# TAKE YOUR RESEARCH CAREER TO THE NEXT LEVEL WITH EURAXESS

Dirk Haaksman (Nuffic) – 3 February 2018 – MCAA Leuven

# EURAXESS SERVICES IN A NUTSHELL

- What can EURAXESS do for you?
- What can you do yourself? And what has EURAXESS then on offer to help?

- To improve your current situation
- or to make a next step in your professional career both international or intersectoral

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RESEARCHERS IN MOTION

# WHAT IS EURAXESS?

- A unique **Pan-European initiative** providing access to a range of information and support services to researchers wishing to pursue their research careers in Europe or stay connected to it.

- **European Union and 41 national networks** are working together to assist researchers and research organisations across all sectors!

- EURAXESS services are available **free of charge** to all.

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RESEARCHERS IN MOTION

# EURAXESS SERVICES IN A NUTSHELL

- The largest European network with **500 EURAXESS centres** supporting researcher development across Europe.
- EURAXESS **Portal** gathering up-to-date practical information on researcher‘s careers and mobility across 41 countries.
- EURAXESS **Jobs Database** including thousands of vacancies, fellowships and hosting opportunities in all research fields.
- Outreach to researchers in 6 global research hubs through **EURAXESS Worldwide offices.**

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# EURAXESS WORLDWIDE

- Multidisciplinary **networking tool** supporting **researchers working outside of Europe** who wish to connect or stay connected with Europe;
- Information on European research policy, research funding and collaboration opportunities and career opportunities in Europe and partner countries through dedicated **websites and newsletters**;
- Networking and training **events** in EURAXESS Worldwide countries to help researchers get in touch with other European researchers;
- **Information sessions** on the opportunities for cooperation with and career development in Europe.

CHINA

JAPAN

NORTH AMERICA

ASEAN

INDIA

LATIN AMERICA AND CARRIBEAN STATES

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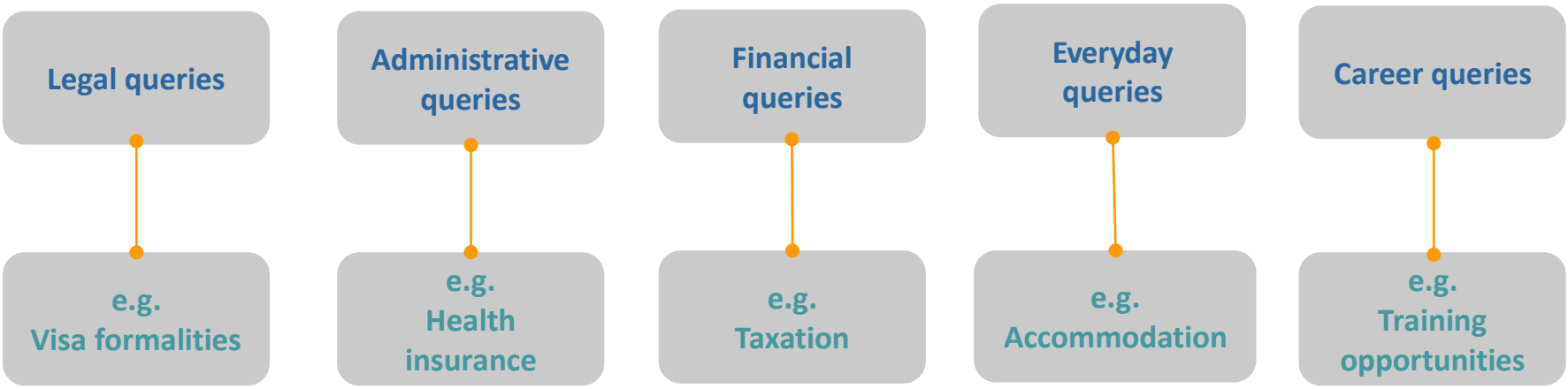
# EURAXESS CENTRES

**Advice and personalised assistance** on topics such as:




Check “Information & Assistance” section of the EURAXESS portal to find your local EURAXESS centre.

