

*International Week 2018 – June 26th  
Freie Universität Berlin*

# ***Professional Skills for Research Leaders***

## **A bottom-up approach - A blended format**

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*This presentation will be published on [orbi.uliege.be](https://orbi.uliege.be) (Open Repository and Bibliography)*

## About ULiège

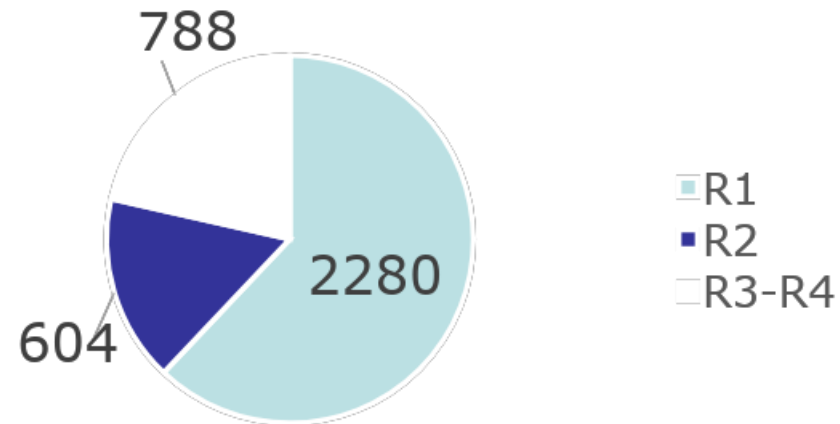


- ▶ 21,310 students
- ▶ 11 faculties
- ▶ Founded in 1817

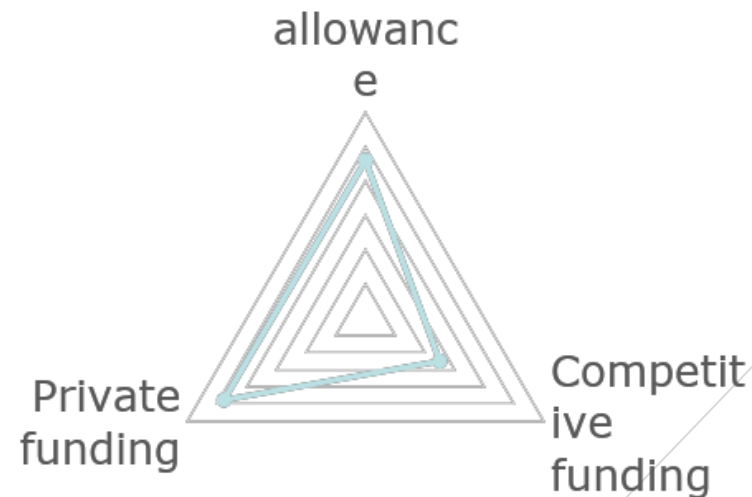
## About ULiège

- ▶ 3,672 researchers

<http://recherche.uliege.be>



- ▶ Budget for research:  
240 Million EUR



## Context

<http://www.recherche.uliege.be/HRS4R>



- ▶ HRS4R awarded in 2011
- ▶ 4 main topics for action :
  - Ethics
  - Gender
  - Supervision
  - **Career Development**

## Objective

- ▶ Build a programme to help independent researchers enhance their **leadership, management and engagement**
- ▶ Focus: progress from where they are now to where they want to be

## A bottom-up approach

- ▶ Setting up of a **Focus Group**:
  - Research Office Director
  - Vice-Deans Research
  - PI's

Strength: interdisciplinarity

- ▶ Objectives:
  - Forum to showcase and discuss the materials (online courses)
  - Working group to identify the needs of researchers and build appropriate workshops

## A blended format

- ▶ Online courses designed by Epigeum to provide participants **materials** developed through collaboration of **experts** from international universities
- ▶ A portfolio to bring **self-reflection**
- ▶ "Classroom workshop" to give participants the chance to **learn from mentors** and **share their own experiences**

"Courses raise questions, workshops provide answers"

## Programme

- ▶ 5 modules:
  - Developing and consolidating your research **career**
  - **Funding** your research
  - **Managing** a research team
  - Research **collaboration**
  - **Communicating** your research



## Target Group

- ▶ Early- and mid-career researchers
- ▶ New permanent staff
  
- ▶ “Vertically homogeneous” : uniform status
- ▶ “Horizontally heterogeneous” : diverse fields of research

## Follow-up

- ▶ Successful pilot cohort becoming sponsor of the project
- ▶ Programme officially launched in October 2018, sized to last 6 months
- ▶ Monitoring and evaluation to make

## Testimony

- ▶ *"PSRL courses highlight the importance of **reflecting** on your own career and provide essential **tools to help making good decisions** at the early stages of your scientific independence. I found this programme very useful when **developing your research leadership**. It gives you essential advices and tricks to ensure successful management of your research team, collaborations and research projects. It is also a great opportunity to **meet peer scientists who share similar challenges, as well as more established personalities with valuable experience**. I definitely encourage early stage independent researchers at ULIEGE to enrol in this program"*

**Dr. Pierre Close**, FNRS and WELBIO Group leader  
Head of Lab of Cancer Signaling, GIGA-Institute, ULIEGE

## Challenges

- ▶ Divide the programme to follow specific modules only
- ▶ Adapt the programme to a moving international public
- ▶ What about recognition? Internal certification versus external labelling

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***Thank you***

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