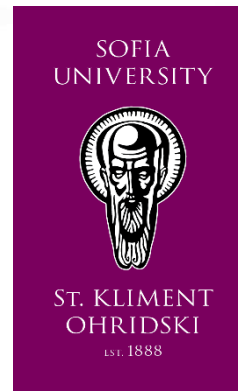


# Intersectoral Mobility & Mentoring Schemes

*EURAXESS online seminar for researchers,  
15<sup>th</sup> Feb, 2022*





# Xavier's Profile

[linkedin.com/in/xavier-eekhout-chicharro-a36b845](https://www.linkedin.com/in/xavier-eekhout-chicharro-a36b845)

## Email

[xavier.eekhout@fecyt.es](mailto:xavier.eekhout@fecyt.es)

## Xavier Eekhout Chicharro

EU Project Manager - Researcher Career Development and Mobility at Fundación Española para la Ciencia y la Tecnología, FECYT

Greater Madrid Metropolitan Area · [Contact info](#)

### Experience



#### EU Project Manager - Researcher Career Development and Mobility

Fundación Española para la Ciencia y la Tecnología, FECYT

Oct 2015 – Present · 6 yrs 4 mos

PIPERS (FP7) - WP Leader

EURAXESS TOP III (H2020) - WP Leader

EURAXIND (H2020) - WP Leader

EUESCADA (H2020) - Coordination

EURAXESS TOP IV (H2020) - co-WP Leader

Coordination of EURAXESS Spain network

EURAXESS Spain national portal content manager



#### EU Project Manager - Researcher Mobility

Fundación Española para la Ciencia y la Tecnología, FECYT · Full-time

Jan 2012 – Dec 2014 · 3 yrs

Coordination of the FP7 PEOPLE Programme project EURAXESS TOP II (January 2012 - December 2014)

Management of EURAXESS Spain Network



Fundación Española para la Ciencia y la Tecnología, FECYT



Universidad Politécnica de Madrid



#### EU Project Manager

Museo Nacional de Ciencias Naturales (CSIC)

Apr 2007 – Mar 2011 · 4 yrs

Management of a work package coordinated by MNCN-CSIC in the EU FP6 Network of Excellence EDIT ("Towards a European Distributed Institute of Taxonomy")



#### Junior Researcher

Museo Nacional de Ciencias Naturales (CSIC)

Oct 2002 – Sep 2006 · 4 yrs

Research on Animal Acoustic Communication

Curating the Museum's Animal Sound Collection

Herpetology - Anuran acoustic competition



## Svetlana Dimitrova

Project Manager at Sofia University  
Bulgaria · [Contact info](#)

## Profile

[linkedin.com/in/svetlana-dimitrova-11397834](https://www.linkedin.com/in/svetlana-dimitrova-11397834)

## Websites

[euraxess.bg/](http://euraxess.bg/) (Company Website)

[facebook.com/euraxess.bulgaria?ref=hl](https://www.facebook.com/euraxess.bulgaria?ref=hl) (EURAXESS Bulgaria)

## Email

[svetlana@fmi.uni-sofia.bg](mailto:svetlana@fmi.uni-sofia.bg)

## Experience



### Project Manager

Sofia University St. Kliment Ohridski  
2007 – Present · 15 yrs

Coordination of EURAXESS Bulgaria network, Managing network projects, Organisation of events and training workshops, etc.

## Accomplishments

### 13 Projects

EURAXESS Hubs • EURAXESS TOP IV - Open EURAXESS – To strengthen the effectiveness and optimize the services of all partners in an innovative and open EURAXESS network • BRIDGE II - Bridge for Researchers in Danger Going to Europe - Step II • UniWelis • BRIDGE - Bridge for Researchers in Danger Going to Europe • EURAXESS TOPIII - Making European research careers more attractive by developing new services and enhancing the current services of the EURAXESS network • EURAXIND - EURAXESS for Industry • BG\_CareerDays – Bulgarian Days of Career Development and Mobility of Researchers • PIPERS - Policy into Practice: EURAXESS Researcher Career Skills for Career Development • EURAXESS TOP II - Enhancing The Outreach and Effectiveness of the EURAXESS Network Partners • ImpactE - Integrate Mobile People through Innovative actions in the Euraxess Network • E\*CARE - European Career for Researchers • EURAXESS T.O.P. - Enhancing The Outreach and Effectiveness of the EURAXESS Network Partners

## What we will introduce you to today?

- - **Tools** and online information
- - How EURAXESS could **help** you
- - How to get **best out of EURAXESS**  
Mentoring programs - **REBECA** and "**Shape the Future of a Researcher**"
- - Tips and **practical** advice

Who is here?



# Mentimeter

[www.menti.com](http://www.menti.com) and use the code 1709 9595

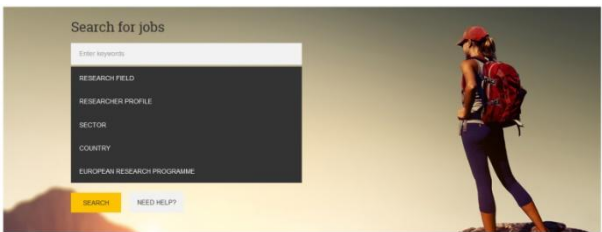


Where do we come from?



ONCE  
UPON A TIME

# ERA Priority 3: Open Labour Market for Researchers



Available Offers (7154)



## Researcher Career Development

## Institutional policies

## Open Labour Market

## Mobility

All Centres (629)

TYPE    COVERAGE AREA    EXPERTISE    SORT BY

SHOW ON MAP



Are you a researcher looking to optimise your career?

EURAXESS supports you through the process, whether it is about engaging with academia or industry, with the help of its career development centres, useful information, training resources, and more to come!

[VISIT RESEARCHERS PAGE](#)



Are you an organisation looking to establish, supplement or enhance the support you provide your researchers in career development?

EURAXESS offers its members free and easy-to-use resources and tools for high-standard career development services through organisations.

[Discover more for research organisations](#)

# How ESCs engage with “industry”?

Table 4. Institutions participating in the survey, by type of EURAXESS Centre

TYPE OF EURAXESS CENTRE		
Answer Options	Response Percent	Response Count
Services Centre	40,8%	71
Local Contact Point	47,7%	83
Bridghead Organisation	21,3%	37
<i>answered question</i>		<b>174</b>
<i>skipped question</i>		<b>4</b>

Table 5. Presence of an internal office devoted to cooperation with the industry sector

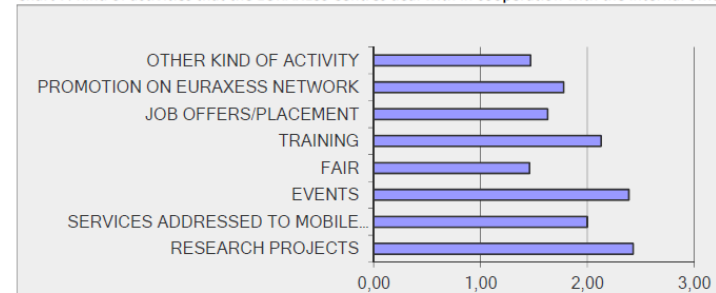
Answer Options	Response Percent	Response Count
YES	46,8%	81
NO	53,2%	92
<i>answered question</i>		<b>173</b>
<i>skipped question</i>		<b>5</b>

Table 6. Type of the internal offices to cooperate with the industry sector

Answer Options	Response Percent	Response Count
TECHNOLOGY TRANSFER OFFICE (TTO)	61,7%	50
INDUSTRIAL LIAISON OFFICE (ILO)	27,2%	22
SERVICE CENTRE (Career Service/Work Placement Office)	21,0%	17
Other	24,7%	20
<i>answered question</i>		<b>81</b>
<i>skipped question</i>		<b>97</b>

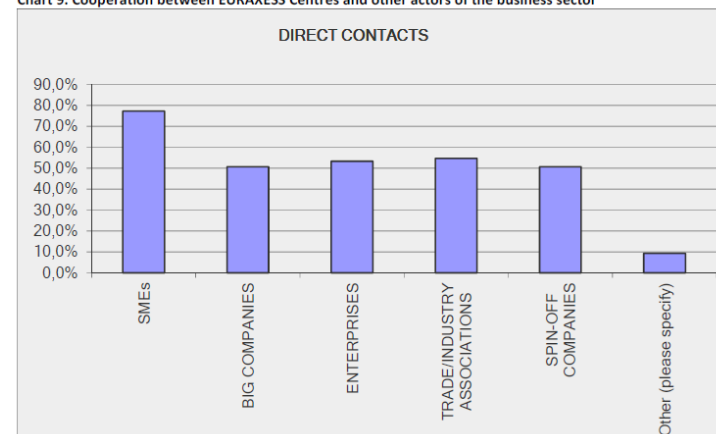


Chart 7. Kind of activities that the EURAXESS Centres deal with in cooperation with the internal office



Note: on the x-axis a frequency scale is displayed, ranging from “never” to “a regular basis”

Chart 9. Cooperation between EURAXESS Centres and other actors of the business sector





# How to promote EURAXESS to Industry?



EURAXESS T.O.P. II Task 5.3  
**INDUSTRY TRAINING WORKSHOPS**  
 BRUSSELS |2012| BUDAPEST |2013| BARCELONA |2014|  
**FINAL REPORT**



## P.I.E.R.C.E. ACTION PLAN

	What to do when you intend to contact an industry representative	What to do after your initial contact/meeting with an industry representative
<b>Prepare</b>	<ul style="list-style-type: none"> <li>Develop a draft message map – what you want to convey &amp; best method for doing so</li> <li>Assemble case studies, useful statistics &amp; positive EURAXESS success stories</li> </ul>	<ul style="list-style-type: none"> <li>Prepare a detailed report on the meeting/contact – outline positive and negative aspects</li> <li>Refer to your checklist of key message that you wanted to convey – did you succeed in conveying them all?</li> </ul>
<b>Identify</b>	<ul style="list-style-type: none"> <li>Find out what networks or trade organisations the person's company is involved with</li> <li>Identify what markets the company operates in (domestic, overseas)</li> </ul>	<ul style="list-style-type: none"> <li>Based on your report of the meeting, specify the following:               <ul style="list-style-type: none"> <li>Recruitment needs of the company</li> <li>The extent to which EURAXESS can help address these needs</li> <li>The next three actions you need to take to keep the contact interested in what EURAXESS offers</li> </ul> </li> </ul>
<b>Enquire</b>	<ul style="list-style-type: none"> <li>Ask within your own organisation and networks if your colleagues or contacts have dealt with the company before, or know someone currently working with the company</li> </ul>	<ul style="list-style-type: none"> <li>Based on your report and any new information you have collected, have any additional persons of interest/ organisations come to light that may be able to help you to better understand the company, its needs, and its sector? If so, establish contact with them</li> </ul>
<b>Research</b>	<ul style="list-style-type: none"> <li>Use LinkedIn and internet searches to build a comprehensive picture of the company</li> <li>Find out how many people are employed by the company</li> <li>Determine where the company currently advertises its vacancies</li> </ul>	<ul style="list-style-type: none"> <li>Carry out research internally within the EURAXESS network to determine if similar companies with similar needs are using EURAXESS' services</li> </ul>
<b>Cooperate</b>	<ul style="list-style-type: none"> <li>Contact enterprise boards, chambers of commerce, industrial development agencies in your country – these could be a good source of additional information about the company and may also provide you with a referral</li> </ul>	<ul style="list-style-type: none"> <li>Based on how the initial meeting went, establish if there are other possible avenues for cooperation that you have not already considered</li> </ul>
<b>Execute</b>	<ul style="list-style-type: none"> <li>Now that you've gathered as much background information as possible, take your draft message map and tailor and focus it based on what you've learnt about the company</li> <li>In your first contact with the industry representative (email/telephone/face-to-face) include details you know about the company and its sector – this shows you've prepared properly and are interested in supporting the company</li> <li>Create a checklist of key messages you want to convey during your first contact with the person</li> </ul>	<ul style="list-style-type: none"> <li>Prepare a detailed, industry-specific document outlining how EURAXESS can be of service to the company</li> <li>In the document, make specific reference to how EURAXESS can address the company's research needs that were mentioned in original contact/meeting</li> <li>Schedule a follow-up, preferably face-to-face</li> </ul>

# How to promote EURAXESS to Industry?



## 4.2 RECOMMENDATIONS AND PRACTICAL TIPS

In summary, two main methods were used during the task- the workshops and the participation in an exist conference.

The Workshops for Industry have these advantages:

- A designated content for industry
- Great interest of employees
- Positive Feedback

Beside the advantages, the workshops have two main disadvantages:

- Poor compliance
- Difficulties in follow-up connection

Therefore, it is recommended to try new methodology, as is described above: Using an Existing Industrial Event

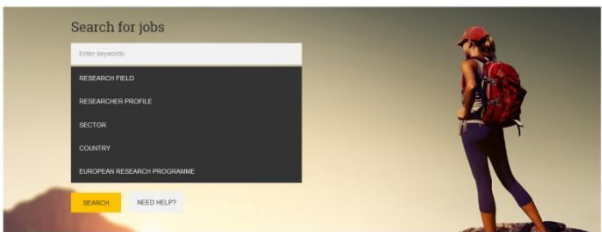
The advantages are:

- Tremendous exposure
- Meeting the relevant contact persons
- Receiving full details for contact in the future

The main disadvantage is difficulty with getting in to the conferences, but with some efforts, this method gains better results.



