

# MSCA at 30

Research Mobility & Bridging Gaps Across Europe



**Location:** Brussels | **Format:** On-site | **Duration:** 21<sup>st</sup> May 2026 - Full day

**08:45–09:30 | Registration & networking coffee**

### ***Wall of opportunities: Interactive networking space***

*An interactive, color-coded networking wall designed for researchers, project managers, institutional leaders, research support offices, and innovation actors actively seeking collaboration. Participants can post and browse concrete opportunities: researchers looking for host institutions or secondments; institutions offering postdoctoral positions or MSCA hosting capacity; project managers seeking consortium partners; universities and RPOs presenting strategic priorities; and mentors offering career guidance.*

*This structured format reduces networking inefficiency by making invisible needs visible. Instead of random encounters, participants can immediately identify relevant matches based on thematic focus, MSCA scheme, career stage, or institutional profile. Dedicated facilitation ensures quick introductions and targeted exchanges.*

*The wall will be photographed and shared with participants as a searchable digital catalogue of opportunities, extending the networking impact beyond the conference and supporting concrete follow-up collaborations.*

**09:30–09:40 | Welcome & opening remarks**

*The significance of MSCA's 30th anniversary*

**09:40–10:10 | Keynote address**

*30 Years of MSCA: What Built Europe's Talent Programme [– and What's Next for FP10]*

**10:10–11:00 | Panel discussion**

*Making MSCA works: career paths, institutions, and cross-border reality*

*Panellists share firsthand accounts of what actually worked - and what did not - in their MSCA journeys across Europe, with particular reflection on experiences in Poland, Hungary, Benelux region and Germany. Rather than presenting success stories alone, the discussion also explores critical decision points that shaped their trajectories.*

*How did recruitment and employment conditions influence mobility choices? Did supervision and mentoring structures meet expectations? What role did non-academic pathways play in career development, including intersectoral mobility and transitions between academia and industry? Which institutional support mechanisms - from grant offices to reintegration schemes - made a tangible difference? How do these benefits and trade-offs differ across countries and sectors and how do they affect research careers and collaborations?*

*By comparing experiences across different research ecosystems, the panel will investigate structural contrasts in working cultures, administrative capacity, funding landscapes, and career stability and will strive to answer if and how MSCA actions create opportunities for mutual learning, transfers of ideas and closing the disparities between R&I ecosystems. Particular attention will be given to varying levels of institutional support, administrative readiness, and career frameworks across countries.*

*The aim is to move beyond promotional narratives and extract concrete, transferable lessons for two key audiences: researchers planning MSCA applications and institutions designing sustainable support ecosystems. The session will conclude with a short synthesis identifying practical recommendations for both individual applicants and host organisations seeking to turn MSCA participation into long-term excellence gains.*

**11:00–11:20 | Coffee break**

**11:20–12:00 | Interactive fishbowl discussion**

*Talent circulation, capacity building, research bridges: closing gaps with MSCA portfolio*

*This interactive fishbowl discussion explores how MSCA instruments can strengthen research capacity across the European Research Area while avoiding one-way brain drain. The conversation focuses on how researchers' mobility, collaborative networks and return pathways can transform individual fellowships into long-term institutional and regional impact. Four initial speakers briefly introduce perspectives from different R&I ecosystems, reflecting on questions such as: why talented researchers leave certain regions, what conditions would encourage their return, and which institutional practices help convert MSCA participation into sustainable capacity building. The format allows participants to actively join the discussion by taking an open seat, bringing new experiences and viewpoints into the conversation.*

## **12:00–12:25 | Showcase Session**

### ***NAWA–MSCA Network: A practical model for return, reintegration and career support***

*A concrete demonstration of Poland's support infrastructure for MSCA researchers: who provides which services, how to access them, and where critical gaps remain. The session maps the complete researcher journey from initial idea through host identification, proposal development, mobility execution, and post-return reintegration, showing exactly which organization handles each step. This is not promotional material but a diagnostic tool. Participants see what support actually exists vs. what researchers still navigate alone, with real cases illustrating both successes and failures in the system.*