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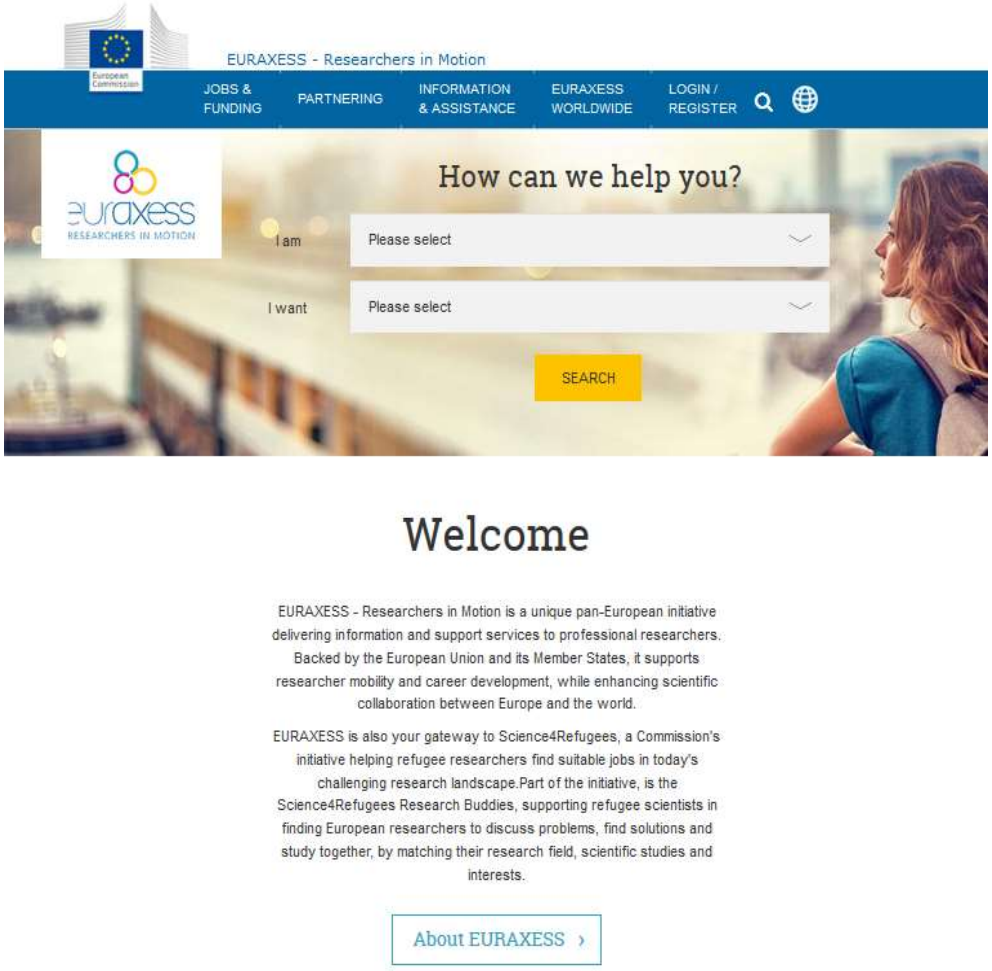
# EURAXESS PORTAL

- A platform for researchers, entrepreneurs, universities, and businesses to **interact** with each other.
- Covers **mobility** and **career** issues for researchers and entrepreneurs; allows universities and businesses to find the right talent; connects people, projects, and funding.
- URL: **www.euraxess.eu**



# EURAXESS PORTAL

Comprehensive collection of practical information on:

Create a **personal account** and login to benefit from the personalised information flow and extended networking opportunities.

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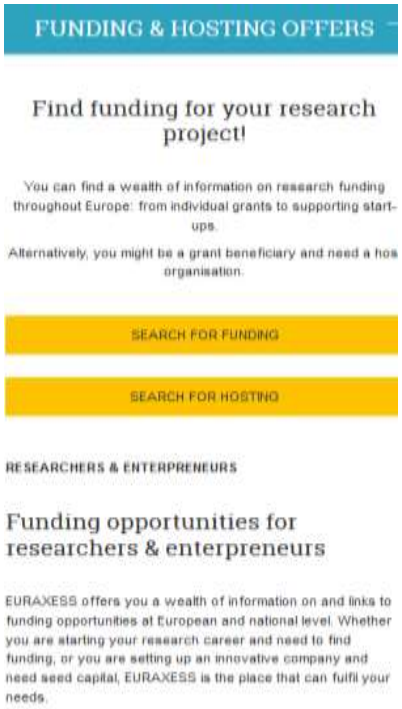
# PORTAL: JOBS & FUNDING DATABASE

- **Vacancies, fellowships** and **hosting** opportunities in all research fields.
- **Registered researchers** can insert their **CVs** and receive automatic updates matching their profile.
- **Employers** can publish job offers or search suitable candidates in the CV database.
- All services are **free of charge.**

