Bergen research and training program for future AI leaders across the disciplines

LEAD AI

UNIVERSITAS BERGENSIS

LEAD AI applicant's webinar

Program:

11:00: Welcome and presentations
11:05: Introduction to LEAD AI, with practical information
11:20: Questions and answers

Guro Akre   Karoline Christiansen
Administrative Manager   HR co-ordinator

Department of Informatics
17.10.2025

Practical information

The presentation will be published as PDF on the LEAD AI website after the webinar.

You are welcome to ask questions in the chat during or after presentations.

Questions will be answered after the presentations are finished.

We might include your questions in our FAQ section online if they are relevant to more applicants. Your name/personal details will not be shown.

LEAD AI

UNIVERSITETY OF BERGEN

- Established in 1946, with historical roots to 1825

- International research University

- 7 Faculties, 19 900 students, 4 200 employees
  - Faculty of Fine Art, Music and Design
  - Faculty of Humanities
  - Faculty of Law
  - Faculty of Medicine
  - Faculty of Psychology
  - Faculty of Social Sciences
  - Faculty of Science and Technology

LEAD AI

UNIVERSITAS BERGENSIS

LEAD AI

Bergen research and training program for future AI leaders across the disciplines

Cofunded with EU's Horizon Europe – Marie Sklodowska-Curie Action
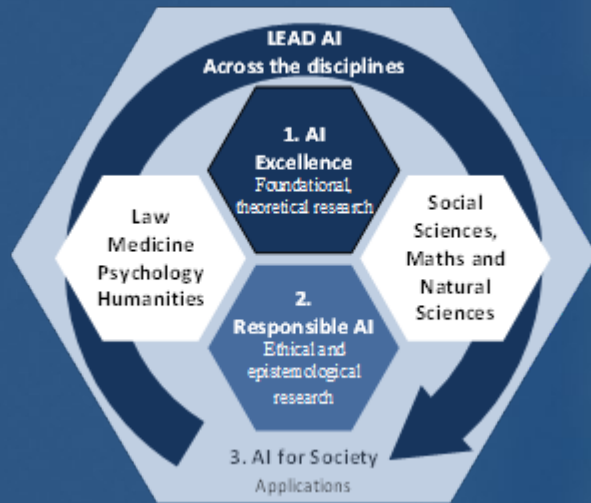
2024 – 2028

Large and interdisciplinary

Recruite and train 19 researchers from various disciplines to become the future leaders in AI research and technology

LEAD AI

LEAD AI

Pilars:
- AI Excellence – Foundational, theoretical research
- Responsible AI – Ethical and epistemological research
- AI for Society – Applications

LEAD AI

LEAD AI are recruiting postdoctoral fellows through several calls:

First call, announced in March 2024

- 11 positions announced
- Employment November - December 2024.

Second call, announced in September 2024

- 4 positions announced
- Expected employment January – May 2025

Third call, announced March 2025

- 6 postitions announced
- Expected employment September – December 2025

Fourth call, announced July 2025

- 2 postitions announced
- Expected employment December 2025 – January 2026

Fifth call, announced September 2025

- 1 postitions announced
- Expected employment January 2026/as soon as possible

LEAD AI

Events

- Welcome day
  - In person in Bergen, to strengthen interdisciplinarity and social contacts
  - Candidates will present their own projects
  - Information about LEAD AI training, courses,
- Annual workshop, November 2025, 2026, 2027, 2028
  - Candidates will present themselves, and their research
  - Knowledge transfer, courses, training

  UiB AI seminars 4 times/year.
  Annual NORA conference, Nordic AI meet…

LEAD AI

Training – postdocs will be offered skills courses, including (1/2):

Open Science, and How publications are evaluated (UiB Library)

Data Management (UiB Library)

Sustainable project implementation (HR, Research and Innovation Divison)

AI communication implementation (HR, Research and Innovation Division, Faculties)

Ethics assessment in research (Departments, Faculties)

CV-building and Career Development (Research and Innovation Division)

