



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?

Yes, absolutely!



Listen to the voice of stakeholders...

Heads of Unit

Researchers



Institutions

Outside World

The voice of the Researchers

Which elements are important when applying a fellowship?



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



Academic vs Non Academic

Top 5 expected skills **from young researchers**

Competences	Health and Natural Sciences			Human and Social Sciences	
	Academic	Non Academic		Academic	Non Academic
		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**

Competences	Health and Natural Sciences			Human and Social Sciences	
	Academic	Non Academic		Academic	Non Academic
		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



HR EXCELLENCE IN RESEARCH

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

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



HR EXCELLENCE IN RESEARCH

HRS4R



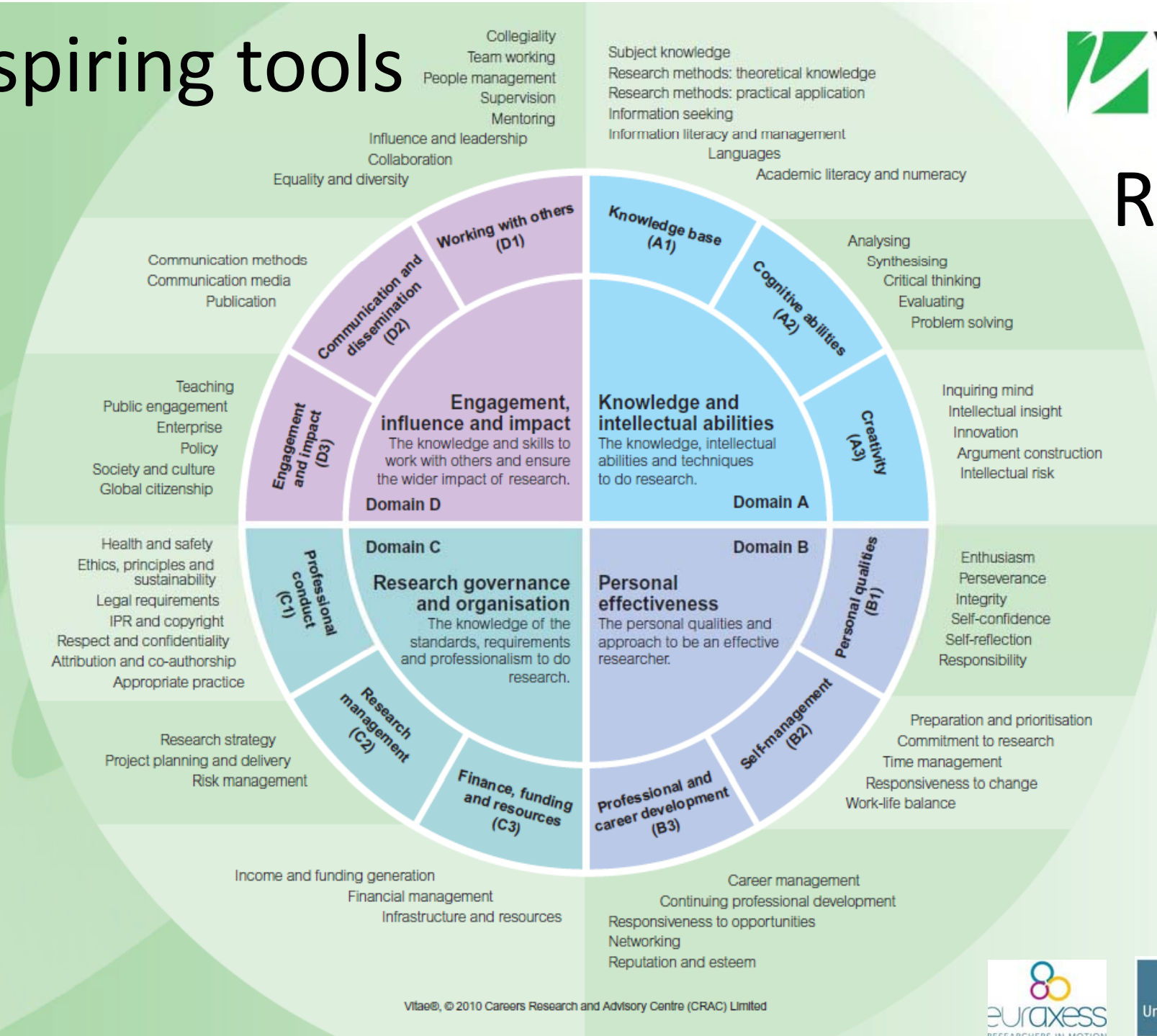
Development and acknowledgment

- Proceed to an institutional gap analysis regarding 4 groups of principles :
 - Ethical and professional aspects
 - Recrutement 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