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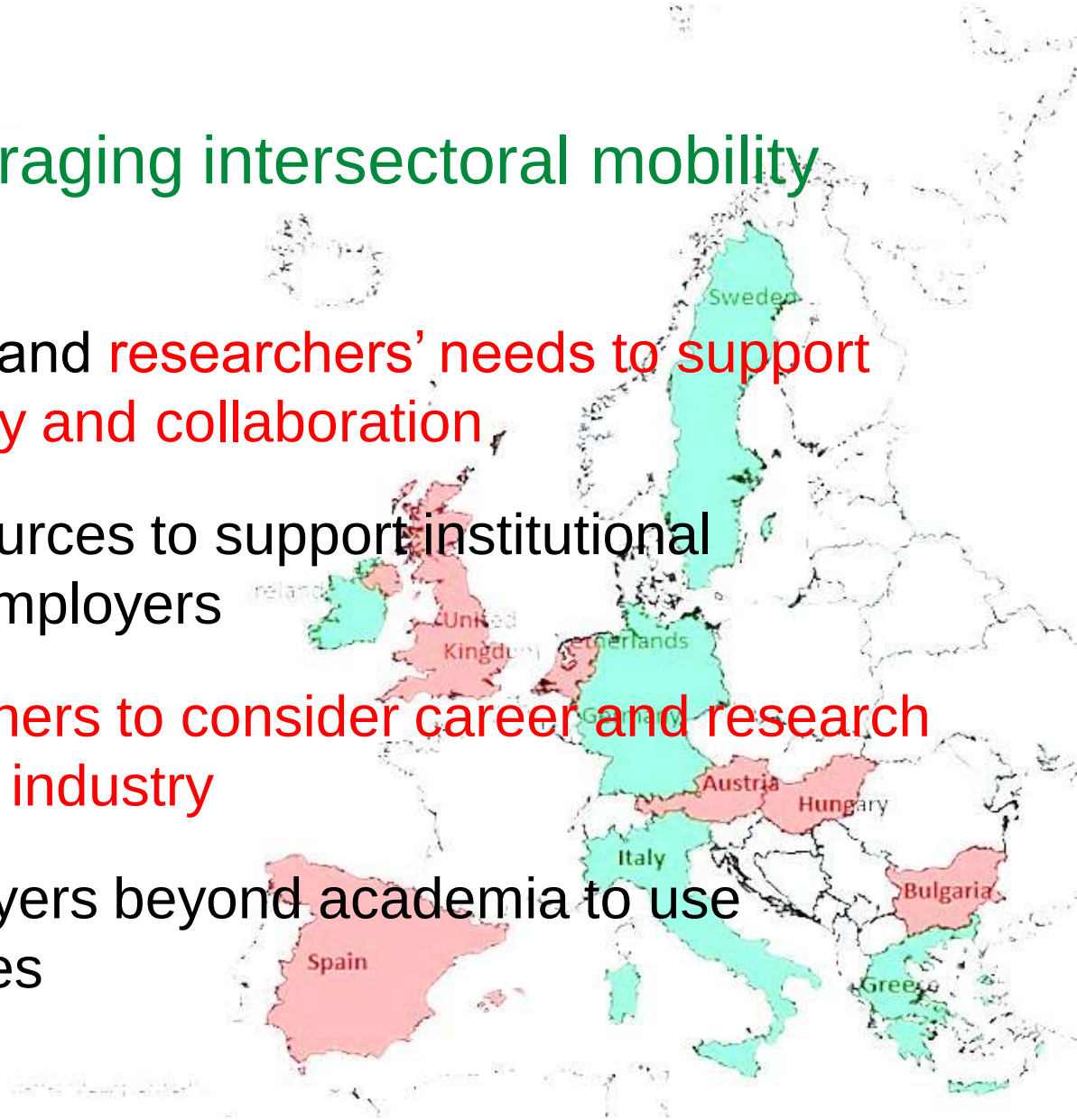
# EURAXIND project:

## Outreach to Industry

# EURAXIND encouraging intersectoral mobility

- Identify employers' and researchers' needs to support intersectoral mobility and collaboration
- Provide online resources to support institutional engagement with employers
- Encourage researchers to consider career and research opportunities within industry
- Attract more employers beyond academia to use EURAXESS services




The EURAXIND project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No. 710294

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# Core activities

- Literature review
  - Understanding employers' and researchers' needs
- Four surveys
  - EURAXESS Institutions (320 responses)
  - Researchers (994 responses)
  - Alumni (339 responses)
  - Employers (144 responses)
- Workshops for EURAXESS network and employers