Research Management and Team Leadership (HR)

Teaching, Mentoring and Supervision (Fac of Psychology)

LEAD AI

Training – postdocs will be offered skills courses, including (2/2):

Systems Thinking, creative Problem-Solving (SLATE, GEOG)

Impact – the Effect of your Research (Communication Division…)

Digital Presentation Techniques

Research Impact through Social Media

Academic Writing (SLATE, Psych)

RRI in Research (Study of the Sciences and the Humanities)

Innovation and Entrepreneurship (Div Research and Innovation)

How to Attract External Funding (Div Research and Innovation…)

……more to be announced/developed

LEAD AI

LEAD AI is hosted by Department of Informatics

Programme management office:

Pinar Heggernes
Programme
General
Supervisor

Inge Jonassen
Programme
Scientific
Coordinator

Guro Akre
Programme
Administrative
Manager

Call 5 – 1 position

Research area	Affiliations	Mobility
Link to announcement	**Department**	
[LEAD AI postdoctoral research fellow position on Democratising AI](#)	[Centre for the Science of Learning & Technology](#) (SLATE), [Faculty of Psychology](#)	incoming

Requirements, rules

In all positions, rules are generally the same

Except:

- Incoming only, or either incoming or outgoing

- Research theme - your scientific background…

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Applicant's information is available on our website:

https://www.uib.no/en/leadai

Tab – "For applicants"

- Call 5
- Guide for applicants
- Mobility rules
- Evaluation Criteria
- Templates for applications
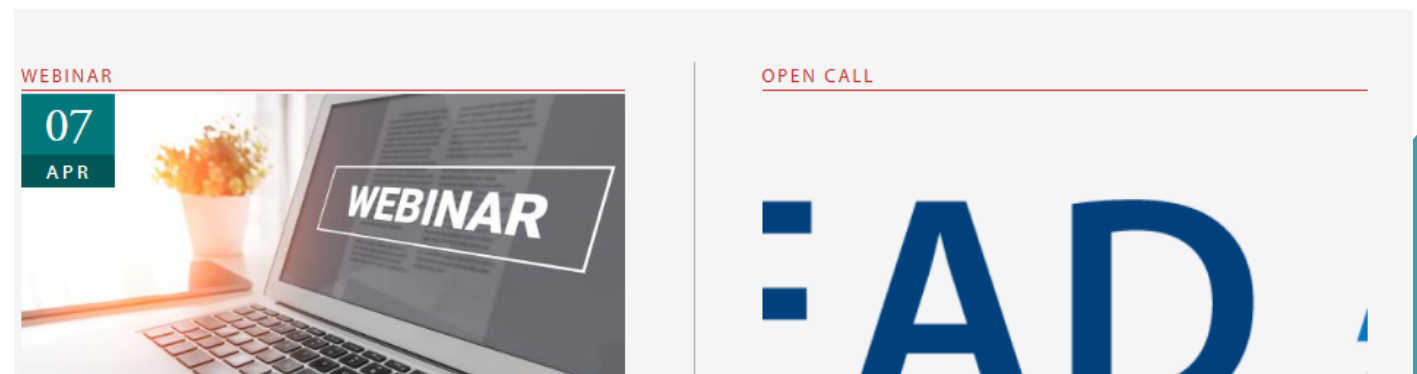
Guide for applicants
Who can apply

