



**ESF Member Organisation Forum**  
**European Alliance on**  
**Research Career Development**

**1<sup>st</sup> workshop – Dr. Beate Scholz, Scholz CTC**

**Brussels – 9/10 January 2011**

## MO Forum on Research Careers

Implementation of "*EUROHORCs and ESF RoadMap*"

**CHAPTER 2:** "Promoting European Research Careers"

### EUROHORCs and ESF Vision on a Globally Competitive ERA and their Road Map for Actions

Contents

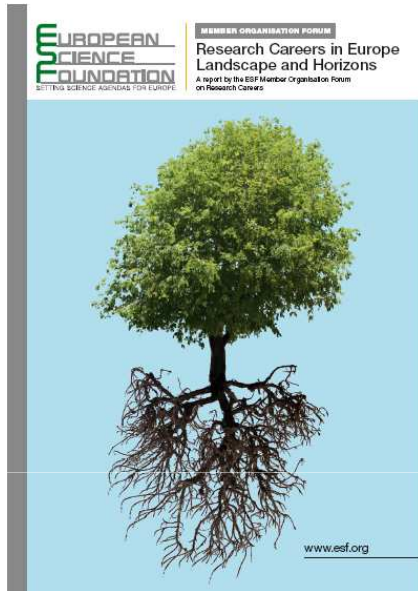
1 • Foreword  
3 • The EUROHORCs and ESF Vision

5 • The Road Map for Actions to Help Construct the ERA

25 • Annex 1  
EUROHORCs-ESF Task Force Minutes

- **What is the issue? (p. 7)**  
Adoption of a common strategy to ensure the attractiveness of research careers
- **Envisaged effect (p. 8)**  
Create & improve European-level & coordinated national policies & programmes for different career stages & paths
- **Required resources (p. 8)**  
Political will & operational commitment

## State of the art



### ESF MO Forum on Research Careers

11/2007-04/2010

- **Output**

Report ,Research Careers in Europe – Landscape and Horizons`

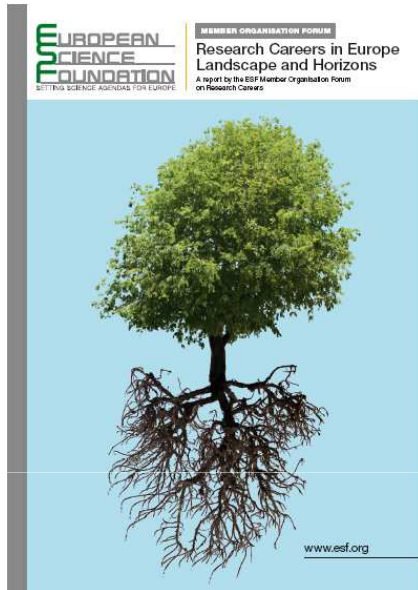
### ESF MO Forum European Alliance on Research Career Development

10/2010-

Launch conference 02/2011

17 MOs + 3 observers

## Main outputs



ESF MO Forum on Research Careers  
**11/2007-04/2010**

Report ,Research Careers in Europe –  
Landscape and Horizons`

1. Research career structure &  
development

↳ Research career taxonomy

2. `Equal playing fields`

↳ Gender equality concept

3. Human resources development

↳ Transferable skills definition & joint  
skills statement

# General results – 1

## Research career structure & development

- ↳ Orientation & predictability for researchers to work in Europe
- ↳ Taxonomy: four-stage model

