

Career development tools for researchers and professionals supporting them



AGENDA

- REFLEX project
- Online tools for researchers
- VITAE Researcher Development Framework

REFLEX: PROJECT OVERVIEW

- Full name: Responsive and Flexible: Living and learning researcher career development framework.
- Duration: 1/2015 – 12/2016
- Partners:
 - SAIA, n. o., Slovakia
 - Bay Zoltán Nonprofit Ltd, Hungary
 - ETH Zurich, Switzerland
 - NTNU Trondheim, Norway
 - University of Copenhagen, Denmark
- Web: www.euraxess-reflex.eu



The projects received funding from the European Union's Seventh Framework Programme for research, technological development.

REFLEX: BACKGROUND AND GOALS

- How to help research institutions set up effective career support strategies fitting their needs and resources?
- And how to ensure that these strategies will be reflexive to the increasing **variability of career patterns and opportunities**?
- How can we help to prepare EURAXESS for overtaking the more active role in career development of researchers?
- REFLEX responded to that challenge through designing flexible career development framework integrating existing tools into the context sensitive models of career development services.

REFLEX: ACTIVITIES

First, we looked at what is already there...

- Policies and research studies on CD of researchers reviewed and summarised

...and asked stakeholders:

- Scenario workshops in 5 European countries
- More than 200 stakeholders, among them researchers, their employers from different sectors, HR professional, policy makers and research funders discussed the **career blockers and boosters**
- Reports available at the project website



REFLEX: ACTIVITIES

- The input was used to develop the REFLEX scheme and accompanying tools
- 5 national pilot training workshops carried out to test and discuss adaptations of the framework in different contexts
- European workshop with EU level stakeholders organised in Bratislava
- EURAXESS conference and trainings
- National events
- Very positive feedback received



REFLEX SCHEME

The REFLEX scheme represents an example of "ideal portfolio" of career support services for researchers



REFLEX SCHEME

Company & Organisational
Interaction

company
visit

technology
transfer

employment
panel

company /
job fair and
matching

internship
(industry + academia)



*How to be
attractive for the
labour market*



*How to become
an entrepreneur*



*Business
understanding*



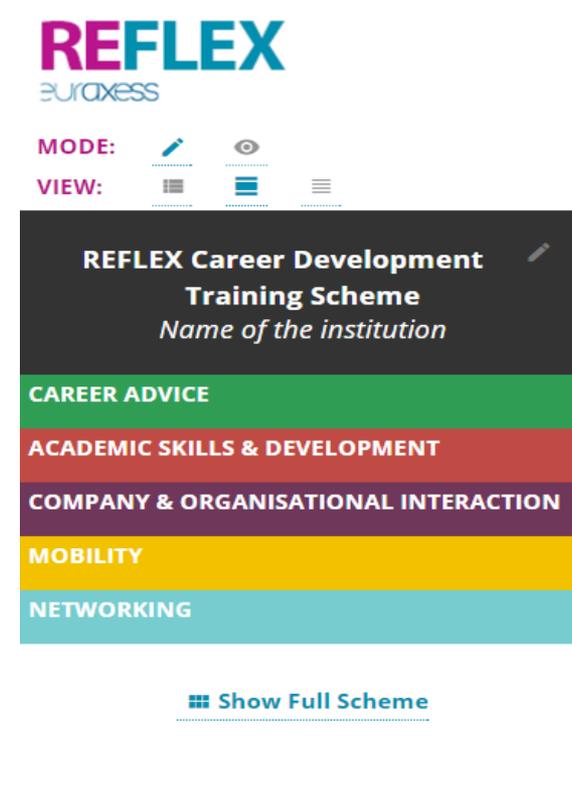
*Leaving academia –
career paths beyond
the university*

WHO CAN USE THE REFLEX TOOLS

- **Institutions employing or assisting researchers** that wish to develop more systematic and strategic approach to the career development of researchers.
- **Supervisors and/or career advisors** and other professionals assisting career development of researchers who search for the tool helping them to structure the advice and support they provide.
- **Researchers** who want to take a more active approach to their careers and need a comprehensive but simple framework to identify the key areas of their professional development.

REFLEX TOOLS

- EURAXESS implementation guide on how to organise the participative session using the scheme
- REFLEX App: Online tool based on the REFLEX Training Model Scheme
- Application accessible through: www.euraxess-reflex.eu/app



EURAXESS NO LIMITS TOOL

HOME

VALUES AND MOTIVATIONS

SKILLS

CAREER OPTIONS

PLAN YOUR DEVELOPMENT

YOUR FEEDBACK

No limits: exploring careers for researchers

Welcome! The 'No limits' toolkit for researchers highlights resources to help you

- identify what's important for you in your career
- plan to build on your skills and knowledge
- consider a wide range of career options.
- make a plan to reach your professional development goals.

