

















### **CARDEA**

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

### The CARDEA Project

@Utrecht Network ResearchManagers Workshop13 September 2023







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Career Acknowledgement for Research (Managers) Delivering for the European Area



# CARDEA Partners







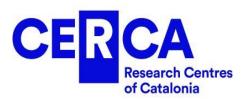














### CARDEA Overall Objective

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 Strategic Objectives

SOI. Mapping existing provision about RM across EU

SO2. Develop a Capability Maturity Model

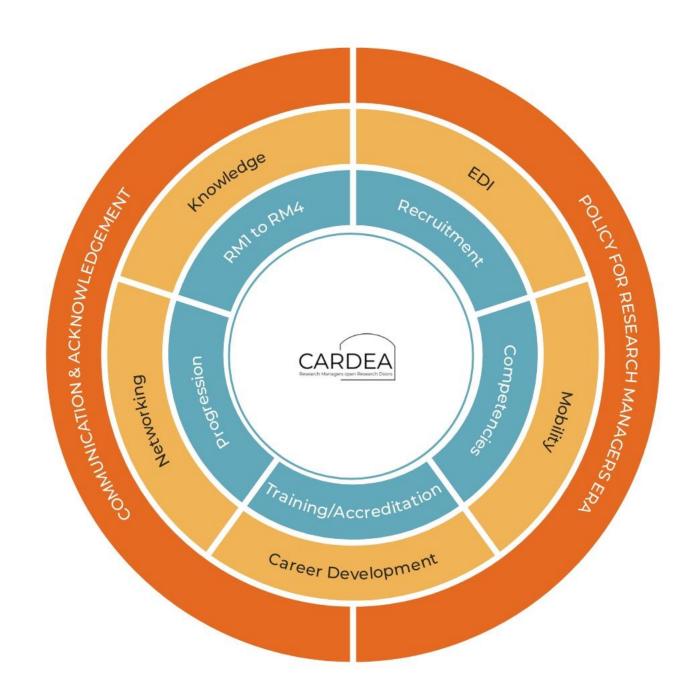
SO3. Develop RM competency models

SO4. Establish European Hub for Research Managers

S05. Become an active voice for the research management profession, contribution to policy at regional, national, EU and international levels.
S06. Embed European societal ambitions for Equality, Diversity, Inclusion and Widening participation in all research management professional activities, offering opportunities to more people and territories to improve skills



#### CARDEA MATRIX



## **CARDEA Strategy**

### Knowledge base

# Career Framework RMI to RM4

Connected Competency
Framework and Capability
Maturity Model

Bespoke training and professional development solutions

### 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 2hD

53.9%

Member of a professional RM Association

425%

**EUNationals** 

86.5%

No RM Qualification

81%

Average Salary

€37,600

Work and live in country of birth

87.6%

Two languages

79.1%

Career Path

44.5% RESEARCH
BACKGROUND

experience, salary, professional skills and job security. If you can't see the dashboard embedded below, you can visit the full dashboard on tableau.com SAVE TO **FAVOURITES** Data by Joanne Uf Chrualaoich Dashboard by Fintan Ryan Double click to go to Dashboard Double click to go to CARDEA - A Dashboard C and Mary Kate O'Regan SHARE Country of Residence Contract Group Years Experience Contract Group years\_experience Less than one year 1-2 years 300 2+-3 years 3+-4 years 200 4+-6 years S 100 6+ - 10 years More than 10 years 100 150 Count of new\_dash\_data.csv © 2023 Mapbox © OpenStreetMap Other Permanent Temporary Specialist vs Generalist Age Gross Salary 50 Specialist Generalist Gross Salary Less than €20,000 25 % Generalist, 75% Spe. 40 €20,000 - €29,999 50 % Generalist, 50% spe. €30,000 - €39,999 30-75 % Generalist, 25% Spe. €40,000 - €49,999 20-€50,000 - €59,999 100 % Specialist €60,000 - €69,999 100% Generalist 10-€70,000 - €79,999 Other Greater than €80,000





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Age

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provide an overview of Research Managers profiles across Europe and Deyond. Data are mostly concerned with Dackground information and details regarding work experience, salary, professional skills and job security. If you can't see the dashboard embedded below, you can visit the full dashboard on tableau.com Data by Joanne Uí Chrualaoich Dashboard by Fintan Ryan Double click to go to Dashboard Double click to go to CARDEA - A Dashboard C Dashboard D and Mary Kate O'Regan Country of Residence Contract Group Years Experience Contract Group years\_experience Less than one year 10-1-2 years 3+-4 years 6+ - 10 years More than 10 years © 2023 Mapbox © OpenStreetMap Count of new\_dash\_data.csv Permanent Temporary Specialist vs Generalist Age Gross Salary Specialist Generalist Gross Salary 25 % Generalist, 75% Less than €20,000 Specialist €20,000 - €29,999 50 % Generalist, 50% specialist €30,000 - €39,999 75 % Generalist, 25% Specialist €40,000 - €49,999 100 % Specialist €50,000 - €59,999 100% Generalist Greater than €80,000 25 35

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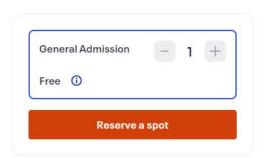


Monday, 25 September

### **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 Follow 17 followers



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#### Date and time