

Developing Research Careers In & Beyond Europe

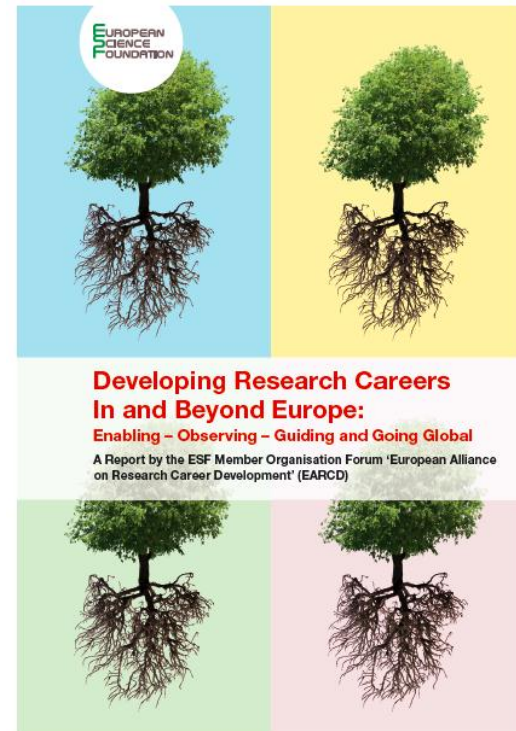
Enabling – Observing – Guiding & Going
Global

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- **EARCD Mission & Milestones**
- Enabling
- Observing
- Guiding
- Going Global
- What remains to be done...

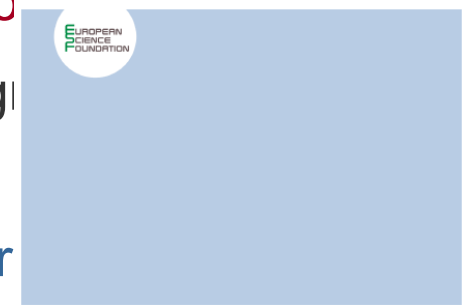




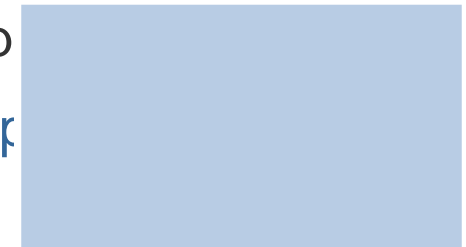
*“The EARCD aims to adopt a common strategy to ensure the attractiveness of research careers and thereby to create and improve **European-level and coordinated national policies and programmes for different career stages and career paths.**”*



- ✓ 21-23/05/13, Oslo: EARCD dissemination conference
- ✓ 29-30/05/12, London: EARCD Plenary, programme hearing on New concepts of mobility
- ✓ 09-10/02/12, Luxembourg: International Workshop on researchers' careers'
- ✓ 21-22/11/11, Strasbourg: EARCD Plenary, programme
- ✓ 09/11-08/12: Feasibility study of a pan-European development framework for researchers
- ✓ 05/11-01/12: Member Organisation Survey, evidence base
- ✓ 12-13/04/11, Istanbul: EARCD Plenary, decision on strategy & way to proceed
- ✓ 9-10/02/11, Brussels: Launch Workshop, definition of objectives, set up of 3 working groups



European Alliance on Research Career Development
A Survey Analysis by the ESF Member Organisation Forum



“Researchers’ careers are increasingly diverse!” (p. 4)

Needs: Developing...

- researchers **throughout their careers** in line with *European Framework for Research Careers*
- common **structured approach** towards researchers’ professional development