# ERA Priority 3: Open Labour Market for Researchers



Available Offers (7154)



## Researcher Career Development

## Institutional policies

## Open Labour Market

## Mobility

All Centres (629)

TYPE    COVERAGE AREA    EXPERTISE    SORT BY

SHOW ON MAP



Are you a researcher looking to optimise your career?

EURAXESS supports you through the process, whether it is about engaging with academia or industry, with the help of its career development centres, useful information, training resources, and more to come!

[VISIT RESEARCHERS PAGE](#)



Are you an organisation looking to establish, supplement or enhance the support you provide your researchers in career development?

EURAXESS offers its members free and easy-to-use resources and tools for high-standard career development services through organisations.

[Discover more for research organisations](#)

# Academia-Industry collaborations



## Engagement activities

JOINT RESEARCH WITH BUSINESS	+
COMMERCIALISATION OF R&D	+
TEMPORARY MOBILITY	+
INDUSTRIAL PHD	+
SHARING INFORMATION ON JOB OFFERS	+
DOING CONSULTANCY WORK FOR A BUSINESS ORGANIZATION	+
SHARING RESEARCH INFRASTRUCTURES	+
CAREER DAYS	+
ALUMNI NETWORKS	+
INDUSTRY MENTORING PROGRAMMES	+

Summary of Academia-Business Engagement Case Studies

	Joint Research	Commercial R&D	Temporary Mobility	Industrial PhD	Sharing job offers	Consultancy for business	Sharing infrastructures	Researcher Career days	Alumni Networks	Industry Mentoring
Association Bernard Gregory										
Bizkaia Talent										
Christian Doppler Research Association										
Ghent University										
Innovation Fund Denmark										
Ludwig Boltzmann Gesellschaft Career Centre										
Leiden University										
University of Oxford										
Royal Society										
Science Foundation Ireland										
University of Copenhagen										
University of Nottingham										
Vtase										

What should institutions do?

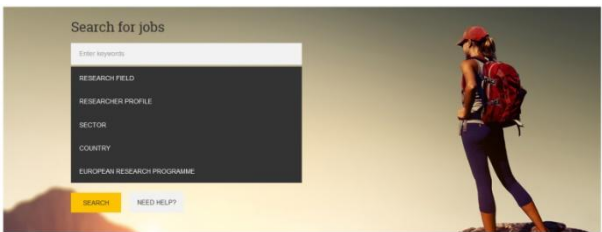


# Mentimeter

[www.menti.com](http://www.menti.com) and use the code 1709 9595



# ERA Priority 3: Open Labour Market for Researchers



Available Offers (7154)



## Researcher Career Development

Institutional policies

Open Labour Market

Mobility

All Centres (629)

TYPE COVERAGE AREA EXPERTISE SORT BY

SHOW ON MAP



Are you a researcher looking to optimise your career?

EURAXESS supports you through the process, whether it is about engaging with academia or industry, with the help of its career development centres, useful information, training resources, and more to come!

[VISIT RESEARCHERS PAGE](#)



Are you an organisation looking to establish, supplement or enhance the support you provide your researchers in career development?

EURAXESS offers its members free and easy-to-use resources and tools for high-standard career development services through organisations.

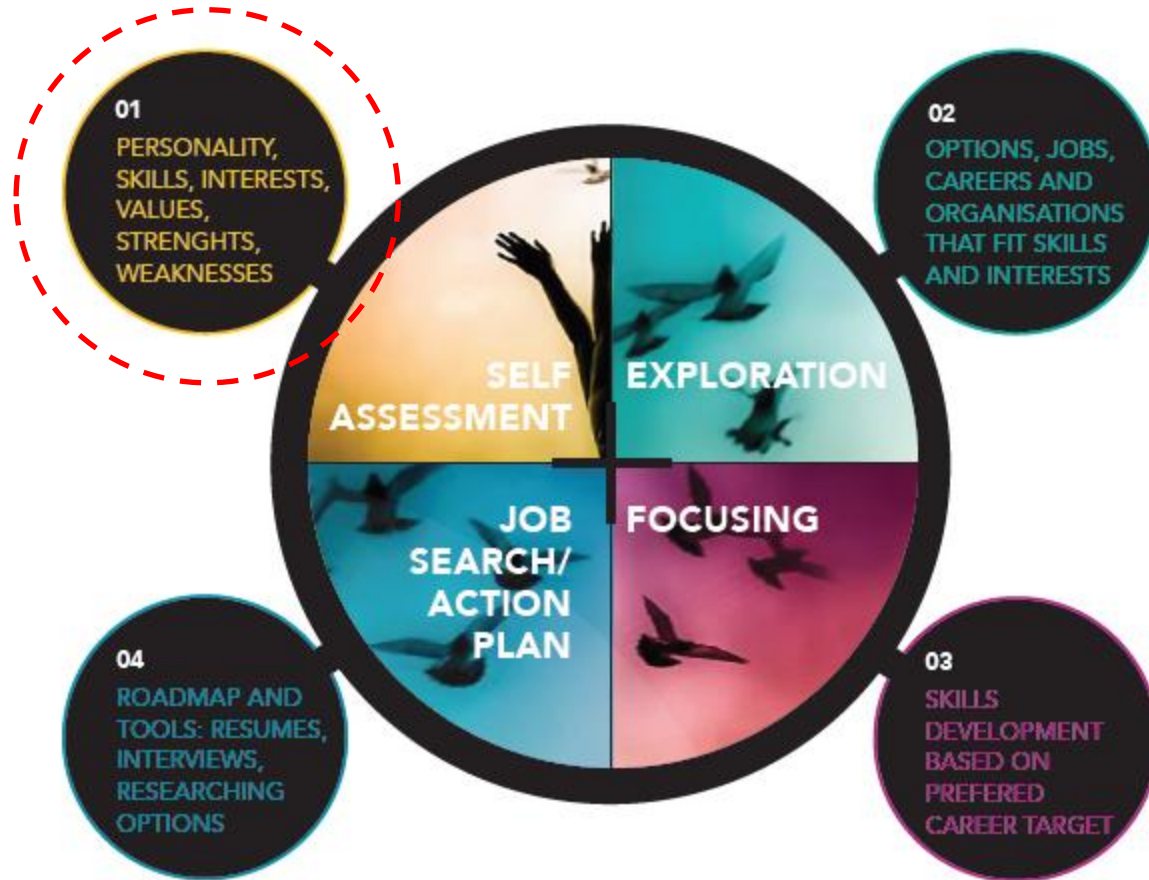
[Discover more for research-organisational cooperation](#)

# Career Development support for facilitating intersectoral mobility



General steps needed to plan your career development and decision-making process

# STEP 1: SELF-ASSESSMENT INTERESTS & SKILLS





# STEP 1: SELF-ASSESSMENT INTERESTS & SKILLS

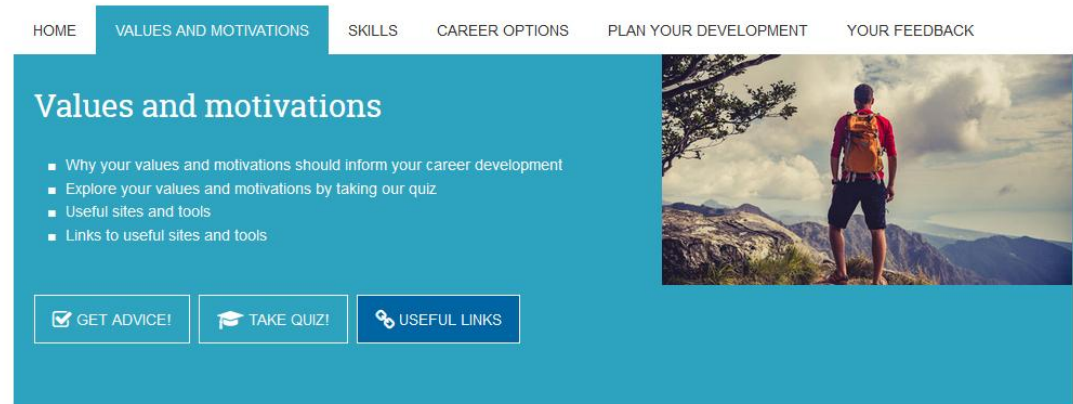
## Career Orientation tool

- **Skills:** the activities you are good at, such as writing, computer programming, and teaching. An aptitude may be a natural skill or one you acquired

- **Values:** the things that are important to you, like achievement, status, and autonomy

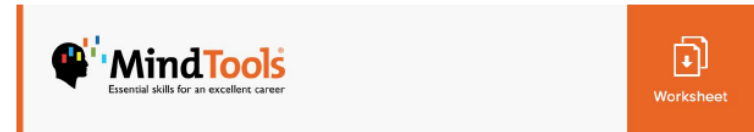
- **Interests:** what you enjoy doing, i.e., playing golf, taking long walks and hanging out with friends

- **Personality:** your individual traits, motivational drives, needs and attitudes



The toolkit includes advice, quizzes and resources to help you explore your values and motivations and understand why these should inform your career development

# STEP 1: SELF-ASSESSMENT INTERESTS & SKILLS

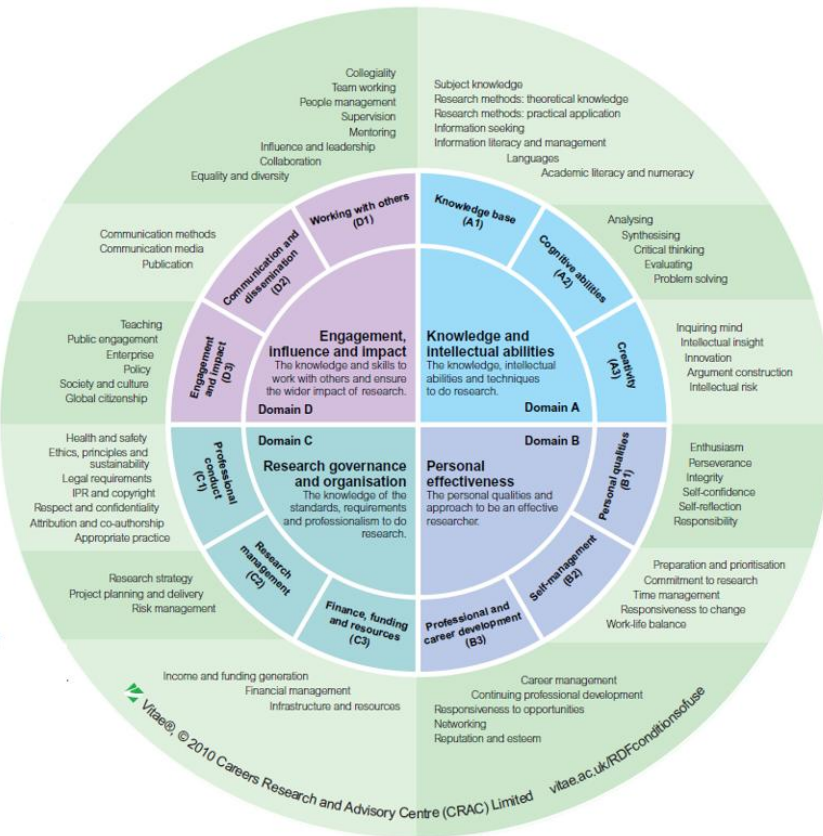


## Personal SWOT Analysis Worksheet

- For instructions on using Personal SWOT Analysis, visit [www.mindtools.com/personalswot](http://www.mindtools.com/personalswot).

Strengths	Weaknesses
What do you do well? What unique resources can you draw on? What do others see as your strengths?	What could you improve? Where do you have fewer resources than others? What are others likely to see as weaknesses?
What opportunities are open to you? What trends could you take advantage of? How can you turn your strengths into opportunities?	What threats could harm you? What is your competition doing? What threats do your weaknesses expose you to?
(Empty space for user input)	(Empty space for user input)

[https://www.mindtools.com/pages/article/newTMC\\_05\\_1.htm](https://www.mindtools.com/pages/article/newTMC_05_1.htm)



<https://www.vitae.ac.uk/vitae-publications/rdf-related/researcher-development-framework-rdf-vitae.pdf/view>



# STEP 1: SELF-ASSESSMENT INTERESTS & SKILLS

**10 minutes**



Career Orientation tool

HOME VALUES AND MOTIVATIONS SKILLS CAREER OPTIONS PLAN YOUR DEVELOPMENT YOUR FEEDBACK

### Values and motivations

- Why your values and motivations should inform your career development
- Explore your values and motivations by taking our quiz
- Useful sites and tools
- Links to useful sites and tools

GET ADVICE!  TAKE QUIZ!  USEFUL LINKS

Recommendations for the self-assessment tool?