- PhD has to be awarded, or at least thesis submitted at the application deadline (30 Nov)
- Comply by mobility rules (which must be documented):
    - Incoming: Not resided in Norway for 12 months during last 3 years.
    - Outgoing: Must have resided in Norway for at least 12 months prior to deadline.
- Refugees to EU state, Researchers at risk a.s.o. may be exempt to certain mobility rules.
- Not previous Postdoctor at UiB
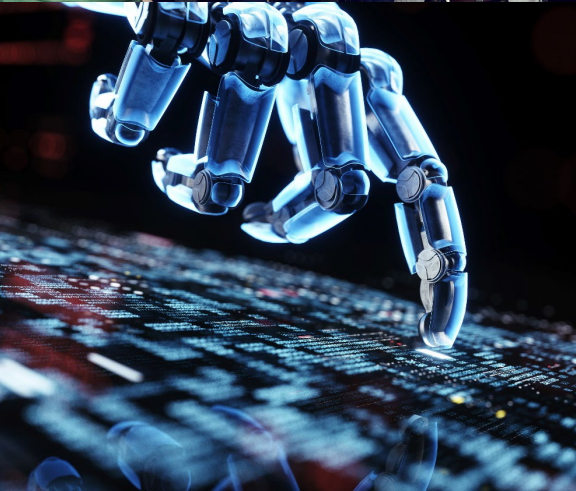
Guide for applicants
Who can apply

- Research proposal relevant to AI- related research theme defined in announcement text.
- Discuss project idea with potential UiB supervisor

Guide for applicants
How to apply
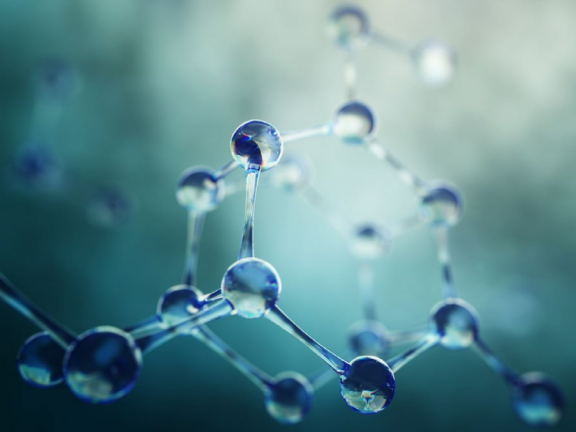
- Only applications in Jobbnorge are accepted.
- Deadline is absolute
- Attachments are mandatory parts of the application – only accepted when uploaded in Jobbnorge.
- Jobbnorge has many fields that you do NOT need to fill when using the attachments. This is described in detail on **website**
  Guide for Applicants – How to apply

Guide for applicants
How to apply - Attachements

1. Research proposal
2. Motivation letter
3. CV, incl scientific track record and publication list
4. Mobility declaration
5. Table of potential ethics and security issues
6. Open science self-assessment
7. External host declaration (outgoing only)
8. PhD diploma
9. References (w/recommendations)

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LEAD AI TEMPLATES

Templates for LEAD AI applications

On this page, you find templates that must be filled out and submitted when you apply for a LEAD AI postdoctoral research fellowship.

Please download and use the templates below.

All templates should be attached to your application on Jobbnorge, and given the name that we ask for in each template. Please follow the instructions given in the text box on the right-hand side.

Attachments that are mandatory, and downloadable templates:

1. Research proposal

2. A motivation letter

3. A CV including list of publications

4. Mobility declaration

5. Table of potential ethics and security issues

6. Self-assessment of opportunities for open science practices and data managment

7. Outgoing host declaration (for outgoing candidates only)

Attachments that are also mandatory, but do not have a template:

8. Diplomas. Scanned copy of PhD diploma, or documentation of formally delivered doctoral thesis.

9. References. Letters of recommendation from the graduating university or previous employers are encouraged (not mandatory).

NAMING ATTACHMENT FILES

Please give the attached files the following names:

1. surname_name_proposal
2. surname_name_motivation
3. surname_name_CV
4. surname_name_mobility
5. surname_name_ethics
6. surname_name_openscience
7. surname_name_outgoinghost
8. surname_name_diploma
9. surname_name_references

Guide for applicants
How to apply - Attachements

Att. 1 Proposal

LEAD AI

RESEARCH PROPOSAL

This is a mandatory element of the application for a LEAD AI postdoctoral research fellow position – **APPLICATIONS THAT DO NOT INCLUDE THIS WILL NOT BE CONSIDERED**

Please fill in, delete instruction text and upload this attachment with the file name: surname_name_proposal

PART 1

Working title of proposed project:

[text]

Keywords (5):

Please enter 5 keywords relating to your project. This helps identifying suitable expert reviewers.

