



Open Talk

# Universities as key players for the success of the New European framework for research careers



**MANUEL ALEIXO**  
European Commission  
DG RTD  
Head of Unit  
ERA Spreading Excellence and  
Research Careers



**CAROLINA CAÑIBANO**  
Seconded Scientist at CSIC  
Brussels Office, expert in  
Innovation Policy Design and  
Evaluation Education,  
Employment and Skills

Moderation: **Ignasi SALVADÓ-ESTIVILL**, Director at A4U, **Karl STOECKEL**, Head of AMU Brussels Office

Wednesday 8 November 2023  
Brussels





Open Talk

Universities as key players for the success of the New European framework for research careers

Wednesday 8 November 2023, Brussels

# Agenda

15 h 30 \* Introduction by Ignasi SALVADÓ-ESTIVILL and Karl STOECKEL

15 h 35 \* Keynotes by Manuel ALEIXO and Carolina CAÑIBANO

16 h 20 \* Questions & Answers

16 h 55 \* Networking drink (6th floor)



Open Talk

Universities as key players for the success of the New European framework for research careers

Wednesday 8 November 2023, Brussels

# Introduction

- UnLiON, the Universities Informal Liaison Offices Network
- Aix-Marseille Université
- Alianza 4 Universidades



# UnLiON, the Universities Informal Liaison Offices Network

## *What UnLiON is...*

- An informal network of over **58 university liaison offices** collaborating together in Brussels and **representing more than 150 universities**.
- An effective information multiplier.
- **“A single entry point to a world of excellent universities”** – thanks to UnLiON you can easily access some of the most active research, higher education and innovation players in Europe and beyond.
- **“A gateway to European Institutions and partners”** for the universities participating in UnLiON.

## *What UnLiON is not...*

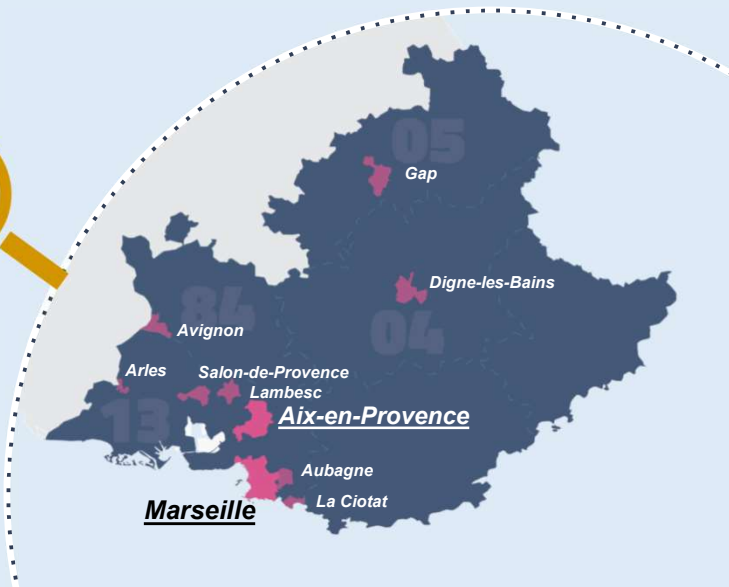
- A lobbying entity
- A formal organisation aimed at representing interests
- A network, which submits common position papers

## MAIN FIGURES

- 80,000 Students (10,000 international students)
- 17 Faculties \* 18 Graduate schools \* 122 Research units
- 8,000 Staff
- 367 Erasmus+ partnerships

## MAIN CHARACTERISTICS

- Comprehensive & research-intensive University
- World's largest French-speaking University
- Coordinator of CIVIS, a European Civic University
- 2<sup>nd</sup> French University for participation in the EU Framework-Programme for R&I (1<sup>st</sup> for Health topics)
- Selected as *Excellence Initiative (IdEx)* since 2016 as part of the French National Loan: A capital amounting to €750 million that generates €26 million / year for investments
- The cornerstone of Aix-Marseille Provence Metropolis, the *European Capital of Innovation 2023*





15 years in Brussels!!!