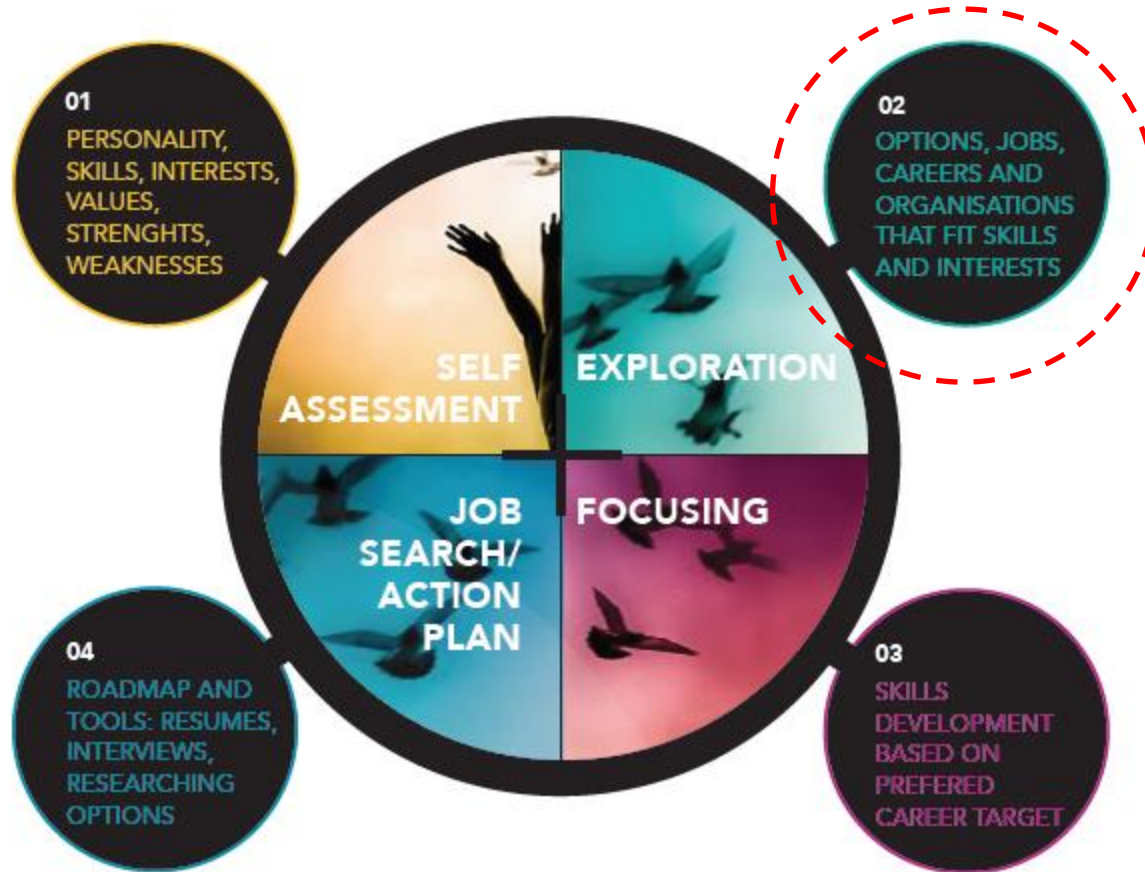


www.menti.com and use the code 1709 9595



<https://euraxess.ec.europa.eu/node/533841/>

# STEP 2: EXPLORATION



# STEP 2: EXPLORATION - WHAT'S OUT THERE & WHERE TO LOOK

EURAXESS



JOBS &  
FUNDING

CAREER  
DEVELOPMENT

PARTNERING

INFORMATION  
& ASSISTANCE

NATIONAL  
PORTALS

EURAXESS  
WORLDWIDE

MY  
EURAXESS

EXTRANET



## Discover: careers beyond academia

Find out more about possibilities and options for careers in other sectors

BEYOND  
ACADEMIA

SECTOR  
INFORMATION

JOBS &  
COMPETENCIES

PLAN YOUR  
CAREER

CAREER  
STORIES

# Discover: Beyond Academia



[\( BACK TO FOR RESEARCHERS](#)

## Introduction

For many early stage researchers there is a glorious career waiting for them outside of the academic world. Find out about where researchers are working, what competencies are valued and how they feel about their roles.

- + A. What kind of jobs are available to researchers outside of academia
- + B. How do researchers feel about working outside of academia?
- + C. What competencies are important to employers?
- + D Why consider careers beyond academia

Researchers believe they are good at	Employers want employees with
1 Problem solving	1 Problem solving
2 Research skills	2 Technical/subject expertise
3 Collaboration	3 Research skills
4 Technical/subject expertise	4 Communication
5 Self organisation	5 Creativity
6 Adaptability	6 Self organisation
7 Creativity	7 Collaboration
8 Emotional intelligence	8 Innovation
9 Communication	9 Project management
10 Project Management	10 Emotional Intelligence

# Discover: Sectors – Jobs & Competencies



## The Consultancy Sector

**What?**  
Consulting is the business of giving expert advice in a professional or technical field. The field of consulting is an invention of the 20th century and has since become one of the most respected and lucrative economic sectors globally. There are hundreds of different types of consulting firms and businesses and most of them are of the Operations, Strategy, Technology, and Human Resource type. The United States is still the world's foremost consulting region, but Europe is just a step behind coming in second globally and it is growing fast.

**Who?**  
The sector needs highly trained researchers and analytical thinkers. The sector's high salaries and career opportunities make it extremely desirable for recent graduates and as such extremely competitive.

**Research Fields:** Every academic background. Researchers from the STEM fields do extremely well. It is recommended to get involved in consulting graduate schemes as early on as possible.

**Required Skills:** Problem-solving, analytical thinking, strong written and communication skills, teamwork ability, planning ability, organizational skills, a friendly personality, initiative, motivation, and commercial awareness.



### The Agriculture & Forestry Sector

- + Agricultural Consultant
- + Ecologist
- + Environmental Manager
- + Environmental Health Practitioner
- + Field Trials Officer
- + Horticultural Consultant
- + Plant Breeder/Geneticist
- + Land/Geomatics Surveyor
- + Soil Scientist
- + Nature Conservation Officer
- + Zoologist
- + Water Quality Scientist

# Discover: Stories

## Discover: careers beyond academia

Find out more about possibilities and options for careers in other sectors

BEYOND  
ACADEMIA

SECTOR  
INFORMATION

JOBS &  
COMPETENCIES

PLAN YOUR  
CAREER

CAREER  
STORIES

[\( BACK TO FOR RESEARCHERS](#)

### Career stories of researchers working beyond academia.

Read or watch inspiring career stories from researchers who are now working in other sectors. The stories concentrate on how they made their transition and the advice that they would give to others in a similar position.

#### VIDEO TESTIMONIALS



Emma, Alisdair, Marco, Margaux and Rocio are all researchers now working beyond academia.



# Discover: Plan your career & Stories



**Discover: careers beyond academia**  
Find out more about possibilities and options for careers in other sectors

BEYOND ACADEMIA    SECTOR INFORMATION    JOBS & COMPETENCIES    **PLAN YOUR CAREER**    CAREER STORIES

## Plan your career

UNDERSTANDING YOURSELF	–
ASSESS YOUR VALUES, CAPABILITIES AND EXPERTISE	+
USEFUL TOOLS TO ASSESS YOUR CAPABILITIES AND EXPERTISE	+
VITAE RESEARCHER DEVELOPMENT FRAMEWORK	+
CREATE AN ACTION PLAN FOR YOUR CAREER DEVELOPMENT	+
PROFESSIONAL DEVELOPMENT PLANNING	+

## Finding opportunities

WHERE CAN I GET ADVICE?	+
CONSIDER A MENTOR	+
PLACEMENTS	–
NETWORKING	+
ENTREPRENEURSHIP	+

## Getting the job

CREATING A NON-ACADEMIC CV	+
INTERVIEW SKILLS	+
ARTICULATING YOUR SKILLS TO A NON-RESEARCH AUDIENCE?	+
HANDLING JOB OFFERS	+

# Introduction to Scientific Entrepreneurship

EURAXESS



JOB'S & FUNDING

CAREER DEVELOPMENT

PARTNERING

INFORMATION & ASSISTANCE

NATIONAL PORTALS

EURAXESS WORLDWIDE

MY EURAXESS

EXTRANET



⟨ BACK TO FOR RESEARCHERS

## Manual for Scientific Entrepreneurship

Access the following resources to learn the basics and:

- Get acquainted with the [5 major steps for research results valorisation](#)
- Get practical tips on [what you should and shouldn't do when approaching the entrepreneurial sector](#)
- Check out [the useful links](#)
- Read about our [recommendations](#)

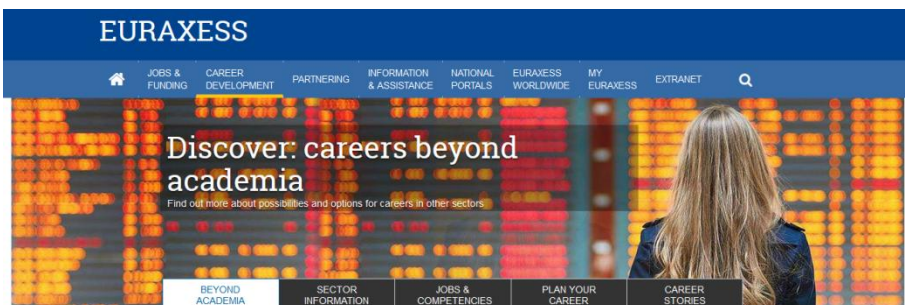


<https://euraxess.ec.europa.eu/node/546896/>



## STEP 2: EXPLORATION

10 minutes



<https://euraxess.ec.europa.eu/career-development/researchers/discover-careers-beyond-academia>

What part of "Discover: Careers beyond academia" you find more useful?

 **Mentimeter** [www.menti.com](https://www.menti.com) and use the code 1709 9595



Share with us any comments / recommendations

# Career Development support for facilitating intersectoral mobility



# STEP 3: FOCUSING ON HOW TO GET THERE

## Improving your skills in order to match your desired career

- 1. Get training:** Attend a workshop, take a course, read an article or book, observe someone who excels at the skill.
- 2. Practice:** Consider ways you can deliberately use the skill in your everyday work.
- 3. Get feedback:** Assess your progress and identify areas where you have improved and areas for continued growth.

# STEP 3: FOCUSING ON HOW TO GET THERE

## EURAXESS webinars and trainings

<https://euraxess.ec.europa.eu/career-development/researchers/virtual-webinars-trainings>

### Open Science & IPR

This workshop is aimed at the researchers in all stages (R1 to R4) as well as research managers. The training will give participants the opportunity to get acquainted with all the principles of Open Science, with practical exercises on how to implement it. Intellectual Property will also be discussed.

Visit [this page](#) to download the available material

**Open Science & IPR - virtual seminar for researchers**

**Dragana Mistic**  
Associate Professor  
Faculty of Mechanical Engineering Nis, Serbia  
#dragana.mistic@masfak.ni.ac.rs

- Dr Mistic is an associate professor at the Mechanical Engineering Faculty of the University of Nis where he has worked for 15 years. His primary area of interest is use of IT in mechanical engineering and medicine. He works on developing business process management systems and use of artificial intelligence in them. He has worked on developing numerous information systems in various economic and social organizations.
- He has published over 50 scientific and professional papers. He has participated in numerous projects financed by the Ministry of Science of the Republic of Serbia and EU.

Ver en YouTube

### CV Writing & Job Interview Skills

The researchers need a good understanding of CV structure and the purpose of all information included. Job application, CV writing and interview competencies to a highly competitive standard are crucial for their career path. During the seminar the researchers will learn about:

- CV preparation process
- tailoring the CV to a specific role
- job application
- job interview preparation
- interview techniques
- formats and types of questions.

**CV Writing & Job Interview Skills**  
Learning Outcomes and Objectives

- That researchers should have a good understanding of CV structure and the purpose of all information that is included.
- For job application, researchers should interview competencies to be raised to a high standard.
- Researchers should also be professionally familiar with job interview preparation, interview techniques, formats and types of interview questions.
- All researchers are welcome.

Ver en YouTube

### Project Management

Introduction to Project Management for R1/R2 Researchers At the end of the Training Session, the Trainees are expected to be able to:

- navigate through the common "Vocabulary" of Project Management, within the context of European Funded Programmes (e.g. Horizon Europe), and distinguish between Project, Programme, Portfolio, and Operations-Management
- define the Role of a Project Manager and to identify the necessary competences and skills as per project.

Visit [this page](#) to download the available material

**Introduction to Project Management... for R1/R2 Researchers**

Think about your... "Why"...

**The Golden Circle**

Think about your "Why" and write it down...

Ver en YouTube

### Building Your Own Research Network

How to build and grow an international research network? Participants will learn why they need it, how to start building their own research network but most importantly how to keep it strong, reliable and make it grow. Steps, tips and proper behaviour will be explained and demonstrated.

Visit [this page](#) to download the available material

**Building research networks, Dean Hogan**

Networking is a vital component of the lifelong learning process, especially with academic careers of emerging or early career researchers (Coromina et al. 2011; K... 2011).

Ver en YouTube

## STEP 3: FOCUSING ON HOW TO GET THERE

**PIPERS Project Career Kit:** a collection of external learning resources. The resources are aimed at trainers and people who are responsible for training researchers, although researchers may find some of these resources useful.

They consist of a range of different types of resources: training materials; links to online career activities and webinars; articles, advice or guidance; case studies and presentations.

