Career Development for International Researchers

Isabelle Halleux, Dr. Ir.
Isabelle.Halleux@ulg.ac.be

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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?

Yes, absolutely!
Listen to the voice of stakeholders...
The voice of the Researchers

Which elements are important when applying a fellowship?

<table>
<thead>
<tr>
<th>Element</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Researchers' career development possibilities</td>
<td>94</td>
</tr>
<tr>
<td>Possibility to enhance my research network</td>
<td>93</td>
</tr>
<tr>
<td>Autonomy in leading my own research project</td>
<td>93</td>
</tr>
<tr>
<td>Duration of the fellowship (2 years full-time)</td>
<td>89</td>
</tr>
<tr>
<td>Salary and working conditions</td>
<td>88</td>
</tr>
<tr>
<td>Reputation of the funding programme (Marie Curie)</td>
<td>87</td>
</tr>
<tr>
<td>Respect of the OMT recruitment principles</td>
<td>86</td>
</tr>
<tr>
<td>Reputation of the university or research institute</td>
<td>85</td>
</tr>
<tr>
<td>Possibility to continue working with a peer</td>
<td>82</td>
</tr>
<tr>
<td>Hosting conditions (Euraxess, Mobility &amp; Career services)</td>
<td>81</td>
</tr>
<tr>
<td>Family friendliness</td>
<td>75</td>
</tr>
</tbody>
</table>

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

Source: ULg, 2015, PhD supervisors Mutual Learning seminars
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

Source: Multiple! See Institutional Strategic plans
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

Source: EU Communication; OECD and Deloitte reports
Academic vs Non Academic

NEW RULES OF THE GAME

Academic vs Non Academic
## Academic vs Non Academic

### Top 5 expected skills from young researchers

<table>
<thead>
<tr>
<th>Competences</th>
<th>Health and Natural Sciences</th>
<th>Human and Social Sciences</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Academic</td>
<td>Non Academic</td>
</tr>
<tr>
<td></td>
<td>Public</td>
<td>Private</td>
</tr>
<tr>
<td>Problem solving</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>Team working</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>Language</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Scientific Knowledge</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Creativity</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Motivation</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Openness</td>
<td></td>
<td>5</td>
</tr>
</tbody>
</table>

Source: Apec-Deloitte, 2012
## Academic vs Non Academic

### Top 5 expected skills *from experienced researchers*

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<td>Public</td>
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</tr>
<tr>
<td><strong>Adaptability</strong></td>
<td></td>
<td>4</td>
</tr>
<tr>
<td><strong>Networking</strong></td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td><strong>Problem solving</strong></td>
<td>5</td>
<td>4</td>
</tr>
<tr>
<td><strong>Team Management</strong></td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td><strong>Interdisciplinarity</strong></td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td><strong>Scientific knowledge</strong></td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td><strong>Motivation, involvement</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

Proceed to an institutional gap analysis regarding 4 groups of principles:

- Ethical and professional aspects
- Recruitment 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
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

See: http://www.ulg.ac.be/euraxess
Skills self-assessment

Did/Does your stay enhance your skills?

- Soft skills awareness
- Research skills
- Network skills
- Communication skills
- Language skills
- Teaching skills

Source: ULg, 2016, Survey on 3 Co-fund Post-docs cohorts
Are internationals special?

Surely not!

But we have to pay attention to:

- Entry conditions & integration
- Pension scheme
- Long term partnership (alumni)