



CARDEA

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

Study Visits Kick Off – WP4 M11

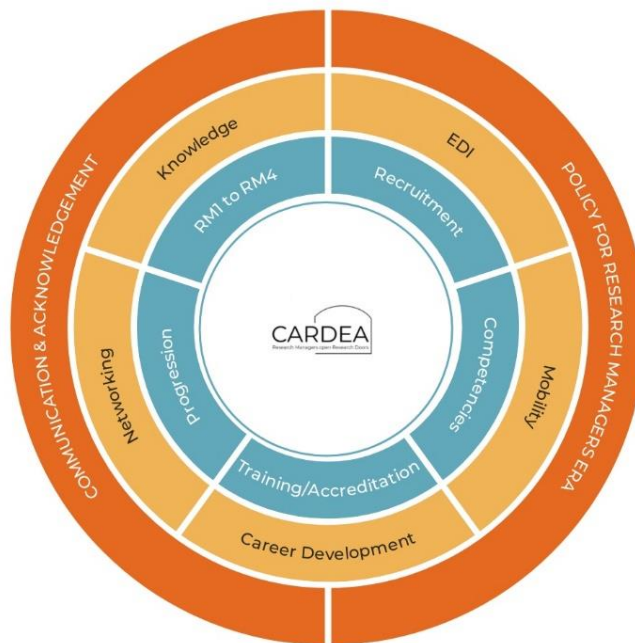


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| Study Visits Kick Off – WP4 | |
| CARDEA - Career Acknowledgement for Research (Managers) Delivering for the European Area | |
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| Work Package/Task leader | Lluís Rovira |

CARDEA MATRIX



In year 2 of the project, CARDEA will establish a pilot RM mobility programme. This element of CARDEA has obvious synergies with the activities of CARDEA consortium partners e.g., the CARDEA Hub, the CARDEA Academy and impacts on training and development, career progression and EDI aspects of CARDEA. It is envisaged that the RM mobility programme will consist of:

- eight study visits between partner countries to learn from the local activities in each

institution

- fourteen academic – private industry fact-finding missions to share the project information with the private sector as well as to establish the current profile of research management careers in industry
- twenty guest training seminars or webinars where each partner will collaborate with another institution leveraging the excellence of their home institution and building capacity across the consortium.
- thirty-eight meetings with funding agencies

The RM Mobility Programme will also explore opportunities for teaming and twinning with EU projects (see Study Visits Section).

8 Study Visits

It is anticipated that **at least one member of each of the consortium** will visit for one week study visits. It is also proposed that study visits may occur at the dates of the consortium meetings in years 2, 3 and 4. **The study visits will have the additional quality of exploration of opportunities for teaming and twinning with EU projects.**

1. **Study Visit 1:** University College Cork in Ireland **Year 2** of Project

- **Objective:** Gain insights into UCC's HR Excellence in Research Development practices and possible adaptation to the Role of Research Manager and creation of Charter and Code for RM's. This will also address talent attraction and retention.
- **Activities:** Attend think-tanks on how to amend the Charter and Code specifically for RM's, training and development activities provided by UCC, meet with Research Managers in UCC and engage in knowledge sharing sessions.
- **Result:** A report collated from all at the events and activities to be included in the mapping exercise of D 15 and further reports D 18.

2. **Study Visit 2:** I-CERCA in Catalonia **Year 2** of Project

- **Objective:** Training Sessions provided to Research Managers on HR Excellence in Research, Leading a Research Team, CV Advice and Preparation and further discussion on Charter and Code for RM's with particular emphasis on the acknowledgement of the profession. This will contribute to learnings on talent attraction and retention and the encouragement of professional networking.
- **Activities:** Participate in workshops, explore career development tools, collaborate with CERCA'S Research Managers, and discuss best practices in Research Manager

Career Development techniques. Exploration and discussion of opportunities for teaming and twinning with EU projects with representatives of widening Member States present.

- **Result:** A report collated from all partner participants at the events and activities to be included in the mapping exercise of D 15 and further reports D 18.

3. **Study Visit 3:** Juraj Dobrila University of Pula in Croatia **Year 2** of Project

- **Objective:** Understand Institution Juraj Dobrila University of Pula policies and practice as they relate to research management staff paid from research funds. What types of contracts of employment, training and professional development are provided to Research Managers in Croatia with a particular emphasis on issues for widening countries.
- **Activities:** Visit various units within Juraj Dobrila University of Pula, attend workshops, interact with Research Managers working in the University, and explore potential collaborations for twinning purposes.
- **Result:** A report collated from all partner participants at the events and activities to be included in the mapping exercise of D 15 and further reports D 18.

4. **Study Visit 4:** University Polytechnic of Bucharest in Romania **Year 3** of Project

- **Objective:** Explore Institution University Polytechnic of Bucharest mobility aspects as they pertain to Research Managers.
- **Activities:** Engage in workshops which will act as knowledge exchanges for twinning purposes and attend seminars, participate in mobility brainstorming sessions, and learn about successful mobility examples in Romania.
- **Result:** A report collated from all partner participants at the events and activities to be included in the mapping exercise of D 15 and further reports D 18.

