

Turku Institute for Advanced Studies (TIAS) Turku Intersectoral Excellence Scheme 2 (TIES2)

Call for Applications 2025

Additional information about secondments

A particular aspect of the TIES2 programme is that all its Fellows must spend between three and twelve months working on secondment within an organisation external to the higher education sector on a project which is a key part of their TIAS project.

Please see the [detailed instructions for the application documents](#) for a list of the information which is needed in the secondment plan. We expect applicants to have a clear idea of what sector (e.g. business, government, not-for-profit) they wish to be seconded to and what they wish to achieve during the secondment. These plans will be reviewed as part of the overall assessment of the research plan's quality.

Fellows will continue to receive their salary from the University of Turku for the duration of their secondment.

Arranging a secondment

The purpose of the secondments is to add an intersectoral dimension that is relevant, feasible, and beneficial for the researcher, the project and any partners. The secondment(s) must have a total duration of a minimum three months and maximum 12 months and must be implemented between Month 3 and Month 35 of the fellowship. A maximum of three secondments (e.g. 3 x 4 months) may be undertaken and such secondments may be with more than one external organisation.

Following selection, TIAS, in consultation with the Fellow and their academic supervisor (who will be appointed after selection) and supported by UTU's faculties and administrative services and partner networks, will arrange the secondments.

In consultation with the TIAS Director, TIES2 Fellows may themselves select the organisation to which they wish to be seconded. Secondment hosts may be from within or beyond Finland and they can be from any sector outside of higher education sector. UTU will require potential secondment hosts to demonstrate that their organisation's infrastructure and capacity is appropriate to support the proposed research and that the working conditions will comply with the policies of UTU and MSCA (e.g. in areas such as non-discrimination).

Applicants are asked to suggest secondment partners as part of the applications process. Applicants may contact proposed secondment organisations themselves and can refer to the information on the TIES programme for external organisations on the TIES website. Applicants must not have worked for their proposed secondment organisation for more than 12 months in the past 36 months immediately before the call deadline.

Note that as part of the application process, applicants may ask potential secondment provider to sign a letter of support, but this is *not* a required document and *must* confirm to the [TIES letter of support template](#).

Secondment supervision

Each secondment will be supervised in the workplace by an employee of at least five years' experience who will oversee the work-based element of the TIES2 programme in liaison with the TIAS Director.

Secondment supervisors will be invited to support the Fellow throughout their secondment and during the rest of their project. They will also be invited to contribute to the Fellow's Personal Career (PCDP) process, by such things as providing a list of the training courses and learning resources that they have available, by helping Fellows assess their training requirements and by providing guidance in developing a plan of action.

They will also be invited to confirm the feasibility of aspects of the PCDP that relate to the secondment and provide a brief report of the Fellow's progress to their academic supervisor upon completion of the secondment. They will be invited to attend TIAS's yearly workshops on intersectoral working.

Intellectual property and confidentiality

IP and confidentiality (e.g. relating to the use of personal and business data) is of critical importance in sectors outside of academia. It is therefore critical to ensure that the rights and interests of Fellows and their secondment hosts are respected during and after the secondment. Fellows must retain the right and possibility to publish scientific articles, complying with the standards for Open Science set by UTU and Horizon Europe. It is also essential to secure the confidential information of host organisations and avoid leaks of confidential information.

As a result of its long-term participation in schemes such as Finland's national [PoDoCo programme](#) UTU has extensive experience of handling IP rights issues relating to researcher secondments outside academia. To confirm these and other matters, a meeting will be held before the start of each secondment between the Fellow, their secondment supervisor, and TIAS representative. This will agree the scope of any Non-Disclosure Agreement (NDA) required, and on the treatment of IP issues relating to the secondment, such as the terms and conditions of the ownership.

The method and content types of any related publications by either party will also be agreed, with the other party retaining a right to review these for factual accuracy and compliance to mutual agreements. These agreements will be formalised in writing before the start of the secondment as part of a consortium agreement between UTU any other parties concerned.

University of Turku Partner organisations

[A list of the University of Turku's partner organisations covering the five TIAS faculties can be found on the TIES website.](#)

Questions concerning a proposed secondment which falls within the subject areas of one of the TIAS constituent faculties may be sent to one of the faculty TIES representatives:

- Education: Anu Kröger, anu.kroger@utu.fi
- Humanities: Charlotta Wolff, charlotta.wolff@utu.fi
- Law: Kirsi Tuohela, kirsi.tuohela@utu.fi



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- Social Sciences: Marika Jalovaara, marika.jalovaara@utu.fi
- Turku School of Economics: Antti Saurama, antti.saurama@utu.fi

Questions may also be sent to the general TIES enquiry email: ties@utu.fi *Please send any questions well before the application deadline.*