Intersectoral Mobility & Mentoring Schemes

EURAXESS online seminar for researchers,
15th Feb, 2022

FECYT SPANISH FOUNDATION FOR SCIENCE AND TECHNOLOGY

SOFIA UNIVERSITY
ST. KLIMENT OHRIDSKI
EST. 1888

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RESEARCHERS IN MOTION

Xavier's Profile

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Email

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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

FECYT Fundación Española para la Ciencia y la Tecnología, FECYT

Universidad Politécnica de Madrid

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

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

Websites

euraxess.bg/ (Company Website)

facebook.com/euraxess.bulgaria?ref=hl (EURAXESS Bulgaria)

Email

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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

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RESEARCHERS IN MOTION

Who is here?

Mentimeter

www.menti.com and use the code 1709 9595

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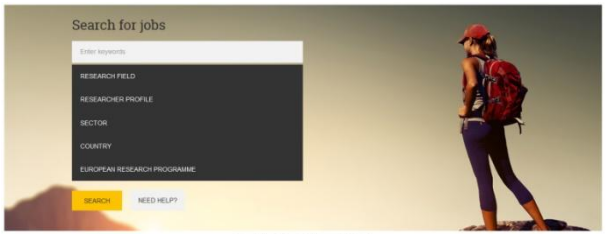
RESEARCHERS IN MOTION

Where do we come from?

EURAXESS

ERA Priority 3: Open Labour Market for Researchers



Available Offers (7154)

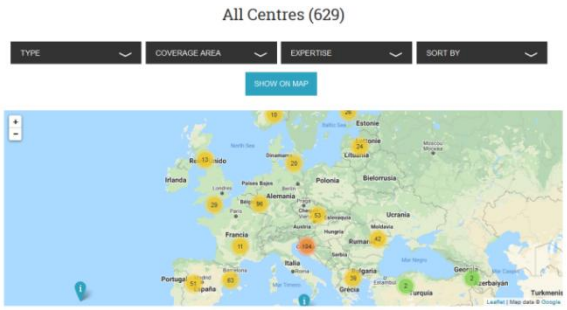
HR EXCELLENCE IN RESEARCH

Researcher Career Development

Institutional policies

Open Labour Market

Mobility



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.

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
answered question		174
skipped question		4

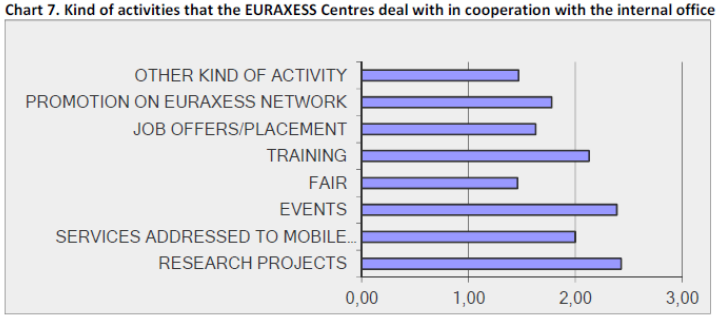
Table 5. Presence of an internal office devoted to cooperation with the industry sector

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

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

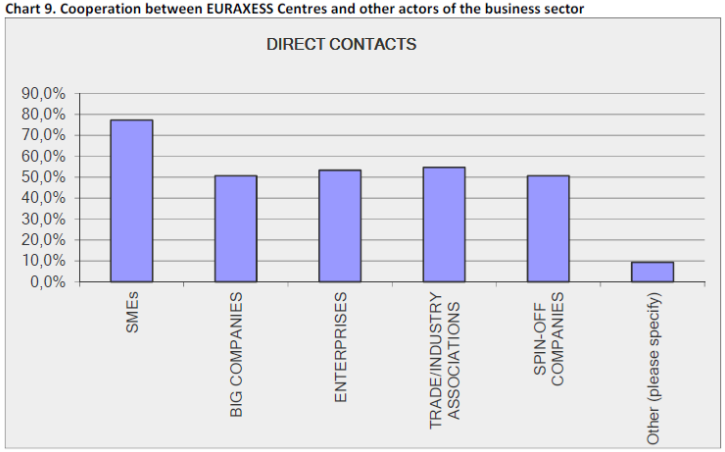
Answer Options	Response Percent	Response Count
TECHNOLOGY TRANSFER OFFICE (TTO)	61,7%	50
INDUSTRIAL LIAISON OFFICE (ILO)	27,2%	22
SERVICE CENTRE (Career Service/Work Placement Office)	21,0%	17
Other	24,7%	20
answered question		81
skipped question		97

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

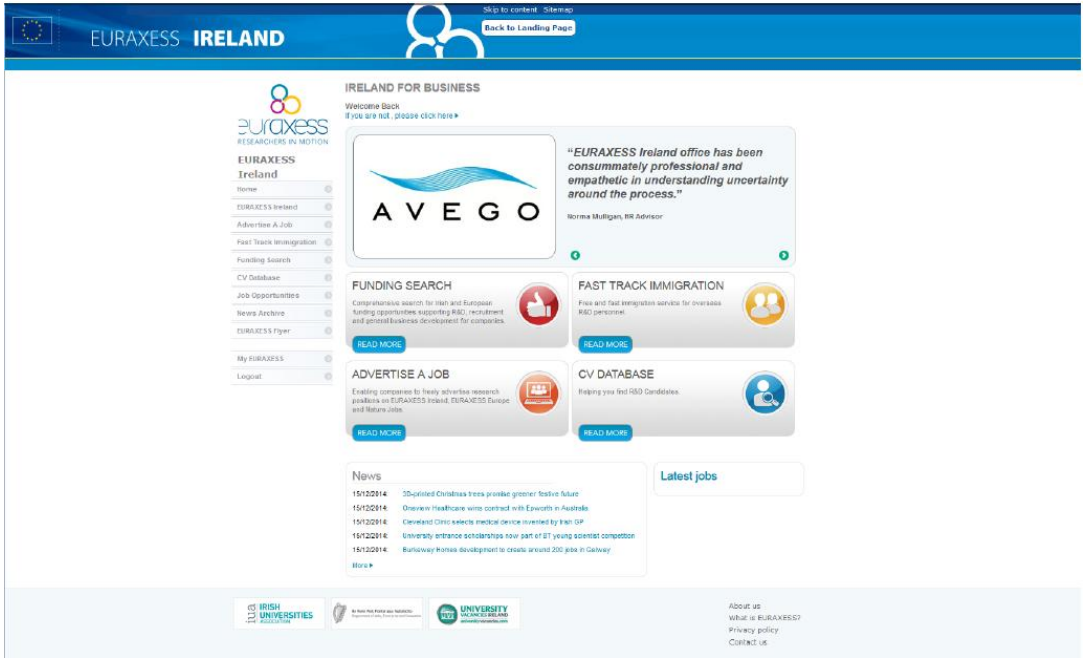
AQUATT

Mentoring, Training and Advisory Services

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
Prepare	• Develop a draft message map – what you want to convey & best method for doing so • Assemble case studies, useful statistics & positive EURAXESS success stories	• Prepare a detailed report on the meeting/contact – outline positive and negative aspects • Refer to your checklist of key message that you wanted to convey – did you succeed in conveying them all?
Identify	• Find out what networks or trade organisations the person's company is involved with • Identify what markets the company operates in (domestic, overseas)	• Based on your report of the meeting, specify the following: • Recruitment needs of the company • The extent to which EURAXESS can help address these needs • The next three actions you need to take to keep the contact interested in what EURAXESS offers
Enquire	• 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	• 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
Research	• Use LinkedIn and internet searches to build a comprehensive picture of the company • Find out how many people are employed by the company • Determine where the company currently advertises its vacancies	• Carry out research internally within the EURAXESS network to determine if similar companies with similar needs are using EURAXESS' services
Cooperate	• 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	• Based on how the initial meeting went, establish if there are other possible avenues for cooperation that you have not already considered
Execute	• 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 • 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 • Create a checklist of key messages you want to convey during your first contact with the person	• Prepare a detailed, industry-specific document outlining how EURAXESS can be of service to the company • In the document, make specific reference to how EURAXESS can address the company's research needs that were mentioned in original contact/meeting • Schedule a follow-up, preferably face-to-face

How to promote EURAXESS to Industry?



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Bar-Ilan University
אוניברסיטת בר-אילן

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

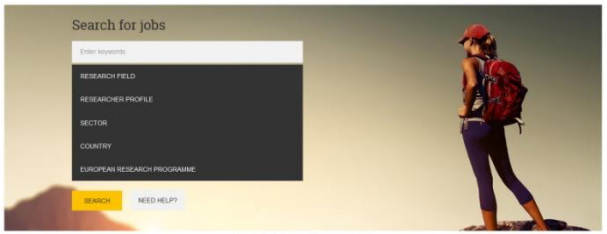
The advantages are:

- 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.

EURAXESS

ERA Priority 3: Open Labour Market for Researchers



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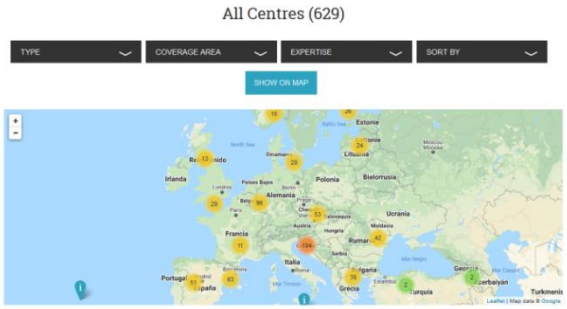

Are you an organisation looking to establish, supplement or enhance the support you provide your researchers in career development?

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

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			■			■	■			
Vitae										■

https://euraxess.ec.europa.eu/career-development/organisations/resources-and-tools/engagement-tool/activities

What should institutions do?