The toolkit includes advice, quizzes to help you explore your own needs and links to resources, information and opportunities.

 GET DIRECTIONS!

or explore the toolkit by clicking on tabs above

TRAINING AND OTHER RESOURCES FOR THOSE WHO SUPPORT RESEARCHERS'
PROFESSIONAL DEVELOPMENT



- Selfreflection tools
- Competency frameworks
- Information and training resources

myIDP: ONLINE CAREER DEVELOPMENT PLANNER



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[Previous Step](#) [Next Step](#)

Overview

Overview Summary
Personal Information

Assessment

Skills Assessment
Interests Assessment
Values Assessment

Career Exploration

Consider Career Fit
Read About Careers
Attend Events
Talk to People
Choose a Career Path

Set Goals

Career Advancement Goals
Skill Goals
Project Goals

Implement Plan

Mentoring Team
myIDP Summary
Completion Certificate

Consider Career Fit

[Quick Tips](#) [My Career Path Matches](#)

The table below lists career paths commonly followed by PhD-level scientists.

Click on the percentages in the right-hand columns to see how your skills and interests compare to the skills and activities most important to each career path category (as rated by professional career advisors). [Return to the Quick Tips](#) to learn about how these match scores were calculated. NOTE: Do not feel that these results limit your career options. You may be able to improve key skills to allow success in any career path.

Click anywhere in the "Values" column for a list of questions to help you think about how your values may fit into each path. Keep these questions in mind as you learn more about each career path in later sections of the module.

Career Path	Skills Match	Interests Match	Values
Science education for non-scientists: Education or public outreach specialist such as at a science museum or scientific society	82%	85%	Consider Your Values!
Sales and marketing of science-related products: Medical science liaison; technical sales representative; marketing specialist	89%	76%	
Teaching-intensive careers in academia: A primarily teaching faculty position in a research university, liberal arts college, community college	73%	87%	
Public health related careers: Public health program analyst or evaluator; epidemiologist; biostatistician; medical informaticist	80%	79%	
Science education for K-12 schools: Classroom teacher; curriculum developer; science specialist	74%		
Science policy: Public affairs/government affairs staff at scientific societies, foundations, government entities, or think tanks	79%		
Support of science-related products: Technical support specialist; field application specialist; product development scientist or engineer	83%		
Research administration: Research administrator in private or public research institutions, government or academia, including compliance officers, grants and contracts officers; dean or director of research programs	78%		
Intellectual property: Patent agent; patent attorney; technology transfer specialist	82%	72%	
Business of science: Management consultant; business development professional in a biotech company; venture capitalist; market researcher; investment analyst	80%	72%	

Self-assessment in the dimensions of skills, interests and values
Career fit assessment
Examples of career profiles

<https://myidp.sciencecareers.org>



DOCPRO: THE PROFESSIONAL PROFILE OF PHD-HOLDERS

DOCPRO The professional profile of PhD-holders

Janka Kottulova

Home About DocPro PhD-holders Employers and recruiters Academic advisors Testimonials

DOCPRO

Expertise and methods Analysis, synthesis and critical thinking
 Information management Open-mindedness and creativity
 Evaluation Commitment
 Skill development Integrity

Project management
 Managing change
 Managing risks Strategy
 Decision-making Leadership

Core competencies Personal and interpersonal qualities Managing activities and creating value Strategy and leadership

Balance
 Listening and empathy
 Negotiation
 Collaboration
 Communication

Welcome to DocPro
 PhD-holders are in the vanguard of their scientific discipline. They are also well-rounded professionals with skills extending beyond their area of expertise. DocPro describes the 24 core competencies that they develop in the course of their doctoral training and subsequent career.

