

# CS1 - Vitae Researcher Development Framework Presentation to the Staff Training 26 March 2015

# Université de Liège and Vitae: partners in the ImpactE project (2012-2014), in the framework of Euraxess



# EURAXESS Wallonia-Brussels



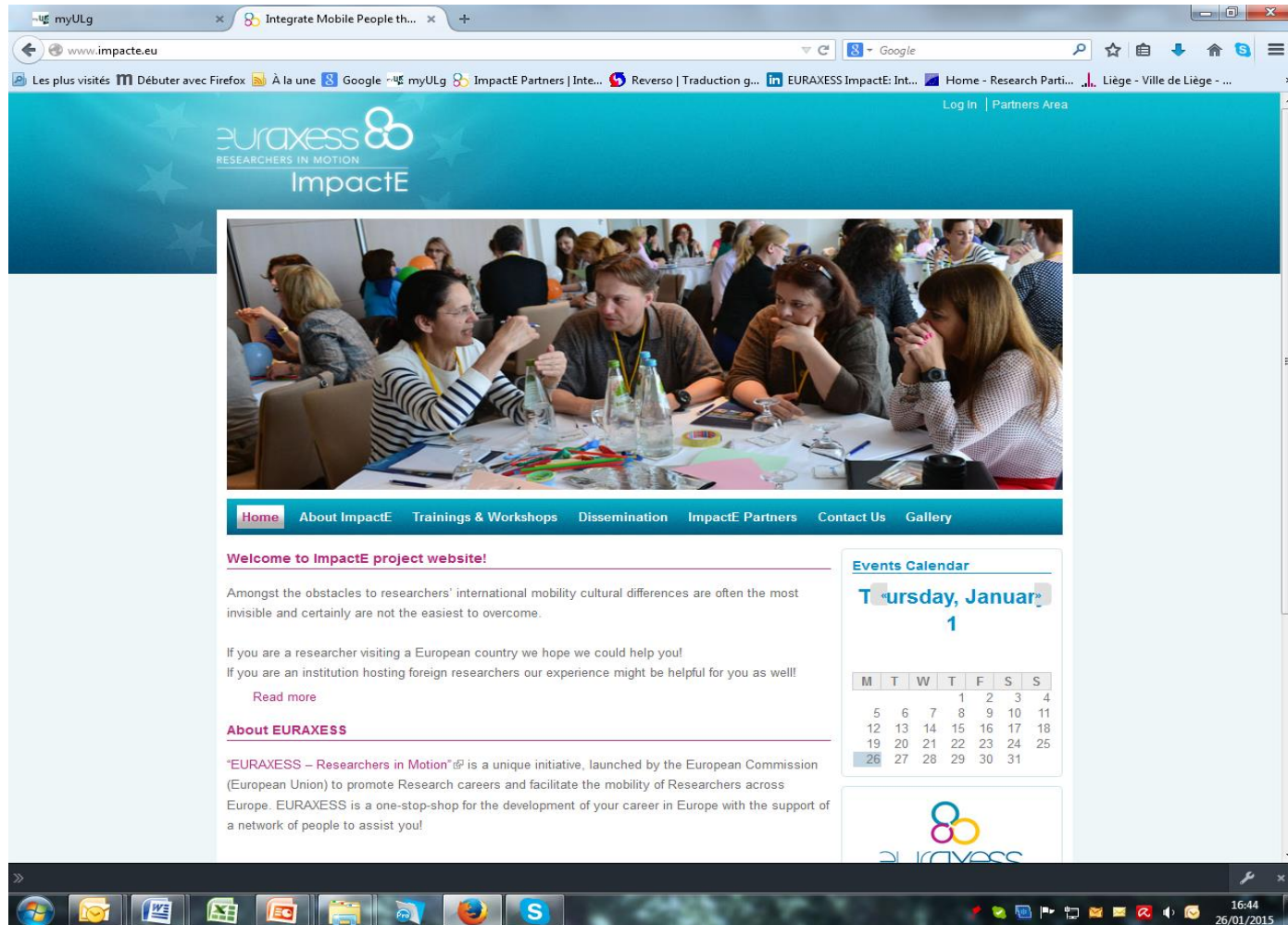
**There are 8 ESC/LCPs in Wallonia and Brussels including one in Université de Liège**