<https://euraxess.ec.europa.eu/career-development/researchers/pipers-project-career-kit#/custom-collapse-lessons-13>





## STEP 3: FOCUSING HOW TO GET THERE

10 minutes



**EURAXESS  
webinars and  
trainings**

<https://euraxess.ec.europa.eu/career-development/researchers/virtual-webinars-trainings>

**PIPERS  
Project Career  
Kit**

<https://euraxess.ec.europa.eu/career-development/researchers/pipers-project-career-kit#/custom-collapse-lessons->

What topics I would like to address to move outside academia?



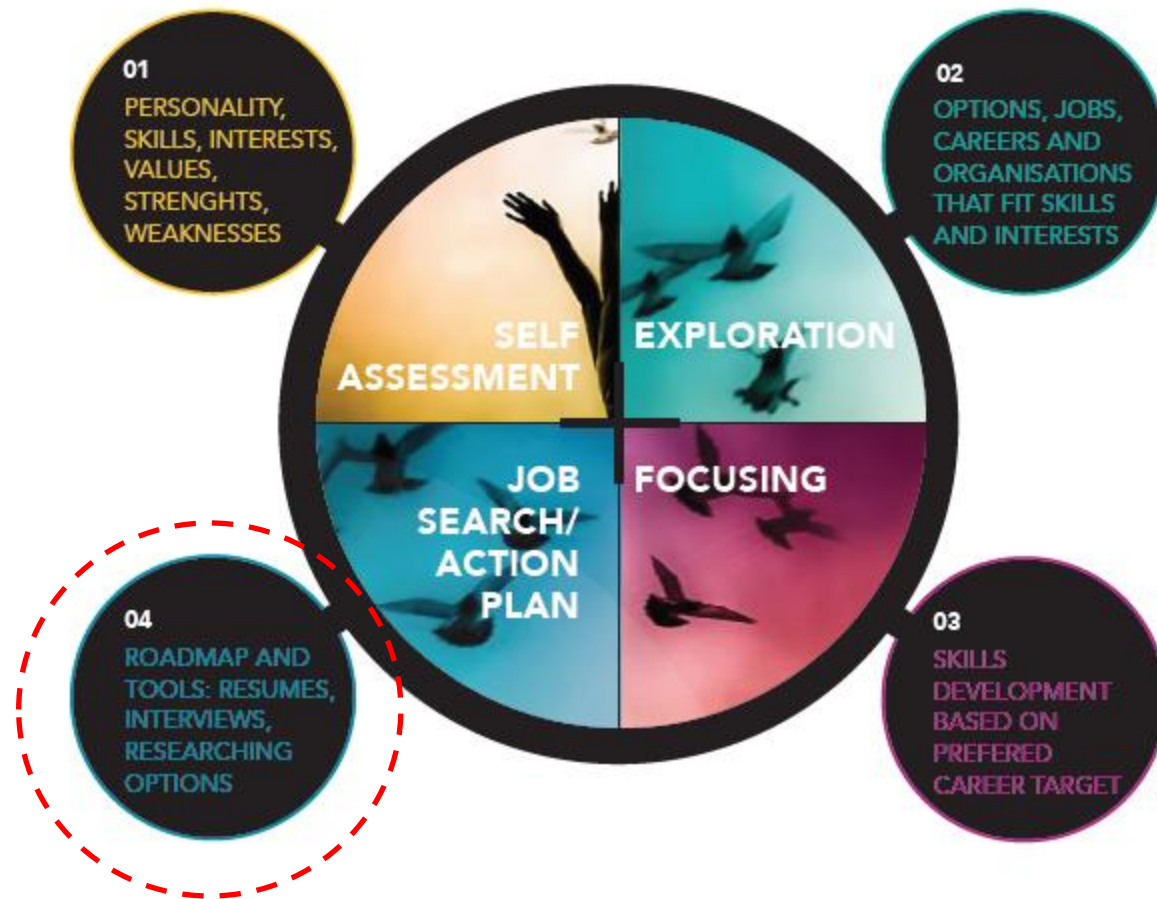
**Mentimeter**

www.menti.com and use the code 1709 9595





# STEP 4: Prepare a CD plan



# STEP 4: Prepare a CD plan

## The steps you need to take to put your plan into action

Begin by asking yourself:

1. What actions/steps will help me achieve my work, training and career goals?
2. Where can I get help?
3. Who will support me?

At the end of this step you will have:

- ✓ a plan to help you explore your options further (e.g. work experience, work shadowing or more research); or
- ✓ a plan which sets out the steps to help you achieve your next learning or work goal.

**Set SMART (Specific, Measurable, Attainable, Realistic and Timely) goals**

# STEP 4: Prepare a CD plan

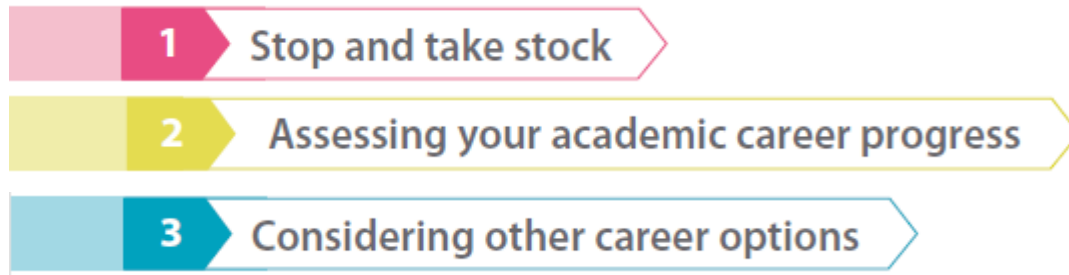
**EURAXESS Virtual webinar: Planning your research career paths**

<https://www.euraxess.bg/bulgaria/events/planning-your-research-career-paths-virtual-seminar-researchers>



# STEP 4: Prepare a CD plan

## Career Development Toolkit for Researchers



[www.jobs.ac.uk/media/pdf/careers/resources/career-development-toolkit-for-researchers.pdf](http://www.jobs.ac.uk/media/pdf/careers/resources/career-development-toolkit-for-researchers.pdf)

Which are areas of work or tasks you have enjoyed or are good at?

Are there activities, skills and behaviours you enjoy using but would need to gain further experience of or formal credentials in before you could use them in a new career?

Could any of these provide a route into a new career area?

An example would be identifying that you enjoy science outreach or communication, then using this to investigate possible career opportunities that would use these skills.

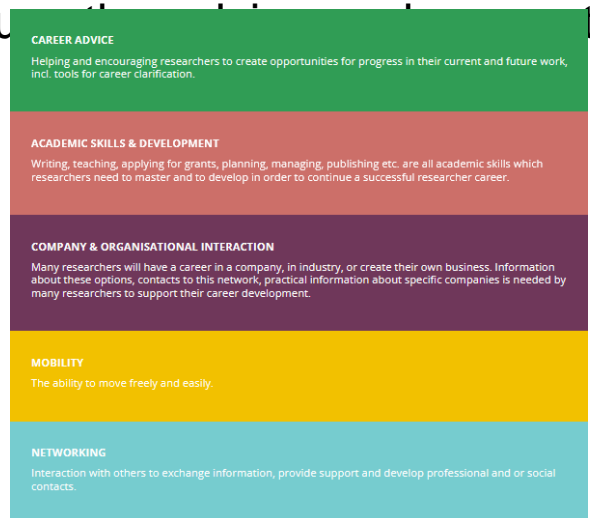
Do you have experience, skills or talents from outside work that could lead to a potential career change?

# STEP 4: Prepare a CD plan

**The REFLEX Researcher Career Development Scheme Application (The REFLEX App):** An online application developed to help the research institutions, researchers and professionals assisting researchers to facilitate the process of researchers' career development.

- **Institutions:** to develop more systematic and strategic approach to the career development (CD) of researchers.
- **Researchers:** a more active approach to their careers and need a comprehensive but simple framework to identify the key areas of their professional development.
- **Supervisors:** a tool for helping them to structure the support that they provide

<https://euraxess-reflex.saia.sk/reflexapp/>





# STEP 4:

10 minutes



1. Access the REFLEX App

<https://euraxess-reflex.saia.sk/reflexapp/>

2. Select the relevant module

3. Try setting SMART goals

CAREER ADVICE	ACADEMIC SKILLS & DEVELOPMENT	COMPANY & ORGANISATIONAL INTERACTION	MOBILITY	NETWORKING
<p>Helping and encouraging researchers to create opportunities for progress in their current and future work, incl. tools for career clarification.</p> <ul style="list-style-type: none"><li>★ External Career Support: Organisations such as labour unions and job centres assist researchers in their career development.</li><li>★ Career coordinator: A person whose job is to register events or activities and to negotiate with others in order to assist researcher's career support.</li><li>★ Performance and development review (PDR): An annual or bi-annual review session with a senior research manager/supervisor where researchers will review the past year, identify successes and challenges, in addition to planning for the future, also taking into consideration objectives of the department and institution, while identifying training and development opportunities including dialogical around career development goals.</li><li>★ Career centre: A career centre is a place consisting of counsellors specialised in various career development and self-assessment tools. They help individuals make informed career choices.</li><li>★ Career planning tool: Tests, programmes, models and assessment tools which help researchers to reflect on their career and create new perspectives.</li><li>★ Career coach: A trained person who guides and coaches researchers in choosing and managing their careers.</li><li>★ Wi: Job search: A workshop where researchers are informed on how to look for a job where to look, how to write an application and construct their CV, their network, how to use transferable skills etc.</li><li>★ Wi: Introduction to early career dialogue: A workshop where researchers with temporary contracts will be able to get information about career options, institutions, and possibilities on where and how to get career support, learn to</li></ul>	<p>Writing, teaching, applying for grants, planning, managing, publishing etc. are all academic skills which researchers need to master and to develop in order to continue a successful researcher career.</p> <ul style="list-style-type: none"><li>★ W: Supervisor Development: Courses on supervision skills and how to assist others in their development progress.</li><li>★ W: Project planning &amp; management: A course to support researcher's project management skills and ability to implement and evaluate projects with various tasks to assist researchers in their future project work.</li><li>★ W: Information on academic publishing: A workshop for researchers on how to publish their articles, how to lobby, who to contact and eventually how to submit a successful publication.</li><li>★ W: Academic writing: How to write a good and self-research paper, what techniques to be used, who is the target group, what is your key message, how to use references etc.</li><li>★ C: Leadership course: Course on leadership skills and how to lead project partners, how to manage a research group, and how to manage grants, housing skills on the researchers and development as a manager, e.g. strengths and development points.</li><li>★ C: Teaching course: Course on how to transfer scientific knowledge to a class room, how to teach different generations and different your teaching methods, how to teach in an international setting, in addition to developing pedagogical knowledge etc.</li><li>★ Teaching competency profile: A pedagogical competency profile is a description of a number of areas that are important for mapping teachers' overall teaching competences. Focus is on the teacher's mapping of their own basic knowledge of the subject as well as academic and teaching qualifications.</li><li>★ External teaching (open university)</li></ul>	<p>Many researchers will have a career in a company, in industry or create their own business. Information about these options, contacts to this network, practical information about specific companies is needed by many researchers to support their career development.</p> <ul style="list-style-type: none"><li>★ Company visit: An event where researchers visit a company to get insightful information that can help them decide on their future career paths.</li><li>★ Technology transfer: The transfer of new knowledge from companies to researchers and vice versa in an attempt to create future collaborations.</li><li>★ Employment panel: Collaboration between universities and companies and industry where the latter will explain what their needs are in connection to knowledge and research.</li><li>★ Company/job fair &amp; matchmaking: An event for employers to meet with job seekers, also called career fairs. Attending a job fair is an easy way to connect to numerous employers quickly. Researchers and companies can "leave their" to get acquainted and find out if they can collaborate together in the future.</li><li>★ Internship (industry + academia): The position of a trainee who works in an organisation, participating without pay, in order to gain work experience or satisfy requirements for a qualification.</li><li>★ Wi: How to be attractive for the labour market: A workshop where researchers get concrete information on how to apply for jobs while being a researcher. What transferable skills are needed, how to communicate specific detailed research knowledge in a comprehensive way to people who do not know the specifics and what extra courses to take to qualify for a specific career.</li><li>★ Wi: How to become an entrepreneur: A course on how to start a company or sell your knowledge at a conference. Practical information on how to create a business plan, create funding, register your business, how to deal with taxes, how to get customers and how to sell a product or service.</li></ul>	<p>The ability to move freely and easily</p> <ul style="list-style-type: none"><li>★ Dual career: A situation in which both the researcher and his/her partner pursue a career.</li><li>★ Legal and administrative issues: Information and access about working and residence permits for the whole family including housing information which is a critical factor for the mobility of researchers.</li><li>★ C: Cultural courses: Information on unwritten working and cultural rules including how to act in various cultural settings will be important for successful mobility.</li><li>★ C: Language courses: Learning the local language can be key in moving to or staying in a particular country.</li><li>★ Mobility coaching: Getting information about new opportunities in specific countries. (Who should one do to be able to move, are there limitations, are there any available contacts, available grants etc.)</li><li>★ Social Events: Welcome meetings and events can be key to adapting in a new country and establishing a new network.</li></ul>	<p>Interaction with others to exchange information, provide support and develop professional and/or social contacts.</p> <ul style="list-style-type: none"><li>★ Interdisciplinary collaboration: Creating an association that can stimulate interdisciplinary collaboration. This network could help open new career options in other disciplines (e.g. PhD/Postdoc associations).</li><li>★ Mentor: Identifying of researchers to create the possibilities of sharing knowledge between peers, seniors, inside and outside academic, across borders (countries or disciplines).</li><li>★ Alumni association: Association of former students of a university. These usually are well structured organisations which create events and establish valuable contacts. Often there is a database available with useful contacts.</li><li>★ Network with former colleagues: These informal networks are sometimes formalised giving researchers valuable information within their area of interest.</li><li>★ Conferences: Networking with others at conferences provide the option of interacting with different networks on many levels.</li><li>★ Building an international network: An international network widens career possibilities immensely.</li></ul>

Are you already registered in the EURAXESS Portal?