RDF



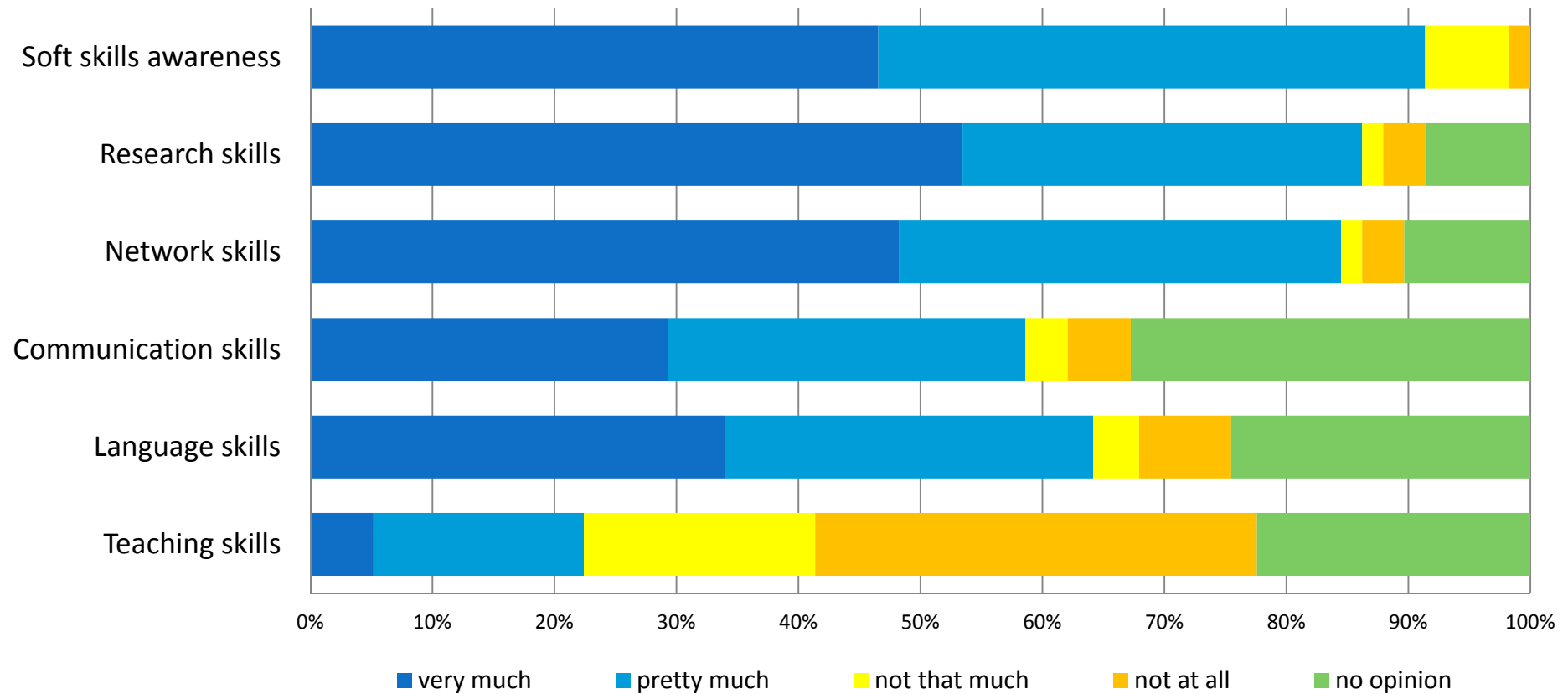
Priorities:ULg's Action Plan

- 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

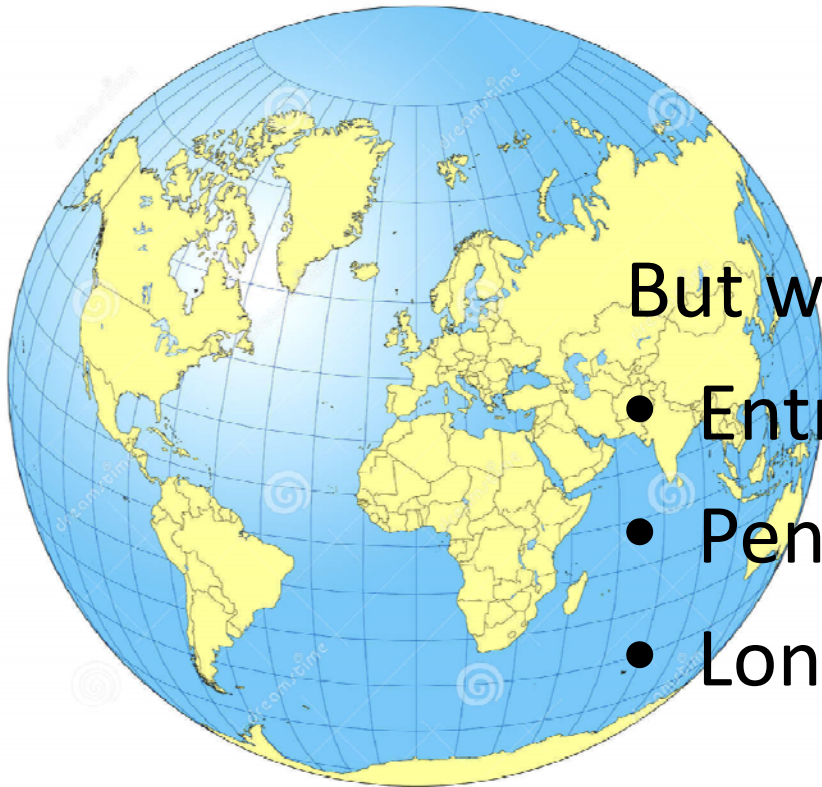
Did/Does your stay enhance your skills ?



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)