[text]

Thematic area within AI:

[text]

Supervision:

Incoming & Outgoing Fellows	Only required for Outgoing Fellows
Supervisor at UiB (main supervisor)	External Supervisor
Name:	Name:
Institute/Department:	Country/Institution/Unit:

Att. 4 Mobility

LEAD AI

MOBILITY DECLARATION

This is a mandatory element of the application for a LEAD AI postdoctoral research fellow position – **APPLICATIONS THAT DO NOT INCLUDE THIS WILL NOT BE CONSIDERED.**

Please fill in and upload this attachment with the file name: surname_name_mobility

This application is for (please tick off one option below)

Incoming LEAD AI research fellowship ☐ (please fill in page 2)

Outgoing LEAD AI research fellowship ☐ (please fill in page 3)

If you have any concerns or questions relating to your eligibility for the LEAD AI fellowships based on the mobility rules, please contact us as soon as possible so we can consider your individual case. You must provide documentation that shows proof of residency for the period relevant to the different mobility rules – e.g. rental agreements, utility bills, pay slips, work contracts etc. Please combine documentation with this form to a single file to upload on Jobbnorge.

Mobility rules can be found on LEAD AI website: https://www.uib.no/en/leadai/168982/lead-ai-and-msca-mobility-rules

Guide for applicants
How to apply - Attachements

Att. 5 Ethics and security

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◄ Ethics and Security self-assessment form

This is a mandatory element of the application for a LEAD AI postdoctoral research fellow position – **APPLICATIONS THAT DO NOT INCLUDE THIS WILL NOT BE CONSIDERED,** and projects cannot start until all approvals are in place.

Please fill in, delete instruction text and upload this attachment with the file name: surname_name_ethics.

The LEAD AI Fellowship Programme strictly adheres to the European Commission's ethical standards laid out for Horizon Europe. All projects funded by LEAD AI must follow the EU and national/local ethics regulations of the Host organisations for both incoming and outgoing mobility.

*EU Horizons Europe has provided a **detailed guide** on how to complete the following ethics and security self-assessment. If your proposal raises any of the ethical concerns (i.e. you answer YES to any questions) in **PART A**, please include more details in **PART B**, including plans needed for obtaining required permissions or documentation, i.e. informed consent, etc.*

Be aware that some fields of research, especially within sensitive technology areas, might be regulated by Norwegian and international regulations regarding Control of the Export of Strategic Goods, Services and Technology. Candidates who by assessment of the application and attachment are seen to conflict with the criteria in these regulations might be prohibited from recruitment at UiB.

PART A – Ethics issue table

Please answer all questions by placing "X" on either Yes or No

1. Human Embryonic stem cells and human embryos		Yes	No
Does your activity involve Human Embryonic Stem Cells (hESCs)?			
If yes	Does your activity involve Human Embryonic Stem Cells (hESCs)?		
	Are they previously established cells lines? Are the cell lines registered in the European registry for human embryonic stem cell lines?		
Does your activity involve the use of human embryos?			
If yes	Will the activity lead to their destruction?		
Does your activity involve the use of other human embryonic or foetal tissues / cells?			
2. Humans		Yes	No
Does your activity involve human participants?			

Att. 6 Open Science/Data management

LEAD AI

Open Science and Data management

This is a mandatory element of the application for a LEAD AI postdoctoral research fellow position – **APPLICATIONS THAT DO NOT INCLUDE THIS WILL NOT BE CONSIDERED.**

Please fill in, delete instruction text (textboxes) and upload this attachment with the file name: surname_name_openscience

LEAD AI is dedicated to making research results available and reusable. Please reflect briefly on Open Science practices, data management aspects and planned outreach activities/stakeholder involvement related to your project. You find relevant links on the last page.

Note that this reflexive exercise will not be scientifically evaluated. However, it is an admissibility criterion of the application.

