5	Task 5.6: Study - Risk Assessment Modelling of VLEO (very low earth orbit) missions
	NN	Bachelor degree 2018QT	WP5	Task 5.4: Study of Earth Observation Business Models by means of Business Model Methodologies
	NN	Bachelor degree 2018QT	WP5	Task 5.1: Study of a preliminary value-cost model of Earth Observation (EO) satellites operating in Very Low Earth Orbit (VLEO) and Low Earth Orbit (LEO) for a Non-Governmental Organization (NGO)
	NN	Bachelor degree 2018QT	WP5	Task 5.1: Study of a preliminary value-cost model of Earth Observation (EO) satellites operating in Very Low Earth Orbit (VLEO) and Low Earth Orbit (LEO) for the Catalan Fire Brigade
	NN	Bachelor degree 2018QT	WP5	Task 5.4: Study and design of a Business Model for a micro-launcher company operating in Very Low Earth Orbit (VLEO) missions
	NN	Bachelor degree 2018QT	WP5	Task 5.1: Study of Earth Observation (EO) value modelization for Very Low Earth Orbit (VLEO) applications
	NN	Master degree 2018QT	WP5	Task 5.4: Study of the evolution of European airlines market and predict the market behaviour of commercial satellites at VLEO mission
	NN	Master degree 2018QT	WP5	Task 5.1: Study of Value-Cost model of infrared payloads in small satellites at Very Low Earth Orbit (VLEO) missions
	NN	Master degree 2018QT (not yet finished)	WP5	Task 5.4: Study of the Business Model of three Earth Observation (EO) companies already present in the Very Low Earth Orbit market (VLEO)
	NN	Bachelor degree 2019QP (not yet finished)	WP5	Task 5.4: Study and Design of a Business Model CANVAS for a space broker company focused on Very Low Earth Orbit (VLEO) Missions

Site	Name*	Academic level	WP	Task
	NN	Bachelor degree 2019QP (not yet finished)	WP5	Task 5.1: Study of a preliminary value-cost model of Earth Observation (EO) satellites operating in Very Low Earth Orbit (VLEO) and Low Earth Orbit (LEO) for an Ocean Cleanup Organisation
	NN	Bachelor degree 2019QP (not yet finished)	WP5	Task 5.1: Sensitivity study of the implementation of ABEP systems as atmospheric drag compensation measures in the feasibility of Earth Observation missions at VLEO
	NN	Bachelor degree 2019QP (not yet finished)	WP5	Task 5.4: Study and analysis of strategic drivers and patterns that change Planet's Business Model CANVAS
	NN	Bachelor degree 2019QP (not yet finished)	WP5	Task 5.1: Study of a preliminary value-cost model of Earth Observation (EO) satellites operating in Very and Low Earth Orbit (VLEO/LEO) for the detection of methane emission
	NN	Bachelor degree 2019QP (not yet finished)	WP5	Task 5.4: Study of Earth Observation (EO) value modelization for Very Low Earth Orbit (VLEO) and Low Earth Orbit (LEO) Infrared (IR) applications
	NN	Master degree 2019QP (not yet finished)	WP5	Task 5.4: Theoretical study of micro and nano-satellite constellations in the Earth Observation market
	NN	Master Research Assistant (external grant)	WP5	Task 5.4: Study of a preliminary value-cost model of QB50 missions >> not successful since QB50 has deployed some cubesats but it does not follow the communication
	NN	Master Research Assistant (external grant)	WP5	
	NN	Master Research Assistant (external grant)	WP7	Task 7.2: Study the type of disruptive innovation nano and micro-satellite has on Earth Observation market >> SSSIF Conference at Malaga 7-8 March 2019.
	NN	Master Research Assistant (external grant)	WP7	
	NN	Master Research Assistant (external grant)	WP7	Task 7.2: Collaborating in the book chapter of "Satellites and Disruptive Technology" to be published by IntechOpen.

Site	Name*	Academic level	WP	Task
	NN	Master Research Assistant (external grant)	WP7	Task 7.2: Collaborating in a paper journal >> Study of nano and micro-satellite businesses patterns in the space sector.
06 UCL	NN	M.Sc.	WP3	Test and calibration facility
	NN	PhD	WP3	Time-of-flight characterisation systems
07 TTB	-	-	-	-
08 ECONSULT	-	-	-	-
09 concentris	-	-	-	-

\* Student names omitted for GDPR reasons. Names can be supplied on request provided the person consents to it.