Mentimeter

www.menti.com and use the code 1709 9595

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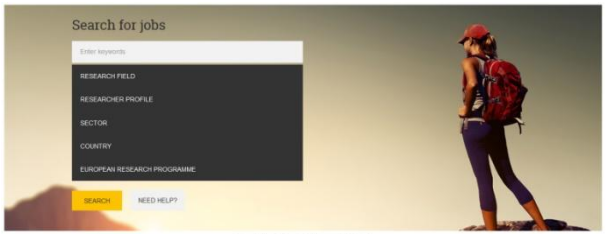
RESEARCHERS IN MOTION

EURAXESS

ERA Priority 3: Open Labour Market for Researchers



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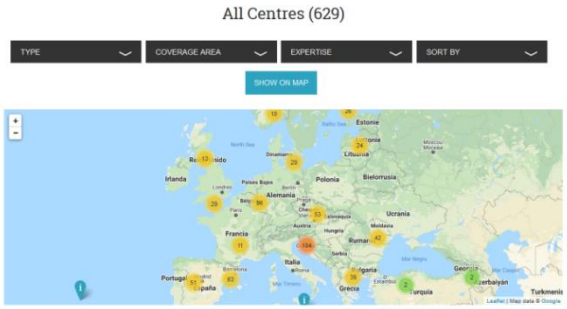
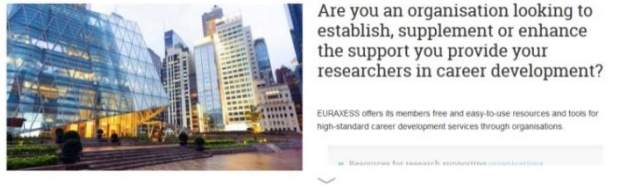


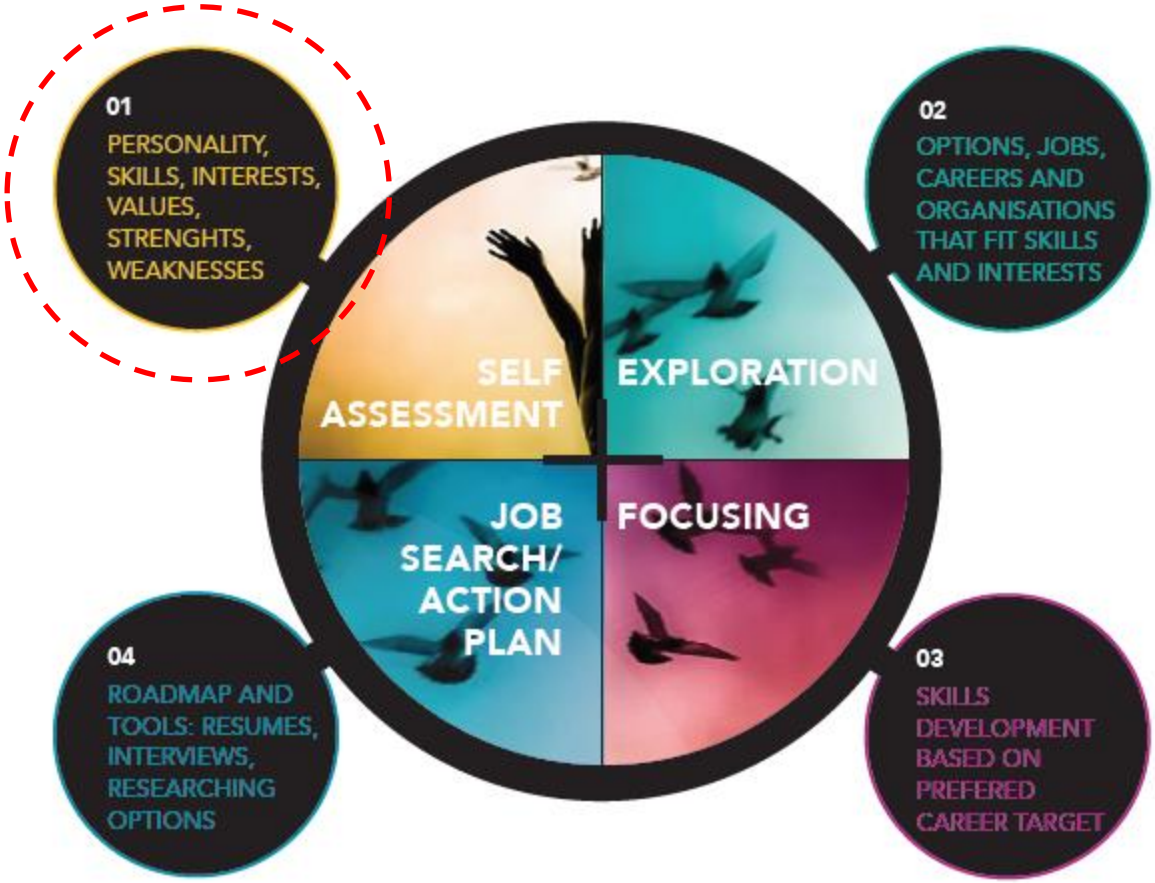


Career Development support for facilitating intersectoral mobility

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

Source: Adapted from Peter S. Fiske, Putting Your Degree to Work, APS February 26, 2012.

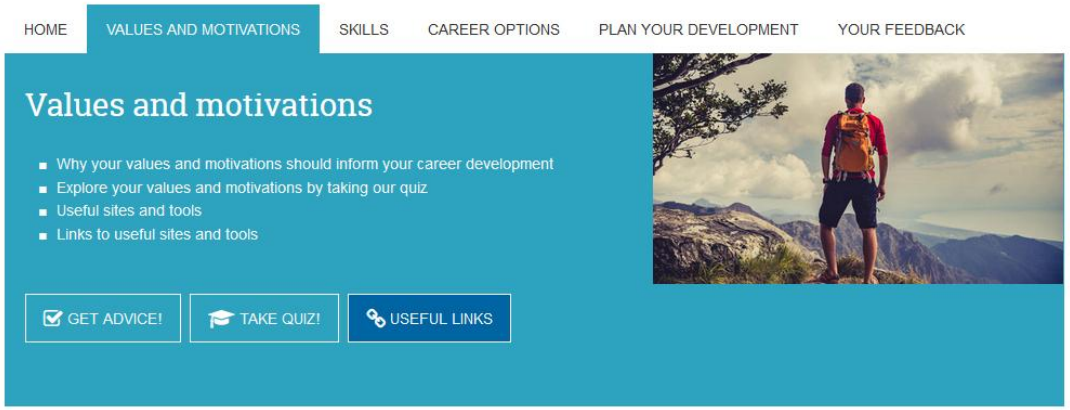
STEP 1: SELF-ASSESSMENT INTERESTS & SKILLS



STEP 1: SELF-ASSESSMENT INTERESTS & SKILLS

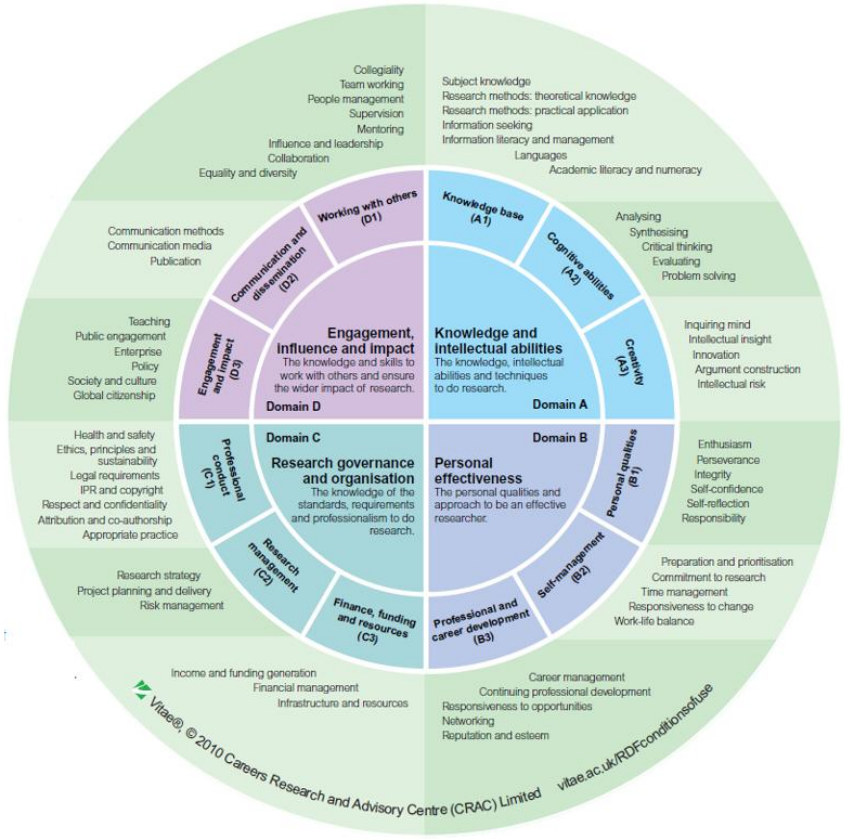
- **Skills:** the activities you are good at, such as writing, computer programming, and teaching. An aptitude may be a natural skill or one you acquired
- **Values:** the things that are important to you, like achievement, status, and autonomy
- **Interests:** what you enjoy doing, i.e., playing golf, taking long walks and hanging out with friends
- **Personality:** your individual traits, motivational drives, needs and attitudes

Career Orientation tool



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



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

MindTools
Essential skills for an excellent career

Worksheet

Personal SWOT Analysis Worksheet

- For instructions on using Personal SWOT Analysis, visit www.mindtools.com/personalswot.

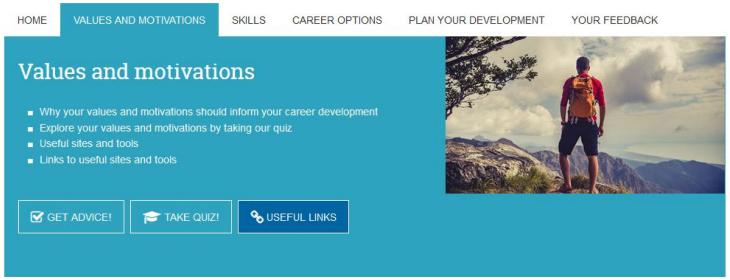
Strengths	Weaknesses
What do you do well? What unique resources can you draw on? What do others see as your strengths?	What could you improve? Where do you have fewer resources than others? What are others likely to see as weaknesses?
Opportunities	**Threats**
What opportunities are open to you? What 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?