# Mentimeter

[www.menti.com](http://www.menti.com) and use the code 1709 9595



# How EURAXESS could help you?

<https://euraxess.ec.europa.eu/>



# EURAXESS



JOBS & FUNDING

CAREER DEVELOPMENT

PARTNERING

INFORMATION & ASSISTANCE

NATIONAL PORTALS

EURAXESS WORLDWIDE

LOGIN / REGISTER



## How can we help you?



I am

Please select



Please select

Researcher

Hiring and Assisting Researchers

Business/Entrepreneur

I want

Please select

Please select

to search job offers

search for researchers (requires login)

personal assistance

to search funding opportunities

tips for my host country

SEARCH



Why should I register if practically all **EURAXES** resources and tools are **free and publicly available?!?**

Registration

- Profile – Public / Private
- EUROPASS CV

Jobs & funding



Saved Searches



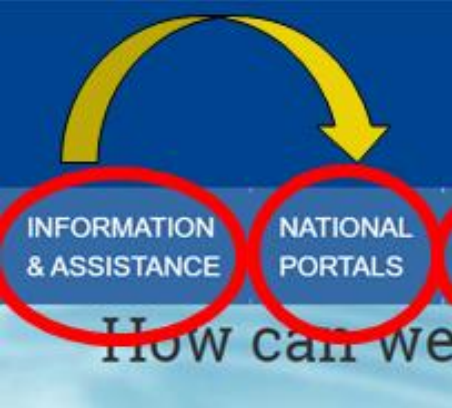
Notifications

Partnering

FIND MEMBERS

FIND ORGANISATIONS

**MAKE  
YOUR  
SELF  
VISIBLE  
!**



## LIVING IN EUROPE

Access to the culture of the host country/language courses

Accommodation

Banking

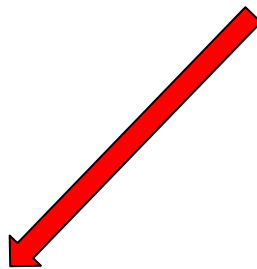
Day care, schooling & family related issues

Departure conditions/formalities

Entry conditions/visas

Health insurance

Medical care



## WORKING IN EUROPE

Career Development

Intellectual Property Rights (IPR)

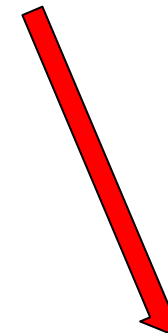
Pension for Researchers

Recognition of diplomas

Taxation/salaries

Unemployment

Work Permit



## LEAVING EUROPE

Departure conditions/formalities

Job Opportunities








































Funding Opportunities

EURAXESS Worldwide

## Explore EURAXESS National Portals:

Packed with practical advice and local information on all matters concerning your professional and daily life, as well as job and funding opportunities, the EURAXESS National Portals are here to support and help you succeed in your research career.

The responsibility for content quality, accuracy and completeness lies entirely with the EURAXESS National Network Organiser and Portal Administrator/Content Manager of each national EURAXESS portal that exchanges information with the European site.

 ALBANIA	 FAROE ISLANDS	 LATVIA	 ROMANIA
 ARMENIA	 FINLAND	 LITHUANIA	 SERBIA
 AUSTRIA	 FRANCE	 LUXEMBOURG	 SLOVAKIA
 BELGIUM	 GEORGIA	 MALTA	 SLOVENIA
 BOSNIA AND HERZEGOVINA	 GERMANY	 MOLDOVA	 SPAIN
 BULGARIA	 GREECE	 MONTENEGRO	 SWEDEN
 CROATIA	 HUNGARY	 NETHERLANDS	 SWITZERLAND
 CYPRUS	 ICELAND	 NORTH MACEDONIA	 TURKEY
 CZECH REPUBLIC	 IRELAND	 NORWAY	 UNITED KINGDOM
 DENMARK	 ISRAEL	 POLAND	

Save time, energy and money by using more than **600 EURAXESS support centers** helping researchers **free of charge** with a wide range of services facilitating your move and stay abroad. Sort out centres by country and type of expertise, based on your specific issue.

FIND YOUR EURAXESS SUPPORT CENTER

## Search for EURAXESS Centres

Type here

Enter keywords

- Type of organisation – university/national agency/institute
- All / part of the name of the organisation

COUNTRY

SEARCH

NEED HELP?

- Austria (34)
- Belgium (17)
- Bulgaria (19)
- Croatia (10)
- Cyprus (8)
- Czech Republic (14)
- Denmark (10)
- Estonia (8)

All Centres (603)



## Your search results (15)

Selected:

Austria ×

universities

COVERAGE AREA ▾

EXPERTISE ▾

SORT BY ▾

SHOW ON MAP

### University of Graz

**Coverage Area:** Within institution only

**Type(s):** EURAXESS Contact Point

**Expertise:** Access to the culture of the host country/language courses, Accommodation,

**CONTACT**

welcome@uni-graz.at  
+43 316 380 3940

**LOCATION**

Austria > Graz



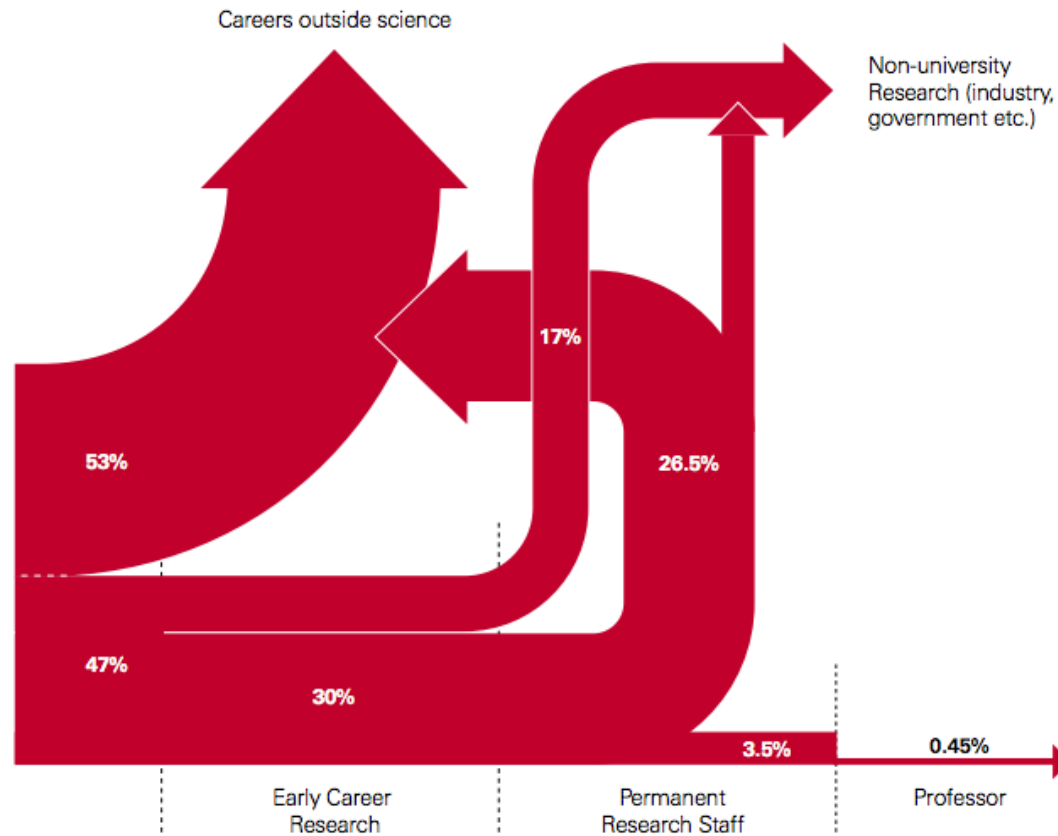
**RESEARCHERS  
BEYOND  
ACADEMIA  
MENTORING  
PROGRAMME**

by **euraxess** 



# WHY?

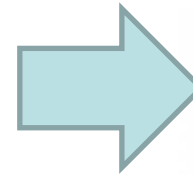
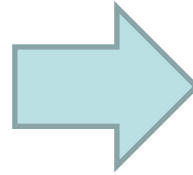
Figure 1.6 Careers in and outside science



SOURCE: "The Scientific Century" by the Royal Society (2010)



# HOW?



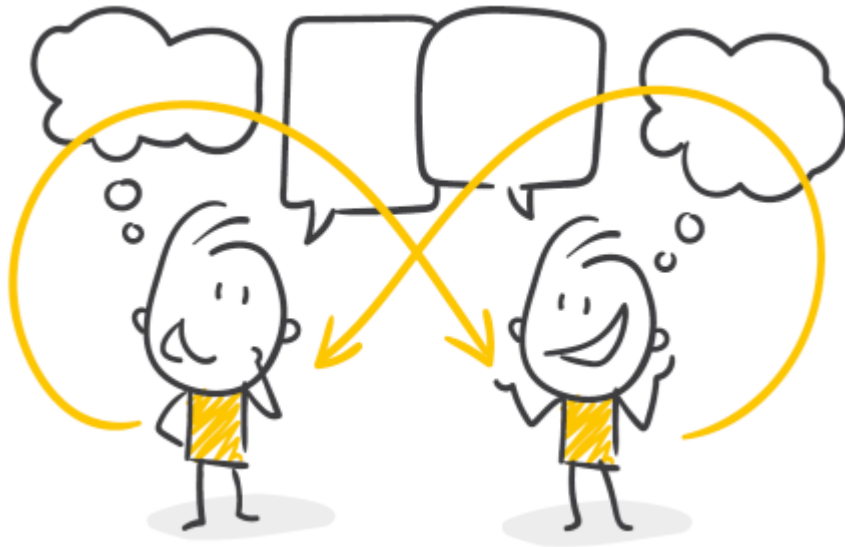
- EURAXESS TOP IV (GA N° 786133) 
  - Pilot
  - Mentoring period July – December 2019
  - 71 pairs (46 in Spain)
  - <https://www.euraxess.es/spain/spain-network/euraxess-top-iv/rebeca-mentoring-programme>
- EURAXESS Spain activity
  - Mentoring period February – August 2021
  - 80 pairs
  - In collaboration with RAICEX (20% outside Spain)
  - <https://www.euraxess.es/spain/rebeca-2020>
- EURAXESS Hubs (GA N° 101035541) 
  - Mentoring period February – July 2022
  - 100 pairs
  - European dimension
  - Match-making events
  - <https://www.euraxess.es/node/702307/>

# REBECA Concept

## RESEARCHERS BEYOND ACADEMIA MENTORING PROGRAMME

euraxess  
RESEARCHERS IN MOTION

BEYOND THE BENCH



- ✓ **MENTEES:** early stage researchers wanting to explore professional options beyond academia
- ✓ **MENTORS:** highly skilled professionals connected with STEM and social sciences and humanities (other than academic researchers)

# MATCHING PROCESS

Mentors	Mentees
What areas below do you think describe better your <b>professional expertise</b> ?	What are your professional <b>interests beyond academic research</b> ?
What are the <b>topics you think you could contribute</b> more within this programme?	What are the <b>topics you would like to especially tackle</b> in this programme?

- ✓ **Pre-selection of mentors and mentees**
  - ✓ Motivations
  - ✓ Professional/research background
- ✓ **Matching process: according to capacities and strengths of mentors and needs and expectations of mentees**
- ✓ **Pairs established respecting sex ratio / country /discipline of applications**



# RESOURCES: Handbook



- ✓ All the info you need for the programme
- ✓ **6 suggested topics :**
  - ✓ Professional career aspirations
  - ✓ What is “Moving Beyond Academia” about?
  - ✓ Key Soft Skills
  - ✓ Deepen in some of these Soft Skills
  - ✓ Self awareness
  - ✓ What have we achieved? What comes next?
- ✓ **Each topic:**
  - ✓ Previous readings/thinking
  - ✓ Goals
  - ✓ Guiding questions to support your sessions

<https://www.euraxess.es/spain/spain-network/euraxess-top-iv/rebeca-mentoring-programme>

# RESOURCES: Handbook



<https://www.euraxess.es/spain/rebeca-2020>

1. Professional career aspirations
2. What is “Moving Beyond Academia” about?
3. What are the key differences between the academic and non-academic sectors?
4. Branching out: beyond academia and industry
5. Key hard skills
6. Key soft skills
7. Deepen into some soft skills:
  - I. Gender considerations for STEM professionals
  - II. How to network
  - III. Conflict management
  - IV. Time management: life-work balance
  - V. Communication
8. Self-awareness: overqualification vs impostor syndrome
9. Career progression
10. What have we achieved? What comes next?