## 3.2 Masterclasses

### 3.2.1 Masterclasses held

DISCOVERER organizes masterclasses at the occasion of the annual General Assembly meetings, inviting world-class researchers from outside and within the consortium to give talks about topics which are relevant for the work of DISCOVERER.

The following masterclasses have been organized during the first 30 months of DISCOVERER:

Date	Place	Speaker(s)	Topic	Size of audience (of which early career)
06-12-2017	Stuttgart	Santiago Perez, Euroconsult & Daniel Garcia-Almiñana, UPC	Current EO market analysis and future trends	27 (13)
06-12-2017	Stuttgart	Peter Roberts, UNIMAN	Benefits and Challenges of VLEO technologies	27 (13)
06-12-2017	Stuttgart	Daniel Garcia-Almiñana, UPC	Brainstorming session 1: What new players / stakeholders can be identified for the VLEO market	27 (13)
07-12-2017	Stuttgart	Nick Crisp, UNIMAN	Systems models	28 (21)
07-12-2017	Stuttgart	Daniel Garcia-Almiñana & Silvia Rodriguez-Donaire, UPC	Business Model CANVAS	28 (21)
07-12-2017	Stuttgart	Peter Roberts, UNIMAN	Brainstorming session 2: What relations can be seen between systems models and Business model CANVAS	28 (21)
28-11-2018	Munich	Leonardo Ghizoni, GomSpace	CubeSat dynamics and controls	25 (14)
28-11-2018	Munich	Leonardo Ghizoni, GomSpace	CubeSat Launch and Early Orbit Phase (LEOPs) experience – lessons learnt	25 (14)
28-11-2018	Munich	Mykola Nickolay Ivchenko, Royal Institute of Technology KTH	Experiences of CubeSats	25 (14)
28-11-2018	Munich	Eelco Doornbos, TU Delft	Satellite aerodynamics and thermosphere dynamics, investigations with CHAMP, GOCE and Swarm	25 (14)



Date	Place	Speaker(s)	Topic	Size of audience (of which early career)
29-11-2018	Munich	Peter Roberts, UNIMAN and Daniel Garcia-Almiñana, UPC	Brainstorming Session 1: Roadmap for DISCOVERER technologies?	28 (14)
29-11-2018	Munich	Georg Herdrich, USTUTT	Advanced propulsion	28 (14)
29-11-2018	Munich	Georg Herdrich, USTUTT	Brainstorming session 2: Applications for ABEP beyond drag compensations	28 (14)

### 3.2.2 Masterclasses planned

Date	Place	Speaker(s)	Topic	Size of audience (of which early career)
28-11-2019	Brussels	Holger Kersten	Diagnostics of ion beams for space propulsion and industrial surface treatment	tba
28-11-2019	Brussels	UNIMAN/ GOMSPACE	Details of CubeSat launch in 2020: Satellite integration and tests	tba
28-11-2019	Brussels	DEIMOS	Common operations of EO satellites (2018)	tba
28-11-2019	Brussels	DEIMOS/GOMSPACE	Brainstorming session: Business models, analysis of: DEIMOS & GOMSPACE	tba
28-11-2019	Brussels	UNIMAN	DISCOVERER: Why, How & What so far?	tba
28-11-2019	Brussels	Early career Researchers/ Postdocs/PhDs	Poster Session Opportunity for early career DISCOVERERs to present work	tba
November 2020	Manchester	tba	tba (final set of masterclasses to be planned for last GA Meeting)	tba

### 3.2.3 Masterclasses materials

Master classes have been filmed and can be viewed on [YouTube](#). To date these videos were watched more than 600 times.

### 3.3 Poster sessions

At the 3<sup>rd</sup> General Assembly Meeting, a poster session was organized for early career scientists to present their work and by doing this to practice their presentation and argumentation skills. Senior scientists from DISCOVERER gave feedback and advice for future studies. The best poster won a small award.

The session was appreciated by the poster presenters as a stage to present own work and get some expert feedback. It was noted that the poster session could be longer or split into several sessions. Posters should be visible for longer. Overall, the feedback about this session was positive, 2 members of the SAB specifically highlighted the success of the poster session in their comments and recommendations so the decision was taken to repeat this format at future General Assembly meetings.

