FutureChips

Postdoctoral Fellowship Programme

Guide for Applicants

Tampereen yliopisto
Tampere University

Co-funded by
the European Union

About FutureChips

FutureChips is a new postdoctoral programme running May 2026 to April 2031 and offering excellent researchers a **36-month fellowship** in the field of next-generation semiconductor technologies. The **20 Fellows**, recruited in two calls through a transparent, open, merit based and international selection process, will have the freedom to implement their individual and specific research topics within the broad scope of the programme, promoting scientific creativity, independent thinking, and breakthrough innovation. Research will be carried out at Tampere University (TAU), Finland's second-largest and most industry-engaged university, known internationally for excellence in photonics and chip design. Situated in one of Europe's top 5 semiconductor hubs, the university offers a unique ecosystem where research organisations, start-ups, and established players collaborate closely. FutureChips will prepare the 20 postdoctoral researchers to become leaders in semiconductor science and technology. The fellows will benefit from interdisciplinary supervision, mentoring, and tailored career development. The programme offers advanced research training, intersectoral secondments, and international mobility to deepen expertise in the field. The fellows will gain insight into the full semiconductor value chain and the skills to turn scientific knowledge into innovation - preparing them for impactful careers across academia and industry.

The fellows are given the opportunity to select their host research group and to design their own research project addressing the programme's **four interconnected semiconductor research areas**:

1. Advanced materials

Advanced III-V compound materials and hybrid photonic-electronic heterostructures for cutting edge electronic, sensing, optical, photonic and quantum devices. This area includes also the fabrication of advanced classes of hybrid materials for electronics and optoelectronics including advanced processes for handling semiconductor-dielectric-metal interfaces.

Examples of emerging scientific topics in this area:

- Material sciences: advanced epitaxy of GaSb-based heterostructure for mid-IR photonics applications; monolithic integration of III-V/Si and III-V/oxide interfaces; advanced GaSb quantum-dot systems.
- Advanced integration processes: novel front-end and back-end processes enabling full scale vertical integration of hybrid chips. New processes enabling micro-transfer printing of III-V thin-film devices to CMOS compatible substrates, and laser assisted bonding enabling alignment of photonics/microelectronics chips with sub-micron precision.
- Hybrid microsystems: demonstration of functional building-blocks for quantum communication (quantum key distribution) and on-chip integrated sensors for biomarkers (e.g. glucose, core-body temperature etc.).

Supervisors:

- Prof Mircea Guina
- Prof Goery Genty
- Prof Robert Fickler
- Prof Regina Gumenyuk
- Prof Mika Valden
- Prof Laeticia Petit

2. Novel architectures

Novel architectures will provide new opportunities in the era where we approach the physical limits of traditional computing technologies, especially dealing with big data and artificial intelligence (AI) workloads. This area comprises Near or In-Memory Computing; Neuromorphic Computing; Cryogenic Electronics for Quantum and Space applications.

Examples of emerging scientific topics in this area:

- Advanced Next Generation Chips for Unconventional Computing: Neuromorphic Computing - 3D-monolithically or heterogeneously integrated neuromorphic chips with multiple functional units like optical and touch sensing, memory and logic for Near and In-sensor computing with ultralow power operation.
- For Quantum and Space applications, development of power-efficient cryogenic and radiation-hardened memory technologies together with solid state cooler technologies, leading to zero emission refrigeration on-chip.

Supervisors:

- Prof Sayani Majumdar
- Prof Robert Fickler
- Asst. Prof Sergey Kruk
- Assoc. Prof. Tapio Niemi
- Adj. Prof Mikko Huttunen
- Asst. Prof Mohsin Abbas
- Prof Pekka Jääskeläinen
- Prof. of Practice Markku-Juhani Saarinen

3. Chip design

The emphasis of this research area is on System-on-Chip (SoC) and chiplet design methodologies, tools and software support. Advanced design methodologies that can handle both electronic and photonic components are another focus area. Ensuring that designed chips are secure from vulnerabilities and attacks is a growing concern which is an important research track. Within the global political climate, the importance of maintaining and growing local chip design know-how cannot be prioritized too much given the pivotal role computer chips play in our modern society. Designing and verifying ultra-low power

low latency chips which are secure and reliable at the same time is a grand technical challenge.

