Synthesis of National Reports on Research Career Structures & Development

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Topics

- 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 \(\Rightarrow\) trend: salaries to replace stipends
  - So far:
    - Low impact on recruitment procedures \(\Rightarrow\) transparency
    - Clarification of rights & responsibilities

- **Best practice**
  - Funding for full career path or parts of it
    - Graduate Schools
    - Stipends with a backpack
    - Mobility schemes \(\Rightarrow\) attraction of foreign researchers
    - Junior Researchers’ Groups
    - Model tenure track
Preliminary Conclusions – Open Questions

- 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?