



# CARDEA

Career Acknowledgement for Research  
(Managers) Delivering for the European Area  
Grant Agreement No. 101058572

## Present and future of Research Management skills

BE-ARMA Event  
15 September 2023



Funded by  
the European Union

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Career

Acknowledgement for

Research (Managers)

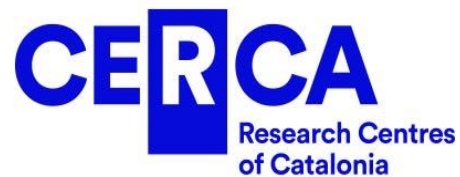
Delivering for the

European

Area



# CARDEA Partners



# CARDEA Overall Objective

Professionalisation of Research Management as a valued career choice, with **identified competencies**, progression pathways, standards for benchmarked and indexed salaries and **access to appropriate skill development** through a transnational Research Management Hub



# CARDEA RM PROFILE AT A GLANCE

Average Age

**43 YEARS**

PhD and Masters

**90.8%**

Work Experience

**33% 10 YEARS**

**21% 6 YEARS**

Gender

**73% WOMEN**

**26% MEN**

PhD

**53.9%**

Member of a professional RMAssociation

**42.5%**

EUNationals

**86.5%**

Nb RMAssociation

**81%**

Average Salary

**€37,600**

Work and live in country of birth

**87.6%**

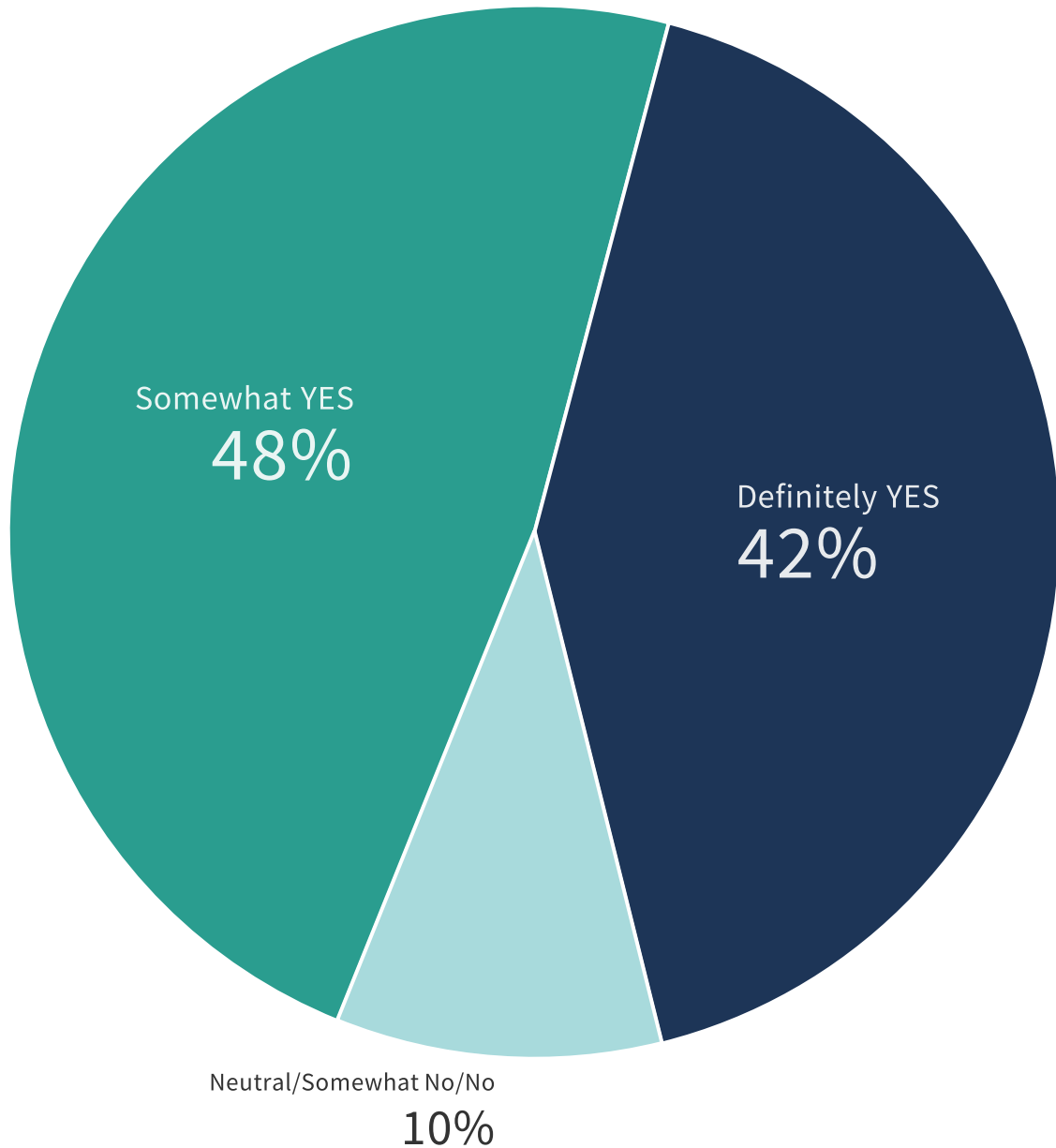
Two languages

**79.1%**

Career Path

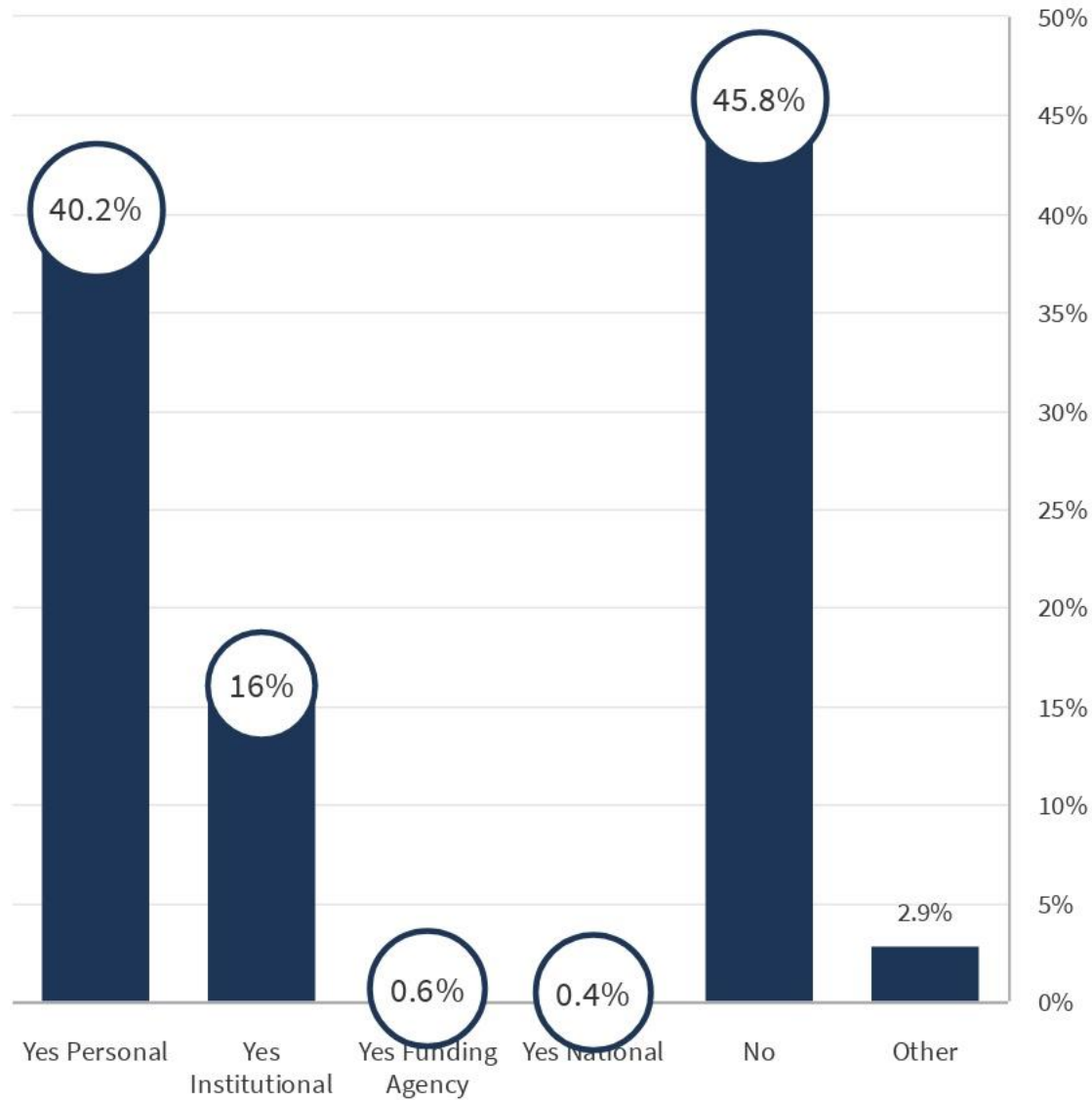