The following posters were presented:

Date	Place	Author (academic level)	Affiliation	Title
29-11-2018	Munich	Sabrina Livadiotti (PhD student)	UNIMAN	Application of orbital aerodynamics to satellite attitude and orbit control
29-11-2018	Munich	Luciana Sinpetru (PhD student)	UNIMAN	Minimum-drag Satellite Geometries in VLEO
29-11-2018	Munich	David González (MSc)	DEIMOS	Open Source Models Toolset for VLEO Aerospace Systems Simulation
29-11-2018	Munich	Rosa María Domínguez (PhD)	DEIMOS	Optical Resolution Improvement Flying at Very Low Earth Orbit.
29-11-2018	Munich	Constantin Traub (Master's Degree, Ph.D. student)	USTUTT	Robust Satellite Rendezvous Maneuver using Aerodynamic Forces
29-11-2018	Munich	Càndia Muñoz Tardà (Master student)	UPC	
29-11-2018	Munich	Míriam Nieto Collado (Master student)	UPC	
29-11-2018	Munich	Mariona Costa Rabionet (Master student)	UPC	
29-11-2018	Munich	Catalina Maria Pascual Canyelles (Degree student)	UPC	

### 3.4 Mentorship scheme

Every junior researcher working in the DISCOVERER team was given the opportunity to choose a mentor amongst the senior researchers. Terms of Reference for mentoring were set up in October 2017 (see Annex I).

The DISCOVERER dissemination and training team promoted the mentoring programme by email and during face-to-face Steering Committee and – most importantly – General Assembly meetings. Nevertheless, the response and uptake from the group was rather modest, suggesting that early career scientists of DISCOVERER seem to feel they have sufficient in-house support.

The following mentor-mentee pairs were supported by DISCOVERER so far:

Mentee (Name, Institution)	Mentor (Name institution)
Nick Crisp, UNIMAN	Daniel Garcia-Almiñana, UPC
Vitor Okio, UNIMAN	Dhiren Kataria, UCL
Francesco Romano, USTUTT	Peter Roberts, UNIMAN

### 3.5 Secondments and internships

DISCOVERER generally encourages and provides funding for short visits/internships for junior members to other partner sites. Terms of reference for selection criteria and use of the central training budget have been established in October 2018 (see Annex 2).

The following secondments/ internship have taken place so far:

Date (from-to)	Name	Affiliation	Target site (responsible PI)	Reason / content of stay (WP)
12/02 – 15/02/2019	Vitor Okio	01 UNIMAN	06 UCL (Dhiren Kataria)	HOAG assembly (WP3)
07/05 – 10/05 2019	Vitor Okio	01 UNIMAN	06 UCL (Dhiren Kataria)	Testing using HOAG (WP3)

### 3.6 Gender balance

The following gender distribution among young scientists working on DISCOVERER\* exists today:

Site	Males	Females
01 UNIMAN	9	6
02 DEIMOS	2	1
03 GomSpace	0	0
04 USTUTT	12	1
05 UPC	19	14
06 UCL	2	0
07 EConsult	0	0
08 concentris	0	0
<b>Total</b>	<b>44 (67%)</b>	<b>22 (33%)</b>

\*defined as person performing research, contributing to DISCOVERER, up to five years after completion of PhD (see Section 2).

## 4 Acknowledgement and Disclaimer

This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 737183. This reflects only the author's view and the European Commission is not responsible for any use that may be made of the information it contains.

## **Annex I – TERMS OF REFERENCE FOR DISCOVERER MENTORING SCHEME**

### **Name:**

DISCOVERER mentoring scheme

### **Overall Purpose:**

The DISCOVERER mentoring scheme in collaboration with masterclasses forms the training for Work Package 7, “to empower new stakeholders with long-term leadership skills, while ensuring gender balance”. Training of early career researchers will take place in-house at partner sites. Every junior scientist will be given the opportunity to choose a mentor (amongst the senior researchers within the consortium). We strongly encourage females to get involved in the scheme as both mentors and mentees. Funding is available for short visits and/or internships to partner sites [1].

