



ESF View on the Mobility of European Researchers in Europe

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ESF Member FORA: Rationale

“ESF Member Organisation FORA” are *output-oriented, issue-related venues for ESF Member Organisations, involving others as appropriate, to exchange information and experiences and develop joint actions in science policy.*

MO Fora channel the implementation of joint actions by identifying best practices, developing common guidelines and making policy recommendations.

The EUROHORCs and ESF Vision on a Globally competitive ERA and their Road Map for Actions

- Published in 2009
- 10 Actions:

1. strengthen the **relations** between **science, society and the private sector**
2. promote **European research careers**
3. develop **scientific foresight** for **joint strategy**
4. create a **European Grant Union**
5. address **peer review** of proposals
6. develop common approaches to **ex-post evaluation**
7. create **ERA Connect** and **Regional Clusters of Excellence**
8. develop shared funding and exploitation of **research infrastructure**
9. implement common policy on **Open Access**
10. connect **European research to the world**

MO Forum on Research Careers

Focus

Joint platform for the exchange of views and experiences. Interface for ESF MOs, the EC and universities in Europe represented by EUA and LERU.

Objectives

- ❑ To develop a Roadmap for research career development in Europe
- ❑ To create or improve European-level, including coordinated national, policies and programmes aimed at promoting different career stages and
- ❑ To raise the international visibility of the ERA as a common labour market for researchers.

Participation

Over 37 organisations (+ observers EC, EUA, LERU)

Timeline: November 2007 - April 2010

Action Items

1. Report on Research Careers in Europe Landscape & Horizons (Research Career Structure and Development; Gender Issues and Transferable Skills)
2. Policy recommendations to member organisations on the basis of surveys and analyses

www.esf.org <http://www.esf.org/activities/mo-fora/research-careers.html>

Published: 26 January 2010

MO Forum Data & Methodology

- Some figures
 - 9 meetings of the Steering Group
 - 4-6 meetings of working groups/subgroups
 - 3 plenary meetings
- Procedures
 - Joint decision on topics
 - Mapping
 - Questionnaire exercises
 - Analyses of existing surveys/publications
 - Preparation of the report

The MO Forum Report

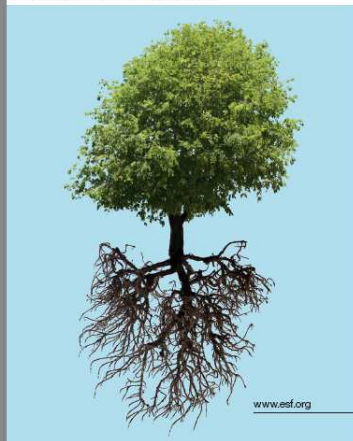
'Research Careers in Europe – Landscape & Horizons'

- Summary & Declaration
- Introductory Part
 - Motivation, Mission & Objectives, Scope & Structure, Methodology

Cross-cutting conclusions & recommendations

Annex

- Working group/subgroup chapters
- Questionnaires
- Membership list



5 Key recommendations

- Development of a Joint Taxonomy for Research Careers in Public and Private research sector
- Improving the attractiveness and competitiveness of European research careers through Flexisecurity
- Providing 'equal playing fields' for researchers of all backgrounds through a new 'scientific quality' approach
- Supporting the development of 'portfolio careers' by introducing a joint skills statement
- Developing and implementing European policies for research career development by establishing a European Alliance for Research Career Development

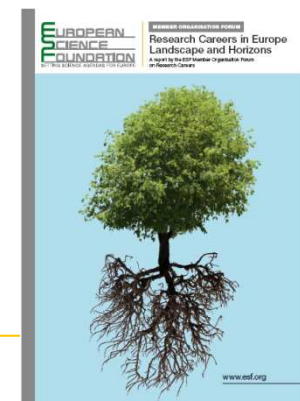
⇐ Intersectoral Mobility

⇐ Cross Border Mobility

⇐ Gender Equality Strategy

⇐ Mobility through continuous professional dev^t

⇒ Forum Declaration



The New Proposal

New ESF MO Forum on

European Alliance for Research Career Development

Implementation of Final Report Recommendations:

- Orientation & guidance
 - ↳ Taxonomy for research careers
 - New scientific quality approach
 - ↳ Adherence to quality and individualisation
- Transferable skills
 - ↳ Preparation for portfolio careers
- Appealing conditions for mobility
 - ↳ Salaries, social security, inter-sectoral mobility

New MO Forum on European Alliance on Research Career Development

Mission

To make sound and implementable recommendations in order to make Europe an attractive place to work as a researcher

Strategic Context

Action N° 2 of the "EUROHORCs and ESF Vision on a Globally Competitive ERA and their Road Map for Actions" on Promoting European Research Careers

Objectives

- ☐ Ensuring ongoing career and transferable skills development for the individual researcher, including international or inter-sectoral mobility;
- ☐ Creating attractive conditions for a research career (especially for young researchers prior to the PhD);
- ☐ Providing equal playing fields for researchers of all backgrounds.

