

COSTAction24167

Disruptive Innovation and Exponential HRM: Crafting Next-Gen Employee Experience, Workplace, Job Market (HUMAN-IT)

CALL FOR SHORT TERM SCIENTIFIC MISSION (STSM)

1.IMPORTANTDATES

Deadline for applications:

15 October 2026 – 28 October 2026

2.OVERVIEW

Short Term Scientific Missions (STSM) are institutional visits by researchers aimed at fostering cooperation and collaboration. STSM consists of a research visit to a host organization located in a different country than the country of affiliation of a researcher for a specific work package to be carried out and for a determined period of time (please see the [COST Annotated Rules](#), pp.95-103). STSMs should contribute to the scientific objectives of HUMAN - IT which are outlined in detail in the Memorandum of Understanding.

3.ELIGIBILITY

The STSMs are intended for researchers contributing actively to any of the Working Groups within the COST ACTION 24167. PhD students, postdocs and senior researchers are eligible to a grant. The aim of any STSM shall be to contribute to the scientific objectives of HUMAN -IT. Candidates can contact any member of the Action, propose a plan of the visit and ask for their support to host them. We encourage early career researchers, female researchers and participants from ITC countries to apply. The following criterias will be taken into consideration during the application:

- Benefit for the Action/outcomes: the proposal contributes to the visibility of Action, objectives, goals and programmed deliverables, as well as to enhance existing collaborations among members or extend the network;
- Benefit for the applicant: the grant can offer a valuable experience for researchers in supporting their career development;
- Interdisciplinary/intersectoral nature: the grant can strengthen the existing networks by allowing researchers and innovators to foster collaboration both in a face-to-face and online setting, to exchange knowledge, learn new techniques, disseminate the Action results;
- Capacity building: possibility to develop and strengthen the skills, knowledge, resources, and abilities of applications and organisation involved to perform effectively and achieve the Action goals, possibly with transfer of knowledge through bilateral/multilateral collaborations;
- Grant amount: reasonability of grant requested in relation to the proposal/activity, its nature and length, and the remaining granting funding.

4.GRANT TO SUPPORT THE STSM

The estimated amount allocated for the development of STSM under this COST Action is **22,000** euros in total. The allocation of grants will be carried out based on the submitted proposals and applications, in accordance with the Annotated Rules. Please also note that STSMs don't support research costs. The awarded grant will be paid only after the STSM has been completed in accordance to STSM conditions.

5. APPLICATION

Please read the [COST Annotated Rules, Grant Awarding User Guide](#) before applying.

The STSM application procedure will be conducted online via the [e-COST](#) platform. Individuals can apply using their e-COST profile. Log in => Click COST Actions on left hand side of screen => My grant applications => Short Term Scientific Mission. The following documents are required:

- STSM Application Form filled in on [e-COST](#).
- CV (max. 3 pages including relevant academic publications).
- Motivation letter for STSM indicating the main scientific goals, work plan, contribution to Human-IT working group(s), expected outputs, budget outline (up to 1500 words).
- Host agreement letter: letter of agreement from the host institution signed by the host. The letter must clearly show the institution's acceptance of the proposed period for the visit and of the proposed work plan of the applicant.
- Recommendation letter by someone from your home institution (only if you are a phd student, postdoc or research assistant).
- You may also include copies of any relevant (draft) papers or articles.

6. EVALUATION

STSM applications are evaluated by the Grant Committee including Grant Awarding Coordinator, Action Chair and Action Vice Chair. The Grant Committee evaluates all STSM applications within approximately 10 days after the deadline. The selection of STSM applications is based on the scientific quality of the proposed STSM and, most importantly, how the STSM contributes to any of the four working groups in achieving the scientific objectives of the Action. The Committee will also assess feasibility of the proposed activities, the academic profile of the applicant, and the output potential of the STSM. Gender balance, career stage, and geographical inclusiveness will be considered. The Grant Committee decides on the final financial contribution, taking into consideration available resources, the budget requested, the scope, the duration, and the location of the STSM. Once the selection process is complete, the applicant receives a formal notification through e-COST informing him/her about the outcomes of the evaluation process. If the application is funded, the applicant receives a Grant Letter stating the approved amount and the conditions for receiving the Grant. The applicant cannot start his/her mobility period before having received the Grant Letter.

7. REPORTING AND GRANT PAYMENT

After the completion of the STSM, the grantee is required to submit a report via e-COST within 30 days after the STSM has been completed. The report should cover the implementation of the aims and objectives of the STSM, achieved results, and dissemination of the work that was performed. Upon approval of the scientific report by the Grant

Awarding Coordinator, the grant will be processed and paid directly to the grantee.

CONTACT

Grant Awarding Coordinator – **PhDOlta QEJVANI** olta.qejvani@hotmail.com

COSTAction24167

**Disruptive Innovation and Exponential HRM: Crafting Next-Gen Employee Experience,
Workplace, Job Market (HUMAN-IT)**

CALL FOR VIRTUAL MOBILITY (VM)

1.IMPORTANTDATES

Deadline for applications: **15 October 2026 – 28 October 2026**

2.OVERVIEW

Virtual Mobility (VM) Grants support online collaboration among researchers and innovators participating in COST Action CA24167 – HUMAN-IT, facilitating knowledge exchange, capacity building, the development of new skills, and research coordination activities. Virtual Mobility Grants aim to strengthen scientific cooperation within the HUMAN-IT network and contribute to achieving the scientific objectives and deliverables outlined in the Action's Memorandum of Understanding (MoU). Unlike Short-Term Scientific Missions (STSMs), Virtual Mobility activities are conducted entirely online and do not require physical travel.