Service Centres in French Community of Belgium



- A network of 20 people implements EURAXESS in W-B
- Universities have received the HR excellence logo
- Hundreds of job vacancies have been published on the Euraxess Jobs platform

**<http://www.euraxess-cfwb.be>**



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RESEARCHERS IN MOTION  
ImpactE

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**Welcome to ImpactE project website!**

Amongst the obstacles to researchers' international mobility cultural differences are often the most invisible and certainly are not the easiest to overcome.

If you are a researcher visiting a European country we hope we could help you!

If you are an institution hosting foreign researchers our experience might be helpful for you as well!

[Read more](#)

**About EURAXESS**

"EURAXESS – Researchers in Motion" is a unique initiative, launched by the European Commission (European Union) to promote Research careers and facilitate the mobility of Researchers across Europe. EURAXESS is a one-stop-shop for the development of your career in Europe with the support of a network of people to assist you!

**Events Calendar**

Thursday, January 1

M	T	W	T	F	S	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

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- a comprehensive collection of publications regarding researchers mobility - **ImpactE Literature Review**

- a 20-pages **survey** about mobile researchers training needs (based on 188 responses)

- description of Researcher **career pathways** in 7 European countries

- 8 **Case studies** of good practice in cultural integration

- **Train The Trainer (TTT)** guide for Euraxess staff :  
concrete, practical and useful tools to facilitate  
integration of mobile researchers

- the **Research Mobility lens** on the Vitae Research  
Development Framework: focus on the knowledge,  
behaviours and attributes that researchers can use in  
an international context to improve their effectiveness  
in a new research environment

# Vitae Researcher Development Framework by researchers for researchers



Based on accounts of successful researchers

- ✔ Literature survey
  - ✔ Definitions of research and research roles
  - ✔ Competency frameworks - academic and related occupations
- ✔ Empirical data
  - ✔ >100 interviews with experienced researchers
  - ✔ Range of experiences, institution types, geographical context, disciplines, demographics
  - ✔ >1000 characteristics and variants, clustered into groups
- ✔ Broad consultation
  - ✔ 242 sector responses
  - ✔ Employer validation
  - ✔ Sector advisory & project groups
- ✔ Validation
  - ✔ Expert panel: 14 senior academics
  - ✔ Endorsement by stakeholder organisations