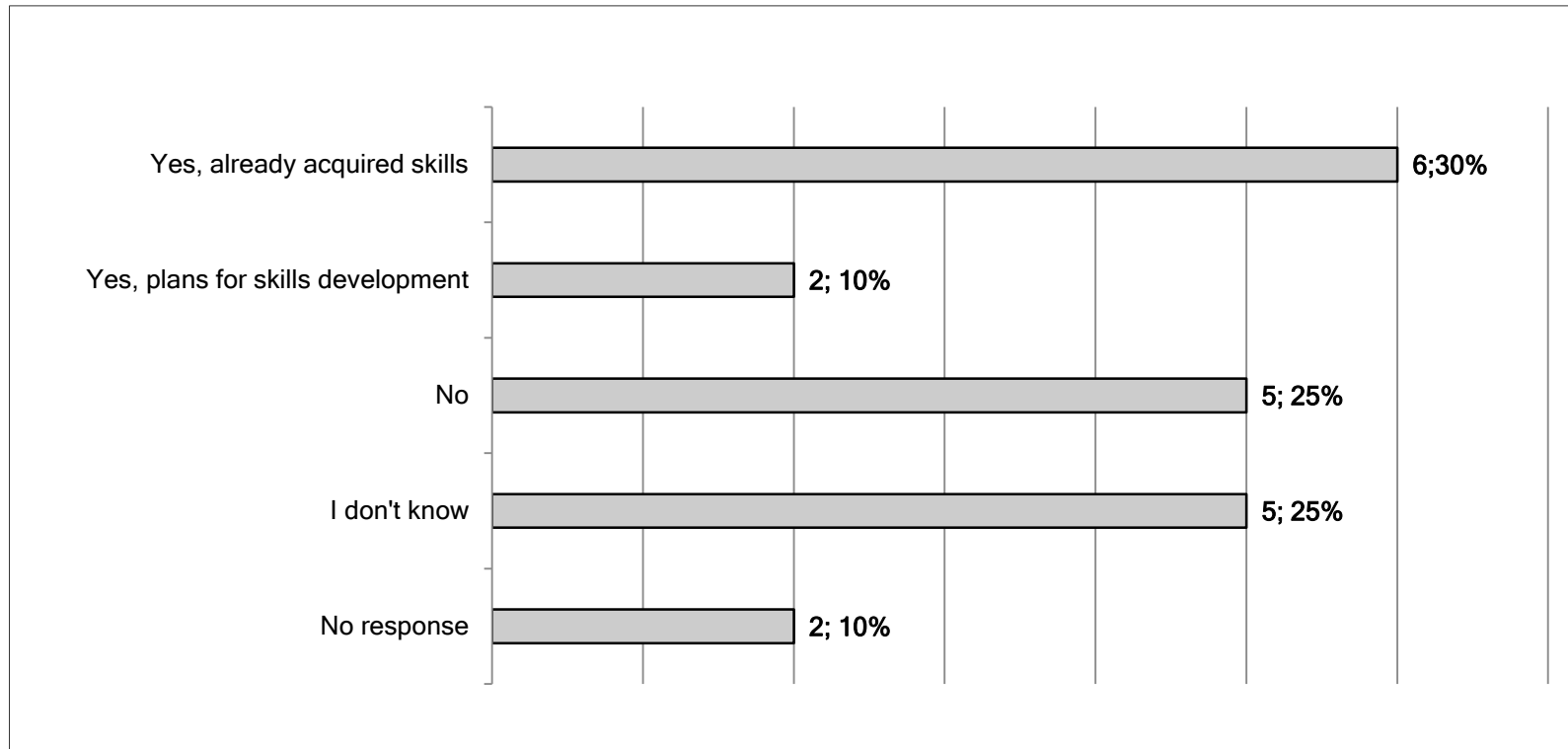
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Aims

- Working towards a pan-European Professional Development
- Providing guidance to research funders & research performing organisations to set up a concept for researchers’ professional development



