

WP2

CALL FOR SECONDMENT – 2026

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WP2

CALL FOR SECONDMENT – 2026

WEM Cyber

Widening Excellence and Mentoring In Cybersecurity

CALL: HORIZON-WIDERA-2024-TALENTS-03

TYPE OF ACTION: HORIZON-CSA

STARTING DATE: 1 JANUARY 2026

DURATION: 36 MONTHS

COORDINATOR: BILISIM VADISI TEKNOPARK YONETICI AS

DATE

May 2026 M5

WORK PACKAGE

WP2

TASK

Task 2.1



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WIDENING EXCELLENCE AND MENTORING IN CYBERSECURITY

WEM Cyber

Secondment 1

Evaluation and Selection

Applications will be evaluated by evaluators from the hosting organisations. First, a blind assessment will be carried out. In these assessments the evaluators will evaluate main questions. To ensure that this blind assessment is undertaken correctly, applicants' personal information will be anonymised to avoid any kind of bias from the evaluators.

Those applications that go through the blind assessment will be scored from 1 (Very Weak) to 5 (Excellent), on the following 6 evaluation criteria:

- **Educational Background:** relevance of degree and academic background to cybersecurity or R&I Work Description.
- **Technical Skills:** match with required cybersecurity domains (based on call specific skills).
- **Research & Professional Experience:** previous research, projects, publications, or relevant work experience.
- **Motivation:** clarity and strength of motivation letter.
- **Soft Skills:** match with required soft skills (based on call specific skills).
- **Fit with Secondment Objectives:** alignment with host needs and project goals.

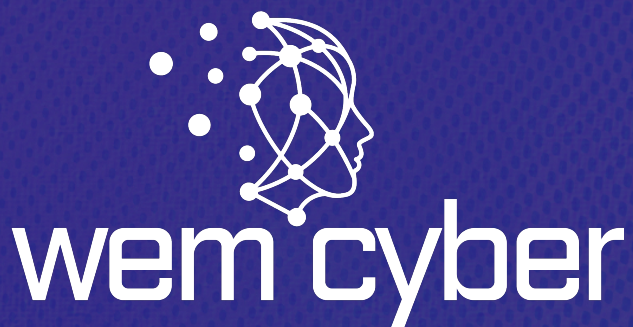
1 = Very weak | **2 = Weak** | **3 = Moderate** | **4 = Good** | **5 = Excellent**

The minimum scoring threshold is **18 out of 30 points**, those proposals below 18 points will be considered below threshold and therefore not considered for next stages. Those above the threshold will be short-listed for the final selection committee, from whose evaluation the 16 awarded Secondees will be selected.

After that, the relevant decision-makers on the Sending Organisation will approve the Secondment participation



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Consortium



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