4 Universities  
2 Cities

1 Alliance



**UAB**  
Universitat  
Autònoma  
de Barcelona

**UAM**  
Universidad Autónoma  
de Madrid

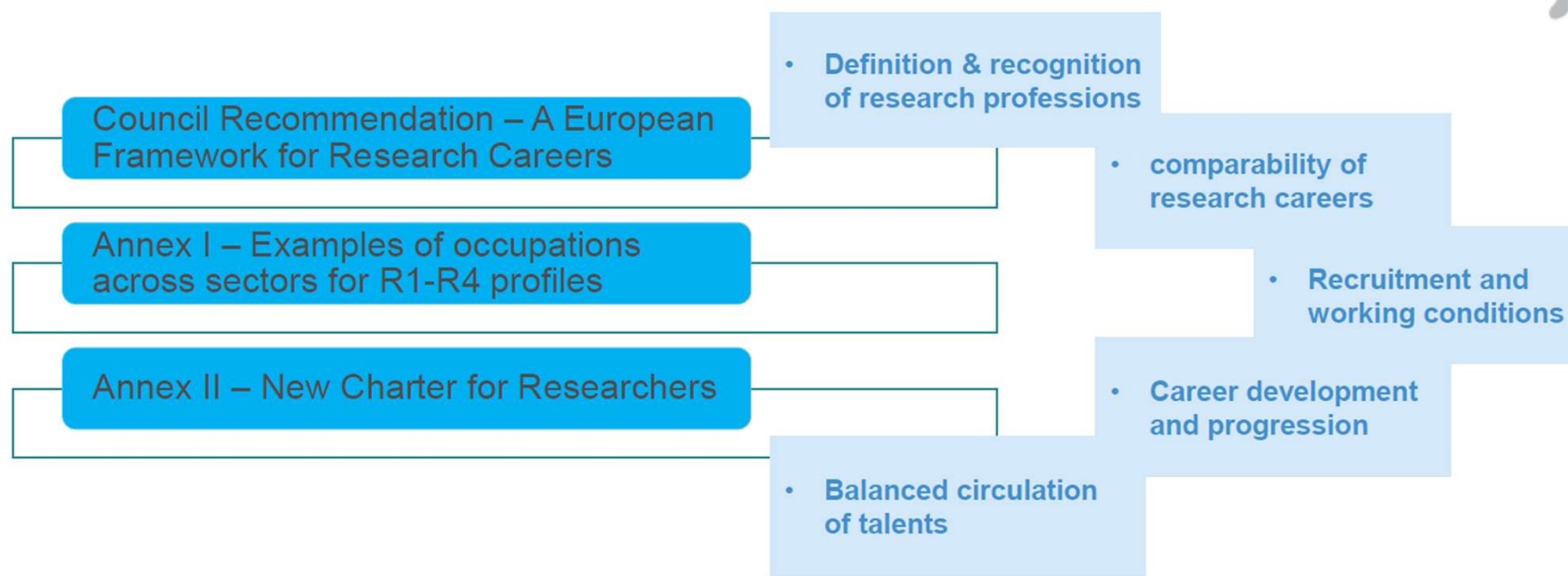
**uc3m**  
Universidad  
**Carlos III**  
de Madrid

**upf.** Universitat  
Pompeu Fabra  
Barcelona

## 4 OBJECTIVES

1. **Promotion of European research** activities through a permanent office
2. **Data Follow-up - IUNE Observatory**
3. **Common Internationalisation Strategy**
4. **Joint Undergraduate Programs**

## Action 4 – Promoting attractive research careers => proposal for a Council recommendation (July 2023)



Careers Observatory

Euraxess, ERA Talent

ResearchComp



Open Talk

Universities as key players for the success of the New European framework for research careers

Wednesday 8 November 2023, Brussels

# MANUEL ALEIXO

Head of Unit A2

ERA Spreading Excellence and Research Careers

Directorate General for Research and Innovation  
European Commission







Open Talk

Universities as key players for the success of the New European framework for research careers