https://www.mindtools.com/pages/article/newTMC_05_1.htm

STEP 1: SELF-ASSESSMENT INTERESTS & SKILLS

10 minutes

Career Orientation tool

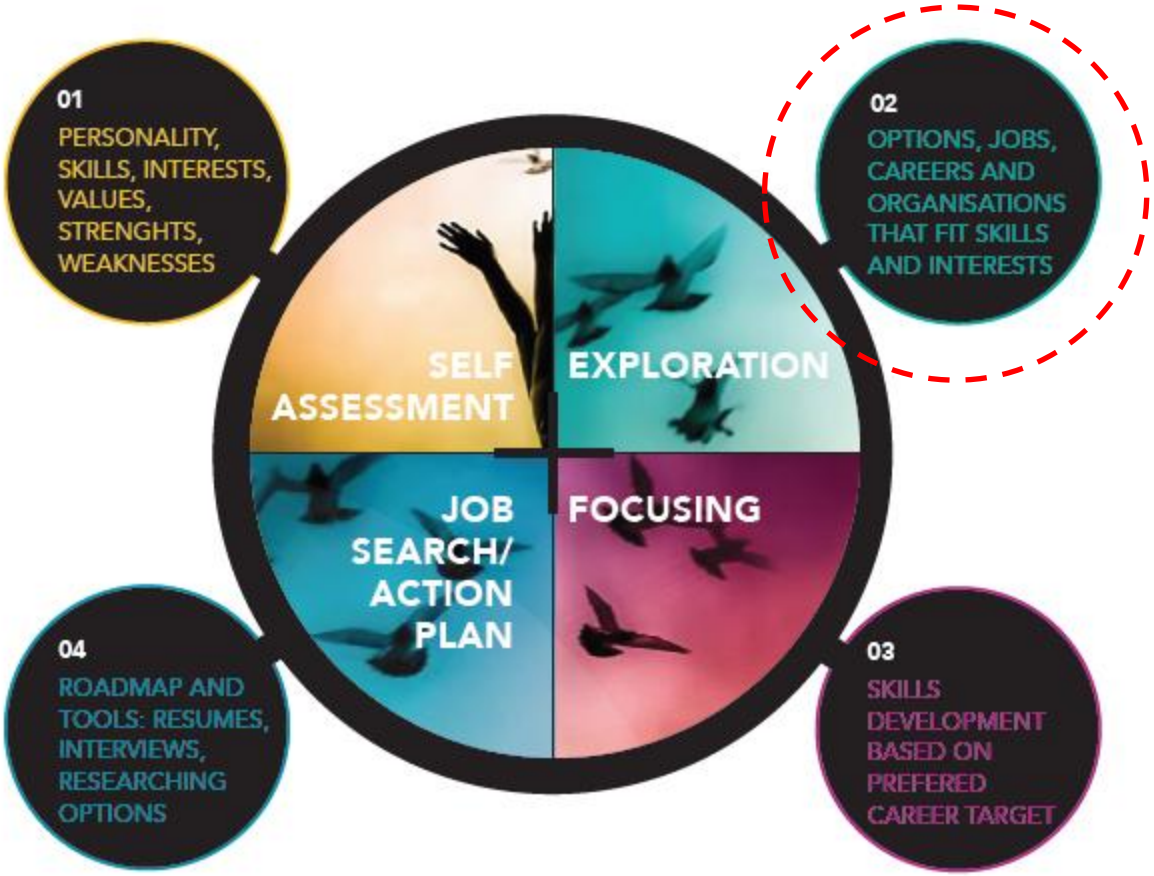


https://euraxess.ec.europa.eu/node/533841/

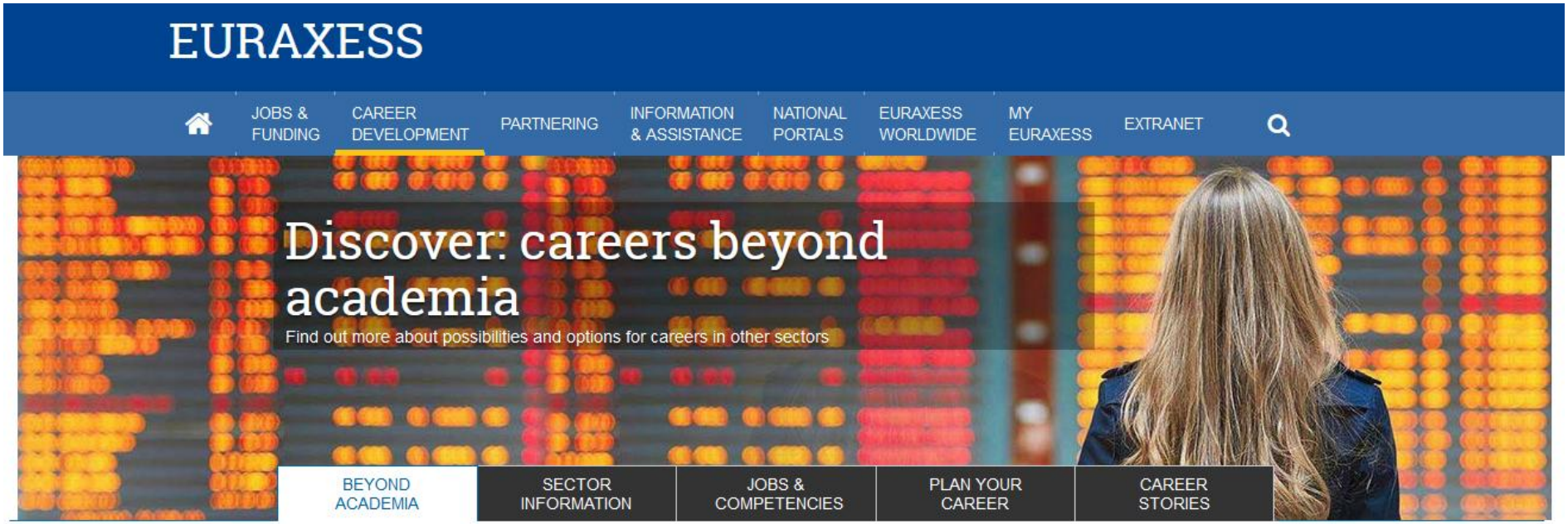
Recommendations for the self-assessment tool?

Mentimeter www.menti.com and use the code 1709 9595

STEP 2: EXPLORATION



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



Discover: Beyond Academia

〈 BACK TO FOR RESEARCHERS

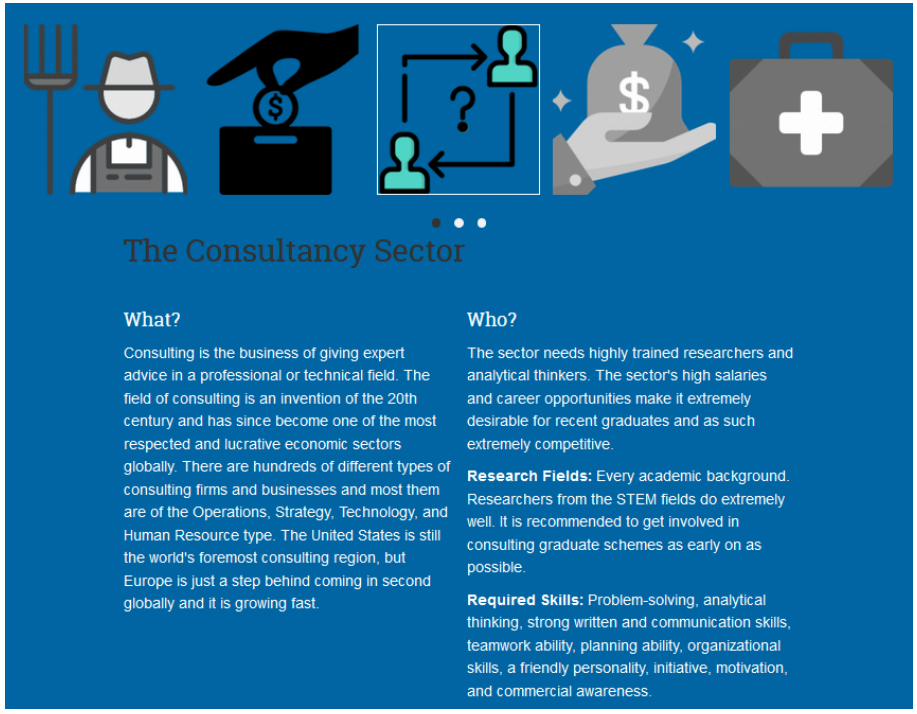
Introduction

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 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

⟨ 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

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

JOBS & 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 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

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:

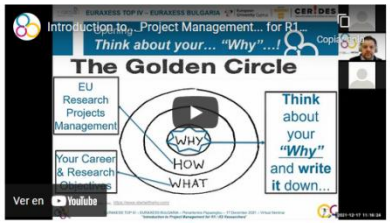
- CV preparation process
- tailoring the CV to a specific role
- job application
- job interview preparation
- interview techniques
- formats and types of questions.

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



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 behaibiuor will be expained and demonstrated.

Visit this page to download the available material

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	PIPERS Project Career Kit
https://euraxess.ec.europa.eu/career-development/researchers/virtual-webinars-trainings	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

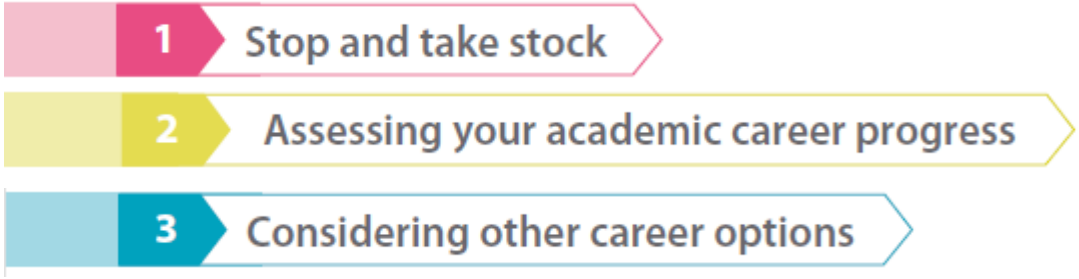
STEP 4: Prepare a CD plan

EURAXESS Virtual webinar: Planning your research career paths

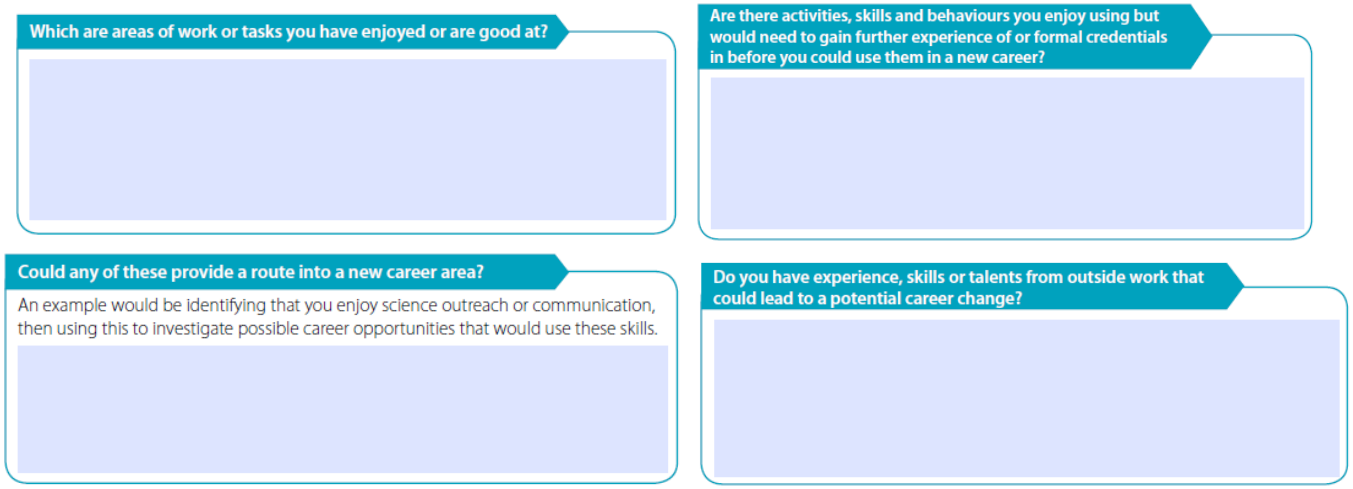
https://www.euraxess.bg/bulgaria/events/planning-your-research-career-paths-virtual-seminar-researchers