# RESOURCES: Career Plan Template



## PERSONAL CAREER DEVELOPMENT PLAN

**RESEARCHERS  
BEYOND  
ACADEMIA**  
MENTORING  
PROGRAMME

HAS ALLA DEL LABORATORIO

WHAT I THINK I CAN BE BEST AT	WHAT I DESIRE PROFESSIONALLY	HOW I WANT TO CONTRIBUTE	MY PERSONAL PREFERENCES
I am a people oriented-person and i feel comfortable working with others.	I want to work to be able to see the applicability of my research	I want to improve people's quality of life through new treatments/drugs	Steady, influential service, dedication to cause

	CAREER STEP	AREAS OF STRENGTH	AREAS TO DEVELOP	DEVELOPMENT ACTIVITIES
NOW	PhD Student in biomedical sciences	Collaboration Change Adaptability Independence Critical-thinking	Time-management skills Bioinformatics Written communication	R-studio workshop Python workshop
SHORT TERM	Clinical research associate in biotech	Seeks for more responsibilities Takes initiative to see to agreed action	Oral communication Leadership Conflict management Networking	Conferences
LONG TERM	Associate director in pharma company	Has people skills Shows good communication skills	Business and Marketing skills	Teambuilding activities

✓ To be used by mentees

✓ Help mentees to gather their main findings and reflections of the programme

✓ The mentee may use it to plan meetings

✓ Define specific actions

# RESOURCES: Meetings and trainings



## Kick-off workshops

- ✓ Mentor
- ✓ Mentees

## Trainings with a career development expert for mentees:

- ✓ How to get started beyond academia
- ✓ Career management techniques
- ✓ How to write a non –academic CV

## Additional activities:

- ✓ **Networking meeting** for the exchange of experiences among mentors
- ✓ **Keynote presentations by mentors**
  - How to face job interviews
  - Mentoring relationships
  - Science advice & diplomacy

## REBECA Final Event

# MONITORING: Post-meeting forms

**RESEARCHERS BEYOND ACADEMIA MENTORING PROGRAMME**

EURAXESS  
ASSOCIATION OF EUROPEAN  
UNIVERSITIES

BEYOND THE BENCH

Name of the mentee \*

Tu respuesta

EURAXESS National Network supporting your pair \*

Elige

Date of the meeting \*

DD MM AAAA

/ / 2019

How did the meeting take place? \*

Elige

What topics have you addressed during this meeting? \*

Tu respuesta

Key findings during the meeting

Tu respuesta

Further steps

Tu respuesta

Next meeting scheduled \*

DD MM AAAA

/ / 2019

- ✓ On-line mentoring
- ✓ To be filled in by mentees after each meeting with the mentor
- ✓ No private or confidential information will be included
- ✓ It will help EURAXESS managers monitor the programme



# DISSEMINATION

FECYT launches the mentoring programme "REBECA" for early stage researchers

Source: FECYT | Monday, April 22, 2019

**RESEARCHERS BEYOND ACADEMIA MENTORING PROGRAMME**  
MÁS ALLÁ DEL LABORATORIO

Agencia **SINC**

**La estructura cerebral determina las diferencias ante la sensibilidad musical**

La conectividad de la sustancia blanca, el tejido a través del cual se comunican las distintas áreas del sistema nervioso central, es clave para entender por qué nos gusta o no la música. Un nuevo...

**Así se crea el collar desplegable del claudiosaurio**

Lo vimos en Jurassic Park: un dinosaurio mariano desplega un espectacular cuello para intimidar a uno de los personajes de la cinta. El animal no era real, pero se inspiraba en un reptil que sí lo...

### Search for EURAXESS Centres

Enter keywords

COUNTRY 1 selected

SEARCH NEED HELP?

Your search results (105)

Selected: Spain

COVERAGE AREA TYPE EXPERTISE SORT BY

SHOW ON MAP



FECYT\_Ciencia @FECYT\_Ciencia

**FECYT lanza el programa de mentorazgo "REBECA" para jóvenes investigador@s con intereses profesionales más allá del ámbito académico. Toda la info sobre cómo participar [fecy.es/es/noticia/fec](https://fecy.es/es/noticia/fec) #EURAXESS**

**RESEARCHERS BEYOND ACADEMIA MENTORING PROGRAMME**  
MÁS ALLÁ DEL LABORATORIO

7:43 - 22 abr. 2019

40 Retweets 36 Me gusta

OTRI ULL @OTRI\_ULL

**¿Conoces REBECA?**

Si te gustaría explorar otras opciones profesionales más allá de la investigación pública te interesará el programa de mentorazgo REsearchers Beyond aCAademia

Consulta toda la información en [bit.ly/2Pp5qE1](https://bit.ly/2Pp5qE1)

#OTRIULL #EURAXESS #mentoring #investigacion

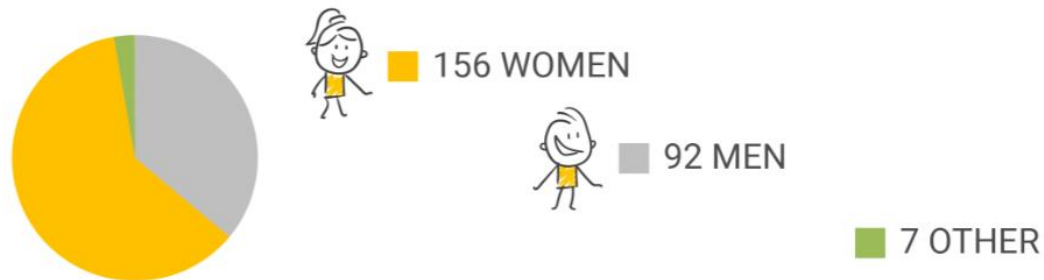
**RESEARCHERS BEYOND ACADEMIA MENTORING PROGRAMME**  
MÁS ALLÁ DEL LABORATORIO

3:28 - 23 abr. 2019

5 Retweets 7 Me gusta

# OPEN CALL

## 255 APPLICANTS TO BE A MENTEE



### TOPICS APPLICANTS WOULD LIKE TO TACKLE IN THE PROGRAMME

R&D&i management in industry	121	Science management	27
Science communication	62	Strategic development	23
Pharma	50	Business development	16
Project management	50	Engineering	16
International relations	38	Science policy	15
Consulting	30	Science diplomacy	14
Entrepreneurship	28	Others	14

# Why do mentees apply?

I feel great **uncertainty** about what is the best option for me

I love science and I would like to stay connected to it but **not in the bench**

I want to get to **meet professionals** beyond my discipline and sector

I want to know people with **other experiences** and careers

## IT'S ALL ABOUT:

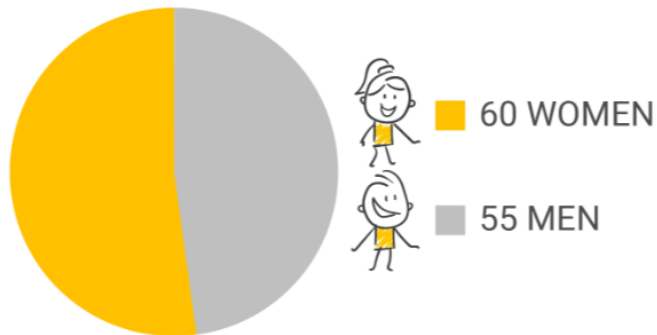
- ✓ **New views, perspectives**
- ✓ **Support and advice for their next move**
- ✓ **Getting to know new people beyond their PhD supervisor!**
- ✓ **Getting to know what is "out there" for researchers**

I want to know about the **skills** you need to apply for a good job in the industry



# OPEN CALL

## 115 APPLICATIONS TO BE A MENTOR



### SECTOR

Private sector	54
Academia	39
Public administration	28
Third sector	14
Others	4

### AREAS OF PROFESSIONAL EXPERIENCE

Project management	47
R&D&i departments in industry	34
Entrepreneurship	27
Science management	26
Science communication	25
Strategic development	23
Pharma	18
International relations	18
Consulting	17
Engineering	15
Business development	13
Science policy	15
Others	25

# Why do mentors apply?

While I was a PhD student I **missed having another vision** apart for research

Mentors have been essential in my career. I want to **give back**

I think my vision of the sector can **be useful to younger generations**



## IT'S ALL ABOUT:

- ✓ **ALTRUISM**
- ✓ **Supporting others in their career choices**
- ✓ **Giving back**
- ✓ **Getting connected to others**
- ✓ **Transcending personal interests**

The best way to advance in our future **is sharing our knowledge & experiences**



# RESULTS: Satisfaction

## RESEARCHERS BEYOND ACADEMIA MENTORING PROGRAMME

BEYOND THE BENCH

## YOUNG RESEARCHERS PARTICIPANTS=46 SURVEY RESPONSE=46

77,8%

Extremely or very satisfied with REBECA.

80,6%

Have a clearer idea of the professional options outside academia.

66,6%

More willing to search for professional options beyond academia.

86,1%

More aware of their skills and competences.

86,1%

Will stay in touch with their mentors after REBECA.



"I HAVE LEARNED TO PREPARE A CV FOR A JOB OUTSIDE ACADEMIA AND HOW TO TRANSFER MY SKILLS AND COMPETENCES FROM MY PHD PROGRAMME"

"I HAVE UNDERSTOOD THE TERM NETWORKING AND I HAVE BEEN AWARE OF MY SOFT SKILLS"

"IN A SENSE, IT'S BEEN LIKE COMING BACK TO MY OWN SITUATION MANY YEARS AGO, BUT NOW WITH MUCH MORE EXPERIENCE TO SHARE"

# RESULTS: Satisfaction

## RESEARCHERS BEYOND ACADEMIA MENTORING PROGRAMME

BEYOND THE BENCH

## MENTORS

PARTICIPANTS=46 SURVEY RESPONSE=41

92,7%

Extremely or very satisfied with REBECA.

85,4%

Will stay in touch with their mentees.

92,7%

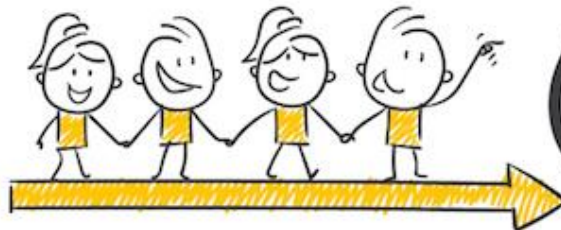
Believe REBECA helped their mentees to be more ready to face a professional transition.

85,3%

Believe REBECA helped their mentees to be more aware of their own skills and competences.

87,8%

REBECA was also a positive professional experience for themselves.



"IT HAS BEEN A VERY BEAUTIFUL EXPERIENCE AND I HAVE SEEN MY SELF-REFLECTED IN MY MENTEE. I WISH I WOULD HAVE BEEN ABLE TO HAVE THIS SUPPORT WHEN I WAS AT UNIVERSITY"

"I HAVE UNDERSTOOD THE IMPORTANCE OF NETWORKING AND I HAVE BEEN AWARE OF MY SOFT SKILLS AND THE IMPORTANCE OF THEM OUTSIDE ACADEMIA"

"DURING YOUR PHD YOU HAVE NO TIME TO THINKG ABOUT YOUR NEXT STEP. THIS TYPE OF PROGRAMMES YOU FORCE YOURSELF TO STOP AND THINK"

# RESULTS: Toolkit

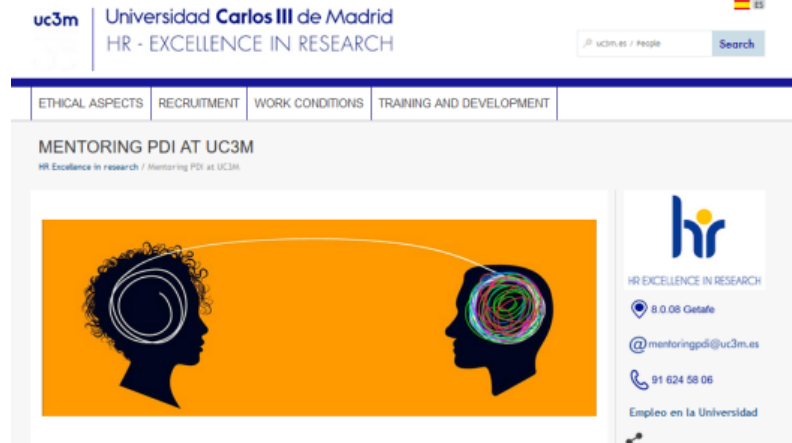


- Annex I\_REBECA Mentoring Handbook.pdf
- Annex II\_REBECA leaflet\_vToolkit.pdf
- Annex III\_Application for mentees\_vToolkit.docx
- Annex IV\_Application for mentors\_vToolkit.docx
- Annex IX\_REBECA Final Survey\_vToolkit.docx
- Annex V\_Mentoring\_learning\_agreement\_vToolkit.doc
- Annex VIa\_REBECA MENTEES WEBINAR\_FECYT\_Toolkit.pptx
- Annex VIb\_REBECA MENTORS WEBINAR\_FECYT\_Toolkit.pptx
- Annex VII\_REBECA Personal Career Plan template\_vToolkit.xlsx
- Annex VIII Post-Meeting Forms\_vToolkit.docx

<https://www.euraxess.es/spain/spain-network/euraxess-top-iv/rebeca-mentoring-programme>



# RESULTS: Inspiration



Mentoring program

T E J E D O R



Complutense University of Madrid

## Introduction

The objective of this mentoring program is to form a team of researchers in the early stages of any field of knowledge who are interested in your career options beyond the traditional academic career, with highly qualified mentors working in professional settings outside of academia. It is aimed at both predoctoral and postdoctoral recruits. The first edition will take place between September 2020 and February 2021.