Wednesday 8 November 2023, Brussels

# CAROLINA CAÑIBANO

Seconded Scientist at CSIC Brussels Office



# Career governance in European Universities – conceptual considerations

Carolina Cañibano

CSIC EU Office

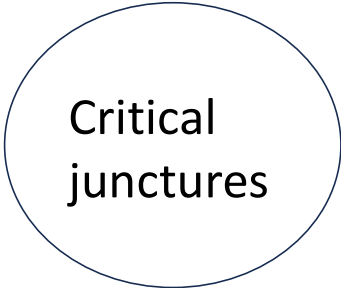
November 8th 2023, UNILION Open Talk

## Key concepts for career governance

- Definitions (researcher & research career)
- Typology of careers
- Research career model: structure and logic of progress
- Functions of careers



Skills sets



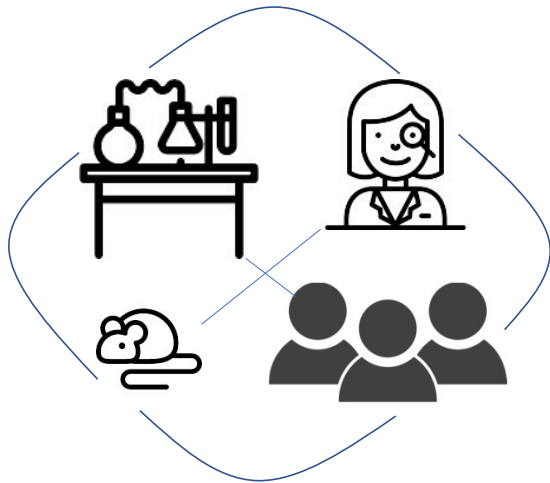
Critical  
junctures

Ref: Cañibano, Carolina; Richard Woolley, Eric Iversen, Sybille Hinze, Stephan Hornbostel and Jakob Tesch (2019) **A conceptual framework for studying science research careers**. *Journal of Technology Transfer*, 44: 1964-1992.

## Definition: researchers

*“A node in a network  
of complementarity”*

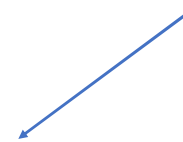
(Cañibano & Potts 2019)



Frascati: Researchers are professionals engaged in the conception or creation of new knowledge + **all sectors + diversified activities**



**EU Framework**



**Technicians, managers, other colleagues**

## Definition: research career

Sequence of academic  
research jobs

Mixed series of  
interlinked work  
situations

Learning and self-  
discovery process

Research careers are work lives lived  
through the performance of scientific  
research

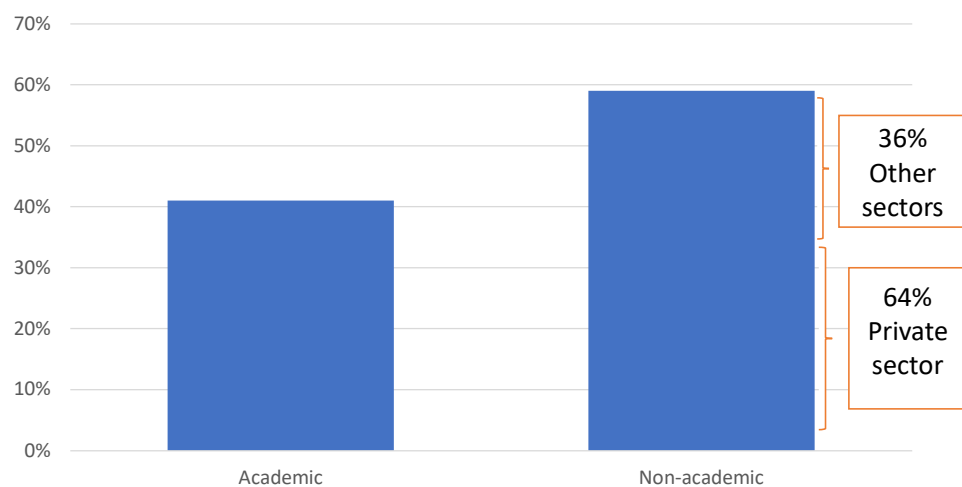
RPO type	Sector	Research career type		
Universities	Public Private	<i>Academic research careers</i>	<i>Mixed careers (one RPO/sector at a time)</i>	<i>Hybrid careers (more than one RPO/sector in parallel)</i>
Government laboratories, institutes, organizations	Public	<i>Government research careers</i>		
Firms	Private	<i>Industrial R&amp;D careers</i>		
Hospitals	Public Private			
Non-profit organizations	Private			

