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EINSTEIN TELESCOPE

WP3 report

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Horizon Europe: Coordination and Support Actions

Aim of WP3

Original aim of WP3 : Financial architecture of the ET project during the preparation, construction, commissioning and running of the ET research infrastructure.

Descoping in view of the status of the project:
- Alignment with WP2 to investigate intermediate legal entity as asked by the BGR
- Support the needs of ETO that has been constituted after the ET-PP proposal writing

Overall work:
1 Milestone (workshop) and 3 deliverables

Members of WP3
Chiara Arina (UCLouvain/ETO), Thomas Berghoerf (DESY), Veronica Buccheri (INFN), Lisa Kamlande (DESY) and Attilio Sequi (INFN)

Aim of WP3 D3.1 (M36)

Title: Handbook for design and construction phase

It refers to the final set up of the research infrastructure :

- guidelines and general principle on financial regulation during the different phases of the RI lifetime
- in-kind contributions
- HR schemes and pension funding
- budgeting
- resource board responsibilities
- stakeholders commitment, etc..

The deliverable is based on:

- Material collected during workshop 11/2024 in Warsaw (M3.1)
- Online interview with large research IR administrators for collecting good practies
- Workshop in Amsterdam WP2-WP3 in April 2024 with few members of the BGR

Aligned with WP2 work on the final legal entity

Status: Reviewed by panel, accepted and published on the EC portal

Aim of WP3 D3.2 (M42)

Alignment of WP3, WP2 and ETO
on priority actions happened on 17/04/2026 in Rome

Take home message for WP3:

- priority support action on HR scheme
- Idea that ETO needs more immediate support to develop frameworks and enlargement of stakeholders

Title: Workshop with ETO and First Action Report

Due date: April 2026

This deliverable reports on the outcomes of a meeting organized with ETO to analyze the first report produced by WP2 on suitable intermediate legal entities for ET in the potential host states.

During the workshop, ET-PP WP3 coordinators and ETO members identified together the types of support needed by ETO for the establishment of an intermediate legal entity.

Particular emphasis was placed on financial aspects, including the secondment of personnel, in-kind contributions, and related support mechanisms. The deliverable consists of a report summarizing the discussions and defining the priority support actions required by ETO to move forward with the creation of an intermediate legal entity.

Status: Reviewed by ETO, accepted and published on the EC portal

Aim of WP3 D3.3 (M50)

Title: Human Resources Strategy and Roadmap for the ET Research Infrastructure

- **Current baseline:** ETO has 44 staff members (≈24 FTEs), mix of secondments, cash and EU-funded positions → effective but requiring further formalisation
- **IKPC framework:** Principles defined for formalising, valuing and reporting in-kind personnel contributions → full framework to be delivered under ET-COMPASS
- **Five strategic HR pillars:** Formalisation of contributions; sustainable workforce model; progressive internalisation of capacity; governance and organisational structure; integration of expertise
- **Talent retention:** Holistic strategy drawing on CERN, EMBL, ELI ERIC and CTAO ERIC best practices; specific focus on retaining expertise after the site decision
- **Grading & remuneration:** Korn Ferry Hay methodology recommended for transparent and equitable job evaluation and salary bands
- **Three-phase roadmap:** Stabilisation → Consolidation → Transition to legal entity
- **Strategic goal:** Transform ETO from a coordination platform into a fully-fledged European research organisation ready for ERIC/IGO transition

Status: Reviewed by ETO, sent back to Mario for submission into EC portal

Final conclusions for WP3

- WP3 has aligned with WP2 all along the ET-PP project to have a coherent view (several joint session in the yearly in-person annual meetings)
- Original plan was too premature to be pursued, hence descoping
- Aligned with the present situation of the project, namely a closer collaboration with ETO that was not existing at the time of the proposal writing
- All deliverables and milestones have been accomplished on time