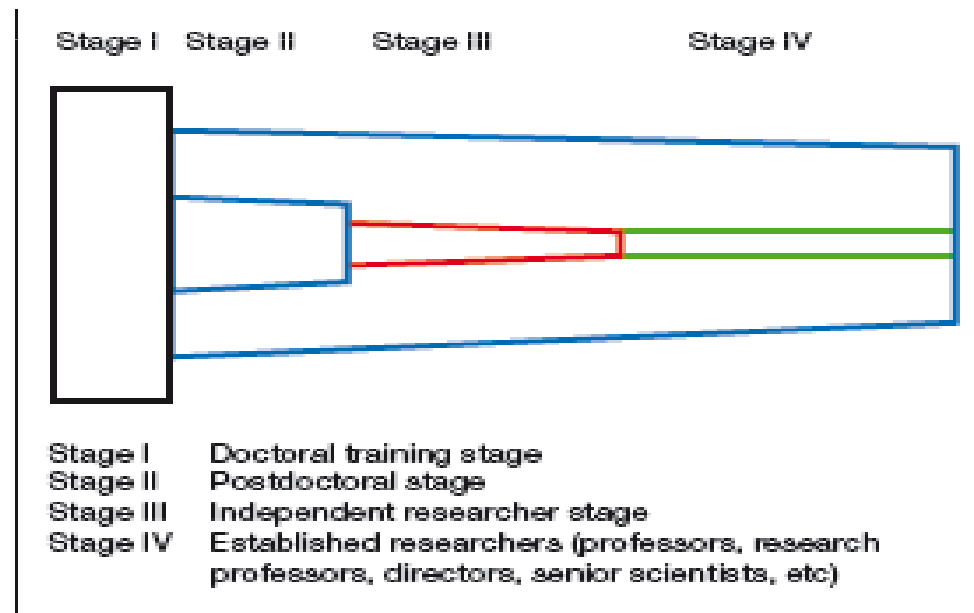


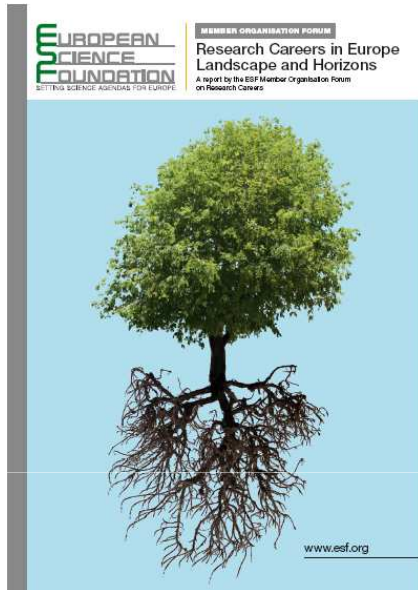
Figure 1.2. Schematic presentation of a four-stage research career

# Challenges ahead – 1

## Research career structure & development

- ↳ Current model limited to academia
- ↳ Action: Development of a coherent description of European research career structure & taxonomy encompassing private, public & higher education research
- ↳ Output: portal of research career structure & corresponding schemes ⇨ links with EURAXESS

# Links with key stakeholders – 1



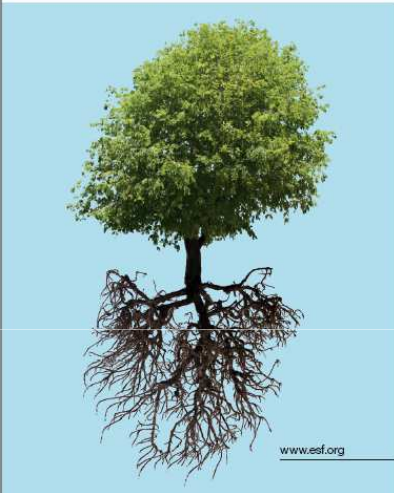
## Impact

### 1. Research career structure

- ↪ EC: European Innovation Union Consultation 'Towards a European Framework for Research Careers', ongoing

Observer status: EC

Joint membership: MO Forum & Steering Group on HR & Mobility (working group on skills)



## General results – 2

### Research career structure & development

More attractive conditions for research careers

- ↪ Salaried positions or stipends supplemented by social security benefits
- ↪ Early scientific independence ⇒ targeted funding schemes & career development programmes
- ↪ More mobility into & within the ERA



## Challenges ahead – 2

### Research career structure & development

Creating attractive conditions for a research career (especially for early career researchers prior to the PhD)

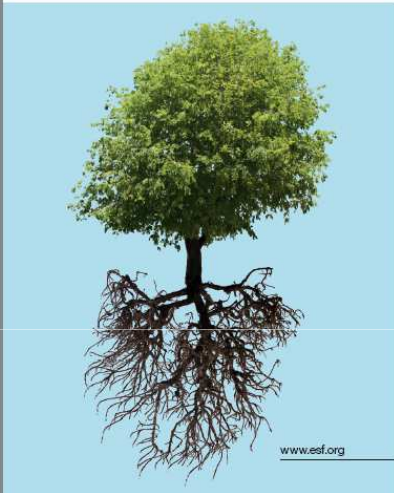
#### Actions:

- ↪ Scientific visa/work permits – development of a mapping exercise among MOs leading to the identification of best practices
- ↪ Mapping of good practice on social security issues
- ↪ Interaction of peer groups of researchers at an early stage ⇒ discussion on peer networks

## Links with key stakeholders – 2

### European Commission

- Workshop on Scientific Visa  
En route for the next step  
8 November 2010
- Implementation of the European  
Partnership for Researchers



## General results – 3

### 'Equal playing fields'

Inherent or hidden biases in the peer review system

Obstacles to career advancement of researchers having left the (European) academic research system, e.g.