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

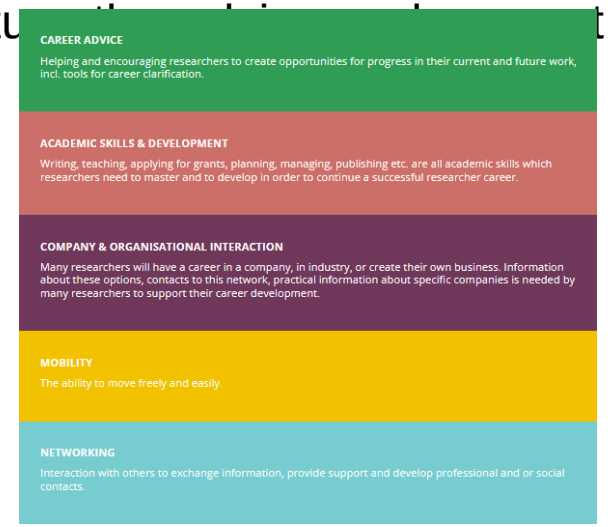


STEP 4: Prepare a CD plan

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 structu[illegible] they provide

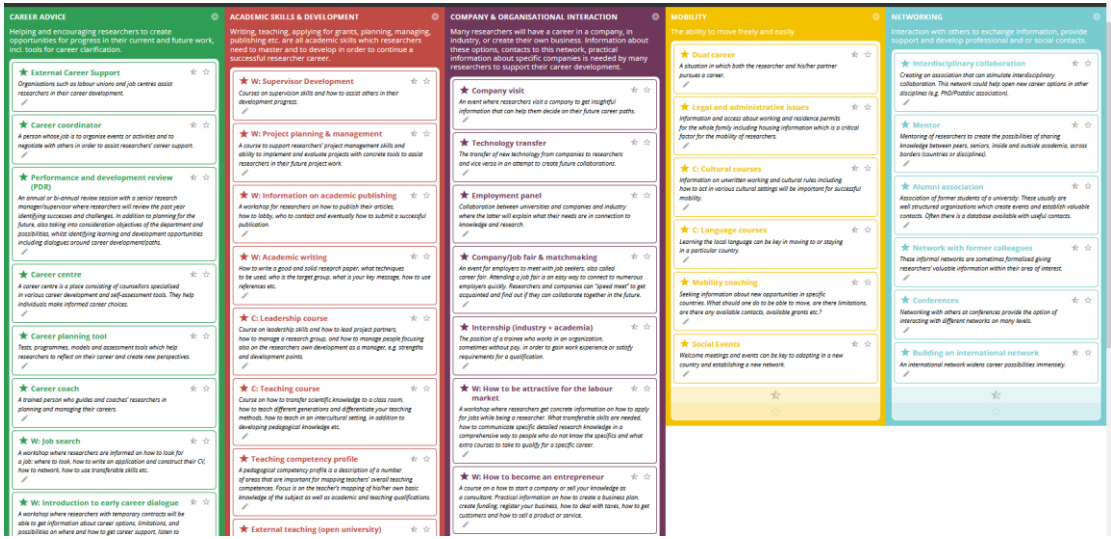
https://euraxess-reflex.saia.sk/reflexapp/



10 minutes

STEP 4:

1. Access the REFLEX App https://euraxess-reflex.saia.sk/reflexapp/
2. Select the relevant module
3. Try setting SMART goals



Are you already registered in the EURAXESS Portal?

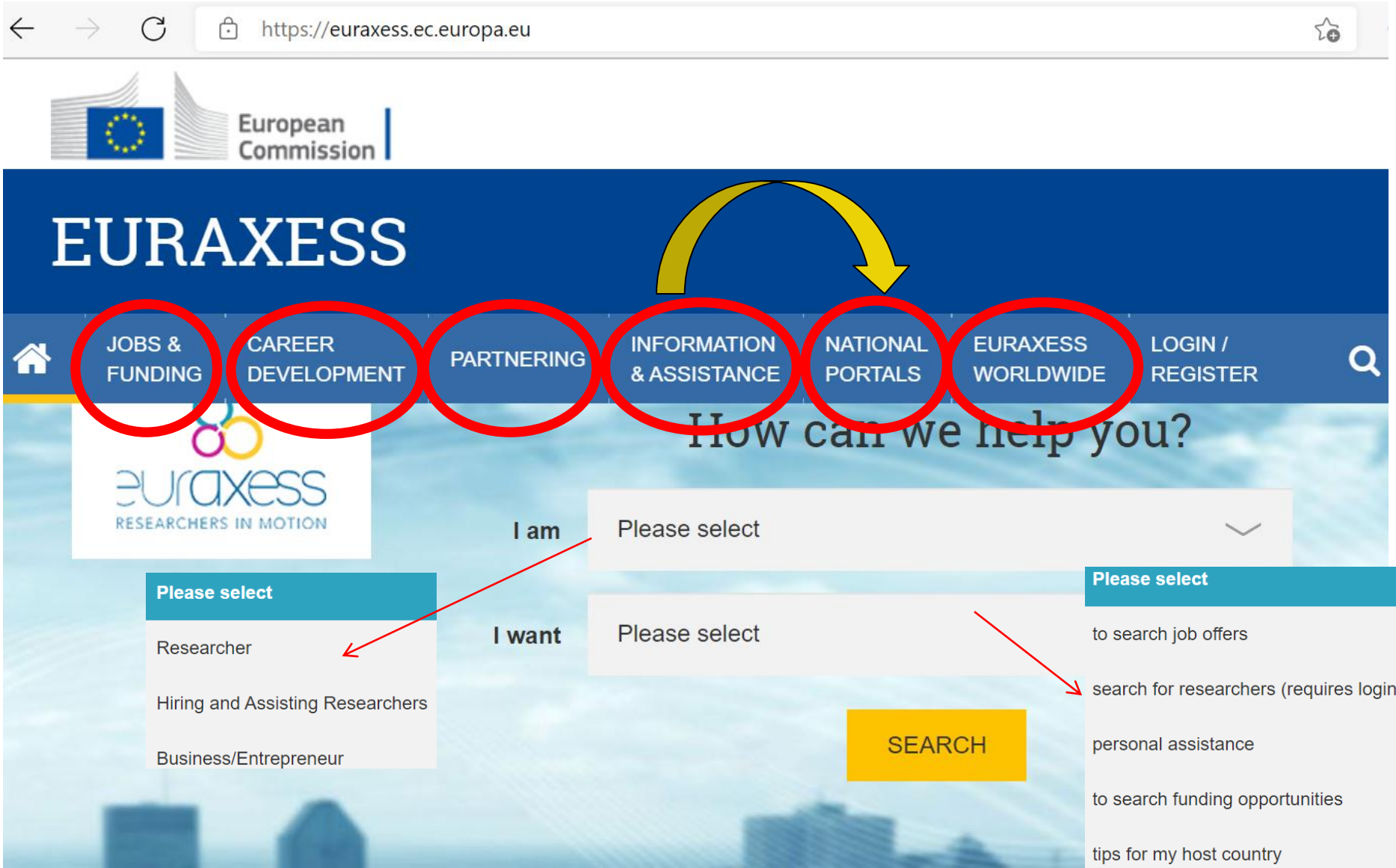
Mentimeter

www.menti.com and use the code 1709 9595

euraxess
RESEARCHERS IN MOTION

How EURAXESS could help you?

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



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

MAKE YOUR SELF VISIBLE !

Registration

- Profile – Public / Private
- EUROPASS CV

Jobs & funding

Saved Searches

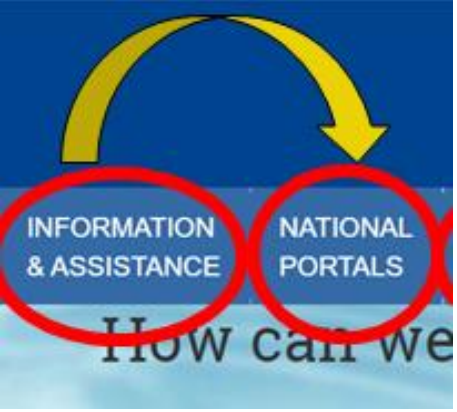
Notifications

Partnering

FIND MEMBERS

FIND ORGANISATIONS

euraxess
RESEARCHERS IN MOTION



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

FIND INFORMATION ›

FIND PERSONALISED ASSISTANCE ›

MAIN EURAXESS PORTAL

Explore EURAXESS National Portals:

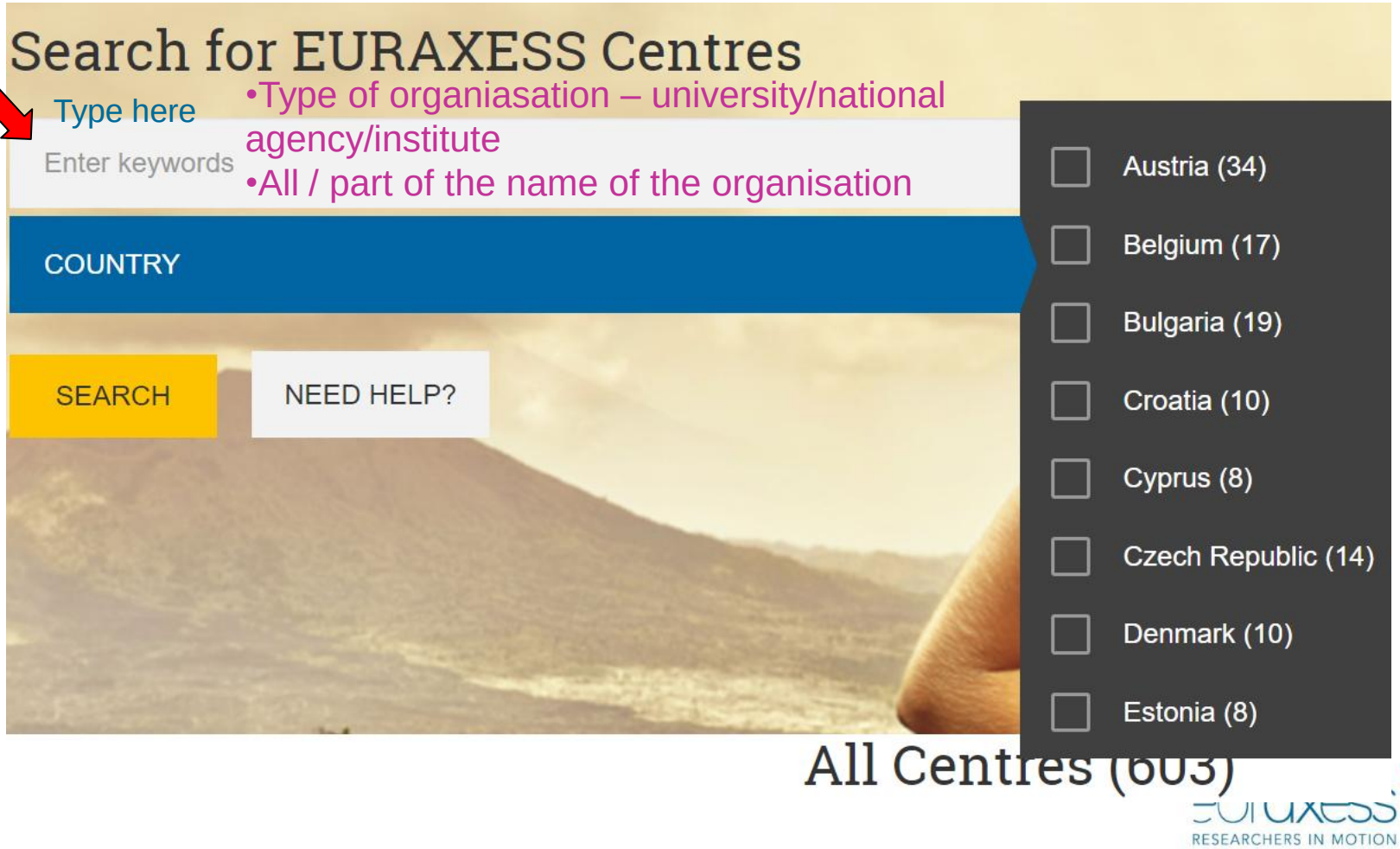
Packed with practical advice and local information on all matters concerning your professional and daily life, as well as job and funding opportunities, the EURAXESS National Portals are here to support and help you succeed in your research career.

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

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



RESEARCHERS IN MOTION

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

euraxess
RESEARCHERS IN MOTION

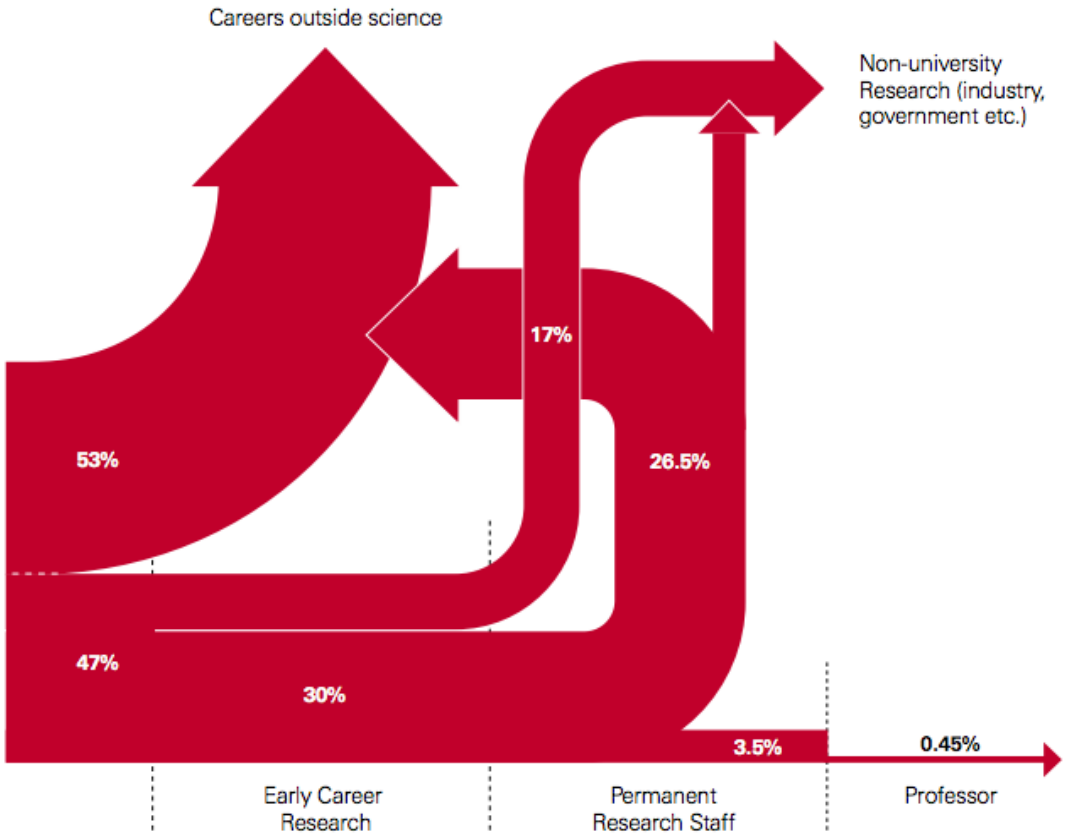
RESEARCHERS BEYOND ACADEMIA MENTORING PROGRAMME

by euraxess

euraxess
RESEARCHERS IN MOTION

WHY?

Figure 1.6 **Careers in and outside science**



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

HOW?

- EURAXESS TOP IV (GA Nº 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 Nº 101035541)
- Mentoring period February – July 2022
- 100 pairs
- European dimension
- Match-making events
- https://www.euraxess.es/node/702307/

REBECA Concept

- ✓ **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 **professional expertise**?	What are your professional **interests beyond academic research**?
What are the **topics you think you could contribute** more within this programme?	What are the **topics you would like to especially tackle** 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

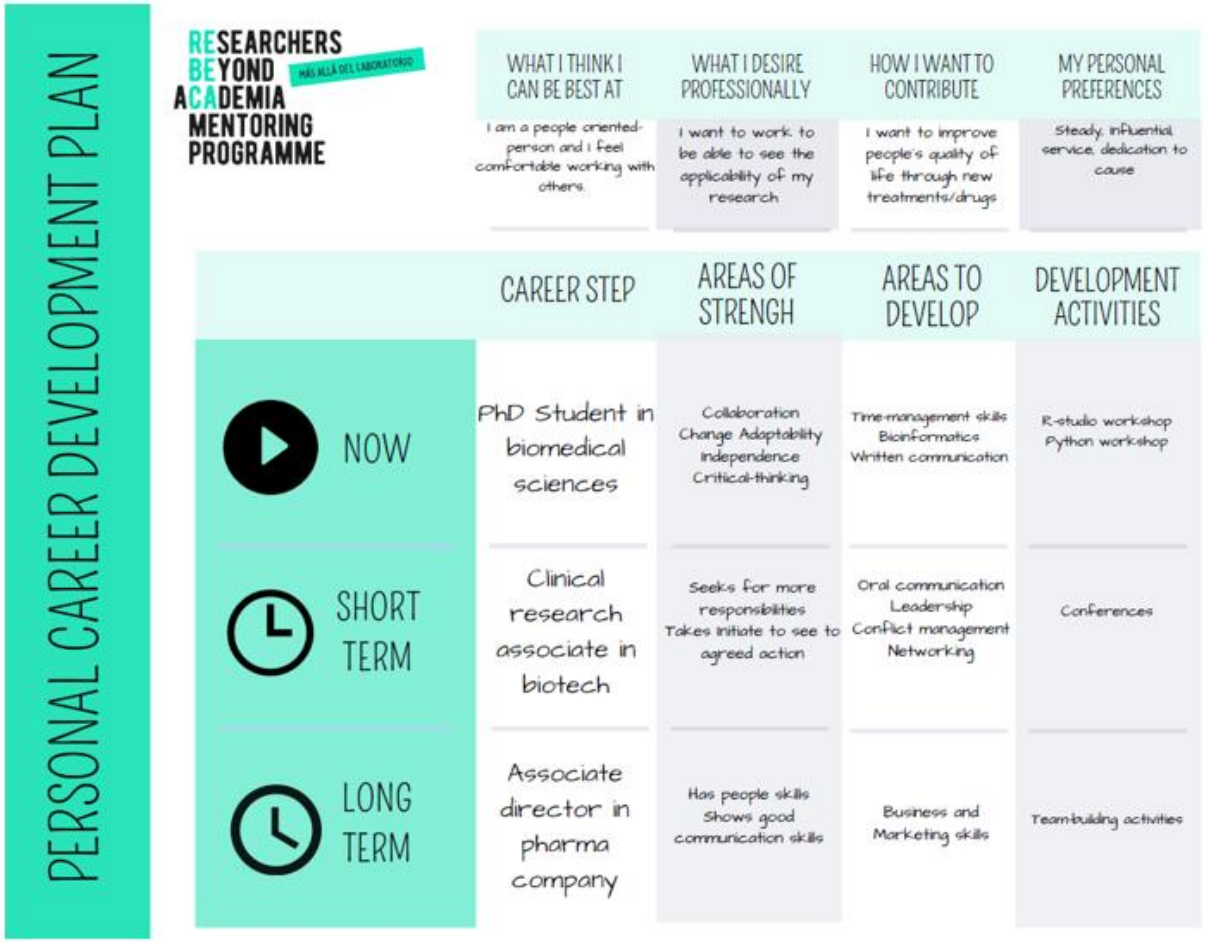
https://www.euraxess.es/spain/spain-network/euraxess-top-iv/rebeca-mentoring-programme

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



- ✓ 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:

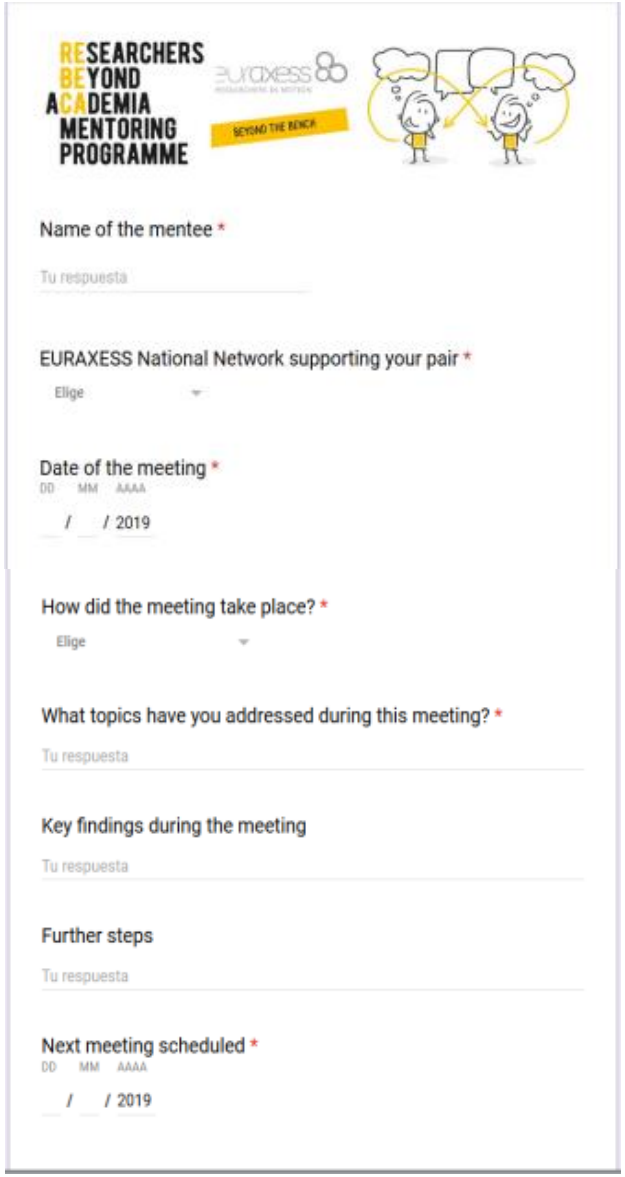
- ✓ How to get started beyond academia
- ✓ Career management techniques
- ✓ How to write a non –academic CV

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

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

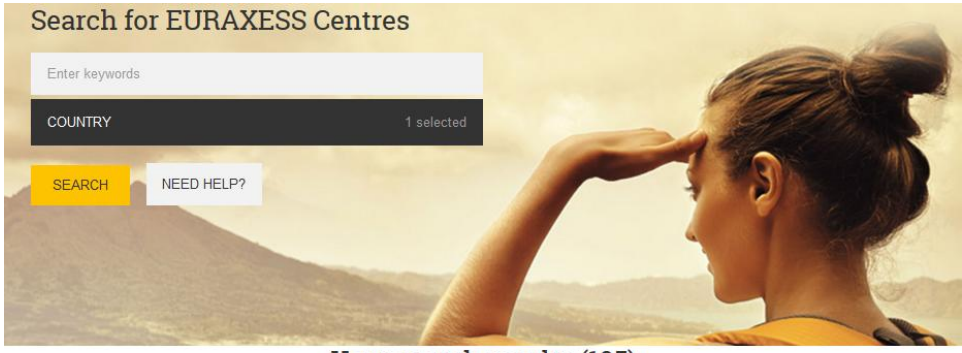
Next meeting scheduled *

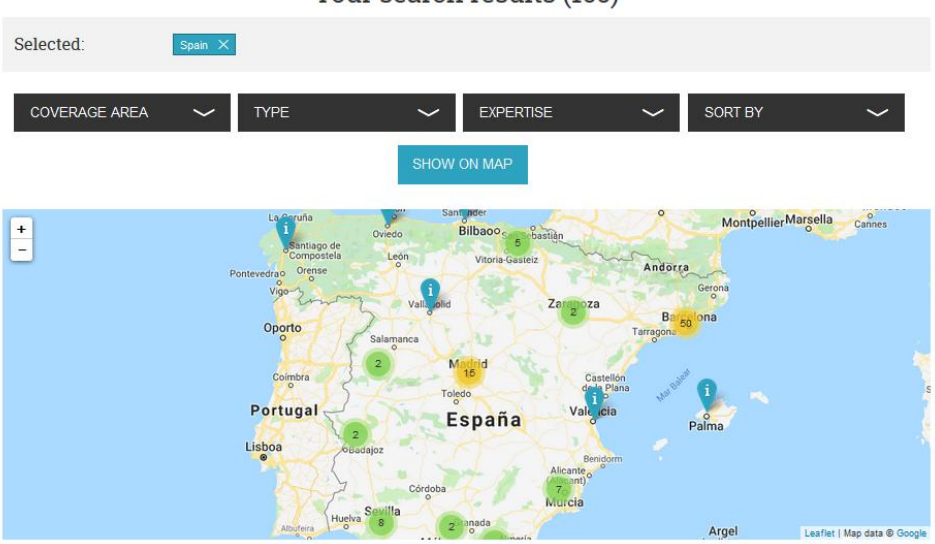
DD MM AAAA

/ / 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

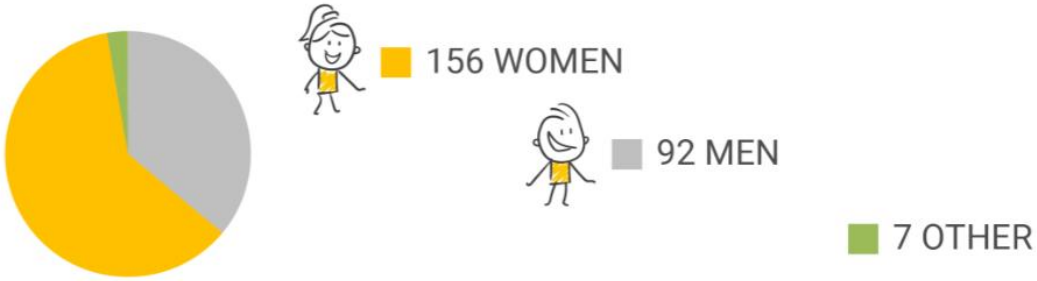
DISSEMINATION





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

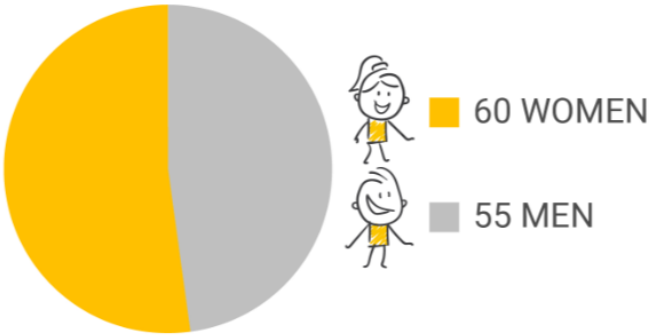
IT´S ALL ABOUT:

- ✓ **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%	80,6%	66,6%	86,1%	86,1%
Extremely or very satisfied with REBECA.	Have a clearer idea of the professional options outside academia.	More willing to search for proressional options beyond academia.	More aware of their skills and competences.	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%	85,4%	92,7%	85,3%	87,8%
Extremely or very satisfied with REBECA.	Will stay in touch with their mentees.	Believe REBECA helped their mentees to be more ready to face a professional transition.	Belive REBECA helped their mentees to be more aware of their own skills and competences.	REBECA was also a positive professional experience for themselves.

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

RESEARCHERS BEYOND ACADEMIA MENTORING PROGRAMME 2020-2021

BEYOND THE BENCH

RESEARCHERS BEYOND ACADEMIA MENTORING PROGRAMME

by euraxess

Mentoring program

T E J E D O R

UNIVERSIDAD COMPLUTENSE MADRID

Complutense University of Madrid

Introduction

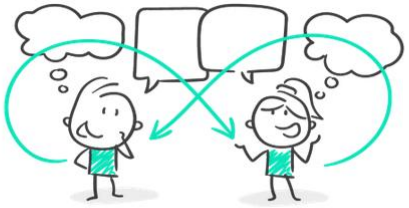
The objective of this mentoring program is to form a team of researchers in the early stages of any field of knowledge who are interested in your career options beyond the traditional academic career, with highly qualified mentors working in professional settings outside of academia. It is aimed at both 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 | FECYT FUNDACIÓN ESPAÑOLA PARA LA CIENCIA Y LA TECNOLOGÍA | euraxess RESEARCHERS IN MOTION

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

bc3 BASQUE CENTRE FOR CLIMATE CHANGE Klima Aldaketa Ikergai Sustainability, that's it!