3 February 2018

- Employer engagement strategy
- Development of a Toolkit for EURAXESS network
- Development of a Career Development Module for researchers

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# Literature Review – researchers views and experiences

- Perception of researchers is that intersectoral mobility is low
- More common in arts, social sciences and humanities
- Much less common than international mobility
- More common when schemes are funded to enable it
- Little published research on researchers' experiences of intersectoral mobility
- From the little there is it seems that it is easier to move to and from the public sector than private sector

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# Literature Review – barriers to intersectoral mobility for researchers

- Different cultures in academia and private sector mitigate mobility including lack of understanding and appreciation of skills developed by the other sector
- Different motivations provide barriers eg. private sector perceived as exploitative, whilst academia perceived as only interested in producing knowledge
- Perceptions of excellence differ
- Traditional academia views time in industry less favourably (eg. no papers published)
- In academia, security of employment increases with length of experience thus mitigating mobility by senior researchers

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# Survey: researchers' career thinking and development

- 78% want an academic career in the long term

- 57% would consider working outside academia – of these:
  - 70% would still want to do research
  - 37% in research/grant management
  - 35% in research/science policy

- 65% think it would be hard to get a non-research job in business
- < 30% think businesses value what researchers offer working in non-research roles

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# Survey: researchers' commercial awareness

- Interactions with business
  - 28% have done joint research; 27% business-focused research
  - 27% consultancy
  - 12% temporary sector mobility; 7% long term mobility
- 48% would like internship/placement in business; 52% to do joint research; 59% knowledge exchange / innovation
- Barriers to interactions
  - 45% uncertain impact on career (& reduction in research outputs)
  - 35% lack of experience/skills valued by business
  - 26% lack of confidence
- Researchers less confident about presenting evidence of people skills or commercial skills, compared with their research or self management
- Researchers less confident about interviews / selection, and getting good references, whereas confident about their CV/application form

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# Survey: how researchers see their own competencies

| | Very well | Fairly well | Not very well | Not well at all |
|---|---|---|---|---|
| Research skills and experience | 60% | 35% | 5% | 0% |
| Professional effectiveness | 16% | 59% | 23% | 1% |
| Self management | 13% | 54% | 29% | 4% |
| People skills | 5% | 38% | 50% | 8% |
| Communication skills | 2% | 24% | 49% | 25% |

# Survey: alumni who left academia

- Top reasons for leaving…. they wanted:
  - Better long-term employment prospects
  - More job security, no short-term contracts, better work/life balance
  - Wanted different professional challenges

- Most helpful support in transition:
  - Their own active job searching
  - Professional and personal networks

- Most useful support / experience / attribute when making transition:
  - Personal motivation / confidence / determination (73%)
  - Flexibility / adaptability (69%)
  - Training in transferable skills / competencies (26%)
  - Guidance from careers advisers etc. (11%)

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# Survey: alumni in their current job…

- 84% are very or fairly satisfied with current work/job (42% very satisfied)
- Only 6% now want an academic career
- What they actually do now:
  - 43% conduct research
  - 43% use detailed knowledge from their specialism
  - 68% evaluate/understand others' research
  - 75% draw on experience/competencies developed during HE research

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# Survey: what would help researchers' interact with business?

- more knowledge of opportunities (>60%)
- greater recognition of value of intersectoral mobility to an academic career (45%)
- more training in skills valued outside academia (43%)
- better understanding of skills valued outside academia (41%)

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# EURAXIND Career Development Module

- For researchers throughout Europe
- Part of EURAXESS portal
- Designed to open eyes to opportunities and inspire
- Provide practical advice
- not available yet ☹

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# EURAXIND Career Development Module Landing Page

1 Working outside academia – Finding out more about working elsewhere

2 Working in other Sectors – Facts and figures

3 Competencies by sector – Facts and figures

4 Career Stories – Inspiring stories from researchers no longer working in academia

5 Planning your career – How to make a career development plan

6 Finding opportunities – Where to start?

7 Getting the Job – Practical advice

# EURAXIND Career Development Module – 1 Working Outside of Academia

**Finding out more about working elsewhere**

A What do researcher do outside of academia

B How do researchers feel about working outside of academia?

C What competencies are important to employers?