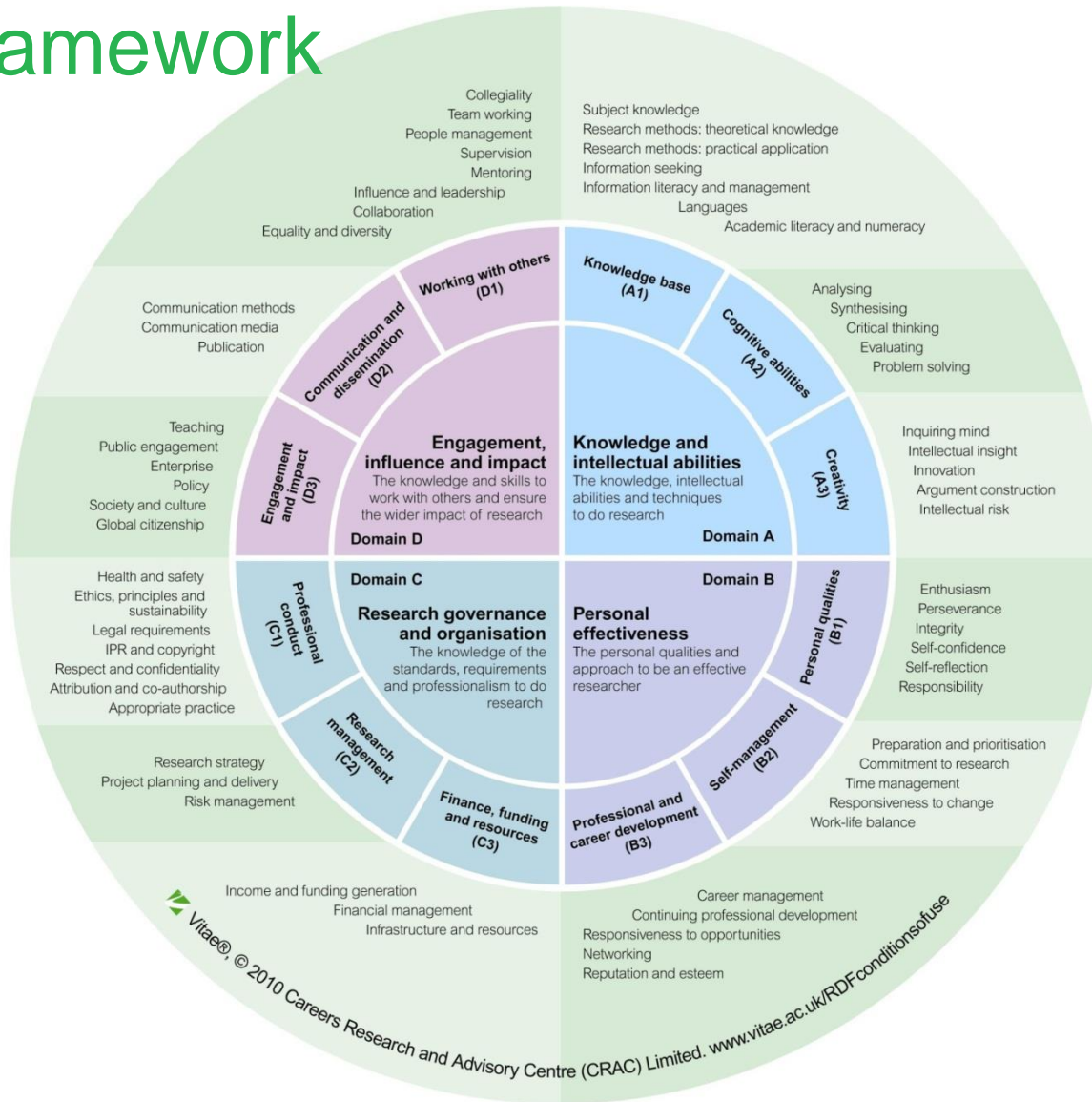




# Vitae Researcher Development Framework



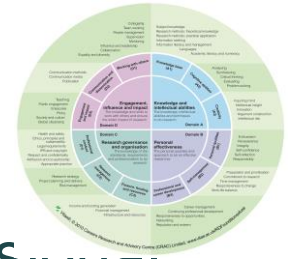
- Framework of the knowledge, behaviour and attributes of successful researchers
- Enables self-assessment of strengths and areas for further development
- Common language for researchers capabilities





# Pan-European professional development framework – feasibility study

(European Science Foundation)

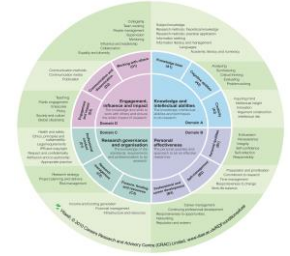


- 'Real demand among researchers for a more structured approach towards researcher's professional development and active career planning.'
- 'RDF proved to be a solid basis for making researchers reflect on their skills and attributes and on their career aspirations in general.'
- 'Provides an important potential to support the professional development of researchers in any national or institutional environment.'

<http://www.vitae.ac.uk/researchers/1271-569791/New-ESF-funded-feasibility-study-calls-for-a-single-European-Researcher-Development-Framework-.html>



# Vitae Researcher Development Framework Lenses



Highlighting sets of researchers' capabilities acquired or used in various other contexts

## Direct focus within the RDF

- ✓ Enterprise (EEUK, NCEE, RCUK)
- ✓ Leadership (LFHE)
- ✓ Knowledge exchange (AURIL)
- ✓ Intrapreneurship
- ✓ Researcher mobility