cmm

NOVARTIS

ICIQ Institut Català d'Investigació Química

CRG Centre for Genomic Regulation

BAYER

REPSOL

CVC Centro de Visión por Computador

institute IMDEA water

AGQ Labs

ICM Institut de Ciències del Mar

Fundación Universidad-Empresa

HIGHLIGHT THERAPEUTICS

circe CENTRO DE INVESTIGACIÓN DE RECURSOS Y CONSUMOS ENERGÉTICOS

sobi rare strength

Instituto de Investigación CONTRA LA LEUCEMIA Josep Carreras

PRAHEALTHSCIENCES

Santander

EC EFFECTIA consulting

tecnalia Inspiring Business

ASEBIO

IQVIA

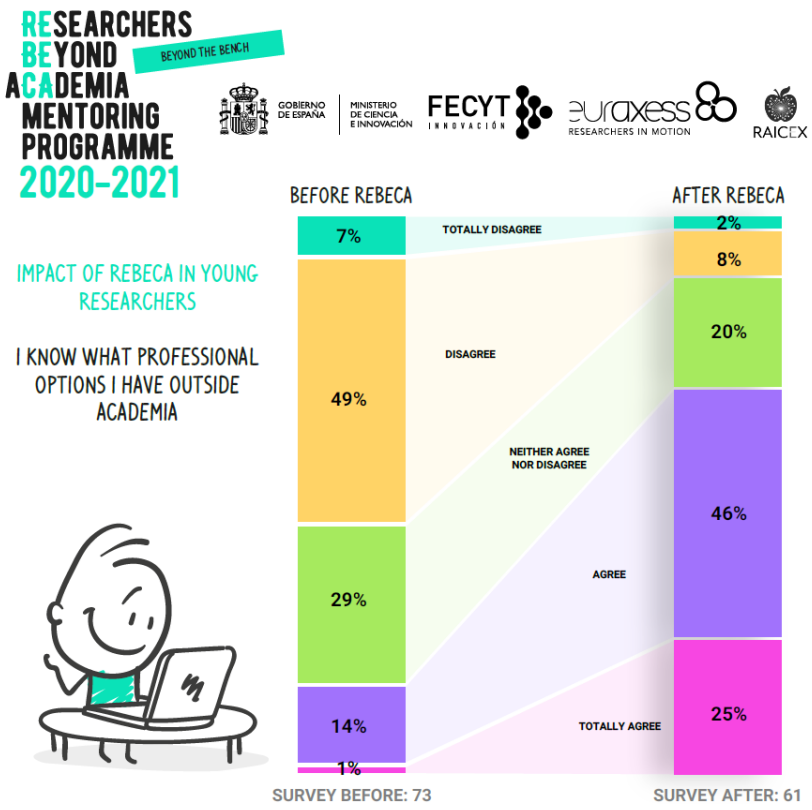
UCLM Universidad de Castilla-La Mancha

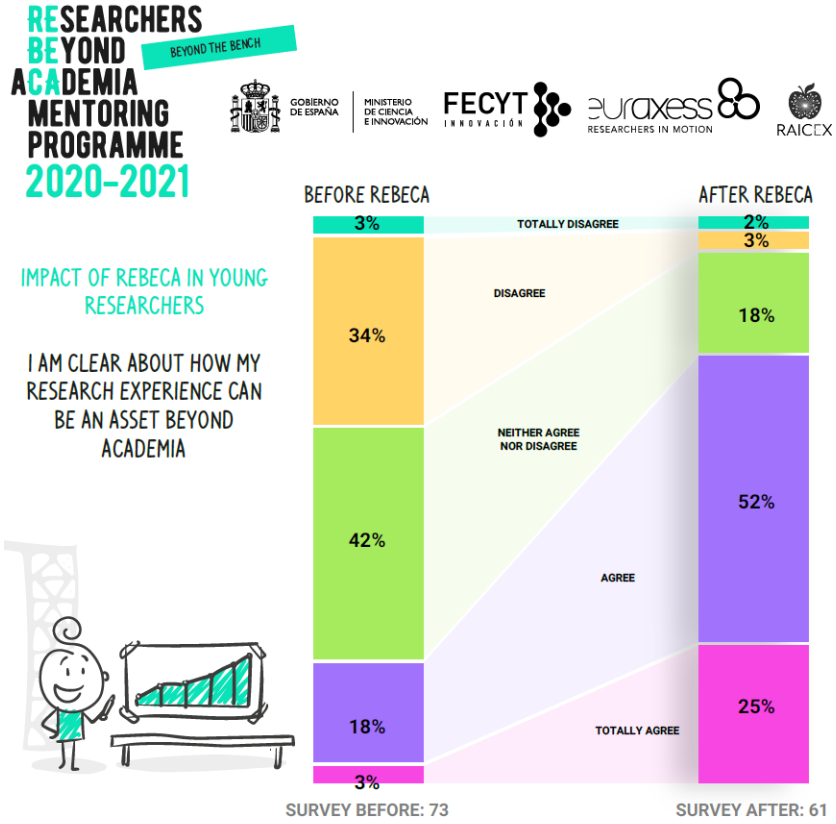
FICYT

- 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





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

REBECA 2020-2021

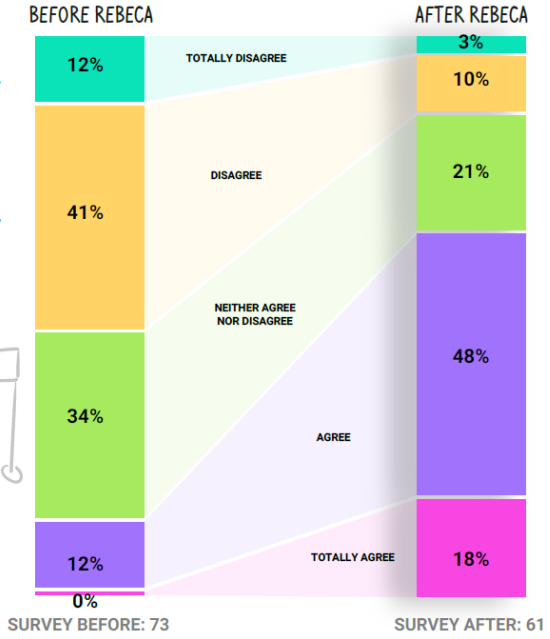
RESEARCHERS BEYOND ACADEMIA MENTORING PROGRAMME 2020-2021

BEYOND THE BENCH

GOBIERNO DE ESPAÑA | MINISTERIO DE CIENCIA E INNOVACIÓN | FECYT INNOVACIÓN | euraxess RESEARCHERS IN MOTION | RAICEX

IMPACT OF REBECA IN YOUNG RESEARCHERS

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



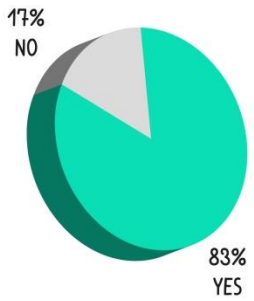
RESEARCHERS BEYOND ACADEMIA MENTORING PROGRAMME 2020-2021

BEYOND THE BENCH

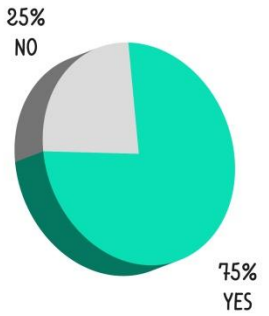
GOBIERNO DE ESPAÑA | MINISTERIO DE CIENCIA E INNOVACIÓN | FECYT INNOVACIÓN | euraxess RESEARCHERS IN MOTION | RAICEX

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

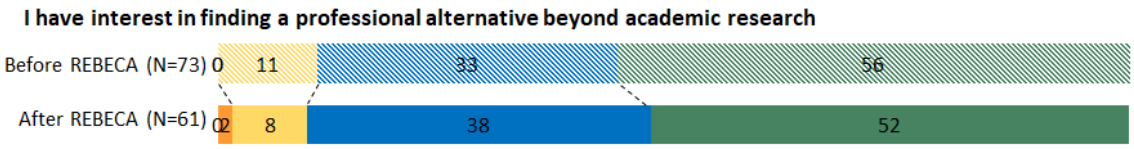
IF YOUR PAIR WAS OUTSIDE OF SPAIN, DO YOU THINK YOU HAVE BENEFITED FROM THEIR INTERNATIONAL EXPERIENCE?

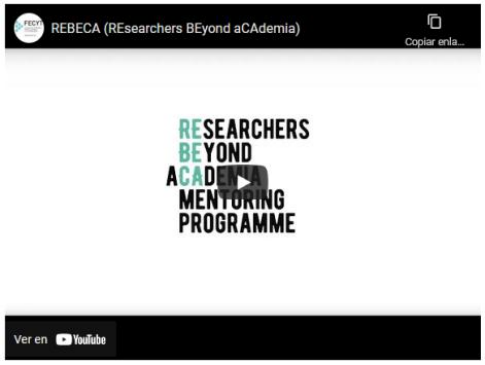


MENTEES (12)



MENTORS (16)





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

And now: REBECA by EURAXESS

RESEARCHERS BEYOND ACADEMIA MENTORING PROGRAMME

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

2 international online matchmaking events
May – July 2022

Engaging and beneficial virtual experience
panel discussion
parallel company presentations,
one-on-one R2B meetings

Opportunity to participate
for up to 150 early-stage researchers/event

Opportunity to participate
for up to 50 companies/event

Free of charge

Contact: 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”

Experience sharing

Presenting & Communication

Networking

Establishing connections & cooperation

Career perspectives

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 and use the code 1709 9595

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RESEARCHERS IN MOTION

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 and use the code 1709 9595

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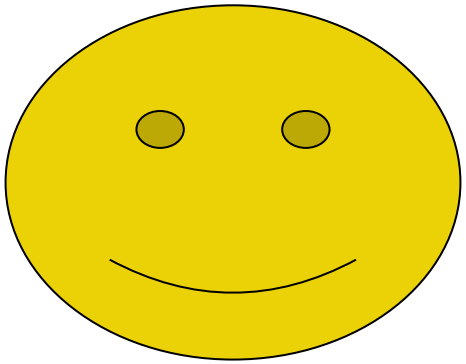
RESEARCHERS IN MOTION

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

The answer is simple ☺

YOU HAVE TO BE ACTIVE!



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Mentoring experience?