D What are the barriers to working outside of academia

# EURAXIND Career Development Module – 2 Working in other sectors – facts and figures

**Facts & Figures**

A The charity sector
B The higher education sector
C The energy and mining sector
D The manufacturing sector
E The health and public sector
F The legal sector
G The life sciences and pharmaceutical sector
H The NGO and International Development Sector
I The public administration sector
J Publishing and Media Sector
K The finance sector
L The IT sector
M The transport, storage and communication sector
N The agriculture and Forestry Sector
O To be confirmed

EURAXIND PROJECT

# LABOUR MARKET INFORMATION: THE IT SECTOR

# THE IT SECTOR IN EUROPE

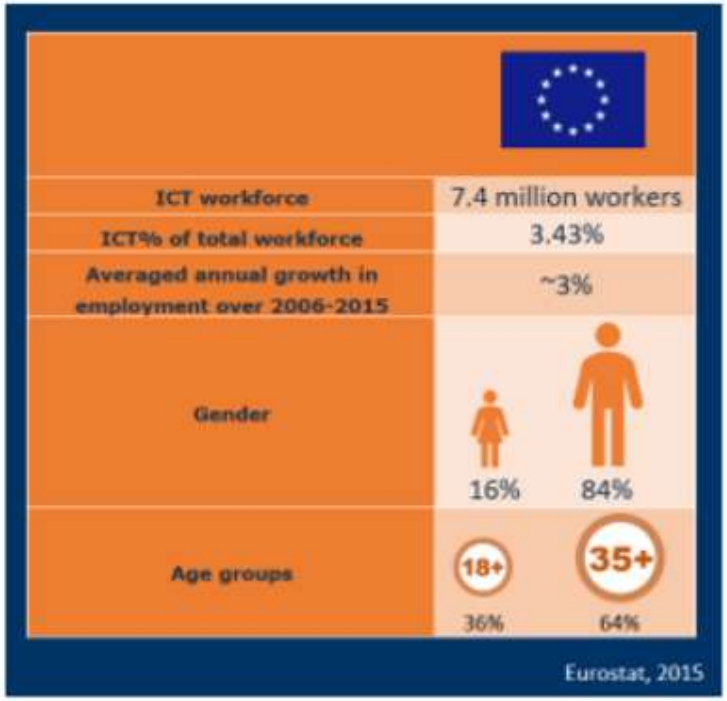
vitae realising the potential of researchers

EURAXIND-LMI RESEARCHER BRIEF SERIES

As part of EURAXIND's Labor Market Briefings Series, this report will give an overview of the IT sector specifically in Europe and how European researchers can begin making their career in the sector. While providing a general overview of the IT sector, this report will focus on the IT sector in three European countries, the United Kingdom, Germany, and Israel (non-European- Associated country), as all three countries boast significant IT sectors. It should be noted that is this is a general overview of the IT sector and does not seek to give specific information, rather a glimpse of the sector.

## THE IT SECTOR:

The IT sector stands for the Information Technology sector in recent years multiple bodies such as the OECD have begun calling the IT sector the ICT sector. In their classification of the ICT sector, the OECD defined it as, "as a combination of manufacturing and services industries that capture, transmit and display data and information electronically." In this report, we have expanded the definition of the IT sector not only to ICT but to any sector classification that has to do with Technology or High-Tech.




The last two decades have seen the information technology (IT) industry become one of the most important and dominant industries/sectors in the world. The birth of the IT sector over the last few decades has created unparalleled economic growth worldwide and specifically in the "West". This sector is defined by large IT economies which attempt to meet the exploding technology demands from businesses and private citizens. Not only has the sector become a force of production and output but one of employment as well. The sector employs millions of highly trained employees around the world who, for the most part, receive extremely competitive pay and benefits.

# EURAXIND Career Development Module – 3 Competencies by sector – Facts and figures

**Facts and figures**

Identify the **core competencies** valued in sectors commonly pursued by researchers.

Explore a range of **occupations** that are most commonly undertaken by researchers outside of academia. This will include research and research–related jobs, but also broader occupations, such as research policy, public administration, journalism, science communication.

# EURAXIND Career Development Module – 4 – Career Stories

**Inspiring career stories from researchers no longer working in academia**

Cross section profiles on gender, country of work, country of origin, academic discipline, sector and occupation

1. Transition from academic research
2. Current job – and how it compares
3. Competencies old and new
4. Reflections on my career path
5. My advice
6. LinkedIn Profile

# EURAXIND Career Development Module – 5 – Planning your career

## Tools to make a career development plan

A Understanding yourself

B Assess your values, capabilities and expertise

C Useful tools to assess your capabilities and expertise

D Create an action plan for your career development

E Professional Development Planning

# EURAXIND Career Development Module – 6 – Finding Opportunities

**Resources for finding job opportunities**

A Where can I get advice

B Schemes to Support

C Consider a mentor

D Placements

E Networking

F Entrepreneurship

# EURAXIND Career Development Module – 7 – Getting the Job

**Tools & tips**

A Creating a non-academic CV

B Interview Skills

C Articulating your skills to a non-research audience?