## Research careers typology

(“boundaryless  
careers” Arthur et  
al.)

# Research careers types: empirical example

## Distribution of PhD holders by sector of current employment



## Sample

**DocEnhance survey:** 8 universities in 8 countries.

Data collected March-April 2021

Doctorate holders: who obtained their degrees between 2016 and 2020

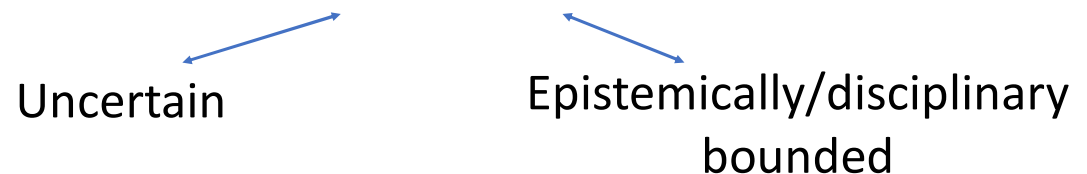
**2,184 valid responses** (23% response rate).

Sánchez-Barrioluengo, Cañibano & Lawson 2023.

# Research career models, structure and logic of progress

## The Laudel and Gläser Model for Academic Careers (2008)

- Research careers are embedded in the production of scientific knowledge.



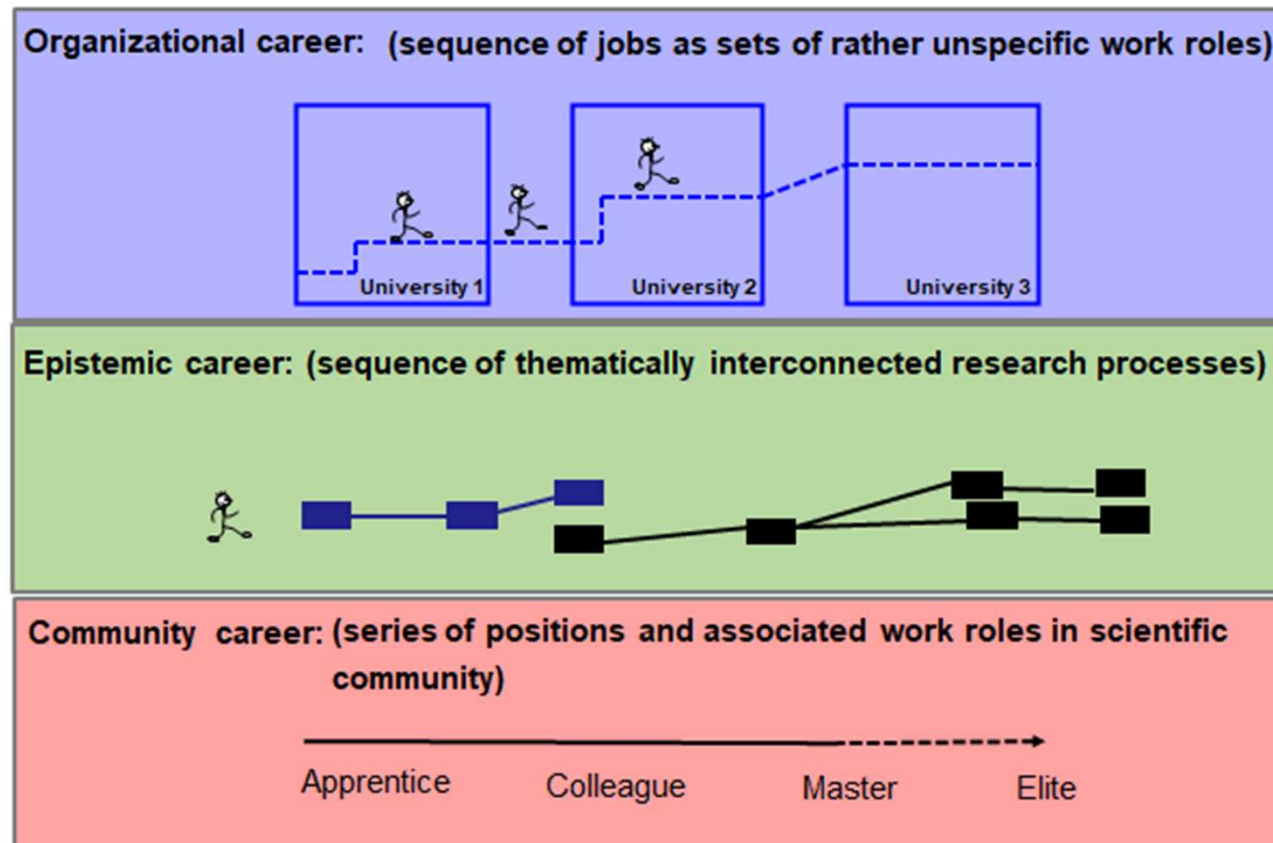
- Scientific communities (rather than RPOs) are the primary social context of knowledge (re)production, diffusion and legitimization.
- The academic career consists of three interrelated but largely independent careers



