# Information on postdoctoral scholarships

When recruiting a postdoctoral fellow, please take note of the following:

**Requirements**

Postdoctoral scholarships aim to promote internationalization and contribute to further research qualifications after obtaining doctoral degree or its equivalent. Umeå University may grant scholarships for postdoctoral qualifications for researchers who obtained their doctorate abroad but wish to obtain further qualifications in Sweden. Here are the key requirements:

* A scholarship recipient must be a foreign citizen with a PhD from a university outside of Sweden.
* Applicants should have received a doctoral degree or equivalent foreign degree.
* Preference will be given to applicants who obtained their degree no more than three years before the end of the application period.
* Applicants who received their doctoral degree earlier may be considered in special circumstances, such as illness, parental leave, clinical practice, elected positions in trade unions, or similar circumstances.

Individuals who have previously received a stipend from Umeå university or have been employed there are ineligible for receiving a postdoctoral fellowship.

**Conditions**

* To clarify that the scholarship is intended for further qualifications and not as compensation for work, the head of department is responsible for creating an individual qualification plan and appointing a supervisor. The plan ensures that the scholarship recipient receives high-quality qualifications and demonstrates that the scholarship is awarded for qualification purposes.
* Regular follow-up meetings with the scholarship holder are essential to document their progress.
* Scholarship holders cannot work for the university due to tax rules. If you require the postdoc to teach or handle administrative tasks, consider employment instead.
* Scholarship holders are part of Umeå university, and the university has work environment responsibility for them. *This means that they are entitled to a safe and secure environment. The physical work environment should be safe, accessible, and functional.* *The individual qualification plan should be organized and planned so that scholarship holders do not risk being exposed to excessive demands that can lead to physical or mental harm. The zero tolerance policy for all types of discrimination, harassment and bullying at the university applies.*
* Start a dialogue with the fellow and HR at least six months before the fellowship period ends to discuss the fellow's future at Umeå university.

**Conditions for scholarship holders**

The following applies for all scholarships (both internal and external)

* Scholarship holders are not employed and do not receive employment benefits like fitness reimbursements.
* They cannot receive taxed payments during their scholarship period; otherwise, they may need to pay taxes on their entire income.
* After the scholarship ends, they are ineligible for unemployment benefits.
* While there is no official parental leave, the scholarship usually continues to be paid out (this can vary).
* They do not contribute to any pension scheme.
* Scholarship holders are encouraged to take at least 25 days of vacation each year, with no deduction from their scholarship. Planning vacation with their supervisor is recommended.
* They have access to certain parts of occupational healthcare.
* Depending on their situation, they might have access to national health benefits based on “living in Sweden” from the Swedish Social Insurance Agency.
* If scholarship holders become ill, their scholarship is not affected. Long-term sick leave requires agreement between the scholarship holder and the supervisor on how to handle research assignments. No sickness benefit is paid by the Swedish Social Insurance Agency.