Obtaining and managing funding
 People management
 Producing results
 Intellectual and industrial property
 Customer focus

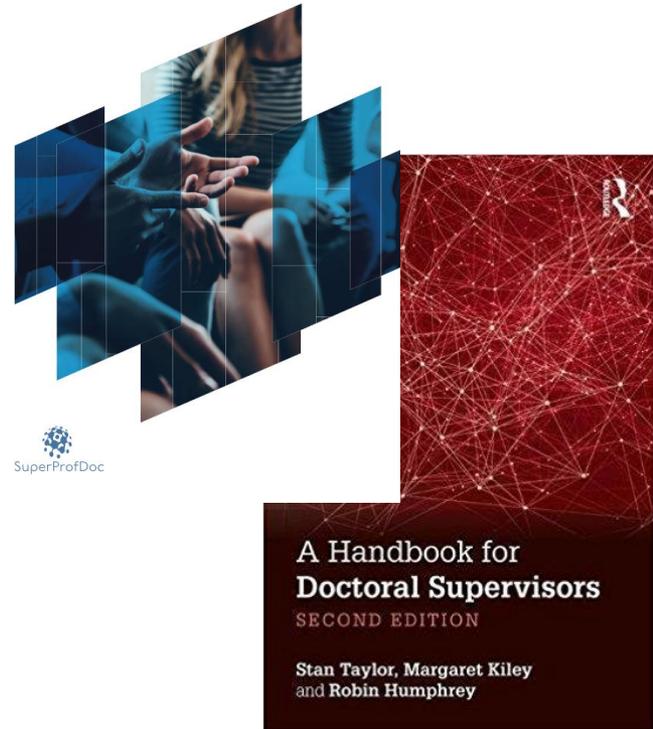
Skills that PhD holders acquire translated into the language of employers

RESOURCES FOR SUPERVISORS

- EURODOC Handbook for Supervisors of Doctoral Candidates
- A Handbook for Doctoral Supervisors,
S.Taylor, M. Kiley and R. Humphrey, Routledge
- PRIDE Network (Association for Professionals in Doctoral education)