Examples of emerging scientific topics in this area:

- Utilization of AI in the chip design process.
- Advanced simulation tools to model system behaviour and validate designs before implementation.
- Design of efficient AI inference-capable chips.
- Security and reliability in customized ultra-low latency computing.
- Design of application specific integrated circuits (ASIC) for edge computing.

Supervisors:

- **Asst. Prof Mohsin Abbas**
- **Prof Timo D. Hämäläinen**
- **Prof Pekka Jääskeläinen**
- **Asst. Prof Alexandre Mercat**
- **Prof Karri Palovuori**
- **Prof. of Practice Markku-Juhani Saarinen**
- **Asst. Prof Vishnu Unnikrishnan**
- **Prof Mikko Valkama**
- **Prof Jarno Vanne**
- **Asst. Prof Han Zhou**

4. Advanced packaging

Advanced packaging drives significant improvements in performance, efficiency, and functionality. Thus, it is transformative for the semiconductor industry. This area focuses especially on System-in-Package (SiP), 3D integration and advanced materials (for instance advanced substrates and interconnects are crucial for improving thermal management and electrical performance in advanced packaging). Chips of interest include CMOS, photonics, power electronics, and Micro-Electro-Mechanical Systems (MEMS).

Examples of emerging scientific topics in this area:

- Additive manufacturing presents transformative potential in microelectronics packaging by enabling high-precision, multi-material deposition at micro- and nanoscale resolutions. Challenges include the development of advanced functional materials such as conductive, dielectric, and thermal interfaces optimized for high-resolution printing like aerosol, superinkjet printing, and microdispensing.
- Flexible, stretchable, and conformal electronics represent a rapidly advancing frontier with transformative implications for wearable devices, biomedical systems, soft robotics, and next-generation human-machine interfaces. Challenges lie in the design of novel materials (e.g. stretchable conductors, elastomeric substrates, biocompatible semiconductors) and architectures.

- Co-design and heterogenous integration: additive manufacturing with novel materials and form factors are driving new paradigms in heterogenous integration, miniaturization of interconnects, 3D SiP architectures, offering enhanced performance, reduced form factor, improved thermal performance, and lower production costs.

Supervisors:

- **Prof Matti Mäntysalo**
- **Prof Juha Toivonen**
- **Assoc. Prof Jukka Viheriälä**

The postdoctoral fellows will have access to excellent **infrastructure** on local and national levels to support their research. Research infrastructure is described on the webpages of FutureChips and Tampere University. Applicants should plan their research based on availability of research infrastructure by the research group of the chosen supervisor.

Any questions concerning research infrastructure should be addressed to futurechips@tuni.fi.

Non-academic secondments

The postdoctoral fellows are expected to undertake at least **one (1) secondment in the private sector** (2-6 months). To this end, and to include the semiconductor sector's perspectives and experiences in trainings, the programme collaborates with following associated partners:

- Tuotekehitys Oy Tamlink, Finland
- Business Tampere Oy, Finland
- Silicon Austria Labs GmbH, Austria
- Institute SiNANO Association, France
- Solinide Photonics Ab, Sweden
- Continental Automotive Romania SRL, Romania
- SisuSemi Ltd, Finland

Training and career development offerings

Scientific training: Fellows will carry out their research within leading research groups at TAU, guided by a dedicated Supervisory Team. Fellows will improve their scientific skills by leading their research project (training-through-research), which will provide them with an opportunity to work closely with academic supervisors and non-academic mentors, engage in secondments across sectors, and collaborate within international research networks.