**44.5% RESEARCH**

**BACKGROUND**



**DO YOU HAVE THE  
SKILLS TO BE AN  
EFFECTIVE RM?**

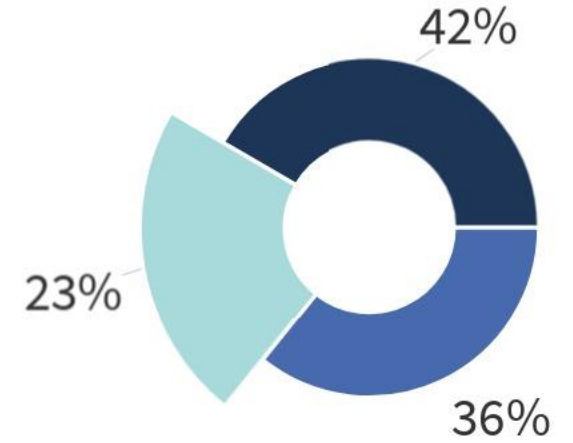
## Personal Development Plan?



## CONTINUOUS PROFESSIONAL DEVELOPMENT

2022

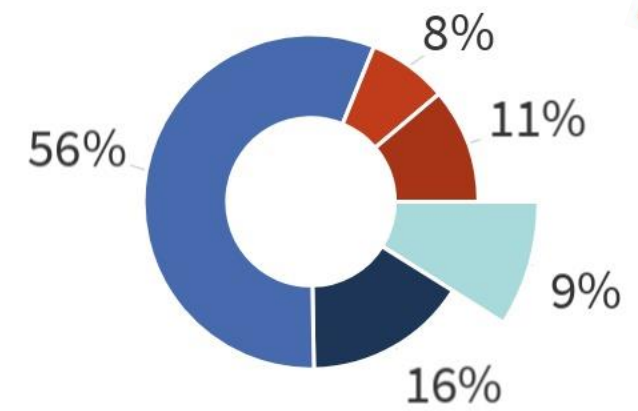
- Yes during working hours
- Yes on personal time
- No



## TIME ON CPD

2022

- None
- <8 Hours
- 9 to 40 Hours
- 41 - 80 Hours
- >81 Hours



# RESEARCH MANAGER COMPETENCIES IDENTIFIED



Technical Skills



Outreach & Community



Communication



Specialised Knowledge



Financing/Contracting



Relationship Management



Project Management



Line Manage. Talent Dev.

