

Synthesis of National Reports on Research Career Structures & Development

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- National Structure for Research Careers
 - Structure/Funding
 - Demand/Supply
 - Gaps/Bottlenecks/Challenges
 - Harmonisation/Supranational Approaches
- Mobility
 - Obstacles
 - Openness to Foreign Applicants
 - Public-Private Partnerships
 - Integration of out-of-field experience
- Charter & Code
 - Job Status
 - Employment Conditions
 - Soft Factors
- Best Practice Examples
- **Preliminary Conclusions**

Preliminary Conclusions

- Research career structure
 - ↳ Some similarities regarding career steps
 - ↳ Parallel worlds: targeted funding vs. fixed-term contracts for research assistants
 - ↳ Lack of reliable & transparent career tracks & HR strategies
 - ↳ Special attention to transition phases between different career steps
 - ↳ Imbalance: fixed-term contracts vs. permanent positions
 - ↳ Permanent position ⇒ danger to lose 'competitive edge'

- Mobility
 - ↳ Insufficient: international & intersectoral mobility despite funding schemes in place
 - ↳ Large obstacles: moves appear to be one-way

Preliminary Conclusions (cont'd.)

- Charter & Code
 - ↳ Rather 'indirect' effects
 - ↳ Most visible impact on job status ⇒ trend: salaries to replace stipends
 - ↳ So far:
 - ↳ Low impact on recruitment procedures ⇒ transparency
 - ↳ Clarification of rights & responsibilities

- Best practice
 - ↳ Funding for full career path or parts of it
 - ↳ Graduate Schools
 - ↳ Stipends with a backpack
 - ↳ Mobility schemes ⇒ attraction of foreign researchers
 - ↳ Junior Researchers' Groups
 - ↳ Model tenure track

- Research career structure
 - ↪ How to develop a typology or taxonomy as a common ‘denominator’ for comparability?
 - ↪ Role of supranational organisations like ESF in this respect?
 - ↪ In how far could research organisations promote reliable career tracks ⇒ role of funding schemes? Learning from RPOs?
 - ↪ Qualification of postdocs: how to better match demand and supply?
 - ↪ How to deal with ‘Parallel worlds (funded vs. contract researchers)?

- Mobility
 - ↪ How could research organisations foster international mobility? Networks of Graduate Schools?
 - ↪ How to reintegrate researchers after career step in industry ⇒ validation of achievements in terms of peer review? How to provide a level playing field?

Open Questions (cont'd.)

- Charter & Code
 - ↪ How could the provision of salaries instead of stipends be realised by MOs?
 - ↪ Role of supranational organisations like ESF in this respect? Developing & publicising principles & examples of good practice?
 - ↪ How to make sure that rights & responsibilities e.g. for contract researchers in funded projects are defined? Link to good scientific practice?
 - ↪ Could recruitment structures be influenced?

- Best practice examples
 - ↪ How to ensure mutual learning and dissemination of good practice?