## Under development

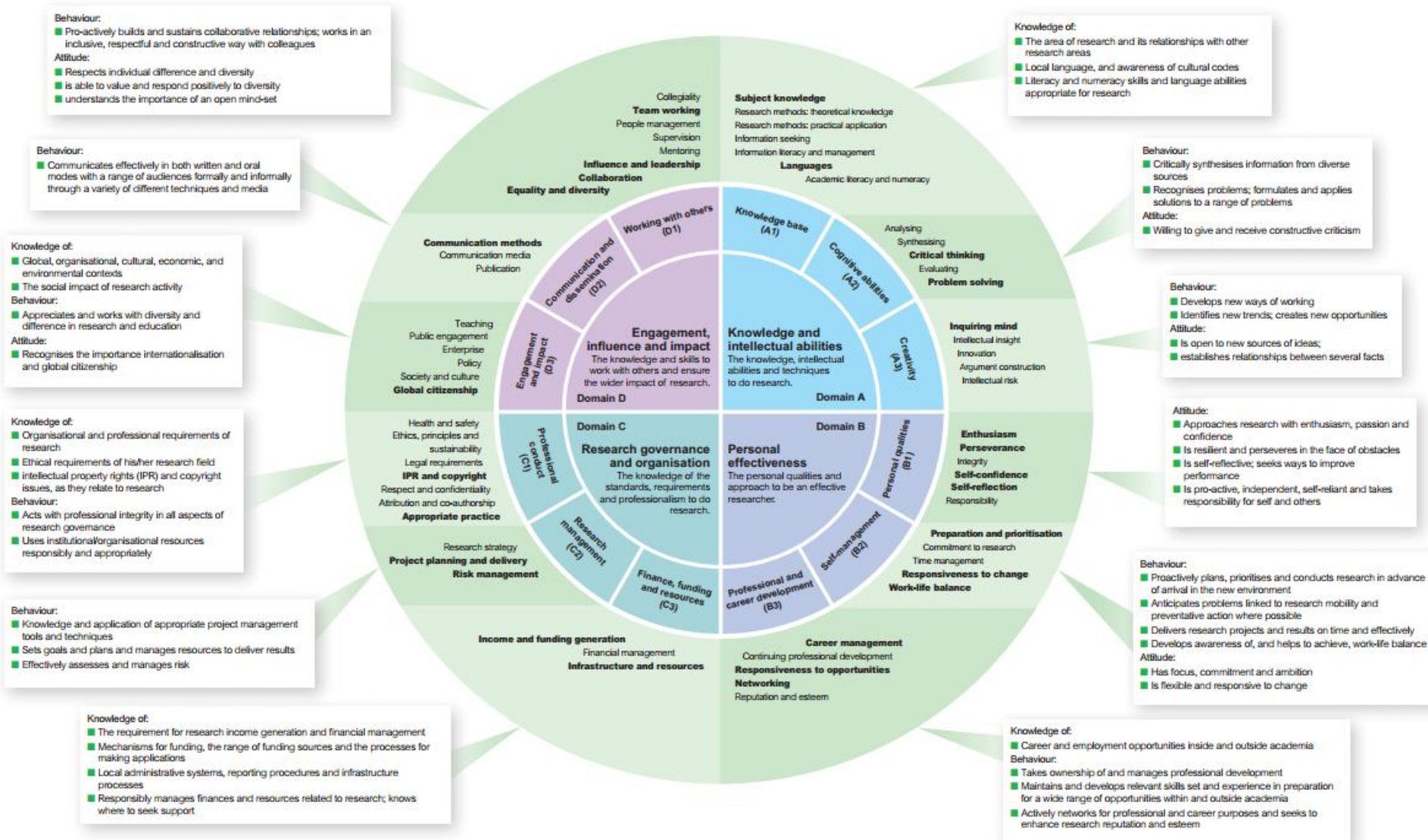
- ✓ Impact
- ✓ Placements
- ✓ Supervision

Collaborative approach – Expert validation

<http://www.vitae.ac.uk/researchers/437191/Increasing-the-impact-and-engagement-of-researchers.html>

# The researcher mobility lens

## A lens on the Vitae Researcher Development Framework



**Thank you for your attention !**

**...see you soon on**

**<http://www.ulg.ac.be/euraxess>**

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