### **Aims/responsibilities:**

DISCOVERER mentoring scheme aims to [2]:

- Train junior researchers
- Set goals and identify opportunities for development
- Encourage career development of females within the space/research industry
- Share experiences and insights
- Expand knowledge of different areas of interest
- Support visits to partner consortiums and facilities
- Develop relationships
- Try new ideas
- Provide space and time to problem solve
- Develop leadership skills for mentors

### **Tips for mentors:**

Mentoring involves helping individuals to develop their career, skills and expertise, often drawing upon your own experiences in the process. Mentoring is very different from managing or coaching, and it is important to know what the key skills and behaviours of a good mentor are before getting started. Following these top tips will help you to do this [3].

- Build a relationship with your mentee
- Listen carefully
- Challenge your mentee with powerful questions
- Offer constructive feedback
- Draw upon your experience when appropriate
- Be prepared to answer questions
- Tap into your network
- Use appropriate models and tools
- Bring the relationship to a proper close

### **Tips for mentees:**

Being mentored can help you develop your career, skills and expertise. It is very different from being managed or coached; mentors help their mentees to identify new ways to improve and develop, often drawing upon their own experiences in the process. Following these top tips will help you to ensure that your approach to being mentored is successful [4].

- Meet your mentor
- Make time for mentoring
- Set the agenda
- Be open and honest

- Adapt, don't adopt
- Ask your mentor questions
- Identify an action next steps
- Review progress
- Provide feedback

### **Meetings/Reporting:**

Please follow the below so that the Project Management Office (PMO) can monitor the programme and ensure all parties can benefit from the scheme.

- Mentor and mentee to arrange to take part in the scheme and inform the PMO - UNIMAN/Concentris.
- Schemes should involve about 25 hours per year and last at least 12 months
- Meetings should take place at least bi-monthly and can be face-to-face or via skype.
- Set SMARTER goals and objectives at the start of the programme and use these as a framework for mentoring (Appendix 1) [5].
- Arrange short internships and visits to the mentor's institute as necessary. There is funding available to mentees to cover travel, please apply for this through the PMO.

Further guidance can be found at: <http://www.staffnet.manchester.ac.uk/staff-learning-and-development/academicandresearch/personal-skills-and-development/mentoring/>

### **References:**

[1] Grant Agreement number 737183 – DISCOVERER

[2] <http://www.staffnet.manchester.ac.uk/staff-learning-and-development/academicandresearch/personal-skills-and-development/mentoring/>

[3] <https://app.goodpractice.net/#/manchester-tfl/s/04d01550>

[4] <https://app.goodpractice.net/#/manchester-tfl/s/dfa9b8c7>

[5] <https://app.goodpractice.net/#/manchester-tfl/s/34720b1d>

**Appendix 1: The Goal and Objective Setting Matrix**

What is your <b>specific</b> goal/objective?	How will you <b>measure</b> progress?	What resources do you require to <b>achieve</b> this goal/objective?	How is the goal/objective <b>relevant</b> , with a clear purpose and benefit?	Is there a deadline? If so, what <b>time</b> do you have to achieve the goal/objective?	How does the goal/objective challenge and <b>extend</b> you?	What will your <b>reward</b> be for achieving the goal/objective?	Has the goal/objective been achieved? (Tick if yes/identify reasons if no.)

## **Annex II – TERMS OF REFERENCE FOR THE USE OF THE TRAINING BUDGET**

### **Introduction**

The coordinator UNIMAN holds a budget of 10,000 EUR (direct costs) to fund visits/internships of young promising researchers at other partners' institutes. These terms of reference shall outline the criteria for intended use and selection of beneficiaries absorbing part of this budget.

### **Objective of the training budget:**

To support excellent young, male and female scientists to prepare the next generation of scientific leaders.

### **Activities funded:**

Short term visit / internship – up to 1 month of duration.

### **Criteria for selection:**

- Junior member – master student level until max. 5 years after completing their PhD
- Internship must support DISCOVERER objectives, has to result in a report
- Budget cap – 1k Euro per applicant
- Covers travel and subsistence only
- Must be to a DISCOVERER partner site

### **Decision-making:**

The decision will be taken by the members of the Impact Board.

The applicant needs to send an informal request to the members of the Impact Board, cc to the Coordinator and the PMO. The request needs to address the five criteria for selection as outlined above for the Impact Board members to be able to validly decide.

Voting rules and quorum: The Impact board shall not decide validly unless two-thirds (2/3) of its members are present or represented. Each member present or represented in the meeting shall have one vote. Decisions shall be taken by simple majority.