

**THE RIS FELLOWSHIPS PROJECT GUIDE**

**REVEAL YOUR TALENT IN AGRI-FOOD SECTOR!**



**ABOUT RIS FELLOWSHIPS PROJECT**

***40 students and graduates with different educational backgrounds from RIS countries will discover job opportunities in the food industry, by getting unique, professional, paid 3-6 months internships within the framework of RIS Fellowships project. Unlike other scholarship projects, the students and graduates will reveal their talents in agri-food sector, through gaining hands-on experiences and strengthening their job-related skills, including analytical thinking and creative problem solving****.*

During multi-step recruitment process, candidates will actively participate in unique networking and case study solving workshops led by EIT Hubs. Selected best 40 talents will get internships in different areas of operations in EIT Food consortium companies or RisingFoodStars companies. Interns will take learning-by-doing activities by solving real problematic situations that the companies in food industry are facing. All interns will be provided with a scholarship, RIS Fellowships participants 1350€ and RIS Talents participants 2000€ gross monthly.

**BACKGROUND INFORMATION**

1. ***What is the EIT?***

Created in 2008, the European Institute of Innovation and Technology (EIT) is a unique EU initiative that boosts innovation and entrepreneurship across Europe with one simple idea: through diversity, there is strength. It supports the development of dynamic pan-European partnerships between leading universities, research labs and companies. Together, they develop innovative products and services, start new companies, and train a new generation of entrepreneurs. They bring ideas to market, turn students into entrepreneurs and, most importantly, they innovate. **These partnerships are known as EIT Innovation Communities.** Interested in more information? visit the website: <https://eit.europa.eu/>

1. ***What is the EIT Food?***

EIT Food is one of the largest and most impactful food-related initiatives worldwide. As a Knowledge and Innovation Community (KIC) of the European Institute of Innovation and Technology (EIT), EIT Food connects partners from leading businesses, universities and research centers across Europe. It is a people-centric and resource-smart transformer of the European food system, driving consumer confidence and improved global health. If you want to learn more, check the website: <https://eit.europa.eu/eit-community/eit-food>

1. ***What are the EIT RIS countries?***

The EIT Regional Innovation Scheme (EIT RIS) is the EIT’s outreach scheme. The scheme enables the transfer of good practices and know-how from the EIT’s unique approach to boosting innovation. The EIT Regional Innovation Scheme was introduced in 2014 to share good practices and experience emerging from the EIT Community activities and to widen participation in our activities across Europe. The EIT enhances Europe’s ability to innovate through ‘Knowledge Triangle Integration’, strengthening cooperation between partners in business, higher education, and research.

You can find more information about EIT RIS outreach scheme at:

<https://eit.europa.eu/our-activities/eit-regional-innovation-scheme-ris>

**APPLICATIONS TO THE RIS FELLOWSHIPS PROJECT**

**In 2020, countries and regions eligible to take part in the RIS Fellowships are:**

* *Albania*
* *Armenia*
* *Bosnia & Herz.*
* *Bulgaria*
* *Croartia*
* *Cyprus*
* *Czech Rep.*
* *Estonia*
* *Faroe Islands*
* *Georgia*
* *Greece*
* *Hungary*
* *Italy (only regions: Molise, Puglia, Basilicata, Calabria, Sicilia, Sardegna, Umbria, Marche, Abruzzo, Campania, Valle d’Aosta)*
* *Latvia*
* *Lithuania*
* *Macedonia*
* *Malta*
* *Moldova*
* *Montenegro*
* *Poland (only regions: Łódzkie, Lubelskie, Małopolskie, Podkarpackie, Świętokrzyskie, Podlaskie, Wielkopolski, Lubuskie, Dolnośląskie, Opolskie, Kujawsko-Pomorskie, Warmińsko-Mazurskie, Zachodniopomorskie, Mazovia Regional – without Mazovia-Capital)*
* *Portugal*
* *Romania*
* *Serbia*
* *Slovakia*
* *Slovenia*
* *Spain (only regions: Galicia, Principado de Asturias, Cantabria, La Rioja, Castilla-la Mancha, Extremadura, Illes Balears, Andalucía, Región de Murcia, Canarias, Castilla y León, Aragón, Comunidad Valenciana)*
* *Turkey*
* *Ukraine*

**Who are we looking for? – candidate profile**

During the recruitment process we will look for young passionate people from higher education upon the return to their homes RIS countries, will spur a wave of entrepreneurial innovations and support the development of the local agri-food ecosystem.