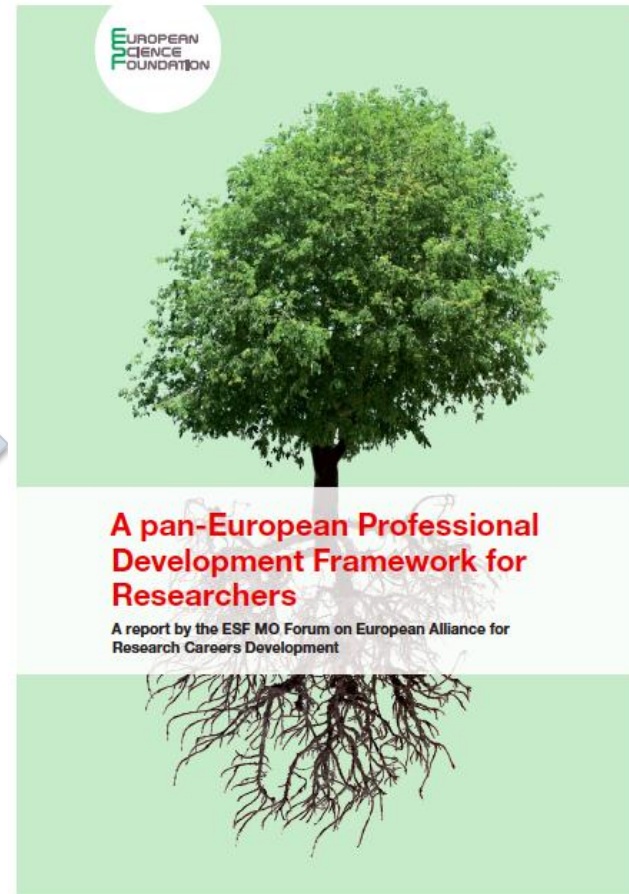
The professional skills paradox



***Cf. European Alliance on Research Career Development:
A Survey Analysis by the ESF Member Organisation Forum***



Feasibility study,
based on the UK's
Vitae Researcher
Development
Framework



Definition of Researchers' Professional Development

Researchers' professional development is a structured approach to the continuous development of researchers' knowledge, expertise and attributes at all stages of their career to improve their competency, employability and ability to pursue multiple career paths. This may be achieved by a variety of activities, whether formal and structured, or informal and self-directed.

Cf. Developing Research Careers In & Beyond Europe, p. 10



- Realising a **European Researchers' Professional Development Framework** → tool for researchers & institutions
- Completing the **Briefing for research funders and research organisations to set up a concept for researchers' professional development (RPD)**

Status: under way

Ways to proceed

- Conducting a wider independent trial based on Vitae's Researcher Development Framework → European Commission
- Implementation of the RPD Briefing by research funding & performing organisations



„Research organisations are accountable vis-à-vis their researchers and society at large to show that their programme achieve the desired impact and that scarce resources are well spent.“ (p. 4)

Needs

- Creating transparency and understanding the structures of research careers



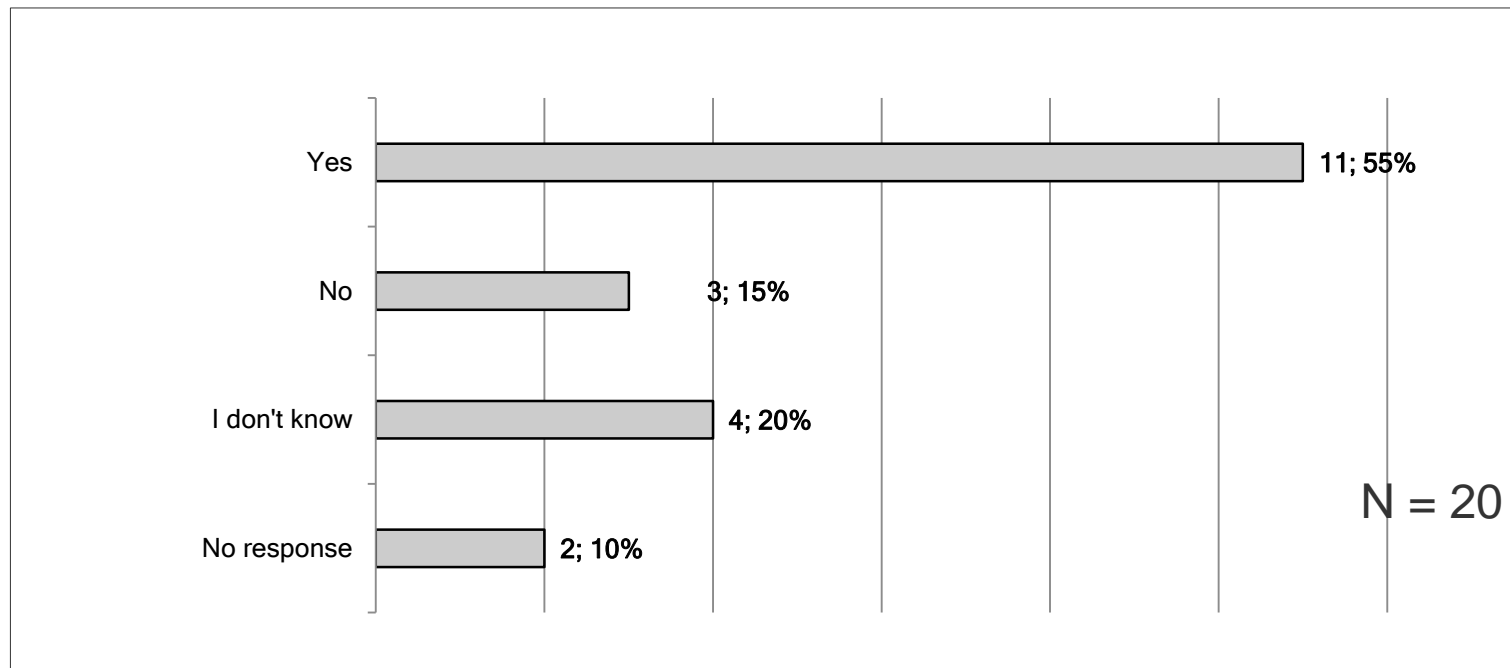
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Aims