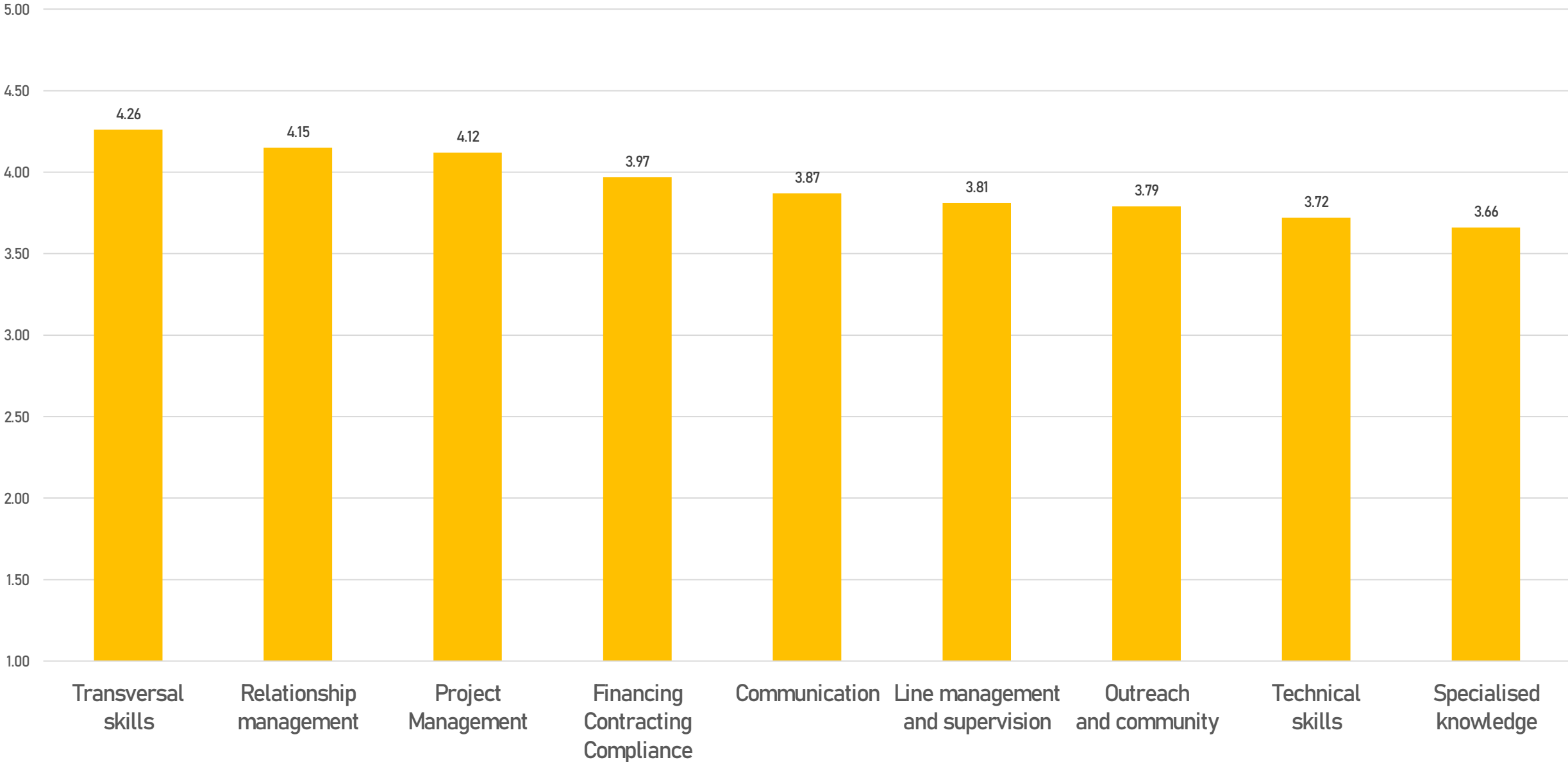


Transversal Skills

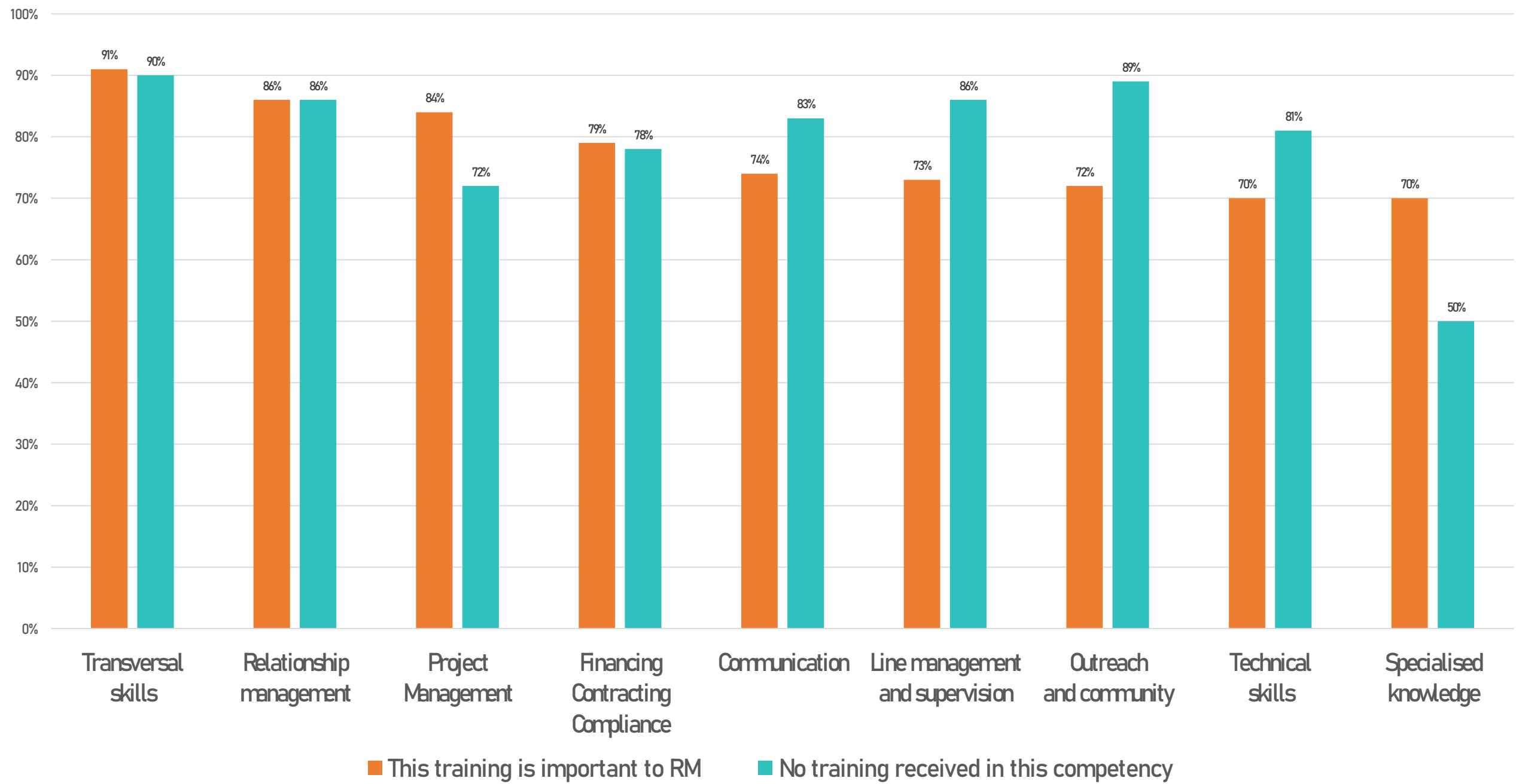


# COMPETENCIES CARDEA MATRIX

Level of importance of skill families



# COMPETENCIES CARDEA MATRIX



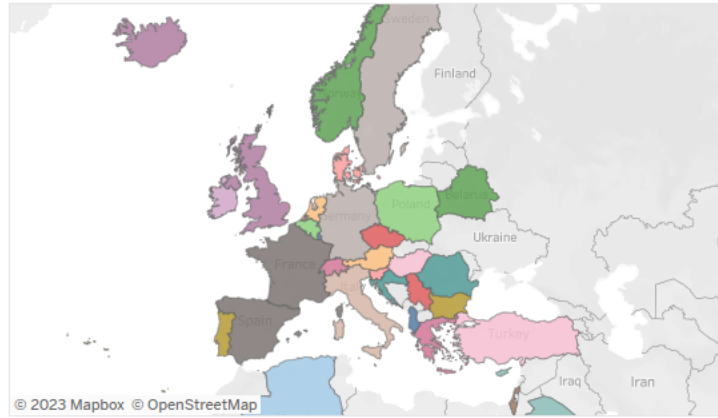
SAVE TO  
FAVOURITES



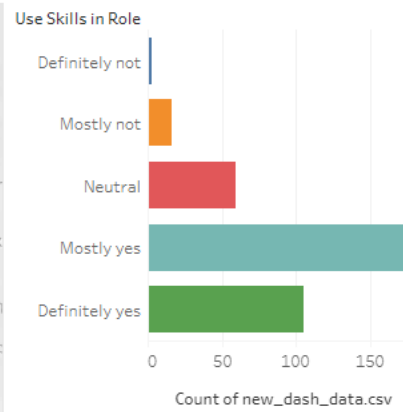
SHARE



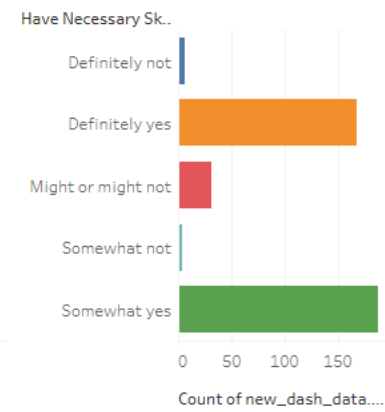
### Country of Residence



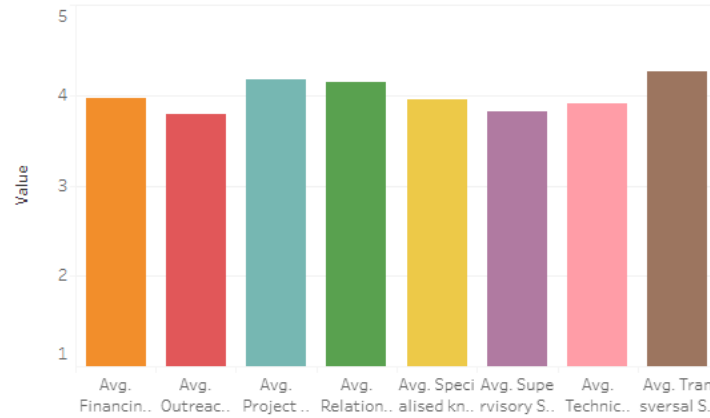
### Use Skills in Role



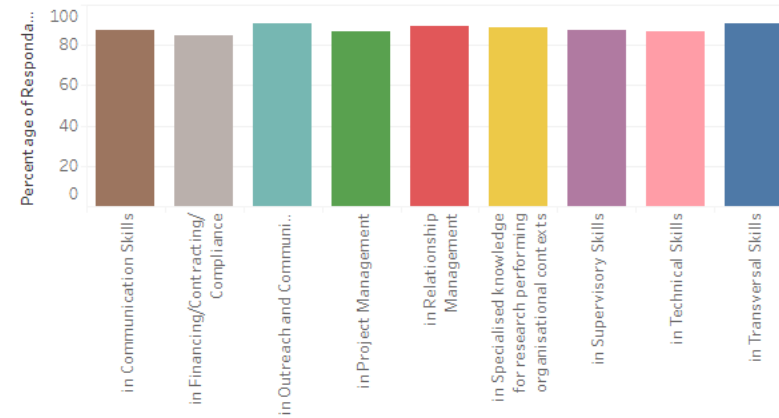
### Have Necessary Skills



### Training Importance (scale of 1 to 5)



### No Training Received



+ a b l e a u