EIT Food RIS Fellowships project is divided into two complementary components:

**RIS Fellowships** dedicated to MSc students, graduates and young entrepreneurs from EIT RIS countries. They will have the opportunity to apply academic knowledge in practical context of work to spur a weave of entrepreneurial innovations in their home countries. RIS Fellowships interns will be engaged in learning-by-doing activities (internal projects and tasks) carried out by each host companies. RIS Fellowships interns will be provided with 1350 € scholarship/per month.

**RIS Talents** dedicated to doctoral students and young postdocs representing scientific disciplines other than food science from EIT RIS countries. They will benefit from lessons learned in their own academic research and will also be encouraged to engage in industrial collaboration or entrepreneurship. RIS Talents interns will be participated in innovation projects of EIT Food as well as R&D projects by becoming involved in dedicated internships in the EIT Food partner organizations. RIS Talents interns will be provided with 2000 € scholarship/per month.

Best candidate for the internship should:

• be a student or graduate of MSc (Fellowships); Ph.D. student or post-doc (Talents);

• have an interest in the agri-food sector;

• have proactive attitude and be passionate about extra activities;

• be eager to gain new experience, willing to learn and self-motivated;

• have analytical skills, be open-minded, goal-oriented and team player;

• be ready to work in an international environment and speaks English very well;

• be available min. 3 months from July until December 2020;

• have a cross-country mobility allowances and health insurance.

**Benefits for candidates**

**RIS Fellowships** candidates will benefit from professional recruitment process, with corporate background, as well as workshops organized in 17 EIT Hubs locations all over the Europe, which stimulate analytical skills and creative problem solving. Fellowships internships will supplement traditional higher education curricula, offering practical skills and developing entrepreneurial talents who will act as role models upon return to their home countries.

**RIS Talents** interns will strengthen the international networking of young academics with leading agri-food players, transfer of advanced knowledge to EIT RIS countries, foster industrial orientation of academic research, and attract talents from other disciplines than food science to the agri-food sector.

* Participation in professional recruitment process, with corporate background
* Participation in an exciting, engaging, interactive workshop, including real corporate case studies and individual tasks
* 3-6 months internship in companies from EIT Food consortium or RisingFoodStars – start-ups association across Europe and representing the entire food value chain
* Taking an internship based on set up an internship program
* Get 1350€ (Fellowships) – 2000€ (Talents) gross grant/per month for support interns expenses
* Mentor/buddy support and guidance during internships
* Cooperation with professionals, experienced business employees in the agri-food area
* The opportunity to participate in learning-by-doing and inspiring projects
* Get insight into different area of corporate operations
* The involvement of interns helped address actual food system’s challenges

**Interns’ recruitment procedure**

**Note: Complete ONLY 1 of 2 available online forms: dedicated for RIS Fellowships (MSc students) or RIS Talents (Ph.D students)**

The recruitment process of interns will be organized through an open call, using the transparent selection criteria.



**1st STAGE: APPLY ON-LINE**

**Application step-by-step**

1. To join to the RIS Fellowships project use application form from our website. Do not forget to submit your profile!

2. 1-minute self-video needs to be added via application form, in which the candidates will introduce themselves and answer the open question about their motivation eg. “Tell us why you are the most suitable person for an internship”.

3. Each candidate will choose one of 17 EIT Hubs locations, where he/she wants to take part in the workshop. The countries in which the workshops will be held are: Bulgaria, Croatia, Czech Republic, Estonia, Greece, Hungary, Italy, Latvia, Lithuania, Poland, Portugal, Romania, Serbia, Slovakia, Slovenia, Spain, Turkey.

4. In each of the 17 RIS Fellowships group, max. 30 applicants with the best portfolio will be selected to participate in 1 of a 17 workshops organized by EIT Hubs. The selection will be made, based on a clear defined selection criteria.

The application deadline is March 31st 23:59 pm (CEST).