Transferable skill training: Fellows will be offered a comprehensive portfolio of transferable skills training, preparing them for diverse career paths. To consolidate their learning and develop their leadership skills, fellows will be encouraged to co-supervise MSc and PhD

students within their host research group. Transferable skill training will be further reinforced by targeted activities at network-wide events, all designed to promote scientific and transferable skill development, promote interdisciplinary collaboration, support intersectoral and international exposure, and foster networking among fellows and participants. The network-wide events will start with an Onboarding event to allow fellows to meet each other and the whole FutureChips network, become familiarized with essential programme information and institutional orientation, as well as training options available. Monthly meetings and bespoke trainings for fellows will be organized.

Intersectoral exposure is an integral component of FutureChips, allowing fellows to benefit from mentoring and mobility to non-academic organisations, ensuring they develop the competences needed to work across sectors and lead future R&I initiatives.

Career perspectives and contributions to career development

Europe is faced with a talent gap – especially highly specialized experts in R&I of semiconductor hardware and software, and data specialists. The non-academic sector plays a central role in FutureChips, reflecting the demand for highly skilled researchers in Europe's growing semiconductor ecosystem. Being ranked as the most R&D-intensive sector by the European Commission, the European semiconductor ecosystem supports approx. 200,000 jobs directly and up to 1,000,000 induced jobs in systems.

Fellows will be supported in their career development by the bespoke Supervisory Team (ST) being formed by the principal academic supervisor, an academic co-supervisor from a different research group involved in FutureChips and a mentor from the non-academic sector. The principal academic supervisor will be responsible for research training and facilitating the fellow's collaboration with other research groups in FutureChips, making relevant infrastructure and/or equipment available to the fellows and active in organizing research visits and secondments for the fellows. The academic supervisor oversees the development and progress of the fellow's Career Development Plan (CDP). The academic co-supervisor will provide complementary disciplinary expertise and ensure that the fellow's project meaningfully integrates knowledge and methodologies from distinct research fields. This co-supervisor will actively contribute to the design of the research and training plan and will help identify interdisciplinary synergies and resources across Tampere University. The mentor from the non-academic sector – as defined by each fellow according to his/her career preferences – will advise on the Career Development Plan.

Fellows will be required to produce and maintain a CDP, supported by their ST by taking the following steps: Fellows will initially assess their skill levels in a list of key areas. Fellows will be provided with a list of resources and trainings available at Tampere University. Fellows will be encouraged to discuss all steps with ST. Fellows will formalise their CDP with the ST and they will annually review their progress towards self-set targets with the ST. Ahead of developing their first CDP, all fellows will join the *Diverse research careers workshop* at the Onboarding event to reflect with researchers and experts in other sectors career paths, strategies, recommended actions to progress towards a certain career stage in different sectors

and organisations. The fellow's initial and individualised training programme will be developed in the "Onboarding event. The training programme will be reviewed, revised and discussed with the ST in the progress meetings. FutureChips is designed to empower postdoctoral researchers to become highly competitive professionals across all career paths.

Fellows will benefit from the proximity of Tampere's innovation ecosystems such as Finnish Chip Competence Centre (FiCCC), SoC Hub, Kampusklubi and Hervanta Innovation Hub, providing daily exposure to industrial stakeholders, startups, and tech clusters on campus.

Important dates for Call 1:

Call opens: 1st of July 2026

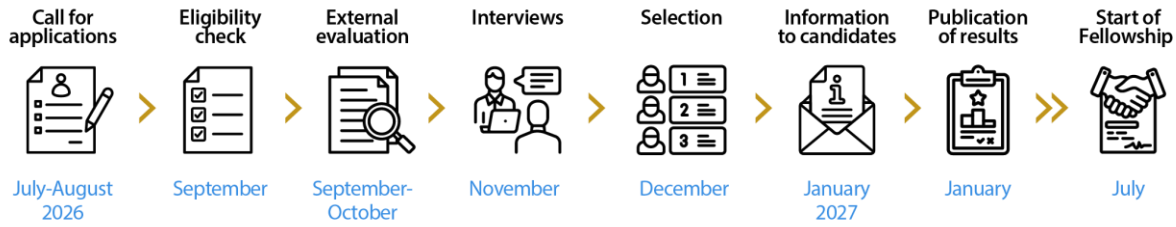
Call deadline: 31st of August 2026

Evaluation period: September-October 2026

Interviews with selected applicants: November 2026

Final ranking: December 2026

Relocation to Tampere and start of the fellowship at the latest: July 2027



Application and selection process

In the first call, **12 postdoctoral fellows** are recruited. The selection process is divided into the following phases:

1. **Eligibility check.** All applications will be subject to an eligibility check conducted by the Project Management team. Applications not fulfilling the eligibility criteria (see below) will be rejected. Ineligible applicants will be informed within 1 week of the outcome and the process for appeals (see 'Rebuttal opportunities'). Eligible applications will proceed to the next phase.
2. **External evaluation.** Three independent experts (i.e. the Evaluation Panel) selected for each application will conduct an evaluation remotely. Each expert will assess the proposal independently, using the evaluation criteria defined in the call: Excellence, Impact, Implementation, with a scoring scale from **1 to 6** (see 'Evaluation criteria'). Experts will also be instructed to identify any potential ethical concerns regarding the research plan or applicant (to be considered during the final Ethical review, see below). After individual scoring, the Evaluation Panel will agree on the final score and

comments. Based on the final scores, the Project Management team will produce a ranking list.

Following the "*Commission Recommendation of 03 October 2023 on critical technology areas for the EU's economic security for further risk assessment with Member States*" Tampere University will review applications of top ranked candidates regarding research security.

The highest ranked candidates (**2x number of open positions**) will proceed to online interviews and are informed. Applicants are informed by the Project Management team via email regarding the rejection, with the possibility for rebuttal on procedural errors or factual inaccuracies.

3. **Interviews.** The interviews will take place online. Each interview will last for 25 minutes, following a structured format: a 10-minute presentation by the candidate followed by 15 minutes of Q&A. Candidates will be assessed against the evaluation criteria (see 'Evaluation criteria'). All Interview Panel members will assign individual scores, and a consensus score will be forwarded to the Project Management team. Prior to the interview, candidates will receive interview guidelines including format, expectations, and evaluation focus areas.
4. **Final ranking and selection.** After the interviews, the Project Management team will prepare a second ranking list, combining the external evaluation (weight: 60%) and interview results (weight: 40%). Applications with flagged ethical concerns will be reviewed by the Ethics Oversight Panel, and recommendations will be integrated into the final decisions. The final ranking list will classify applicants into: a) Main list: selected applicants; b) Reserve list: next 5 highest-ranked candidates, who may be offered a position if any applicant on the main list declines the offer, or if any of the main list applications fail to meet the programme ethical standards; c) Not approved: candidates who will not be offered a position.
5. **Ethics review**: Pre-interview: The Ethics Oversight Panel will assess the nature and severity of the ethical issues flagged by the applicants and/or the Evaluation Panel **only for applicants with a score high enough to merit consideration to be invited to the interview** (2x number of open positions). Candidates will receive the report prior to the online interview. Post-interview: If the Interview Panel identifies new ethical issues or assesses that the candidate has not resolved ethical concerns adequately during the interview, the Ethics Oversight Panel will review the ethical issues for the candidates being on the Main list and the Reserve list. The shortlisted candidates will be informed by email and will have 5 working days to provide to a resolution of the ethical issues.
6. **Informing the candidates.** Applicants on the reserve list will be informed of their ranking. Unsuccessful applicants (including those on the reserve list) will be provided with information on the rebuttal procedure. Selected candidates will receive a formal acceptance letter, including their rank, offer details, and instructions on confirming acceptance. **Candidates will have up to 2 weeks to confirm the acceptance of the position**. If no response is received after 2 weeks, a follow-up will be sent, with a request for acceptance within 3 working days. If no confirmation is received within this period, the offer will be made to the next person on the reserve list.