## **12:25–13:30 | Lunch break**

## **13:30–14:25 | Moderated table discussions**

### ***MSCA Deep Dives: Focused Roundtables***

*Participants select one of three themed tables for focused, small-group discussions. Each table is guided by a moderator who structures the conversation around concrete challenges and questions emerging from the morning sessions. A rapporteur captures key insights and practical recommendations. This format allows deeper exploration of specific issues in a setting where everyone contributes - not just listens. Whether you are a researcher planning your next MSCA step, an institution strengthening its MSCA strategy, or a research manager ensuring smooth implementation – you can engage directly with peers facing similar questions.*

#### **1. PhD/ Postdoc careers & brain circulation: MSCA as a talent-attracting platform**

Exploring how MSCA supports career development, mobility decisions, and return pathways, and how institutions can turn mobility into long-term excellence gains

#### **2. Intersectoral Mobility & Non-Academic Pathways: From Secondments to Sustainable Careers**

How can non-academic partners be meaningfully integrated into MSCA projects? This table explores strategies to engage industry and non-academic actors, the benefits and trade-offs of intersectoral mobility, and how transitions between academia and other sectors shape long-term career prospects across different countries and systems.

#### **3. Research Management, HR & Institutional Capacity: Enabling MSCA Across Diverse Systems**

How do institutional structures, administrative capacity, and HR practices influence MSCA implementation? This table examines differences across countries in support systems, organisational culture, and compliance frameworks — and how institutions can strengthen their capacity to effectively host, manage, and retain MSCA talent.

## **14:35–15:15 | Thematic networking sessions**

### ***MSCA Matchmaking Zones – Find Your Partner!***

*Participants self-select into thematic networking zones aligned with specific MSCA instruments and partnership needs. Each zone is co-facilitated by a researcher and a research management representative to ensure balanced perspectives and effective introductions. This structured networking ensures clarity of purpose: participants know why others are in their zone and can quickly identify relevant contacts, while still allowing organic conversations*

to develop. Emerging collaboration ideas, partnership interests, and offers are captured to encourage follow-up after the event.

**1. PhD & Postdocs marketplace (researchers seeking hosts, institutions offering positions)**

Present your profile or opportunity, explore hosting options, and connect directly with potential supervisors, fellows, and institutions. Discussions may include project ideas, expectations, and practical steps toward MSCA applications.

**2. Institutional partnerships (researchers & institutions seeking partners to build consortia)**

Find partners for Doctoral Networks, Staff Exchanges, or COFUND programmes. Share institutional strengths, explore collaboration models, and initiate discussions on joint proposals and long-term partnerships.

**3. Implementation Support (connecting researchers with RMAs, EURAXESS advisors).**

Get practical guidance on MSCA rules, proposal preparation, and project management. Exchange experiences on administrative challenges, support services, and effective implementation practices across institutions.

**15:15–15:30 | Coffee break**

**15:30 – 16:15 | Lightning talks**

***MSCA stories that teach: Practical lessons from the field***

*Four speakers deliver concise, experience-based talks highlighting one practical lesson from their MSCA journey and its broader institutional or systemic impact. Moving beyond individual success stories, the session illustrates how specific MSCA instruments contribute to strengthening the European Research Area — through talent circulation, intersectoral mobility, institutional learning, and capacity building. With particular attention to widening policy contexts, speakers will reflect on how MSCA participation can help reduce structural R&I gaps when embedded in strategic institutional approaches. A Q&A session will draw out transferable lessons for researchers, institutions, and policymakers — including perspectives relevant for FP10.*

**16:15-16:45 Reflections & forward look**

***From Practice to Policy - From Today's Insights to Tomorrow's MSCA***

*The session closes the day with a synthesis of key insights and recommendations emerging from panels, roundtables, and networking discussions. The rapporteur presents a consolidated set of practical takeaways reflecting the perspectives of researchers, institutions, and research managers. Participants vote live on the priorities they consider most important for strengthening MSCA's contribution to the European Research Area and reducing R&I disparities across Europe. The session aims to connect community experience with policy reflection, ensuring the discussion contributes to shaping the future direction of MSCA beyond the conference*

*A high-level keynote guest will be invited to respond to the day's outcomes, reflects on MSCA's evolving role within ERA, and shares forward-looking perspectives on the programme's development under FP10.*

**17.00 - 18:30 | Networking reception**



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