Examples of eligible Virtual Mobility activities include:

- **Virtual mentoring and capacity building:** Online mentoring activities aimed at developing methodological, managerial, technical, or communication skills, particularly among Young Researchers and Innovators.
- **Harmonisation and standardisation:** Developing common methodologies, research protocols, questionnaires, surveys, and other tools that support collaboration and knowledge exchange among HUMAN-IT members.
- **Research coordination:** Conducting collaborative data analysis, computational or modelling activities, and preparing contributions to specific reports or deliverables of the Action.
- **Knowledge exchange and interdisciplinary collaboration:** Facilitating online cooperation among researchers and innovators from different disciplines, institutions, and sectors to strengthen existing collaborations and establish new ones.

All proposed activities must demonstrate a clear contribution to the scientific objectives of HUMAN-IT and at least one of its Working Groups. However, this grant should not be used to compensate the tasks of leadership positions (e.g. the Grant Holder Manager, Grant Awarding Coordinator, etc.);

3.ELIGIBILITY

Virtual Mobility Grants are intended for researchers and innovators actively contributing to COST Action CA24167 – HUMAN-IT and its Working Groups. The following criterias will

be taken into consideration:

- Benefit for the Action/outcomes: the proposal contributes to the visibility of Action and its objectives, goals and programmed deliverables, as well as to enhance existing collaborations among members or extend the network;
- Benefit for the applicant: the grant can offer a valuable experience for Young Researchers and Innovators as well as for the already established researchers in supporting their career development;
- Interdisciplinary/intersectoral nature: the grant can strengthen the existing networks by allowing researchers and innovators to foster collaboration both in a face-to-face and online setting, to exchange knowledge, learn new techniques, disseminate the Action results;
- Capacity building: possibility to develop and strengthen the skills, knowledge, resources, and abilities of applications and organisation involved to perform effectively and achieve the Action goals, possibly with transfer of knowledge through bilateral/multilateral collaborations;
- Grant amount: reasonability of grant requested in relation to the proposal/activity, its nature and length, and the remaining granting funding.

4.GRANT TO SUPPORT VM

Virtual Mobility Grants provide financial support for the overall effort associated with implementing approved online collaborative activities contributing to HUMAN-IT objectives. According to the COST Annotated Rules, the maximum financial contribution is **EUR 1,500 per Virtual Mobility Grant**. The final grant amount will be determined based on the submitted proposals, the duration, scope, complexity, and expected outcomes of the activities, and the available budget of the Action. Virtual Mobility Grants are not intended to cover employment costs or the regular duties of COST Action leadership positions. The awarded grant will be paid after the successful completion of the Virtual Mobility activity, submission of the required report, and its approval in accordance with COST rules.

5.APPLICATION

Please read the [COST Annotated Rules, Grant Awarding User Guide](#) before applying.

The VM procedure will be conducted online via the [e-COST](#) platform. Applicants should log in to their e-COST profile, select **COST Actions → My Grant Applications → Apply for Grant → Virtual Mobility**.

Virtual Mobility (VM) Grant Application should include:

- 1) title of the Virtual Mobility
- 2) start and end date (within the active Grant Period, i.e. no overlap across two consecutive Grant Periods)
- 3) budget requested by the applicant
- 4) main objective
- 5) description of the work to be carried out by the applicant
- 6) plan for participation
- 7) expected outcomes and description of the contribution to the Action MoU objectives

The following documents for the grant application are required: Virtual Mobility grant application (based on e-COST template)

6.EVALUATION

The applications are evaluated by the Grant Committee including Grant Awarding Coordinator, Action Chair and Action Vice Chair. The Grant Committee evaluates all applications within approximately 10 days after the deadline. The Committee will also assess feasibility of the proposed activities, the academic profile of the applicant, and the output. Gender balance, career stage, and geographical inclusiveness will be considered. The Grant Committee decides on the final financial contribution, taking into consideration available resources, the budget requested, the scope, the duration, and the location. Detailed criteria:

- Is the VM adding value to the work related to COST Action CA24167
- Is the VM adding value to the networking activities relevant to the COST Action CA24167
- Is the VM support the achievement of one (or several) MoU objective(s) and significantly increase their impact and reach
- Is the VM contributes to development of European leadership in knowledge creation and increasing its innovation potential

Once the selection process is complete, the applicant receives a formal notification through e-COST informing him/her about the outcomes of the evaluation process. If the application is funded, the applicant receives a Grant Letter stating the approved amount and the conditions for receiving the Grant. The applicant cannot start his/her mobility period before having received the Grant Letter.

7.REPORTINGANDGRANTPAYMENT

VM Grants provide a contribution for implementing online activities within COST Action CA24167. In particular, VM may support:

- virtual mentoring scheme
- harmonisation and standardisation of methods and procedures within the Action networking activities
- the implementation of research coordination related activities that do not necessarily require in- person presence

VM Grants can be paid after the end of the VM and submission of the complete report/documentation, according to these conditions and the rules of the COST Association. Grantee is obliged to submit the required report on the on the work developed, main outcomes and achieved outputs of the Virtual Mobility, and description of the future follow up collaboration. The report and relevant documentation for claiming a VM Grant should be submitted by using report template in the e-COST within 30 days after the end date of the VM or 15 days after the end of the Grant Period, whichever date comes first. Upon approval of the scientific report by the Grant Awarding Coordinator, the grant will be processed and paid directly to the grantee.

CONTACT

Grant Awarding Coordinator – PhD Olta QEJVANI olta.qejvani@hotmail.com