



March, 2023

## Appendix B

### **Program for Promoting the Integration of Researchers Performing Aliyah and Returning Israelis in Academic Research Positions**

#### **Background**

In 2019, The Center for Integration in Science approached the PBC regarding the possibility of opening a new research fellowship program meant to integrate scientists in universities, in light of a decrease in the number of New Olim and returning Israelis scientists, integrating in research positions in academia. The appeal followed a meeting with over 100 Israeli post-doctoral scientists living abroad who reported difficulty returning to Israel due to the scarcity of research positions in Israeli universities. Simultaneously, vice principals of research in universities have shown interest in such a program. An outline for a five years plan was suggested, which has since been adapted and reshaped.

The purpose of the program is to respond to the need to expand the possibilities of accepting New Olim and returning Israelis scientists with research experience, as researchers with a stable status and occupational horizon, yet not depended on tenure position (that are in limited number).

The plan was inspired by the PBC's historic participation in the first discontinued edition of the Ministry's program for the integration of New Olim scientists (קמ"ע א'), and its current participation in the second edition of the same program (קמ"ע ב'). The latter integrated a very low number of scientists, because of the program's limited terms.

#### **Program Features and Terms\***

1. The program's intended audience are scientists performing Aliyah and returning Israelis with a doctoral degree or higher, who have a proven research track record, and are interested in assuming a research position in a laboratory in one of Israel's universities.
2. Prospective scientists must fit the definition of New Oleh or a returning Israeli scientist eligible for assistance by The Center for Integration in Science at The Ministry of Aliyah and Integration.
3. Upon commencing employment, the scientist must be within the relevant eligibility period: less than 3 years since their day of Aliya, or 2 years since their day of return to Israel.
4. The scientist must have not been previously employed with the assistance of The Center for Integration in Science. However, in the first cycle, the program will allow candidates employed up to six months with the assistance of The Center for Integration in Science to apply.



5. Research universities will submit applications to the program in response to a call for applications publicized by the PBC, that will include reference to aid by The Ministry of Aliyah and Integration.
6. A professional PBC evaluation committee will evaluate candidates' merit based on considerations of scientific excellence.
7. Upon notice of winning (and given advance commitment to participate), receiving institutions will produce a tentative appointment letter for a two year associate-researcher track. If at the end of two years, the institution chooses to continue employing the researcher, the former will produce a tentative employment letter for an additional 3 years.
8. Participating scientists' salaries will correspond to those of senior lecturers, including supplementary funds for conference participation, calculated according to the science connections fund expenses allotted to senior lecturers in the institution.
9. Other terms will follow the conditions stipulated in the PBC's program.

### **Sources of Funds**

1. The Ministry of Aliyah and Integration will fund half of the institution's and PI's (Principle Investigator's) participation expenses, such that roughly 33% of expenses will be paid by the PBC, 33% by The Ministry of Aliyah and Integration, and 33% by the institution and the researcher.
2. New Olim will receive support for a maximum period of 5 years, and returning Israelis for a maximum period of 4 years.
3. The share of The Ministry of Aliyah and Integration will be transferred directly to the receiving institution upon receiving a tentative appointment letter, and according to the process coordinated with the PBC.

The program will increase the number of viable integration opportunities, and open occupational horizons with clear employment terms and stability for a period of at least 5 years – which is sufficient time to overcome the challenges of integration, prove professional acumen, carve a place for oneself in a field of research, and contribute to the Israeli research and development landscape.

Best regards,

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Head of the Center for Integration in Science