New MO Forum on European Alliance on Research Career Development

Forum's Deliverables

- ☐ Development of a coherent description of European research career structure and taxonomy which encompasses both private, public and higher education research
- ☐ Adoption of a collective joint statement of the skills required by the researchers to support ongoing career development and come up with recommendations for its implementation
- ☐ Scientific visa/work permits – development of a mapping exercise among MOs leading to the identification of best practices
- ☐ Development of guidelines for peer review encountering the issue of inclusiveness (in collaboration with the Peer Review Forum)

MO Forum Steering Committee

- TÜBITAK (Chair: Nüket Yetis)
- The Academy of Finland (Contact person: Tiina Petänen)
- RCUK (Contact person: Iain Cameron)
- SNF (Contact person: Susanne Matuschek)
- DFG (Contact person : Anjana Buckow)
- FAS (Contact person: Cecilia Grevby)
- Danish National Research Foundation (Contact person: Vibeke Schrøder)
- FNR (Contact Person: Ulrike Kohl)
- CSIC (Contact Person: Jose Vicente Garcia Ramos)
- Swedish Research Council (Contact Person: Maria Starborg)

MO Forum Coordination: Laura Marin, ESF

Next Steps

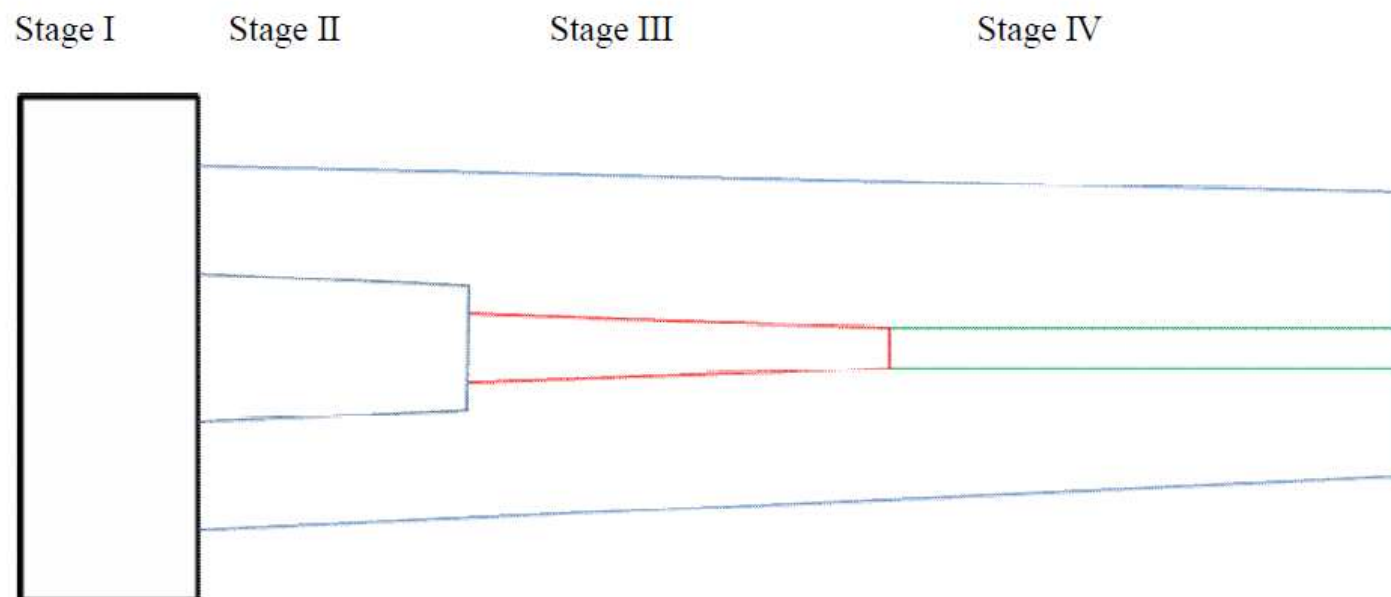
- 1st Steering Committee Meeting:
Brussels, 21 September 2010
- 1st MO Forum Workshop: Brussels, 27-
28 January 2011
- Actions:
 - Joint taxonomy
 - Equal playing fields
 - Skills statement
 - Improving attractiveness & competitiveness

Next Actions: Career structure and taxonomy

Align the actions developed by the different groups at EU level in order to create an overall taxonomy based on the work done by the description of a research career taxonomy by the previous MO Forum and others developed by LERU, by the EC Steering Committee on Human Resources and Mobility (Framework for Research Careers) and initiatives at national level.