5. **Study Visit 5:** University of Macerata in Italy **Year 3** of Project

- **Objective:** Gain knowledge about capacity building practices. What types of RM funding would assist RMs to be more career mobile?
- **Activities:** Visit the Research Manager units and Personnel within the University, learn about the initiatives, engage in discussions on practical methodologies, and explore the integration of RM mobility in research policy and practice.
- **Result:** A report collated from all partner participants at the events and activities to be included in the mapping exercise of D 15 and further reports D 18.

6. **Study Visit 6:** Polish Academy of Sciences in Poland **Year 3** of the Project

- **Objective:** Discover Polish Academy of Sciences international collaboration and networking strategies.
- **Activities:** Attend presentations on international networking initiatives, interact with the research management team, research collaboration team, learn about successful international or inter EU initiatives, and explore opportunities for future collaboration.
- **Result:** A report collated from all partner participants at the events and activities to be included in the mapping exercise of D 15 and further reports D 18.

7. **Study Visit 7:** University of Liège in Belgium Year 4 (**first half**)

- **Objective:** Learn about Liege's public engagement and outreach efforts.
- **Activities:** Participate in public engagement workshops, observe science communication activities, meet with Lieges outreach team, and gain insights into effective project communication strategies.
- **Result:** A report collated from all partner participants at the events and activities to be included in the mapping exercise of D 15 and further reports D 18.

8. **Study Visit 8:** Centre for Research and Technology Hellas in Greece Year 4 (**first half**)

- **Objective:** Explore Centre for Research and Technology EURAXESS partnership collaborations.
- **Activities:** Learn about how EURAXESS works for Research Managers, including the processes, engagements and other facilities that could be leveraged to enable research managers in the ERA.
- **Result:** A report collated from all partner participants at the events and activities to be included in the mapping exercise of D 15 and further reports D 18.

Study Visits Kick Off

During the first year of the CARDEA project, good knowledge about the situation of individual RM in Europe have been obtained through an elaborated survey, including all aspects related to their professional development, together with interviews with some of them and different RM organisations, research centres and universities at national level, and with the participation in ERA Action 17 events organised by the European Commission and direct collaboration with the RM Roadmap project, coordinated by the European Association of Research Managers and Administrators

(EARMA). This period has offered us also the opportunity to improve our knowledge about the RM ecosystem at European and international level, just for thinking about added valued further activities to develop after finishing the first year of the CARDEA project and the corresponding reporting. In this context, this report will focus in the activities to be developed by each partner at national level and the consortium as a whole during next three years, just to profit the established contacts, synergies with national and international organisations and fostering strong narratives to generate recommendations to the European Commission policies and the development in progress of the ERA Action 17 and their related instruments.

This initiative wants to strength the knowledge of the consortium partner environment related to RM policies, structure and actions in each of the **eight EU countries** included in the CARDEA project: Ireland (University College Cork, UCC), Italy (University of Macerata, UNIMC), Romania (Polytechnic University of Bucharest, UPB), Poland (The Henryk Niewodniczański Institute of Nuclear Physics of the Polish Academy of Sciences, IFJ), Belgium (University of Liege, ULIEGE), Croatia (University of Pula, UNIPU), Greece (Centre of Research & Technology Hellas, CERTH) and Catalonia/Spain (Fundació Institució dels Centres de Recerca de Catalunya, CERCA). With this idea the **Study Visit Kick-Off**, considered as **Milestone 11 (M11)** in the project development is just prepared for the **7th of July 2023**, after reviewing all the work done during the first year of the project. This **Study Visit Kick-Off** will consist in an **online event**, including representative of all the partners, with next time schedule:

- Presentation of 1st year results to the Consortium, including deliverables and statement by the Leading Partner (**Mary Kate O'Regan**), including overall objectives about mobility actions.
- Presentation of the discussion results around Mobility and Coordination Plan of Activities (Deliverable 4.3/D17) from the survey, interviews and contacts, including 2nd year duties, by the Work Package 4 Leading Partner (**Lluís Rovira/Eduard Balbuena**)
- Presentation of the Management units of each partner institution and internal organization (not only the units participating in the CARDEA project), including internal mobility policies and existing programmes in each country to favour this mobility (**one representative of each partner with overall view about the mobility concepts**)
- Presentation of the CARDEA Advisory Board in relation to mobility issues (**Conor O'Carroll**).
- Questions and concluding remarks (moderated by **Paolo Saporito**, with conclusions by **Mary Kate O'Regan**)

Calendar events and information to be developed during the **Study Visit Kick-Off** will be worked and prepared during the CARDEA Consortium Meeting on 9th June, just for allowing partners to prepare their presentation for the event. The Study Visit Kick-Off will be recorded and incorporated to the next

report about activities in progress. Participation of the EC project officers or mobility experts will be considered according to the contact for closing the 1st year report.