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
✓ Methusaleh 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