

ESF MO Forum on Research Careers
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A Pragmatic Point of View

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Research Careers

- ✓ ESF MO Forum on Research Careers
 - Research Councils
 - Universities
 - Academies

*Based on the European Network on Research Careers
(a DFG initiative)*

Research Careers

- ✓ Only a part of the responsibility
- ✓ Also involved
 - Research performing institutions
 - Universities
 - Other funding institutions
 - Governtal authorities
 - Wage level
 - Taxes
 - Social security, health care, pension fonds

Research Careers

✓ Human capital is highly important

⇒ Very complex, very diverse

⇒ MO Forum needed

Aims

- ✓ HRM policy for researchers
- ✓ A minimum set of targets on a “short” time scale
- ✓ A better set of targets on the long range
- ✓ Practical targets with feasible recommendations to the right authorities
- ✓ A common, well defined discourse

Fases and interfaces

- ✓ Ph.D. Fellowships
- ✓ Postdoctoral Fellowships
- ✓ Recognised researcher
- ✓ Top level
- ✓ General features

Ph.D. Fellowships

✓ Inflow

- A broad selection base
- Diversity of applicants
- Diversity of selection procedures
- Diversity of statutes of personnel

Ph.D. Fellowships

✓ Work Climate

- Supervision
- Host institutions

✓ Outcome

✓ What next

- Academia
- Industry
- Miscellaneous

Postdoctoral Fellowships

- ✓ Inflow and diversity
 - Publication record
- ✓ Guidance, Evaluation
- ✓ Duration
- ✓ What next
 - Academia
 - Tenure track
 - Industry
 - Miscellaneous

Recognised researcher

- ✓ Brain drain and brain gain
- ✓ Odysseus programme – Group II
- ✓ ERC Starting Independent Researcher Grants

Top level

- ✓ Odysseus programme – Group I
- ✓ Methusalem programme
- ✓ ERC Advanced Investigator Grants

General features

- ✓ Equal chances
 - Gender and family friendliness
 - Nationalities
 - Diploma requirements

General features

- ✓ Social security
 - Contractual
 - Portable social security
 - Portable pension rights

General features

- ✓ Portability versus mobility
- ✓ Attractability of countries
 - General research surroundings
 - Language problems

Selection procedures of FWO

- ✓ Peer review

- Externally

- Internally

- ✓ Equal chances on the level of host institutions