**2nd STAGE: CHALLENGE YOURSELF DURING THE WORKSHOPS**

Candidates will take part in 1-day exciting networking workshops, when they will solve different group and individual tasks, concerning food industry business case studies and taking analytical paper-pencil tests. Students will become familiar with working in an international environment to get an overview of different areas of operation of food systems companies as well as challenges of food industry. They will also get a chance to strengthen their job-related skills, including analytical thinking and creative problem solving.

The workshops at 17 EIT Hubs locations will be held in May 2020.

As a result of the workshops, the short list of 5 best interns will be chosen in each of 17 EIT Hubs.

**3rd STAGE: SHINE DURING ON-LINE INTERVIEW WITH HOST COMPANIES**

Based on the evaluation of candidates made at the first and second stage of selection process, the projects experts will match the candidates to internships areas identified by the host companies. Candidates will be invited to the on-line interview with particular host companies. On-line interviews with host companies will be held in late May and at the beginning of June 2020. Based on the interviews, the top 40 candidates will be selected for internships in EIT Food companies or RisingFoodStars companies.

**Selection criteria**

All candidates will be evaluated taking into account the following criteria, related to the applicant attitude, skills, competences and features:

1. ***Formal criteria***

* Candidate is not formally connected to any institution belonging to EIT Food consortium.
* Candidate comes from eligible RIS countries (listed in point 3.1.),
* Candidate is a student (batchelor completed) or graduated of MSc. (up to 2 years after graduation) or candidate is a Ph.D. (up to 2 years after doctorate)
* Candidate is able to work in the English language (min. C1 in CEFR level of English is required),
* Candidate submitted an application form online.
* Candidate is available in the period from July until December 2020,
* Candidate is willing to work in agri-food sector,
* Candidate is having a cross-country mobility allowances and health insurance.

1. ***Relevant educational background***

Candidate study in or graduate in:

- Marketing area, project management, data analysis, market research, sales or similar,

- Biology, chemical engineering, food science, food technology, process engineering, pharmaceutical technology or similar.

1. ***Expected skills and competences***

* Analytical thinking,
* Creativity in problem solving,
* Active and transparent communication,
* Good knowledge Microsoft Office.

1. ***Great potential for development***

* Proactive attitude,
* Motivation to take up learning-by-doing activities,
* Entrepreneurial approach to problem solving,
* Natural curiosity to learn,
* Challenge themselves and existing process,
* Awards received in student competitions 2017-2020,
* Participation in student associations,
* Experience as entrepreneurs (confirmed by references will be an asset).

**Evaluation during the selection process**

After each stage of the selection process candidates will be provided with written feedback via e-mail. Information about: candidates who were qualified for workshops, best workshops participants and chosen interns, will be published on the project website and in project social media. Each candidate who took part in an online interview will be informed individually.

**Timeline**



**1 - 31 March 2020**

ON-LINE APPLICATION

**Mid April** shortlist of approved workshop participants



**Mid April – Mid May 2020**

WORKSHOPS

(NOTE: Just for RIS Fellowships candidates)



