

University of Cologne

Welcome Centre

Albert's International Assistance



Career Development for International Researchers

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EURAXESS Workshop 2016
RESEARCHER CONSULTANT CONFERENCE IN COLOGNE
Thursday-Friday, 23rd/24th of June 2016
"International Research Careers – Support, Advice, Promotion"

Questions

- Do we have to deal with careers?
- Academic vs non academic?
- Are internationals special?



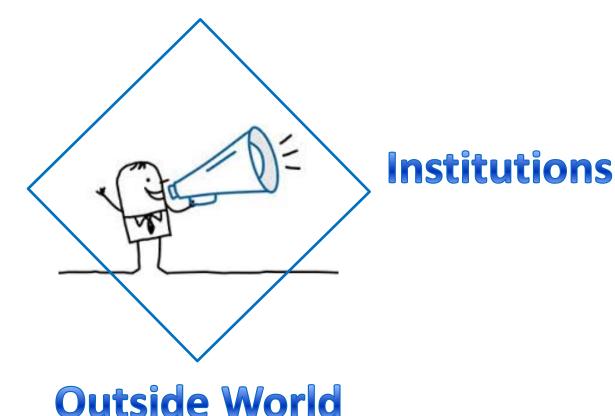


Do we have to deal with careers?



Listen to the voice of stakeholders...

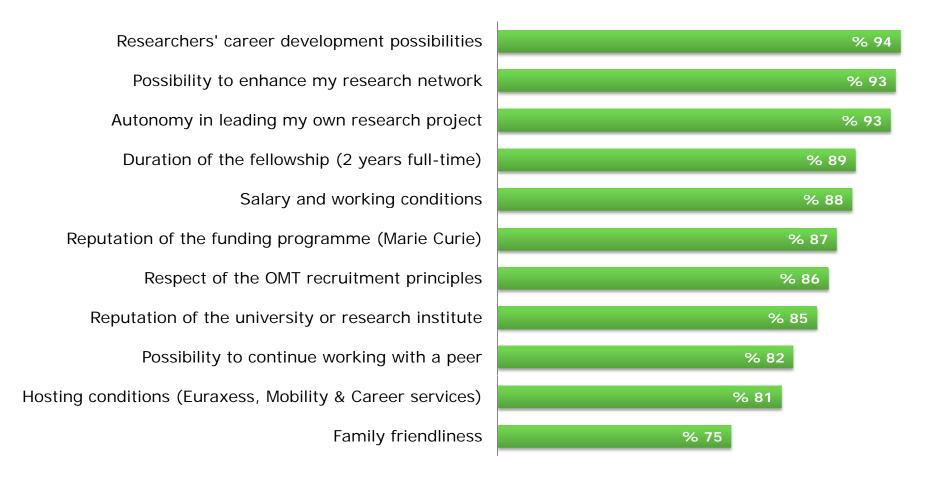
Heads of Unit



Researchers

The voice of the Researchers

Which elements are important when applying a fellowship?









The voice of the Heads of Units

- We need top talents
- We need stability in research
- We need to be able to manage the team
- We expect a future for our researchers
- We agree to help them to grow/to succeed







The voice of the Institutions



- We want excellence in research
- We need to grow in the rankings
- We need to face difficulties
- We expect engaged researchers





The voice of the Outside World



- We need to develop innovation
- We need to open the labour market
- We need to open science



- We want professionals
- We do not want academics





Academic vs Non Academic







Academic vs Non Academic

Top 5 expected skills from young researchers

	Health and Natural Sciences			Human and Social Sciences	
	Academic	Non Academic		Academic	Non Academic
Competences		Public	Private		
Problem solving	3	4		1	1
Team working	4	3	3	3	3
Language				4	4
Scientific Knowledge	1	1	1	2	2
Creativity	5	5	4		
Motivation	2	2	2	5	5
Openness			5		

Source: Apec-Deloitte, 2012





Academic vs Non Academic

Top 5 expected skills from experienced researchers

	Health and Natural Sciences			Human and Social Sciences	
	Academic	Non Academic		Academic	Non Academic
Competences		Public	Private		
Adaptability			4	3	4
Networking	3	2		2	1
Problem solving	5	4			
Team Management	1	1	1	1	3
Interdisciplinarity	4	5	2	4	2
Scientific knowledge	2	3	3	5	5
Motivation, involvment			5		

Source: Apec-Deloitte, 2012





Academic and non academic?