7. **Rebuttal opportunities.** Applicants may request redress ‑ based on procedural errors or factual inaccuracies ‑ **within 1 week of being informed** of: 1) their eligibility check; 2) the external evaluation outcome; 3) the final ranking. Applicants will be provided with a one-page form for this purpose. The appeal email should have as subject "**Redress_FutureChips_[Surname]_[Firstname]**" and clearly state the reasons for the appeal. The Project Management team will either re-check eligibility (within 3 days) or forward the appeal to the Redress Committee. If required, three new external evaluators will re-evaluate the application within 2 weeks. These evaluators will produce new individual reports and a new final score. A revised evaluation report will be issued, and the application will be re-ranked. All applicants affected by the change will be notified. No further rebuttals will be accepted.
8. **Publication of results.** Once final decisions are confirmed and the positions formally accepted by the applicants, the names and project titles of the selected researchers will be published on the FutureChips website for transparency.

Eligibility criteria

To be eligible for the programme, the applicant must:

- **have a doctoral degree** in a relevant field (e.g. future electronics, electrical engineering, photonics, micro- and nanotechnology, semiconductor physics, advanced materials, or chip design) by the application deadline of 31 August 2026. Applicants who have successfully defended their doctoral thesis by 31 August 2026, but who have not yet formally been awarded the degree are also eligible to apply. In such cases, the applicant must provide confirmation that the doctoral degree will be awarded at the latest upon starting the employment.

- **have not** resided or carried out their main activity (e.g. work, studies) in Finland for more than 12 months in the 36 months immediately preceding the application deadline (31 August 2026).

Application and the two required documents

At Tampere University, recruitment to open positions is managed in the LAURA online recruitment system. Thus, all mandatory documents are submitted via LAURA. **Applications and all accompanying documentation should be written in English and in PDF format only**. If the original documents are not in English, official translations into English are required. Applicants must answer all questions given in LAURA and upload the mandatory documents to LAURA.

In LAURA the following separate documents have to be uploaded:

1. **Doctoral degree certificate** (if unavailable, a copy of official confirmation of the successful completion of the doctoral studies and doctoral defence). Please provide the certificate in the original language and also with the official translation in English (if original language is other than Finnish or English) (max 5 MB)

2. Attach the following content mentioned below combined as only one (1) PDF file **using the template with more detailed instructions provided on the FutureChips website**. (max 10 MB):
    i. **Research Plan Abstract**
    ii. **Research Plan**
    iii. **Curriculum Vitae**
    iv. **List of publications**
    v. **Ethics self-assessment**
    vi. **Motivation letter**

Applicants are strongly encouraged to participate in non-academic secondments and must indicate their preferred secondment options in the application. All documents must be submitted in English. If the original documents are not in English, official translations into English are required. Only complete applications will be considered.

Ethical guidelines

All candidates are required to submit the ethics self-assessment based on the Horizon Europe guidelines available at: how-to-complete-your-ethics-self-assessment_en.pdf (europa.eu)

All key actors will adhere to Tampere University's ethical and legal standards, and all key steps will be adequately documented. Tampere University fully complies with the Finnish law with regards to the processing of applicants' documentation (*Act on the Openness of Government Activities (621/1999*), as well as *EU Regulation 2016/679 on General Data Protection*). Application and review documents will be treated as confidential and stored on a secure server with access limited to authorized personnel.

Evaluation Criteria

Evaluation criteria and respective weights implemented during the remote evaluation by the Evaluation Panel. Weighting is only for the ranking of evaluated proposals advancing to online interviews.