**May-June 2020**

INTERVIEWS WITH HOST COMPANIES



**July-December 2020**

INTERNSHIPS

**INTERNSHIPS**

**Internships host companies and areas**

|  |  |  |  |
| --- | --- | --- | --- |
| No | Partner | Location | Area |
| 1 | 3F Bio Ltd. | Glasgow, United Kingdom | * Market Analysis – Plant Based Foods * Managing Life Cycle Analysis project which models mycoprotein relative to other sources of food protein * Business Development with B2B Customers * To support exemplification of our protein to our customers in a wide range of applications, supporting our head of culinary: * Culinary Food Development Chef – Plant Based Foods * Food Technologist – Savoury Foods – Specifically Taste and Texture Ingredients knowledge * This will extend into market validation of the extended range of concepts |
| 2 | ACESUR | Vilches, Spain | * Oil chemical analysis * Quality control * Innovation project trials and analysis * Olive oil extraction tests and sensory analysis * New emulsions development |
| 3 | AGRICOLUS S.R.L. | Perugia, Italy | * Partner network development and fidelization * Development of a resellers network * Software development work to contribute to the development of microservices for a multi-cloud, high-scalable platform |
| 4 | Alberts NV | Wijnegem, Belgium | * Taste optimization and ingredient expansion of our Smoothie and Soups * Business ERP digitization * Software - Operator/admin app * Software - Mobile app * Software - Backend data engineer * UX/UI – Business development |
| 5 | ART21, Ltd. | Vilnius, **Lithuania** | * Working together with the scientists on the ongoing scientific projects * Work with procedures, methods or instrumentation relative to research procedures * Oversee equipment maintenance, if needed, for quality control * Collect, prepare and analyze research data. * Keep a detailed log of summarizing experiments and recording research data * Maintaining computer base of research data * Tabulate and display data for presentations in different events, eg. conferences, seminars, etc |
| 6 | AZTI - Fundación AZTI-AZTI Fundazioa | Derio, Spain | * Development of starters to manufacture alcoholic beverages (Isolation and characterisation of microorganisms of interest for industrial fermentation processes) * Studies of the functional aging of the working population and prospective analysis in critical activities in food companies * Eco-efficient processes in food industry: Water saving, Wastewater pollution and volume minimisation, leaks prevention and sustainable production |
| 7 | BIOAZUL S.L. | Málaga, Spain | * Involvement in two international R&D projects: SUWANU EUROPE and FIT4RUESE |
| 8 | CSIC | Madrid, Spain | * Training programme to achieve a competitive curriculum * A high-quality research training delivered in a high motivated research environment providing a complete career development |
| 9 | Cyprus University of Technology | Limassol, Cyprus | * Biosensors development * Wine fermentation * MEDCLIV – Climate KIC project * Cured Meat Technology * Non cereal sourdough traditional product starter cultures * UV‐C Technology testing in opaque foods Whey from halloumi cheese production to form new functional foods * Next generation sequencing technologies are available |
| 10 | Danone Research | Palaiseau Cedex, France | * Provide a recommendation for apps, website or other digital platforms on sustainable diets on how to trigger engagement |
| 11 | DouxMatok LTD | Petah tikva, Israel | * Production of food applications samples with Incredo sugar: pilot work, sensory evaluations and research |
| 12 | DSM Food Specialties | Delft, The Netherlands | * Flavor chemistry, generation of meaty-flavors, tools for off-flavor masking in plant-based food applications, meat alternatives, dairy alternatives, flavor release, connect to sensory and analytics * Extrusion technology, processing of plant-based materials, characterization, inclusion; effect of other ingredients, linking analytical measurements to sensory texture descriptions * Fermentation of food processing side streams, exploring (enzymatic) pretreatment options, applying various micro-organisms in fermentation set-up, minimal post-processing, analysis and sensory |
| 13 | Entomics Biosystems Ltd | Cambridge, United Kingdom | * Insect rearing: grow, breed and process black soldier fly larvae * Working both in the production environment and the lab * R&D –independent position |
| 14 | Essento Food AG | Zürich, Switzerland | * Recipe formulation * Consumer testing * Process engineering * Expansion strategy * Sales Channel selection & defining strategy * Sales support * Consumer Insights |
| 15 | EuroFIR AISBL | Brussels, Belgium | * Updates for websites and social media. * Publishing information via the website, social media, newsletter or members’ bulletins * Development of online questionnaires, collection of data and elaboration of recommendations, based on the data collected standardisation and testing of food and nutrition datasets for access via the cloud * Testing and deployment of personalised nutrition services * Online questionnaires, collection of data, and elaboration of recommendations * Publication of science-based content online for the association |
| 16 | FOOD BANK | Olsztyn, Poland | * Organizing and conducting workshops for the local community and business * Servicing implemented international projects * Promotional materials * Development research of incubated enterprises at the Food Bank * Creating HACCP procedures |
| 17 | Foodpairing NV | Ghent, Belgium | * Analyze the current position of the company * Developing and executing a marketing strategy * Creating content for marketing actions * Analyse the current position of the company, our brand * Plan & Execute research at academic level as well as in business context (benchmarking) * Provide advice and insights on structural improvements of our work and/or services on the topic |
| 18 | Givaudan | Vienna, Austria | * Support customer projects by assisting in preparing flavor samples, tasting, evaluating flavors performance, technology performance in line with customer briefs, applications needs, quality control standards |
| 19 | Glucanova AB | Lund, Sweden | * improvement of our different oat-bases * adaptation of the oat-bases to the needs of the consumer product |
| 20 | Grainsense | Oulu, Finland | * Open internship in our Business Development Team. This internship will involve all areas regarding our commercial activities, not limited to marketing, social media, business development strategy etc. |
| 21 | Grupo AN | Navarra, Spain | * Developing of corporate communication. * Processing of information, marketing study * Maintenance, lean production, management |