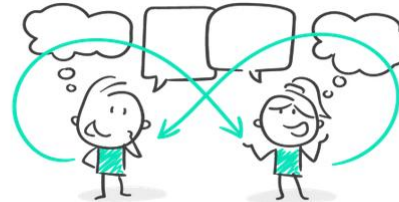
Developed from the creative commons content of the REBECA Euraxess program



# REBECA 2020-2021

**RESEARCHERS  
BEYOND  
ACADEMIA  
MENTORING  
PROGRAMME  
2020-2021**

BEYOND THE BENCH



GOBIERNO DE ESPAÑA

MINISTERIO DE CIENCIA E INNOVACIÓN



FUNDACIÓN ESPAÑOLA PARA LA CIENCIA Y LA TECNOLOGÍA



Co-organised with:

**RAICEX** Red de Asociaciones de Investigadores y Científicos Españoles en el Exterior.

20% of the mentee positions will be available for researchers currently working outside of Spain.

## COLLABORATORS

The following organizations have actively collaborated in the organization of REBECA 2020-2021, particularly through the engagement of mentors



- Nov / Dec 2020 securing mentors
- January 2021 open call for participants
  - ✓ 234 applications from early stage researchers
  - ✓ 120 expressions of interests to be mentors
- **80 Pairs established**
- Mentoring period February-August 2021

<https://www.euraxess.es/spain/rebeca-2020>

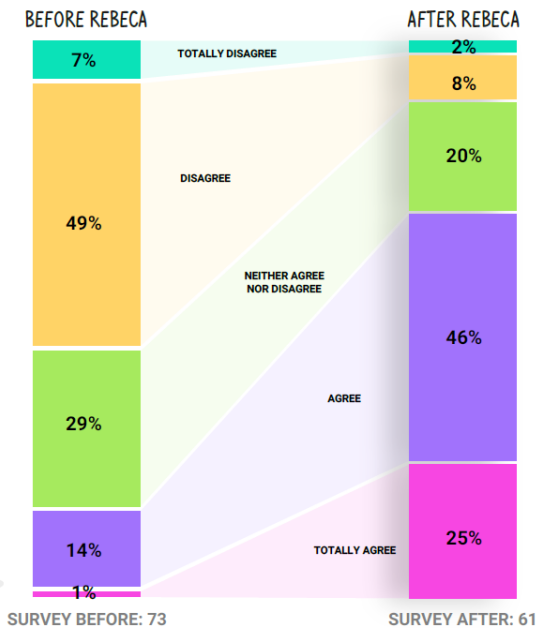
# REBECA 2020-2021

## RESEARCHERS BEYOND ACADEMIA MENTORING PROGRAMME 2020-2021



### IMPACT OF REBECA IN YOUNG RESEARCHERS

I KNOW WHAT PROFESSIONAL OPTIONS I HAVE OUTSIDE ACADEMIA

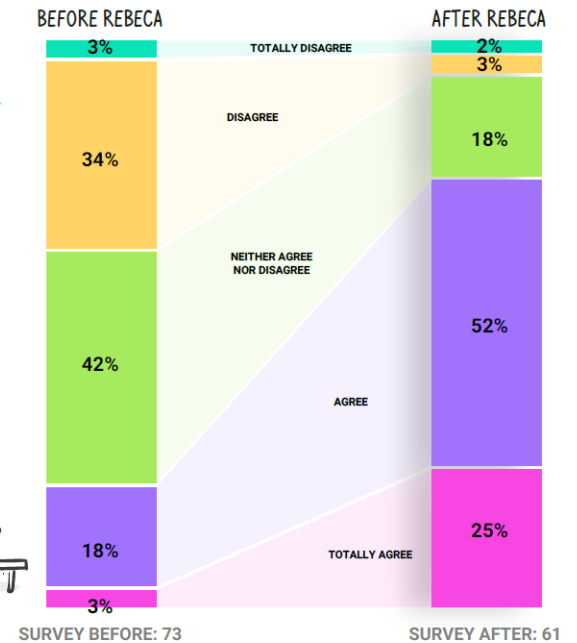
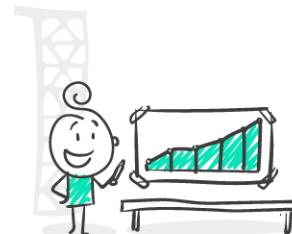


## RESEARCHERS BEYOND ACADEMIA MENTORING PROGRAMME 2020-2021



### IMPACT OF REBECA IN YOUNG RESEARCHERS

I AM CLEAR ABOUT HOW MY RESEARCH EXPERIENCE CAN BE AN ASSET BEYOND ACADEMIA



# REBECA 2020-2021

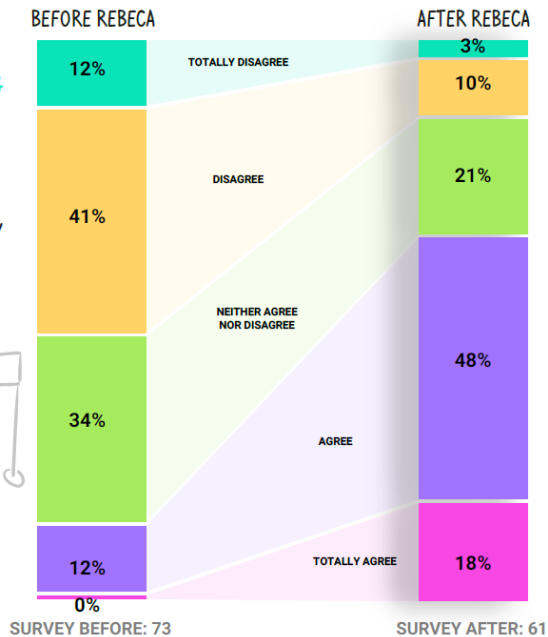
## RESEARCHERS BEYOND ACADEMIA MENTORING PROGRAMME 2020-2021

BEYOND THE BENCH



### IMPACT OF REBECA IN YOUNG RESEARCHERS

I AM CLEAR ABOUT WHAT WEAKNESSES I SHOULD ADDRESS IN ORDER TO APPLY TO A JOB BEYOND ACADEMIA



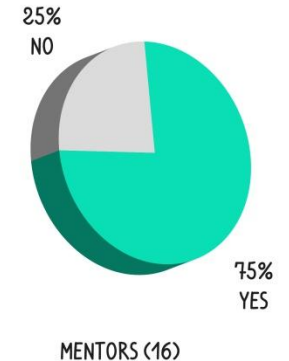
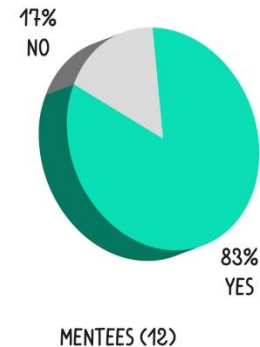
## RESEARCHERS BEYOND ACADEMIA MENTORING PROGRAMME 2020-2021

BEYOND THE BENCH



APPROXIMATELY 20% OF REBECA PARTICIPANTS WERE LOCATED OUTSIDE OF SPAIN, SO INTERNATIONAL PAIRS WERE ESTABLISHED

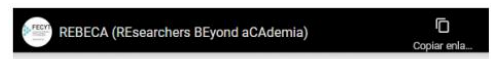
### IF YOUR PAIR WAS OUTSIDE OF SPAIN, DO YOU THINK YOU HAVE BENEFITED FROM THEIR INTERNATIONAL EXPERIENCE?



### I have interest in finding a professional alternative beyond academic research



<https://www.euraxess.es/spain/rebeca-2020>



# And now: REBECA by EURAXESS



## What is new in REBECA by EURAXESS?

- This is an activity of the EURAXESS Hubs project and has a European-wide approach
- Mentors and mentees will come from different countries, so expect transnational pairs
- Stay tuned for additional activities:
  - Match-making events
  - REBECA by EURAXESS online community

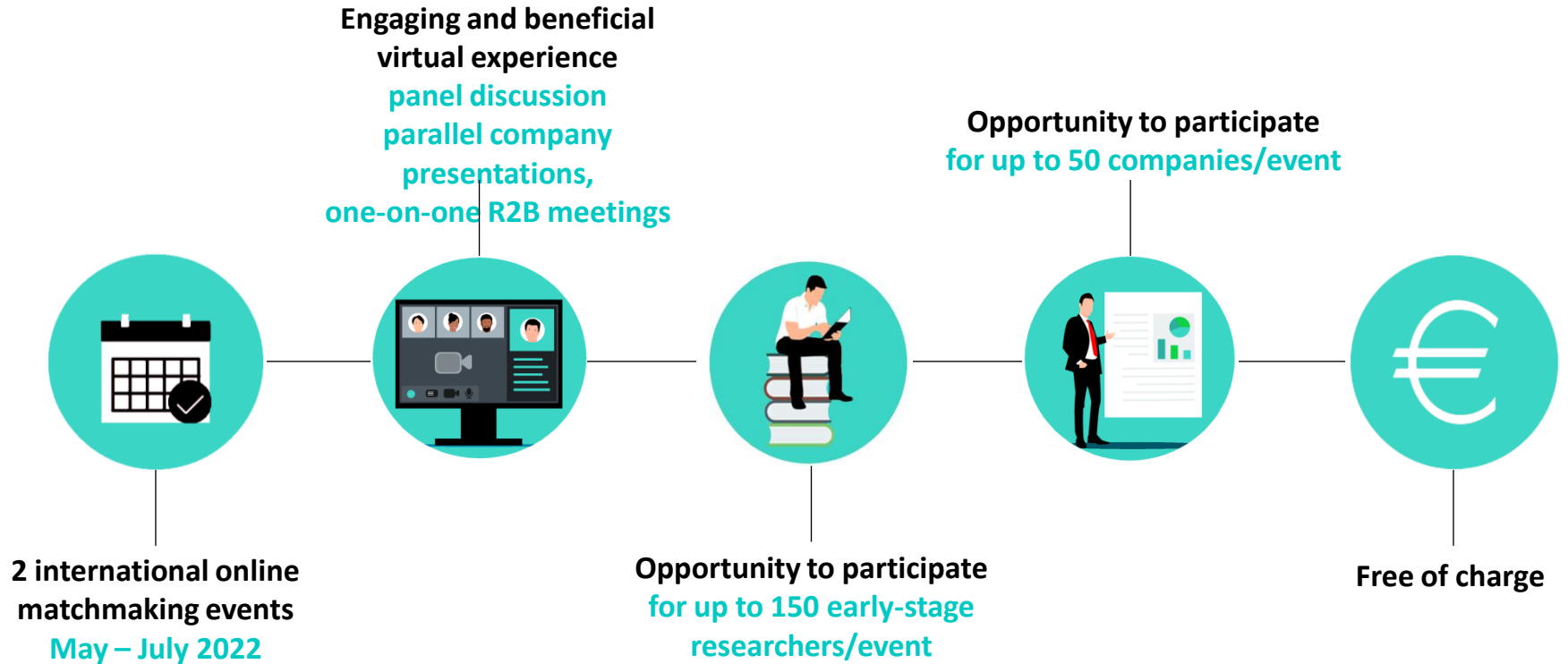


This project has received funding from the Research and Innovation framework Horizon 2020 of the European Union under grant agreement 101035541

<https://www.euraxess.es/node/702307/>

# And now: REBECA by EURAXESS

## VIRTUAL MATCHMAKING EVENTS - Researchers2Businesses



Contact: [euraxess@saia.sk](mailto:euraxess@saia.sk)

# And now: REBECA by EURAXESS

## RESEARCHERS

meet and discuss with representatives of companies  
**panel discussion /one-on-one R2B matchmaking**

learn about scientific portfolio of non-academic R&D companies **company profiles/parallel company presentations/"marketplace"**

find out about career opportunities, typical R&D positions in non-academic sector, requirements and responsibilities of R&D staff **parallel company presentations/ one-on-one R2B matchmaking/"marketplace"**

present your research achievements, look for cooperation  
**personal profile/one-on-one R2B matchmaking/"marketplace"**

learn about what other early/stage researchers do  
**personal profile/"marketplace"**



## COMPANY REPRESENTATIVES

present the company to the young scientific community and other professionals  
**company profiles/parallel company presentations**

meet and discuss with young researchers/present and offer career opportunities **one-on-one R2B matchmaking/messaging/"marketplace"**

learn about other companies, look for cooperation  
**Company profiles /messaging/"marketplace"**

## How to make an appealing Match-making event?



# Mentimeter

[www.menti.com](http://www.menti.com) and use the code 1709 9595





# And now: REBECA by EURAXESS



Community building:

‘Researchers Beyond Academia by EURAXESS’ - A journey towards research careers outside universities

<https://www.linkedin.com/showcase/researchers-beyond-academia-by-euraxess>



What would you like to find in the LinkedIn?