Evaluation of the application	
Evaluation criterion (weight)	Specific aspects to be assessed (specific weight %)
1. Excellence (50%)	**1.1. Excellence of applicant (CV) (25%)**
	Academic merit: 1. Awards/honours (e.g., scholarships, prizes); 2. scientific publications (incl. impact factor and citations) and conference presentations; 3. teaching, supervision and leadership experience; 4. International experience and engagement in networks at international level; 5. Participation/management of research projects; 5. Public engagement, knowledge transfer, patents or technology transfer experience; 6. Other relevant competences.
	1.2. Excellence of research proposal (25%)
	Research excellence: 1. Quality and credibility of the research project, including: a) Originality, level of novelty, and innovativeness; b) Theoretical and methodological framework; c) Consideration of interdisciplinarity and gender aspects; 2. Quality and appropriateness of the proposed training and two-way transfer of knowledge between the researcher and the host; 3. Complementarity and relevance of the supervisor(s) and research group(s) in relation to the proposed project.
2. Impact of research proposal (30%)	1. Potential to result in significant new scientific breakthroughs; 2. Magnitude and importance of the project's contribution to the expected scientific, economic and societal impacts; 3. Potential to enhance the applicant's future career prospects; 4. Quality of the proposed measures to exploit and disseminate the project results, and to reach different target audiences, both within and outside academia.
3. Implementation of research proposal (20%)	1. Coherence and effectiveness of the work plan, including appropriateness of the allocation of tasks and resources and risk management; 2. Appropriateness of the research infrastructure; 3. Feasibility of completion within the 36-month duration of the fellowship.
Evaluation at the interview stage: Weighting is only for the ranking of interviewed applicants.	
Evaluation criterion (weight)	Specific aspects to be assessed
1. Scientific command (70%)	Ability to explain the expected outcome, scientific and societal impact of her/his research during the interview. Clarity of ambition.
2. Communication skills (30%)	Communication skills, ability to defend her/his project during the interview.

Scoring and Threshold

The applied reviewing and scoring methods are based on those of the Research Council of Finland. For each of the criteria above, evaluators will be asked to provide: (i) a score between **1 (lowest) and 6 (highest)** and ii) comments. In addition to the criteria scoring, evaluators will also be asked to provide an assessment of the strengths and weaknesses of the research proposal as a whole. The total maximum score for each phase is 6. Evaluators will also be instructed to report ethical concerns.

The score scale, applicable both at the remote evaluation and interview stage, is as follows:

6. Outstanding | Exceptional quality and clarity; far exceeds expectations with no identifiable weaknesses.

5. Excellent | Highly convincing and well-articulated; no significant elements to be improved.

4. Very good | Strong overall with a few minor areas for improvement.

3. Good | Adequate but with clear room for improvement in quality, clarity, or coherence.

2. Satisfactory | Meets basic expectations but has significant weaknesses or gaps.

1. Poor | Fails to meet core criteria; major weaknesses in substance or presentation.

To produce the final ranking, the Project Management team considers the overall scores provided for each application by the three evaluators (Evaluation Panel) and the Interview Panel (weighed average 60% EvP; 40% IP). In cases where 2 proposals are tied (ex aequo), a final ranking decision is made by the Selection Committee by inspecting the individual scores and statements provided by each reviewed and by prioritising i) higher score in criterion 1.1 (excellence of applicant); ii) researchers at risk5, iii) with special needs, iv) gender balance.

Equal opportunities

Tampere University is open to researchers regardless of gender, religion, ethnicity, disability, sexual orientation, political views, language, age, and nationality. The host research groups operate an English-language environment and have a tradition of appointing international researchers. Researchers with special needs will be provided with tailored support by HR. Tampere University is committed to supporting researchers and their families as they settle into their new environment. This includes flexible working conditions and support with family-related matters. The University can provide information about local services and help families navigate available options. Tampere University also promotes work-life balance through flexible scheduling and encourages researchers to take part in activities offered by the International Staff Office. Tampere University offers training to supervisors to promote equal opportunities in career development for all researchers, with particular attention to supporting members of ethnic and other underrepresented minorities. As part of Tampere University's Equality Plan, the university is committed to making the necessary and appropriate adjustments to ensure that individuals with disabilities have equal access to education, employment, and career progression. The Global Gender Gap Report 2022 ranks Finland at number two

worldwide. Finland is a country where women usually work full-time and enjoy equal access to education and healthcare. It is also where women are most likely to be able to participate fully in the country's political and economic life.