Part 1 - Open Science Practices

Write text below (max 200 words), you may delete textbox before uploading.

Shortly describe how you plan to adhere to Open Science practices and align with the UiB Policy of Open Science in your project (link on last page).

Openness, transparency, and knowledge exchange are core values for the University of Bergen. LEAD AI projects are expected to include Open Science practices of ensuring open access to scientific publications and responsible data management.

If appropriate in the project, please point out how additional Open Science practices will be adopted. For example, involving all relevant knowledge actors, including citizens (e.g. citizen science, stakeholder involvement), early and open sharing of results (e.g. pre-registration, publishing pre- prints), output management beyond research data (e.g. software/code/models/educational resources), engaging in open peer review, and open innovation.

Evaluation procedure

Three rounds:

1. **Admissibility and eligibility check**. After the deadline, checks will be performed according to the eligibility criteria.
2. **Expert Committees** will be appointed for the different positions to match the expertise of the host group's research area in the best possible way.
3. **Selection Committee** will perform interviews and build the final ranking list, which is the base for the recommendation for appointment.

Evaluation criteria (1/3)

Criterion, weighting

1. **Quality of the researcher,** 50% IF / 40% OF
   Scientific track record in relation to career stage (publications, awards, patents, and other results)
   Match between track record and proposed research of the researcher
2. **Excellence,** 30%
   Quality, clarity, and credibility of proposed research
   Originality/innovative nature/timeliness of the research Appropriateness of the research approach and methodology
   Consideration of gender and diversity aspects, if relevant
   Consideration of inter/multi/transdisciplinary and intersectoral aspects, if applicable

Evaluation criteria (2/3)

Criterion, weighting

3. Impact, 10%
- Scientific impact of the proposed research
- Potential impact on the career development of the researcher
- Potential impact to wider society and policy, where relevant
- Quality of the proposed measures to exploit and disseminate research results

4. **Implementation, 10%**
- Overall coherence, effectiveness, and appropriateness of the work plan (incl. milestones and deliverables)
- Match between proposed project and host expertise and infrastructure/facilities (OF: UiB AND host of outgoing phase)

Evaluation criteria (3/3)

Criterion, weighting

5. **Integration**, 10%, OF only
- Two-way transfer of knowledge and skills to the researcher and to UiB/host institution
- Networking opportunities for the researcher through outgoing phase

Guide for applicants
Evaluation Scoring chart

5	Excellent	Proposal successfully addresses all relevant aspects of the criterion. Any shortcomings are minor.
4	Very good	Proposal addresses the criterion very well, but a small number of shortcomings are present.
3	Good	Proposal addresses the criterion well, but several shortcomings are present.
2	Fair	Proposal broadly addresses the criterion, but there are significant weaknesses.
1	Poor	The criterion is inadequately addressed, or there are serious inherent weaknesses.
0	Invalid	Proposal fails to address the criterion or cannot be assessed due to missing or incomplete information.

Score will be weighted according to evaluation criteria (see previous)

Employment conditions

Postdoctoral positions at UiB following national legislation:
3 years and fixed-term employment contracts.

National legislation:
- full social benefits including public health care,
- ordinary salary when sick,
- occupational injury allowance,
- pregnancy benefits, parental benefits,
- salary during sick leave for 52 weeks,
- child benefits,
- benefits for care of closely related persons,
- pension-saving,
- group life insurance and
- critical illness through pension scheme,
- pension scheme for partner/children in case of death.

Employment conditions

Annual salary negotiations, and salary may increase annualy.

Employment contract:
- specify the place of work
- the initial basic pay
- any remuneration
- a work description
- working hours
- duration of the fellowship
- health, and safety regulations,
- leave entitlements,
- IPR statement
- the arrangements for either side to give notice.

The contracts will be issued by the relevant HR unit. This procedure is fully in line with the European Charter for Researchers, The Code of Conduct for the Recruitment of Researchers and with the EU Directive 91/533/EEC.

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Deadline: 30 November 2025

Questions?

Leadai@uib.no

LEAD AI