- ↪ for family reasons,
- ↪ to work in industry
- ↪ to go abroad

To researchers with especially risk-taking & innovative approaches

⇒ *Need for a new scientific quality approach*

⇒ *Concept of inclusiveness*

## Challenges ahead – 3

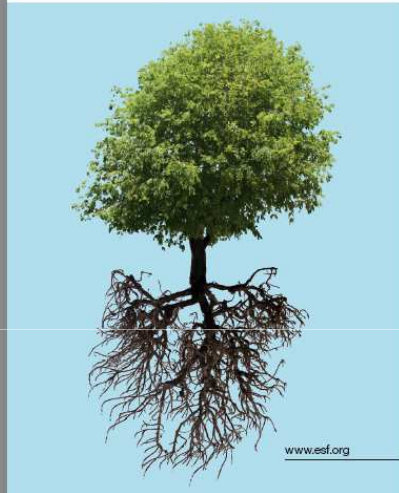
Providing equal playing fields for researchers of all backgrounds

### Actions:

- ↪ Development of guidelines for peer review encountering the issue of inclusiveness

### Links with other Fora:

- ↪ Collaboration with the Peer Review Forum



## General results – 4

### Human Resources Development

*"Research careers nowadays tend to be less path-dependent & to develop more and more into 'portfolio careers'"*

⇒ Need for researchers to acquire transferable skills throughout their careers

European agreement on definition & set of transferable skills

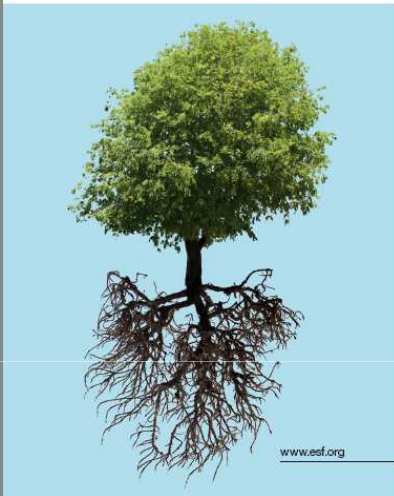
## Challenges ahead – 4

Ensuring ongoing career & transferable skills development for the individual researcher

- ↳ including international or inter-sectoral mobility

### Actions:

- ↳ Adoption of a collective joint statement of the skills required by the researchers to support ongoing career development
- ↳ Recommendations for its implementation



## Links with key stakeholders – 3

### LERU

- **Impact**

LERU Policy Recommendation

'Doctoral degrees beyond 2010'

↳ Adoption of joint definition

### EUA-CDE

### Vitae, UK

↳ Researcher Career  
Development Framework

## Potential outcomes – my vision

### Research career structure & development

- Joint taxonomy encompassing all sectors
  - [Funding & research career development portal](#)  
(linked to EURAXESS)
- Scientific Visa: joint mapping activity
  - MO Forum European Alliance on Research Career Development: voice of research community
- Pilot scheme: peer networks



## Potential outcomes – my vision

### ,Equal playing fields`

- Peer review ,manual` on how to deal with non-linear or portfolio careers, worked out by an inter-MO Fora working group

### Human Resources development

- Adoption of a joint career development framework
  - Corresponding action plans by MOs, displayed in Funding & research career development portal

# Funding portal

Stage Organisation	Postdoc	Independent Researcher	Established Researcher
FNR, Luxembourg	AFR Postdoc Grant	CORE Junior	ATTRACT PEARL
FWO, Belgium <sup>88</sup>	Odysseus Programme Type I Odysseus Programme Type II		
DFG, Germany <sup>89</sup>	Individual Grants Research Fellow- ships	Individual Grants Emmy Noether Programme	Individual Grants Heisenberg Pro- gramme
NWO, Nether- lands <sup>90</sup>	Veni	Vidi	Vici