# Mentimeter

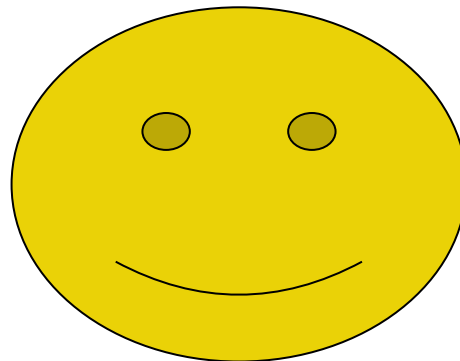
[www.menti.com](http://www.menti.com) and use the code 1709 9595



# How to get best out of EURAXESS Mentoring programs - "Shape the Future of a Researcher"?

The answer is simple 😊

**YOU HAVE TO BE ACTIVE!**



Mentoring experience?



# Mentimeter

[www.menti.com](http://www.menti.com) and use the code 1709 9595



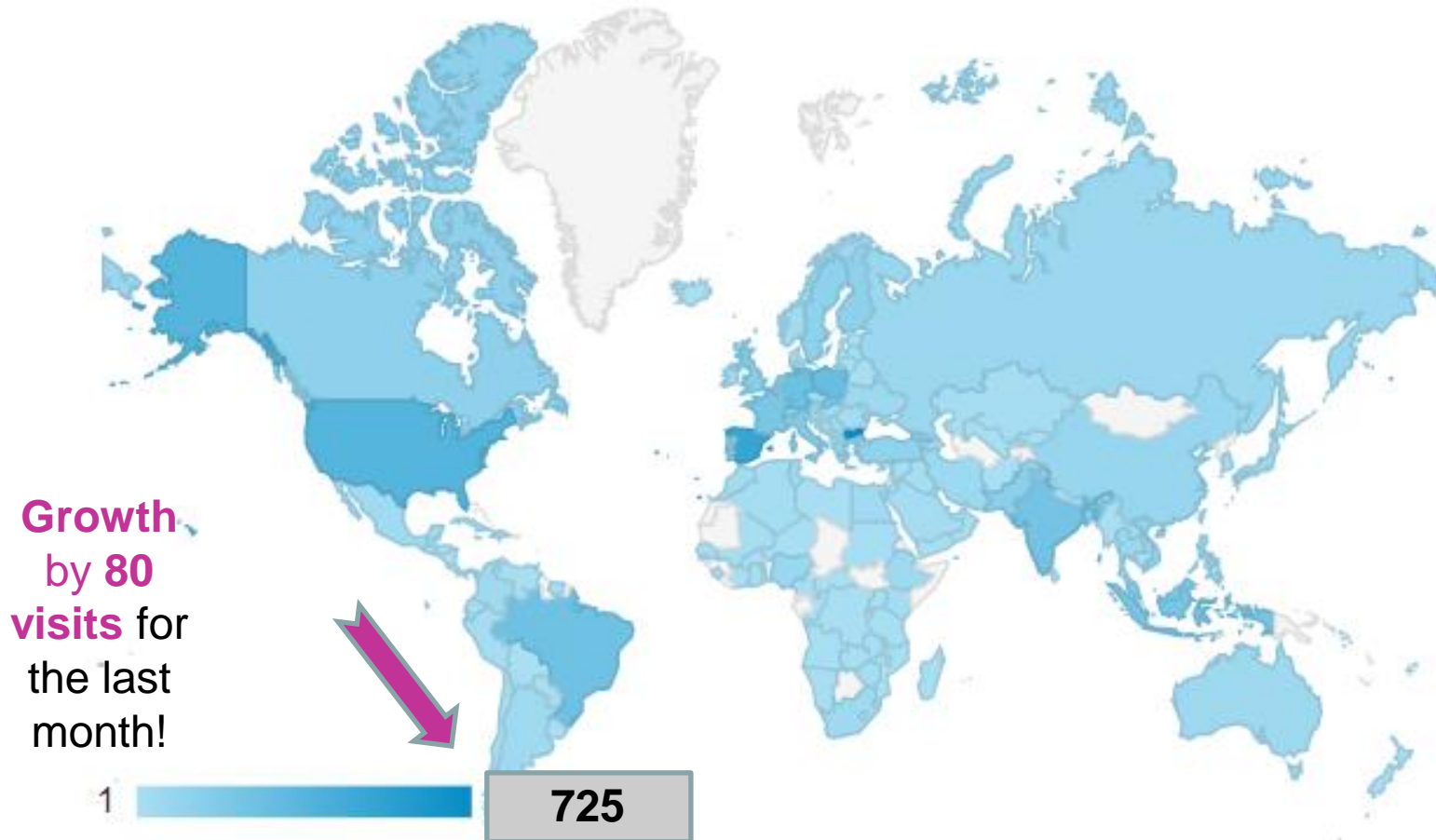
## Last update on the program for 1 year period

- Registered **757 researchers** form all over the **world** – 317 male/ 440 female
- From them **157 mentors** – 78 male/ 79 female
- Working/ finished **couples 157**

The screenshot shows the EURAXESS Mentoring Programme website. The header includes the logo and navigation links: Home, Find a Mentor / Mentee, ABOUT US, FIND A MENTOR / MENTEE (highlighted), NEWS, MY ACCOUNT, and LOG OUT. The main heading is 'EURAXESS Mentoring Programme'. Below this, there are search filters: 'Contact a Mentor / Mentee' with a dropdown menu showing 'Choose some options', and 'Years of research experience' with another dropdown menu showing 'Choose some options'. On the right side, there is a 'Save search' section with a 'Name \*' field containing 'Saved search', a 'Notification interval \*' dropdown menu showing '- Select -', and a yellow 'SAVE SEARCH' button with a checkmark.

# The Mentoring Programme map

## Google Analytics – No of visits



**Register! - <https://mentoring.euraxess.bg/user/register>**

# EURAXESS Mentoring Programme



ABOUT US

FIND A MENTOR / MENTEE

NEWS

MY ACCOUNT

LOG OUT



Mentoring Programme “Shape the future of a  
Researcher coming to Europe”

# After REGISTRATION

## WHAT ? ! ?

What you mean?

Should I do anything AFTER the registration – isn't there an **AUTOMATIC** matching?

## Numbers speak for themselves

- Most of the **MENTORS** wait and this is reasonable to a certain extent – some mentors search for a mentee/s
  - There are mentors that within the 1<sup>st</sup> year
    - Had **5** and even **7** mentees
    - Had none
- Most of the **MENTEES** ...also wait!!! **BUT WHY – Enigma!**
  - There are mentees that within the 1<sup>st</sup> year
    - Had **3** mentors
    - Had **NONE!**



# After REGISTRATION



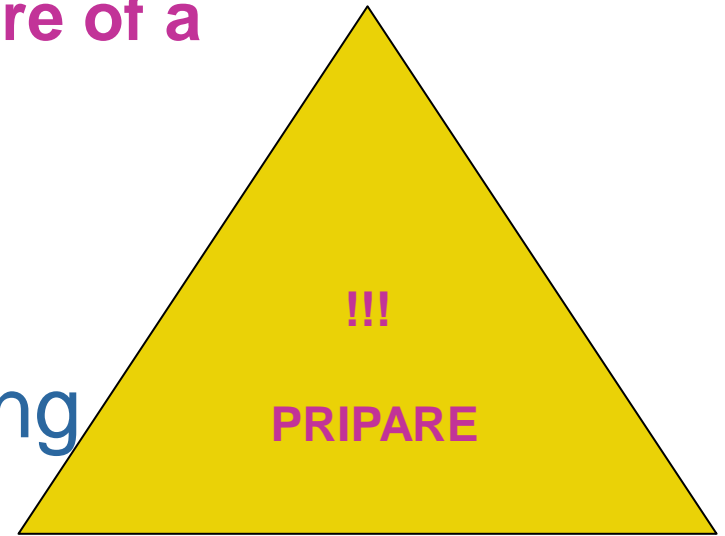
## MENTEE

- **Explore** the functionalities
- **Search** engine – **SAVE SEARCH OPTION**
- **Request** Mentorship – at least 2 at a time!
- **Prepare** for the 1<sup>st</sup> meeting

# How to get best out of EURAXESS Mentoring programs - "Shape the Future of a Researcher"?

## MENTEE

- **Prepare** for the 1<sup>st</sup> meeting
- Short **CV**
- Be ready to **talk** about your research interests, motivation, difficulties & problems
- **Draft** your mentoring plan and send it in advance to your mentor
- List your **questions** to the mentor in order not to forget anything important



# Drafting your Mentoring Plan



## MENTEE

○ At least 3 of the predefined topics!

### Contents

<b>Topic 1. Career Counselling</b> .....	1
<b>Topic 2. Publications and presentations</b> .....	2
Topic 3. Add topic that is of your interest .....	2
Topic 4. Add topic that is of your interest .....	3
Topic 5. Add topic that is of your interest .....	3
<b>Topic 6. Funding opportunities</b> .....	3

# Drafting your Mentoring Plan

## MENTEE

○ Prepare *questions* and *subtopics* for each topic!

### Topic 2. Publications and presentations

How do you convert a result into a publication?

What are the criteria for a successful poster to be presented at an international conference?

Are there any good strategies to present in a postdoctoral interview?

What is the right way to present my work to the scientific community?

How can I improve my dissertation writing skills?



# At the 1st meeting



## MENTEE

- **Present** yourself and your interests
- **Ask** all questions that you are interested
- **Discuss** your proposal for mentoring plan with your mentor
- **Agree** on adjustments to the plan if needed
- **Make clear** what you have to prepare for the next meeting
- **Agree** on date and time for the next meeting

## EXERCISE – 10 MIN



Prepare draft mentoring plan with:

**6 topics** (choose at least 3 of the listed below topics and add others by your preference)

**1 question** to each topic

- Career Counseling
- Publications and presentations
- Advancing the professional networking opportunities
- Introduction to Open Science policies
- Career Opportunities outside academia
- Funding opportunities

**REPORTING:**

**You have 1 min  
to read your topics and  
the most important for you  
question that you asked!**

## After REGISTRATION



## MENTOR

- **Explore** the functionalities
- **Search** engine – **SAVE SEARCH OPTION**
- **Request** Mentorship – at least 2 at a time!
- **Prepare** for the 1<sup>st</sup> meeting

# How to get best out of EURAXESS Mentoring programs - "Shape the Future of a Researcher"? Prepare for the 1<sup>st</sup> meeting

## MENTOR



- Short **CV**
- Be ready to **talk** about your research interests, experience and abilities to support young researchers
- **Mark** which of the predefined topics and subtopics you're able to cover and which new topics you'd **suggest**, why they are important for a young researcher
- **List** your questions to the mentee in order not to forget anything important



# At the 1st meeting

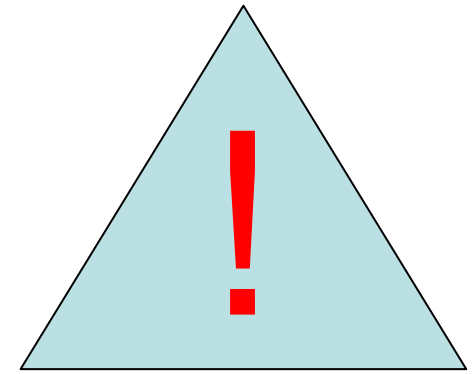


## MENTOR

- **Present** yourself and your interests
- **Ask** all questions that you are interested
- **Discuss** mentee's proposal for mentoring plan
- **Make** suggestions and **agree** adjustments to her/his plan if needed
- **Make clear** what **you can** and what **you can not** do for her/him!
- **Make clear** to the mentee what **you she/he** has to prepare for the next meeting
- **Agree** on date and time for the next meeting

# To both

## Mentors & Mentees



***Consider and discuss:***

- *Intercultural differences*
- *Research systems differences*
- *Organisational culture differences*
- *Personality specifics*
- *Psychological and emotional aspects of communication*



***Follow ethical principals of the mentoring program!!!***



## MENTORING:

- Is successful when both sides are ACTIVE!
- Is WIN / WIN outcome!
- Help ALL researchers advance FASTER!
- Open the doors of the networking & cooperation!
- Make career choices better!



Build global research community!





EURAXESS  
RESEARCHERS IN MOTION

# Mentoring Schemes

---

Should you have any questions:

## ReBeCa

<https://www.linkedin.com/showcase/researchers-beyond-academia-by-euraxess/>

Contact us:

[izaskun.lacunza@fecyt.es](mailto:izaskun.lacunza@fecyt.es) . [elisa.garcia@fecyt.es](mailto:elisa.garcia@fecyt.es), [xavier.eekhout@fecyt.es](mailto:xavier.eekhout@fecyt.es)

## “Shape the future of a Researcher Coming to Europe”

<https://www.linkedin.com/groups/9090864/>

Contact us: [mentoring@fmi.uni-sofia.bg](mailto:mentoring@fmi.uni-sofia.bg)

**EURAXESS** cares about **Researchers!**