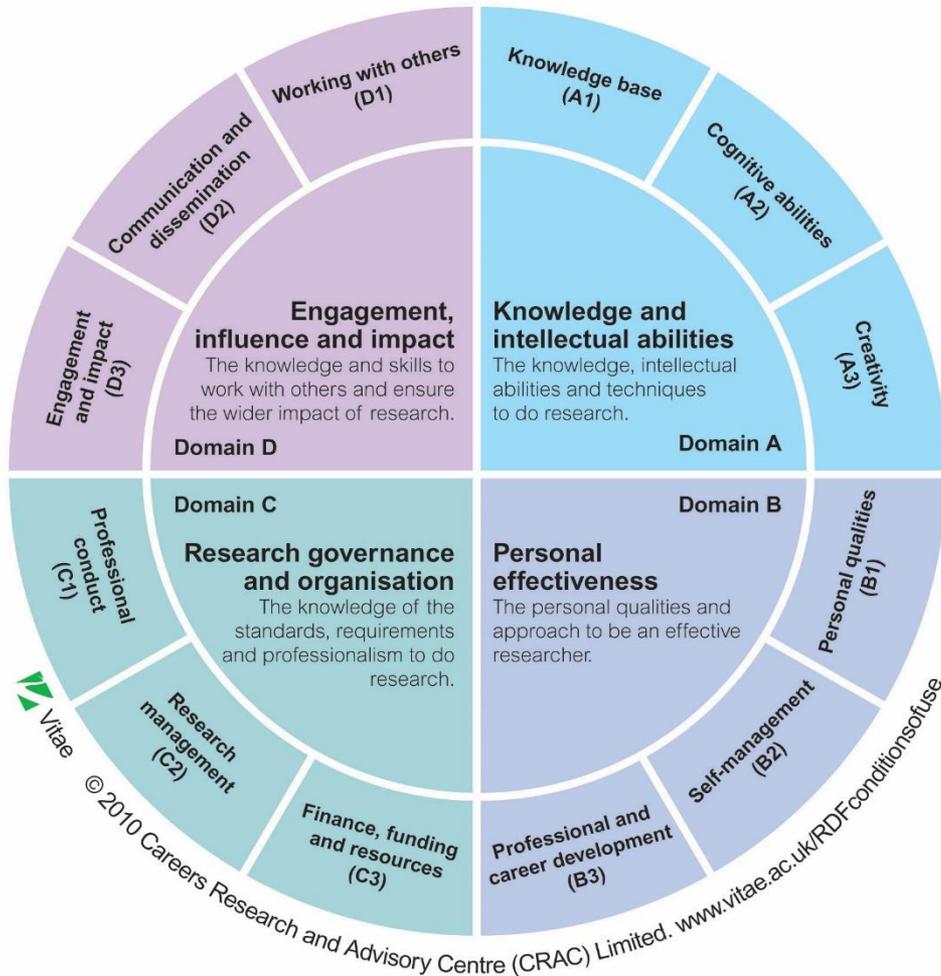
Insights from practice

A handbook for supervisors of modern doctorate candidates



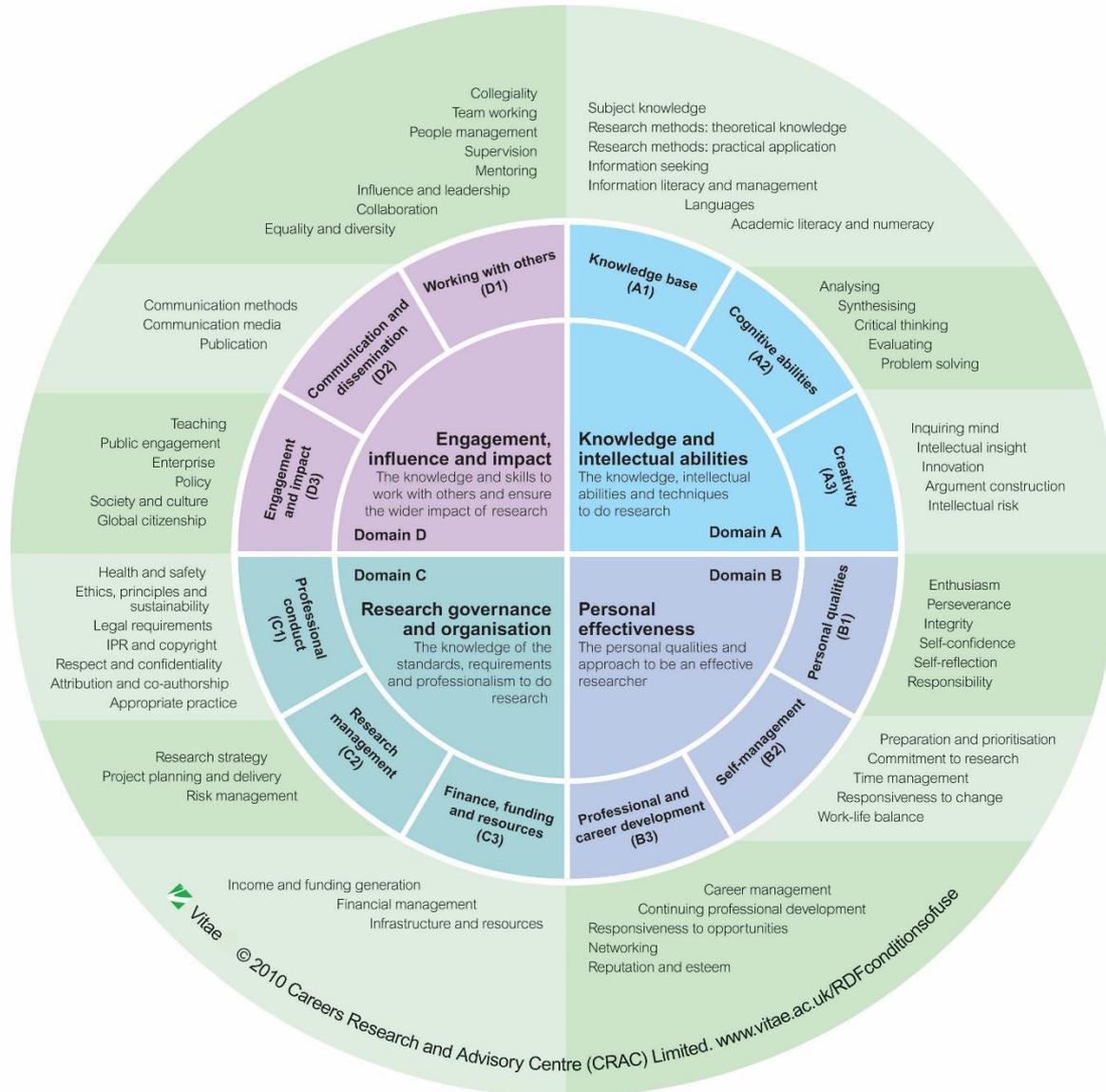
SuperProfDoc

VITAE RESEARCHER DEVELOPMENT FRAMEWORK



- The framework describes the knowledge, behaviour and attributes of successful researchers.
- 62 descriptors and up to 5 stages of career progress
- Grounded in research through interviews and focus groups with researchers and other stakeholders

VITAE RESEARCHER DEVELOPMENT FRAMEWORK



FOCUS: RESEARCHER SKILLS

What are the most important skills and competencies for the researchers at different career stages?

- 1. Warm-up question: What was the best career advice you have ever received (or haven't and you would wish to)?**
- 2. Every participant chooses one card and explains why he or she finds it important for the given target group.**
- 3. Visualise your conclusions. Draw the researcher having the skills that you discussed.**