| 22 | IMDEA Food Institute | Madrid, Spain | * Education and Innovation Units * Cardiometabolic Nutrition Group * Communication Unit * Platform for Clinical Trials in Nutrition and Health * Molecular Immunonutrition Lab |
| 23 | Innovopro | Rishpon, Israel | * Assist in application development * Assist in new product development * Preparing samples |
| 24 | Institute of Agrochemistry and Food Technology, Spanish Council for Scientific Research | Valencia, Spain | * Encapsulate bioactive with the electrohydrodynamic processing technology * Involvement in producing particles to improve the nutritional value of food products * Involvement in characterizes the particles (SEM, TEM, FTIR, EE, PV, DPPH among others) * Studying the permeability of the bioactive through the intestine using Caco-2 cells |
| 25 | Iotic Solutions, S.L. | Murcia, Spain | * Preparation of reports * Management of financial issues regarding projects * Working on management tasks of ongoing projects * Data analysis for different scopes: food safety and nutrition improvement for families with children * Participation in new R&D projects related to GHG emissions in the agri-food sector |
| 26 | John Deere GmbH & Co. KG | Kaiserslautern, Germany | * European Technology Innovation Center, different departments available like advanced engineering, advanced marketing, intelligent solutions group. * Area: Work in internal John Deere research projects or EIT Food research projects |
| 27 | Matis | Reykjavik, Iceland | * Food processing, quality and safety * Biotechnology and genetics * Innovative processes and ingredients * Product and process development * Food and environmental analysis * Consumer and sensory science * Sustainability/full resource utilization * Traceability and logistics * Aquaculture and feed * Market analysis and trends * New business development * Consumer communications |
| 28 | Mimica | London, United Kingdom | * 1) Business intern: * General administration and office support work * Meeting coordination and preparation * Preparing or updating market reports and models * Assisting with sales and other commercial projects, including prospect outreach * Supporting the R&D team with coordination and supplier outreach * Writing grant and other applications * Assisting with managing company social media accounts * Supporting sales * 2) Lab research intern: * Learn and assist with making in-house solutions. * Learn and assist with sample preparations. * Learn and assist with experiment design. * Presenting results in reports and presentations. * Literature research on specific topics. * Special projects as assigned by the supervisor to further knowledge and development. * Responsible for overall lab cleanliness including, but not limited to, washing dishes, taking out trash, cleaning incubators, refrigerators, and freezers. |
| 29 | NapiFeryn BioTech | Łódź, Poland | * Laboratory practice and learning methods of obtaining plant proteins (participation in experimental work; performing physicochemical and functional analyzes) * Participation in the process of formulation of the final protein products * Preparation of food formulations * Co-creation of research documentation, including calculations and compilation of results |
| 30 | Institute of Animal Reproduction and Food Research Polish Academy of Sciences | Olsztyn, Poland | * Molecular biology techniques * Biology of reproduction and development of wild animals * Research on development of a new bakery gluten-free product and its analysis * Analysis of volatile and phytochemical compounds in diverse food products using up-to-date analytical methods * Evaluation of functional properties of innovative products according to the radicals scavenging ability * Characteristics of immunogenicity of bacterial protein * Intern will be involved in research on development of a new bakery gluten-free product and its analysis |
| 31 | PeakBridge Partners Ltd | Valletta, Malta | * Market research * Internet research on potential target companies * Financial analysis on potential target companies * Update databases relating to flow of potential target companies |
| 32 | PepsiCo | Leicester, United Kingdom | * R&D – Product Research, Ingredient Science, Technology and Process, Open innovation * Food Safety – Food Safety Law, Regulations * Sensory/Laboratory - Long Term Research of consumer behaviors and/or chemistry |
| 33 | Puratos | Groot – Bijgaarden, Belgium | * Predominantly desk work on nutrition, literature, consumer insights, market data * Desk work on food regulation and food safety * R&D laboratory work, literature and formulation, analysis |
| 34 | SatAgro | Warsaw, Poland | * Understanding agriculture-linked opportunities arising from the booming satellite monitoring sector, * Contribute to development of methods and tools * Support technology uptake across Europe |
| 35 | Siemens | Munich, Germany | * Development & implementation of digital twins for products and production equipment * Data analysis & machine learning for food production |
| 36 | Universidad Autónoma de Madrid | Madrid, Spain | * Pressure-driven membrane separation processes, ultra- and nanofiltration, preparative solid phase extraction, bioactive ingredients, plant-derived products, food by-products, molecular characterization by HPLC-PAD-MS, GC-FID-MS * Provide support to the organization of workshops or other activities related with consumer engagement * Training in novel green extraction processes; Recovery of phytochemicals from natural sources and by-products or wastes of food industry; Practical lessons related with the assessment of antioxidant activity. |
| 37 | University of Reading | Reading, United Kingdom | * There will be opportunities to gain experience in collating and analysing farm management data, and the potential impact that farming practices have on productivity and milk quality. A person with good understanding on animal nutrition and statistical analyses skills would be preferable. Other aspects of the work may include compositional analyses of milk and feeds in the laboratory. |
| 38 | Urban Crop Solutions BV | Waregem, Belgium | * Biological trials/crop analysis * Market research/analysis * Software analysis * Technical design * Database * Bio imaging * Active compound & secondary metabolite optimisation * Software architecture * Automation flow optimisation |
| 39 | VTT Technical Research Centre of Finland Ltd. | Espoo, Finland | * Plant cell culture maintenance, upscaling; * Biomass processing for food applications / Cellular Agriculture / Structuring, processing of plant cell culture biomass |