Joint taxonomy

Fig. 1. Schematic presentation of the four-stage research career



Stage I	Doctoral training stage
Stage II	Postdoctoral stage
Stage III	Independent researcher stage
Stage IV	Established researchers (Professors, research professors, directors, senior scientists, etc)

Equal playing fields

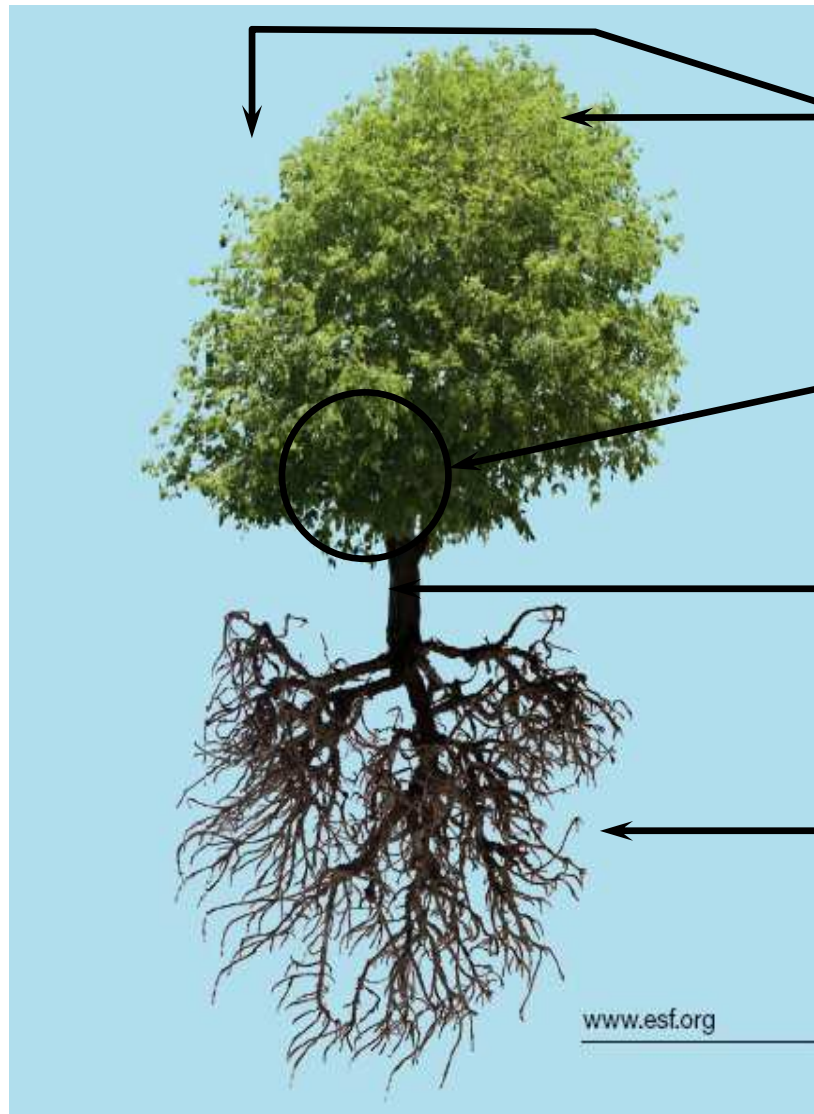
Creating equal playing fields for researchers with different background and experience integrating gender equality strategies, especially in peer review and the evaluation of research outcomes.
Allowing for more flexibility of research endeavours and (intersectoral) mobility.

Portfolio careers: Skills statement

Providing a framework for transferable skills provision and continuous professional development in Europe based on training needs analyses and tracking of successful research career paths.

"Transferable skills are skills learned in one context (for example research) that are useful in another (for example future employment whether that is in research, business etc). They enable subject- and research-related skills to be applied and developed effectively. Transferable skills may be acquired through training or through work experience".

The careers tree



Tree Crown = subsequent careers

Main Branches = dominant initial career pathways

Tree Trunk = HE research training and researcher development

Tree Roots = recruitment from a variety of 'sources'

Source: RCUK

Improving the Attractiveness & Competitiveness of European Research Careers

This topic envisages actions on: salaried positions incl. social security, enhancing mobility incl. transportable social security, scientific independence and a pilot scheme fostering peer networks among young researchers.

Work in close collaboration with the EC Steering Committee on Human Resources and Mobility.

Action N°8: Research Infrastructures (MERIL)

-ESF Member Organisation Forum

34 MOs plus 9 Observers

Jan 2010: Kick-off meeting of MO Forum on RI

- agreement on definition of RI
- 4 Working Groups:

Access and Standards (DFG, DE)

Funding and Evaluation (STFC, UK)

Networks (CNR, Italy)

Mapping (CNRS, France)

Mar 2010 and July 2010: MO Forum Steering Committee

- agreement on working plans and future meetings
- support of/ cross-linking with MERIL-Project (ESF) on mapping

- MERIL project

- grant agreement with the European Commission signed for a 2-year Contract amounting to 800 k€
- Steering Committee meeting to be held on 26 October 2010 in Bonn (DE)

There will be a strong collaboration between the MO Forum and the MERIL project.

Towards a Globally Competitive ERA – A joint conference of the ESF Member Organisation Fora

Presentation of MO Fora outcomes and identification of collaborative approaches

17 November 2010, Strasbourg (FR)

1. strengthen the **relations** between **science, society and the private sector**
2. promote **European research careers**
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4. create a **European Grant Union**
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Thank you for your attention

More info at:

<http://www.esf.org/activities/mo-fora.html>