- Institutions and Companies sort out the same Top 5 skills
- They have the same expectations and priorities
- They are all interested in doing something
- However ...

Tools are missing

Money has to be devoted to fill the gaps

Do we put priority on careers?





Inspiring tools



The European Charter and Code for Researchers



An official EU recognition for those who are implementing the European Charter and Code principles

Reference: http://ec.europa.eu/euraxess/index.cfm/rights/







HRS4R



Development and acknowledgment

- Proceed to an institutional gap analysis regarding 4 groups of principles :
 - Ethical and professional aspects
 - Recruitement and section (OTM-R)
 - Working conditions and social security
 - Training and development
- Write an action plan
- Early involvement of the researchers and stakeholders in the process



Inspiring tools

Collegiality Team working People management Supervision Mentorina

Influence and leadership Collaboration

Equality and diversity

Subject knowledge

Research methods: theoretical knowledge Research methods: practical application

Information seeking

Information literacy and management Languages

Academic literacy and numeracy



RDF

Working with others

Communication methods Communication media Publication

Configuration and

Knowledge base

Analysing Synthesising Critical thinking Evaluating Problem solving

Teaching Public engagement Enterprise Policy Society and culture Global citizenship

Engagement, influence and impact

The knowledge and skills to work with others and ensure the wider impact of research.

Domain D

Knowledge and intellectual abilities

The knowledge, intellectual abilities and techniques to do research.

Domain A

Inquiring mind Intellectual insight Innovation

Argument construction Intellectual risk

Health and safety Ethics, principles and sustainability Legal requirements IPR and copyright Respect and confidentiality Attribution and co-authorship

Appropriate practice

Domain C

Research governance and organisation

The knowledge of the standards, requirements and professionalism to do research.

Income and funding generation

Domain B

Personal effectiveness

professional and

career development

The personal qualities and approach to be an effective researcher.

Enthusiasm Perseverance Integrity Self-confidence Self-reflection

Responsibility

Preparation and prioritisation Commitment to research Time management Responsiveness to change Work-life balance

Research strategy Project planning and delivery Risk management

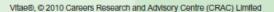
Finance, funding and resources

Financial management Infrastructure and resources

Career management Continuing professional development

Responsiveness to opportunities Networking Reputation and esteem





Priorities:ULg's Action Plan

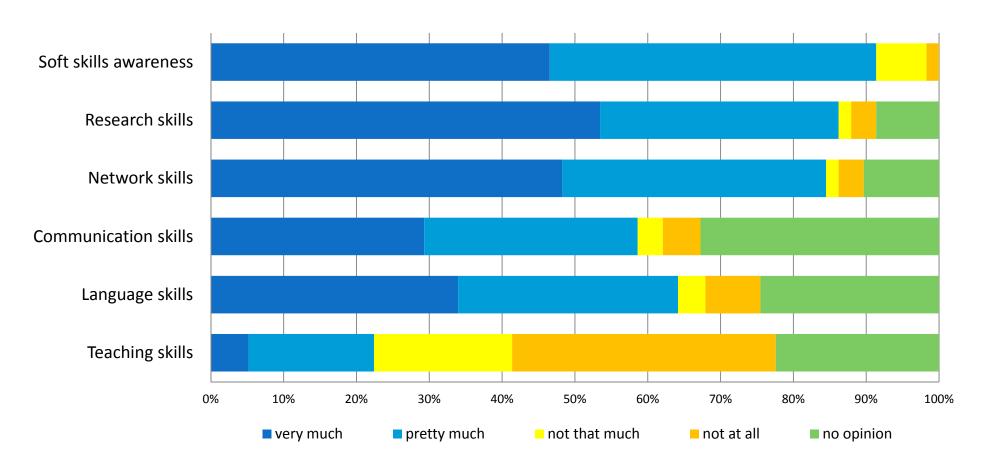
- Researcher's status
- Research environment
- Euraxess Mobility Centre
 - Strong Support
 - Family friendliness
 - Career Centre
- LLL offer for researchers
 - Trainings (see expected skills)
 - Networking





Skills self-assessment

Did/Does your stay enhance your skills?



Source: ULg, 2016, Survey on 3 Co-fund Post-docs cohorts





Are internationals special?