**Information about shortlisted interns**

Information about shortlisted interns who met the selection criteria will be published on the project website and in project social media. Each candidate who took part in an online interview will be individually informed about its results.

**Signature of internship agreement and grant agreement**

Before the start of the internship, every intern will be required to sign an internship agreement and a grant agreement.

**Providing an internship and mentoring plan**

The internship agreement and grant agreement will be supplemented with the internship plan and with an indication of the mentor / buddy responsible for the internship.

**Financial support**

Financial support to cover costs of travelling and living will be awarded to short-listed candidates at the end of each month of internship. All interns will be provided with a scholarship of 1350€ (Fellowships) or 2000€ (Talents) gross monthly to support to cover travel and accommodation expenses, funded from the EIT Food RIS Fellowship project budget, payable on the basis of a grant agreement. The scholarship will be paid in monthly installments after signing the internship and grant agreements, **after finishing each month of internship**. The scholarships might be a subject of taxation depending on the legal requirements applying to the sides of the grant agreements.

**Evaluation of the internship**

40 interns as project beneficiaries will be required to document their experiences by preparing written testimonials, outlining knowledge, skills and experiences gained throughout the participation in EIT Food RIS Fellowships. In parallel, their industrial hosts will also prepare written documents. These testimonials will demonstrate hands-on experiences and show how the involvement of interns helped address actual food system’s challenges.

The documents will be used to identify potential success stories that could be described and submitted for publication by the EIT. They will also support learning cycles to further improve RIS Fellowships in the future, and to design relevant activities targeting RIS beneficiaries.

**IP RIGHTS AND CONFIDENTIALITY**

The candidates submitted to EIT Food RIS Fellowships project are handled under confidentiality. Everybody that comes in contact with the candidates during the recruitment process is bound by confidentiality agreements.

Candidates retain full and exclusive ownership of their intellectual property rights. The organizers and their authorized representatives in the project undertake to ensure the confidentiality of the ideas and projects presented and developed throughout the workshops.

Provisions regarding IP rights during the internship will be included in the internship agreement.

**HOW TO GET IN TOUCH?**

During the whole recruitment process an online helpdesk for candidates will be available. For this purpose, please use the following e-mail:

[mczerniakowska@wz.uw.edu.pl](mailto:mczerniakowska@wz.uw.edu.pl)

iga.balauszko@adm.uw.edu.pl

Visit RIS Fellowships project website: <http://timo.wz.uw.edu.pl/risfellowships/>

Contact from EIT Food RIS Fellowships:

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[**RIS Fellowships website »**](http://timo.wz.uw.edu.pl/risfellowships/)