## The Laudel and Gläser Model for Academic Careers (2008)

### *The three careers of academics*

Source: Laudel & Gläser 2023



# Research career models, structure and logic of career progress

	Career Types				
EC	R1. 1 <sup>st</sup> stage	R2. Recognised	R3. Established	R4. Leading	All sectors
L&G	Apprentice	Colleague	Master	Elite	Academic
LERU	PhD	PDoc	University scientist	Professor	Academic
ESF	PhD	PDoc	Independent res.	Established res.	Academic and Government

## 4 stage basic model

# Research career models, structure and logic of career progress

L&G	Apprentice		Colleague	Master	Elite
ESF	PhD	PDoc	Independent res.	Established res.	
EC	R1. 1 <sup>st</sup> stage	R2. Recognised	R3. Established	R4. Leading	



Logic of progress / accumulation
Autonomy & independence; scientific contributions, collaborations; resources; ...
??

# The European structure and logic of career progress and accumulation

R1. 1 <sup>st</sup> stage	R2. Recognised	R3. Established	R4. Leading
---------------------------	----------------	-----------------	-------------

R1 – First Stage Researcher: Researchers doing research under supervision up to the point of a PhD or equivalent level of competence and experience

R2 – Recognised Researcher: Researchers with a PhD or equivalent level of competence and experience who are not yet fully independent in-developing their own research, attracting funding, or leading a research group

R3 – Established Researcher: Researchers with a PhD or equivalent level of competence and experience who are able to independently develop their own research, attract funding, and lead a research group

R4 – Leading Researcher: Researchers with a PhD or equivalent level of competence and experience who are recognised as leading their research field by their peers



Valid for all sectors?



Logics that are specific to the community career



# The functions of research careers

- Macro-level:
  - ✓ Institutional / political function: Build and strengthen the ERA
  - ✓ Economic function: feed into innovation systems, balance labour markets
- Meso-level:
  - ✓ Epistemic function: part of the processes that lead to the production of knowledge
  - ✓ Organisational function: ?
- Micro-level:
  - ✓ Professional development and advancement of individuals



Open Talk

Universities as key players for the success of the New European framework for research careers

Wednesday 8 November 2023, Brussels

# Discussion





Open Talk

Universities as key players for the success of the New European framework for research careers

Wednesday 8 November 2023, Brussels

# Thank you!

Let's continue talking at the networking drink at the 6<sup>th</sup> floor