Mentimeter

www.menti.com and use the code 1709 9595

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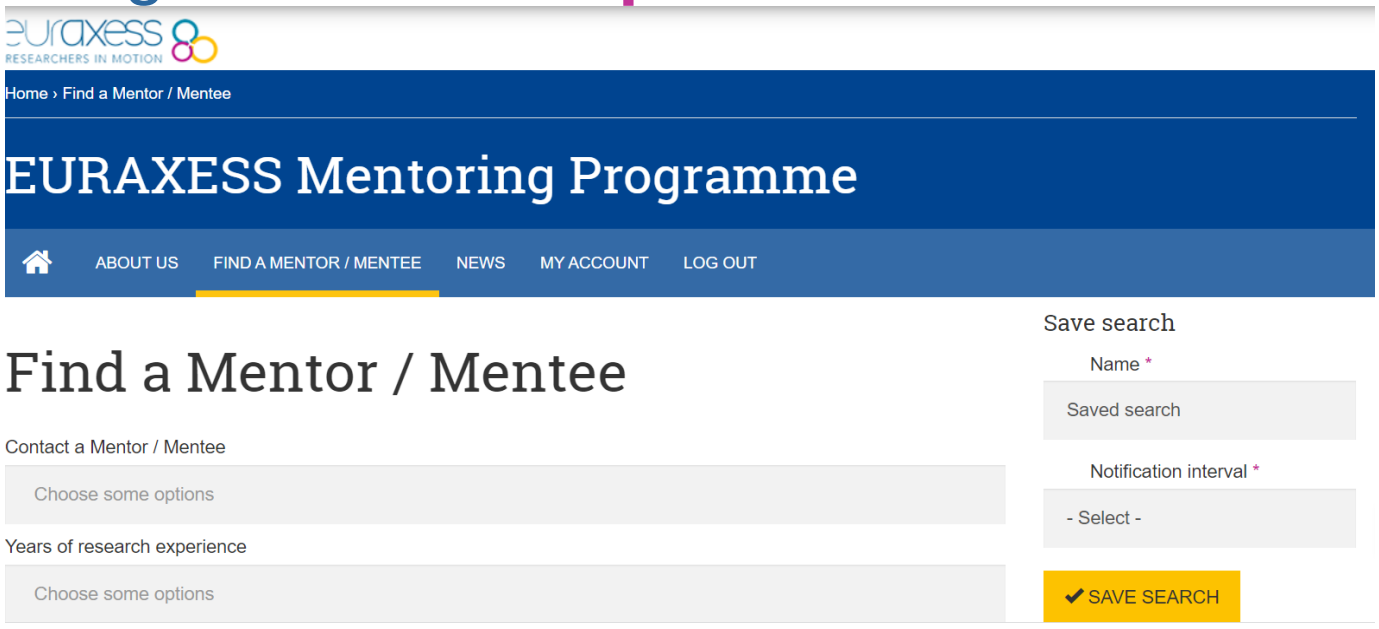
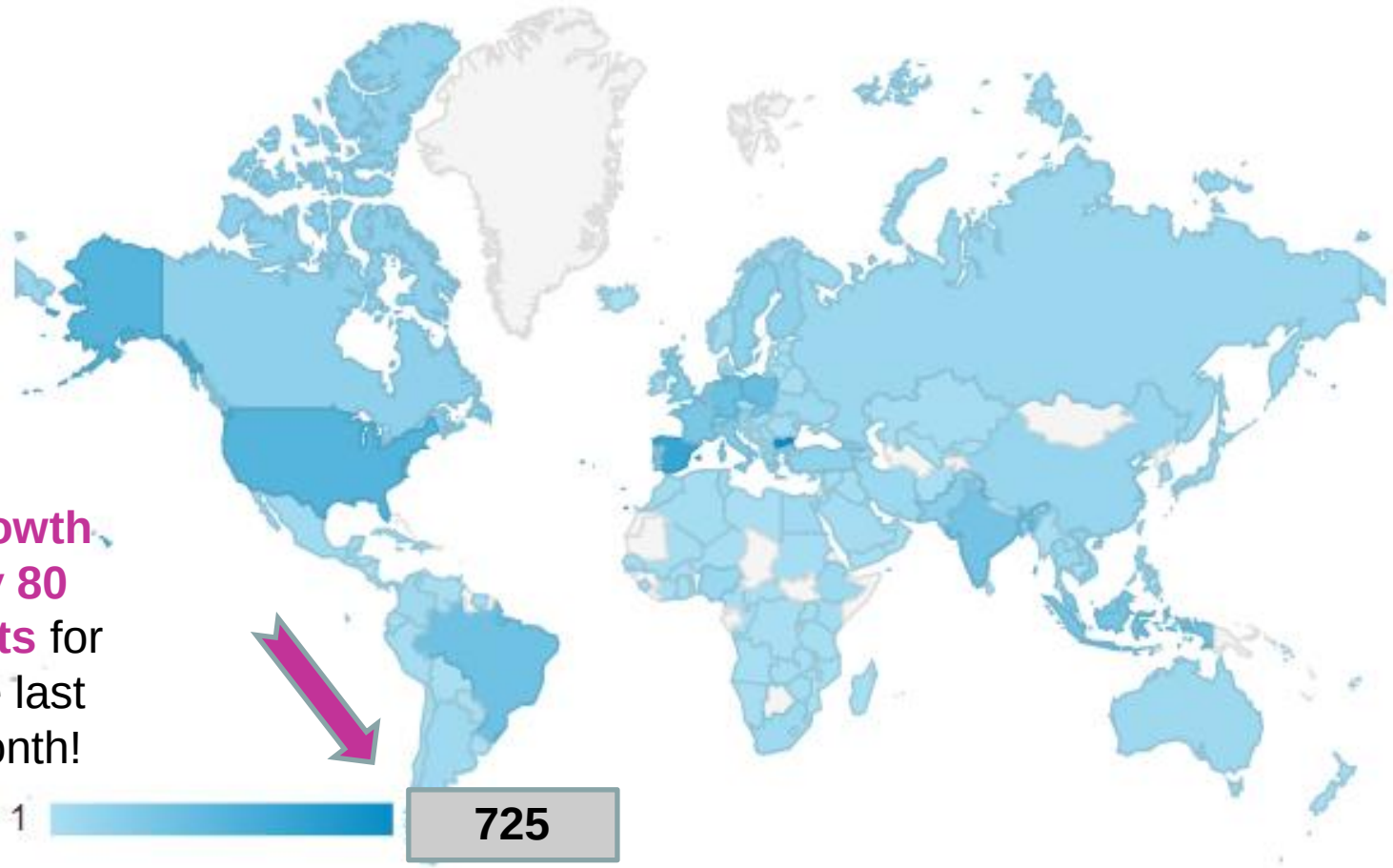
RESEARCHERS IN MOTION

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 Mentoring Programme map
Google Analytics – No of visits



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

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

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RESEARCHERS IN MOTION

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 mentor that within the 1st year

  - Had **5** and even **7** mentees
  - Had none

- Most of the **MENTEES** **…also wait!!! BUT WHY – Enigma!**

  There are mentees that within the 1st year

  - Had **3** mentors
  - Had NONE!

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After REGISTRATION

MENTEE

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

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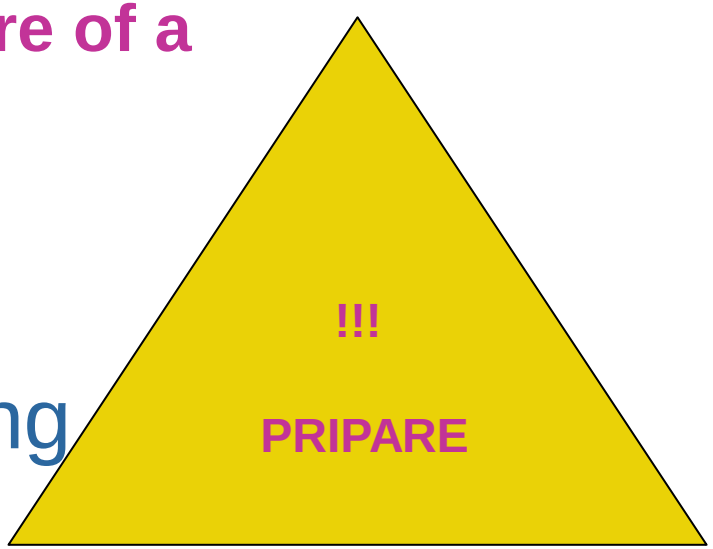
RESEARCHERS IN MOTION

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

MENTEE



- **Prepare** for the 1st 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

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RESEARCHERS IN MOTION

Drafting your Mentoring Plan

MENTEE

- At least 3 of the predefined topics!

Contents

Topic 1. Career Counselling 1

Topic 2. Publications and presentations 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

Topic 6. Funding opportunities 3

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RESEARCHERS IN MOTION

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?

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RESEARCHERS IN MOTION

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

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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 1st meeting

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RESEARCHERS IN MOTION

How to get best out of EURAXESS Mentoring programs - "Shape the Future of a Researcher"? **Prepare** for the 1st 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

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RESEARCHERS IN MOTION

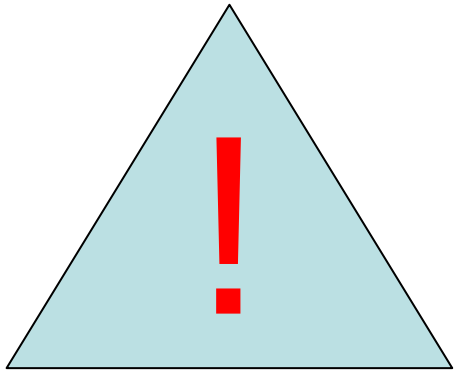
At the 1st meeting

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!

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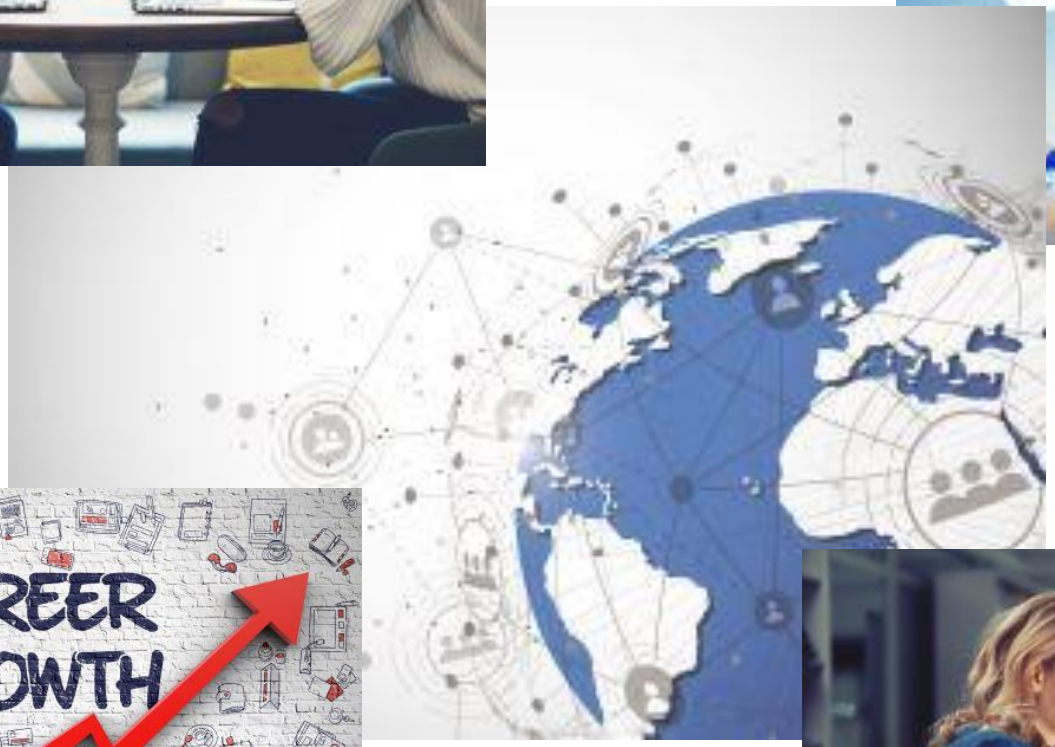
RESEARCHERS IN MOTION

ASSISTANCE



CAREER
GROWTH

Mentoring Schemes

Should you have any questions:

ReBeCa

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

Contact us:

izaskun.lacunza@fecyt.es . elisa.garcia@fecyt.es, 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

EURAXESS cares about **Researchers!**