In 2011, a two-stage call (call number 30 under the Operational Programme Education for Competitiveness) was announced, calling for project proposals to support the establishment of high-quality R&D teams and to drive their further development, primarily by creating initial job positions and beginner job positions and supporting inter-sectoral mobility with a focus on mobility between research institutions and both the private and public sectors.

Charles University responded to this opportunity by submitting two projects: **Support for the Creation, Promotion and Mobility of High Quality Research and Development Teams at Charles University (POSTDOCI I)** and **Capacity Enhancement of Scientific and Research Teams of Charles University through New Positions for PhD Graduates (POSTDOCI II)**. Both projects were approved for funding by the governing body.

A total of 63 new positions for PhD graduates were created at 4 Charles University faculties (the Faculty of Medicine in Plzeň, the Faculty of Medicine in Hradec Králové, the Faculty of Pharmacy in Hradec Králové and the Faculty of Science). The positions will be filled by young PhD graduates who have received their degrees from renowned R&D institutions both in the Czech Republic and abroad and who have been successful in the selection procedure at the respective faculties.

The projects include post-doctoral stays at major institutions in the Czech Republic and abroad or with selected manufacturing companies, enabling transfer of knowledge and technology. A key element in these post-doctoral stays is teaching. The 63 promising young researchers will become involved in a wide range of teaching activities including compulsory and optional classes, seminars, workshops and summer schools; this will enable them to transfer their newly acquired knowledge to more than two thousand undergraduate and postgraduate students, other postdocs, members of their own teams, and other researchers.

The projects will be implemented at four of the University’s faculties during the period from 1 January 2012 to 30 June 2015. Project and financial management will be provided by the **Analyses and Strategic Department of the Rectorate**. The approved sum for the two projects is just under 270 million crowns.