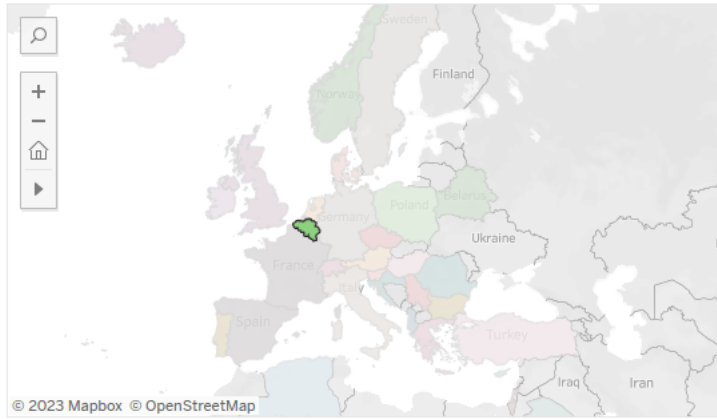




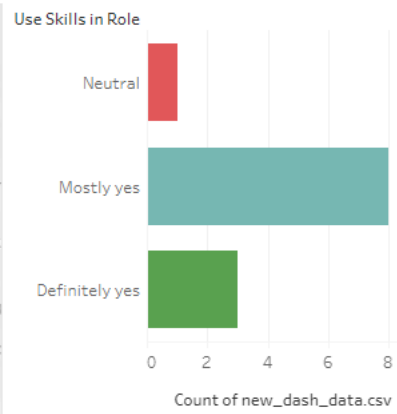
SAVE TO FAVOURITES

SHARE

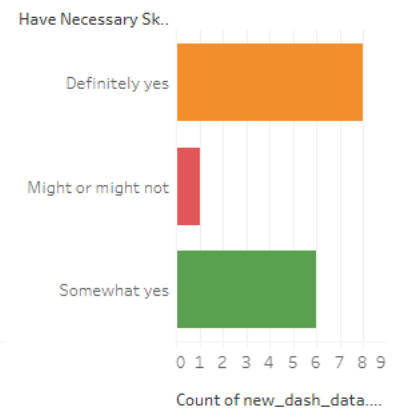
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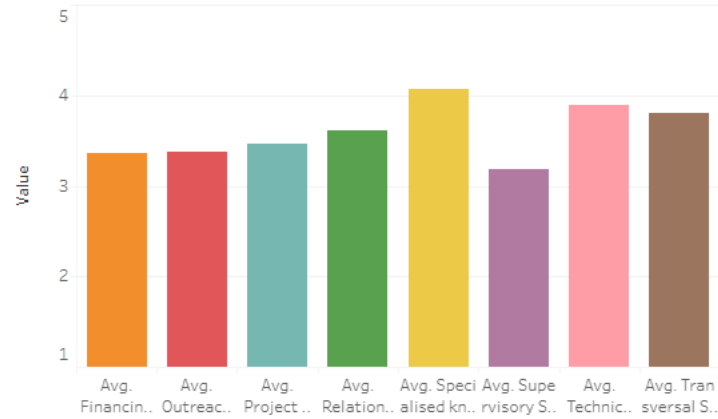
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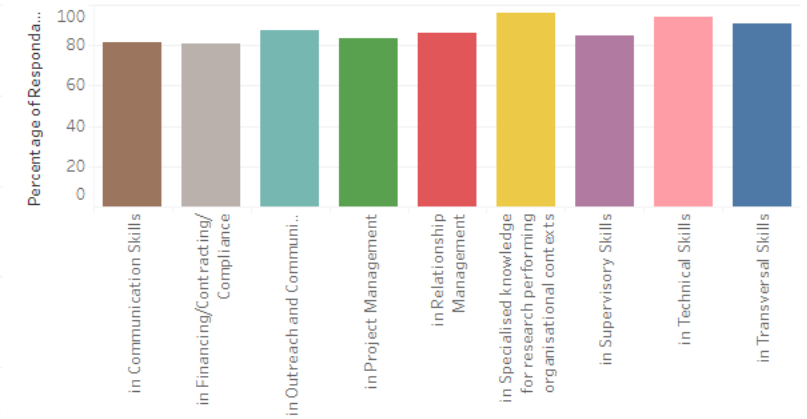
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# CARDEA Strategy

Career Framework  
RM1 to RM4

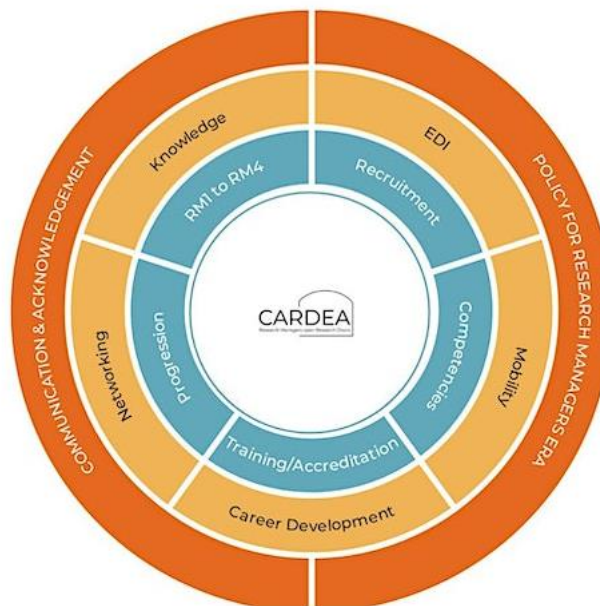
Connected Competency  
Framework and Capability  
Maturity Model

Bespoke training and  
professional development  
solutions

# CARDEA Strategy

- Mapping and review of training needs and currently available training opportunities
  - Review of policy documents (i.e. descriptors of RM as a profession)
  - Survey analysis (CARDEA, RAAAP 1<sup>st</sup> and 2<sup>nd</sup> edition, HETFA survey, EARMA survey)
  - Interviews with employers and experts
  - Collaboration with RM Roadmap
- Training module design
  - Target: RMs (RM1 to RM4).
  - Format: on-line webinars.
  - Content: comprehensive coverage of most relevant skills.
  - Trainers: CARDEA partners.
  - Certification: micro-credentials and open badge linked to Europass.
- Development of a Virtual Learning Environment
- Mobility programmes

CARDEA MATRIX



Monday, 25 September

# CARDEA Career Framework for Research Managers

CARDEA Career Framework for Research Managers in the European Research Area.

By Mary O'Regan e-mail: [marykate.oregan@ucc.ie](mailto:marykate.oregan@ucc.ie)

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General Admission



1



Free

Reserve a spot

## Date and time



Mon, 25 Sep 2023 10:00 - 11:30 IST