- Endorsing the European Framework for Research Careers
- Bringing the issue of Research Career Tracking and Monitoring onto the research policy agenda in Europe



Plans for setting up own career tracking systems,
But: no common understanding/denominator

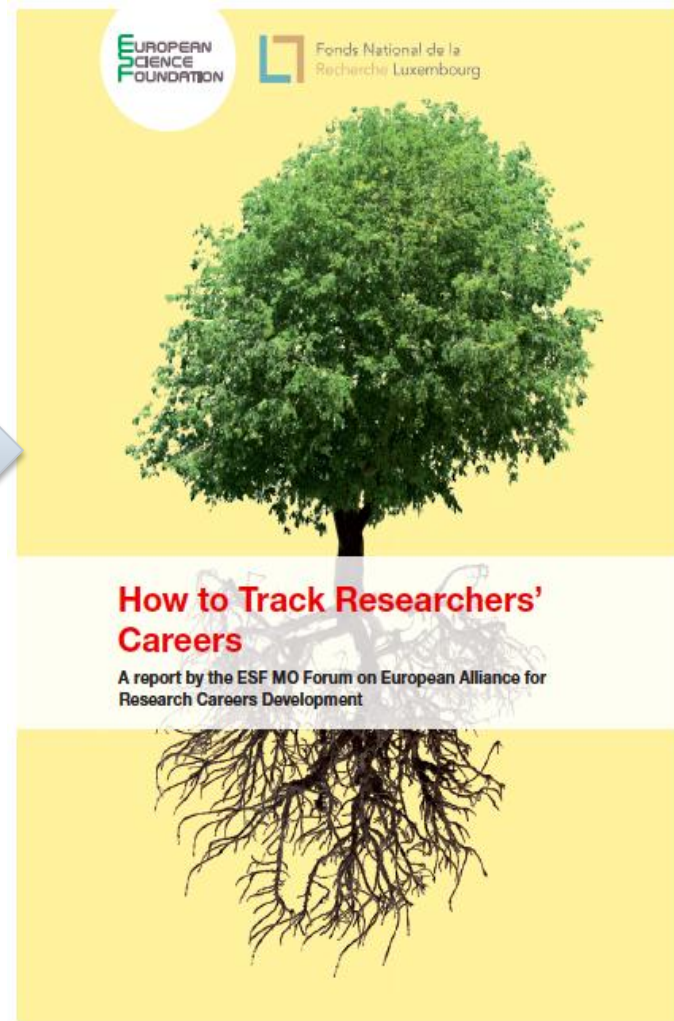


***Cf. European Alliance on Research Career Development:
A Survey Analysis by the ESF Member Organisation Forum***



International workshop ,How to track researchers' careers', Luxembourg, Feb. 2012

- Why & for whom is career tracking important?
- How shall it be carried out?



Definition of 'Career Tracking of Researchers'

Initiatives that follow up researchers' careers over a certain time period to understand researchers' career pathways. Surveys that trace back careers over several years, cohort studies at several moments in time (not just one) or longitudinal surveys are considered to fit the definition.

