

## ERA Chairs

The ERA Chairs actions will support universities or research organisations with the objective of attracting and maintaining high quality human resources under the direction of an outstanding researcher and research manager (the "ERA Chair holder") and in parallel implementing the structural changes necessary to achieve excellence on a sustainable basis.

The scientific field can be any domain of research and innovation addressed under the Treaty, however it needs to be closely connected with the activities of the ERA Chair holder and fully capitalise on his/her presence and expertise.

Research organisations interested in establishing an ERA Chair shall submit a proposal based on a SWOT analysis, aimed at facilitating structural change in the institution and ensuring that the conditions are in place to foster excellent research. Proposals should include arrangements for compliance with ERA priorities[[<http://eur-lex.eu>

Outstanding researchers can have a decisive and positive impact on the culture and performance of research institutions. Yet issues such as the availability of research funding, institutional rigidities and access to resources can hamper the mobility of such leaders to promising institutions, particularly in low R&I performing countries. ERA Chairs actions will address the specific challenge of creating the appropriate conditions and opportunities for high quality researchers and research managers to move and engage with willing institutions to improve the excellence of their research and thereby modify their research and innovation landscape.

- Increased attractiveness of the institution, host region and country for internationally excellent and mobile researchers.
- Increased research excellence of the institution in the specific fields covered by the ERA Chair holders.
- Improved capability to compete successfully for internationally competitive research funding.
- Institutional changes within the ERA Chair host institution to implement the European Research Area priorities, (including an open recruitment policy, gender balance, peer review, and innovative doctoral training).

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