Employment conditions

The postdoctoral fellowships are full-time positions that are filled for a fixed-term period of 36 months. The fellows have to relocate to Tampere, Finland before July 2027.

Reciprocal commitment to start the employment by July 2027 is formally agreed upon in a hosting agreement to be signed in early 2027.

The starting date will be as agreed by both parties (but by July 1st, 2027 at the latest).

The monthly salary will be 4500 € before taxation.

Tampere University offers a wide range of staff benefits, such as occupational health care services, flexible working hours, versatile research infrastructure, modern teaching facilities, excellent sports facilities on campus and several restaurants and cafés on campus with staff discounts.

Services for New International Researchers at Tampere University

Tampere is a vibrant, clean, and safe city where nature is always close at hand. It consistently ranks among the most attractive places to live, study, and work in Finland. With a population of 265,000, Tampere is the country's third-largest city and the largest inland city in the Nordic countries. Notably, one in five residents is a student in secondary or higher education.

In the following sections, you will find an overview of key resources and services to support your transition. These include practical quick links, Tampere University's relocation services, and a range of support for settling into your new work environment and everyday life in Finland.

Quick links

InfoFinland – Your Guide to Finland | Relocation Guide to Tampere |Tampere University as an employer | Moving to Tampere | Working in Tampere and Finland | Work in Tampere | Guide for International Researchers and Their Families |Hidden Gems Spouse Programme at Tampere University

Welcome to Tampere University!

At Tampere University, we support the relocation, integration and wellbeing of our international employees, grant holders and their families by offering guidance, peer groups and community activities that foster connection and belonging both on campus and in the Tampere region. Support is available before arrival and throughout different stages of settling into working and living in Finland.

Matters related to employment and relocation

Pre-arrival, our HR Services offer expert support for employees coming to Tampere University from abroad. HR Specialists advise on formalities to be completed before travelling to Finland and guide incoming employees in obtaining the necessary permits. You can contact International HR Services at international-hr@tuni.fi.

After arrival, the employer provides support with practical matters related to working in Finland, such as taxation, registrations, social security, and opening a bank account. New employees also receive guidance on settling into the workplace and life in Tampere, including services available for family members.

Settling-in support services

To support your transition and everyday life in Finland, Tampere University offers a range of services focusing on integration, wellbeing and community building:

- **Information and orientation**
  A comprehensive online Guide for New International Researchers and Their Families provides essential information on living and working in Finland, including work culture, diversity and inclusion, and practical arrangements. Additional orientation is offered through University's materials, courses and webinars upon arrival.
- **Language learning**
  Finnish and English language courses are available for employees.
- **Individual support**
  Short-term coaching and mentoring (1–3 sessions) support professional development, wellbeing, and transition into a new work and living environment.
- **Communities and peer support**
  International staff are welcome to join informal networks and peer groups that bring colleagues together for social activities and mutual support. Some groups are open and flexible (Network for Academics and Staff), while others (Curious Minds Peer Groups) are structured with registration.
- **Support for spouses**
  The University's Hidden Gems Spouse Programme offers peer support and networking opportunities for accompanying spouses, helping them explore career paths and everyday life in Finland.
- **City-level services**
  International House Tampere provides free multilingual guidance on everyday matters such as official processes, job search, studies, and entrepreneurship.

Contact us:

futurechips@tuni.fi

FutureChips webpage

https://projects.tuni.fi/futurechips/

Tampere University policies:

Code of Conduct for the Tampere Universities Community
https://www.tuni.fi/en/code-of-conduct

Research Ethics
https://www.tuni.fi/en/tau/responsible-research/research-ethics-and-integrity

Equality and Non-discrimination Policy
https://www.tuni.fi/en/tau/about-tampere-university/equality-and-equity/equality-and-non-discrimination-policy

FutureChips is co-funded by the European Union in the framework of the Horizon Europe Research and Innovation Programme under grant agreement Nº 101261075.