Cf. Developing Research Careers In & Beyond Europe, p. 15



Moving towards a **European Research Career Observatory**

- ⇒ Transparency regarding challenges, bottlenecks & opportunities of research careers
- ⇒ Help research organisations to better tailor policies & activities to researchers' needs

Ways to proceed

Creating an **International Platform for Research Career Tracking and Monitoring**; **Status: *under way***

- ⇒ Orientation on how to set up surveys, studies and/or career tracking systems based on international good practice



“Recognising the increasing diversification of careers, research organisations need to revisit their policies towards both mobility and appraising researchers’ achievements.” (p. 4)

Needs

- Better assessment of researchers’ individual career portfolios and mobility patterns



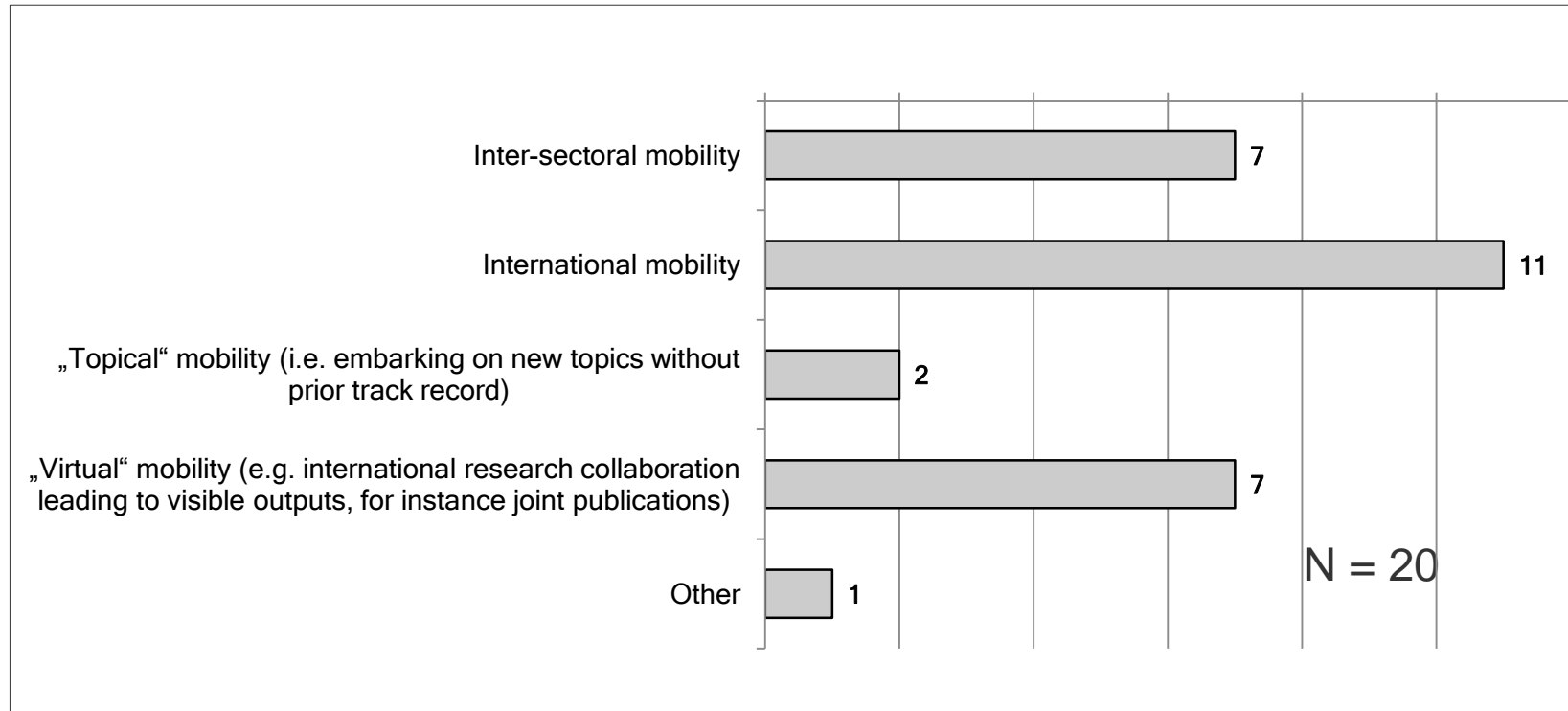
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Aims

- Developing a **policy recommendation on New Concepts of Mobility including combined/part-time positions**