D Handling Job Offers

# EURAXIND encouraging intersectoral mobility

- Identify employers' and researchers' needs to support intersectoral mobility and collaboration
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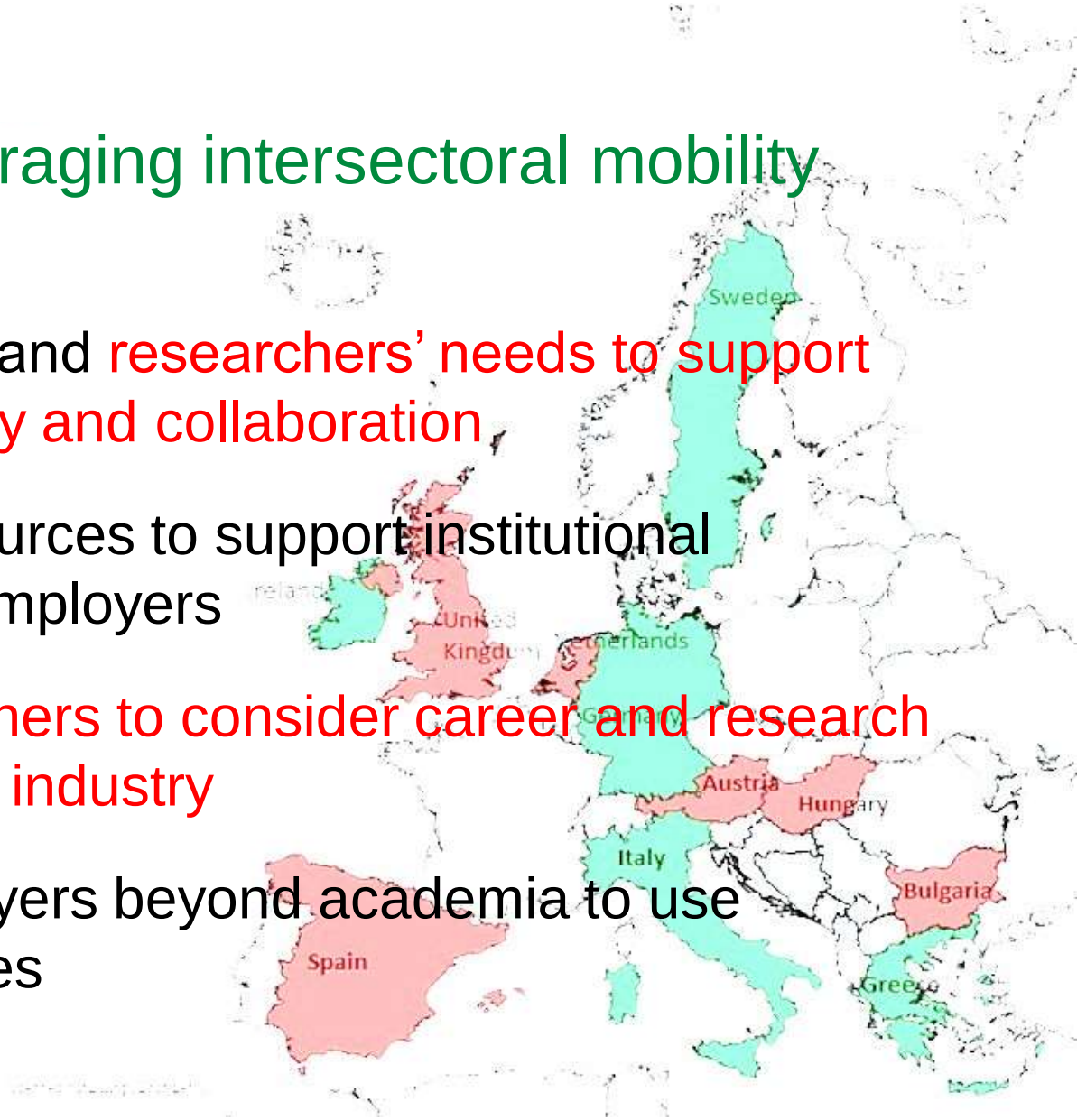


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# THANK YOU!

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# QUESTIONS?

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