Differences in acknowledgement of mobility patterns by research organisations

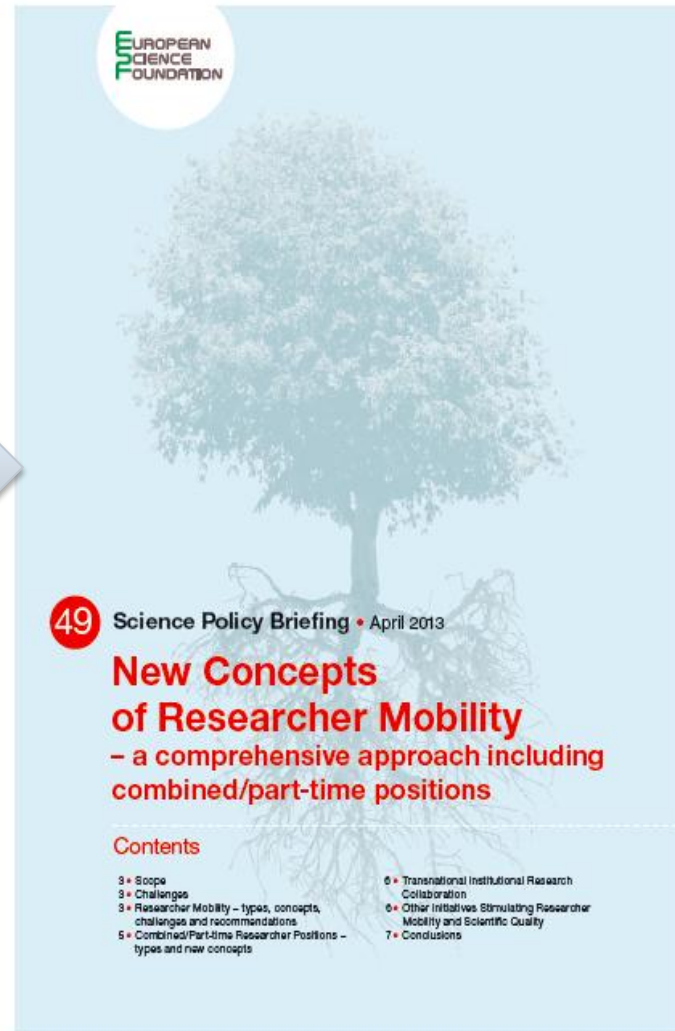


***Cf. European Alliance on Research Career Development:
A Survey Analysis by the ESF Member Organisation Forum***



Expert hearing on
,New concepts of
mobility &
combined/ part-time
positions‘, London,
May 2012

- Learning from good practice
- Preparing the ground for a guideline



Types of mobility: international – intersectoral – interdisciplinary & virtual

In order to achieve a common understanding we suggest the subsequent **definition**:
What we understand by '**virtual mobility**' thus refers to cross-border research cooperation based on verifiable signs of collaboration and participation. The source of information should always be independent of the researcher to be considered.

Cf. Developing Research Careers In & Beyond Europe, p. 21



Suggesting **new concepts of mobility and their acknowledgment including combined part-time positions**

⇒ Means to support different forms of mobility

Status: achieved

Ways to proceed

Developing a **guideline for peer review & evaluation**

⇒ Acknowledging the results of ESF's Member Organisation Fora on Evaluation and on Peer Review



„Globalisation makes interdependencies grow in all fields of life and the grand challenges of humankind are not limited to single countries or continents. Insular European approaches are no longer timely, especially when research careers are concerned.“ (p. 4)

Key recommendation

Working towards a **Global Forum for Research Career Development**

Ways to proceed

Organising an **EARCD dissemination conference**

- ⇒ Achieving wide recognition of our results & recommendations
- ⇒ Identifying common issues & discuss topics we have not yet been able to address



Enabling

- Conducting an independent trial in view of the European Researchers' Professional Development Framework
- Implementing the briefing for research organisations to set up a concept for researchers' professional development

Observing

- Advancing the Career Tracking & Monitoring Platform
- Conducting a pilot career tracking survey based on a common questionnaire



Guiding

- Developing a guideline for peer review & evaluation, coherent with the results of ESF MO Fora on Evaluation & Peer review

Going Global

- Identifying joint interests & concerns
- Linking with the activities of the Global Research Council

