Researcher Career Framework

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What is a research career framework?

Why do we want one?

"The Union shall have the objective of strengthening its scientific and technological bases by achieving a European research area in which researchers, scientific knowledge and technology circulate freely, and encouraging it to become more competitive, including in its industry, while promoting all the research activities deemed necessary by virtue of other Chapters of the Treaties" [3]

- No comparable research structures
- Segregation between careers in academia, industry & others
- How does this affect career choices?

- Benefits to researchers?
- Benefits to employers?
- Benefits to public authorities?

[3]

European Union RCF Levels

- R1 - First Stage Researcher (up to the point of PhD)

- R2 - Recognised Researcher (PhD holders or equivalent who are not yet fully independent)

- R3 – Established Researcher (Researchers who have developed a level of independence)

- R4 – Leding Researcher (researchers leading their research area or field)

NB – The Framework is "sector-neutral"

[3]

UCC Researcher Career Framework

"The University's Employment and Career Management Structure for Researchers draws on the national framework in terms of creating the SMART Economy and affording post-doctoral research oppurtunities. It is intended to provide clear minimum standards, and to be sufficiently flexible for Colleges, Schools, Departments, Institutes and Centres to adapt it to the needs of their research communities.....

...The document sets out University policy on the employment and career management of researchers"

What is the Smart Economy?

"The smart economy combines the successful elements of the enterprise economy and the innovation or 'ideas' economy while promoting a high-quality environment, improving energy security and promoting social cohesion."

"A key feature of this approach is building the innovation or ideas component of the economy through the utilisation of the human capital – the knowledge, skills and creativity of people – and its ability and effectiveness in translating ideas into valuable processes, products ands services"

Part of the plan

- Double the number of PhD graduates by 2013
- Investment in R&D from €200m in 1998 to €660m in 2007
- Phds graduating grew from 808 in 2005 to 1100 in 2008

UCC RCF – "A career management structure supported by an employment framework"

Research Assistant – entry level role, not on the framework

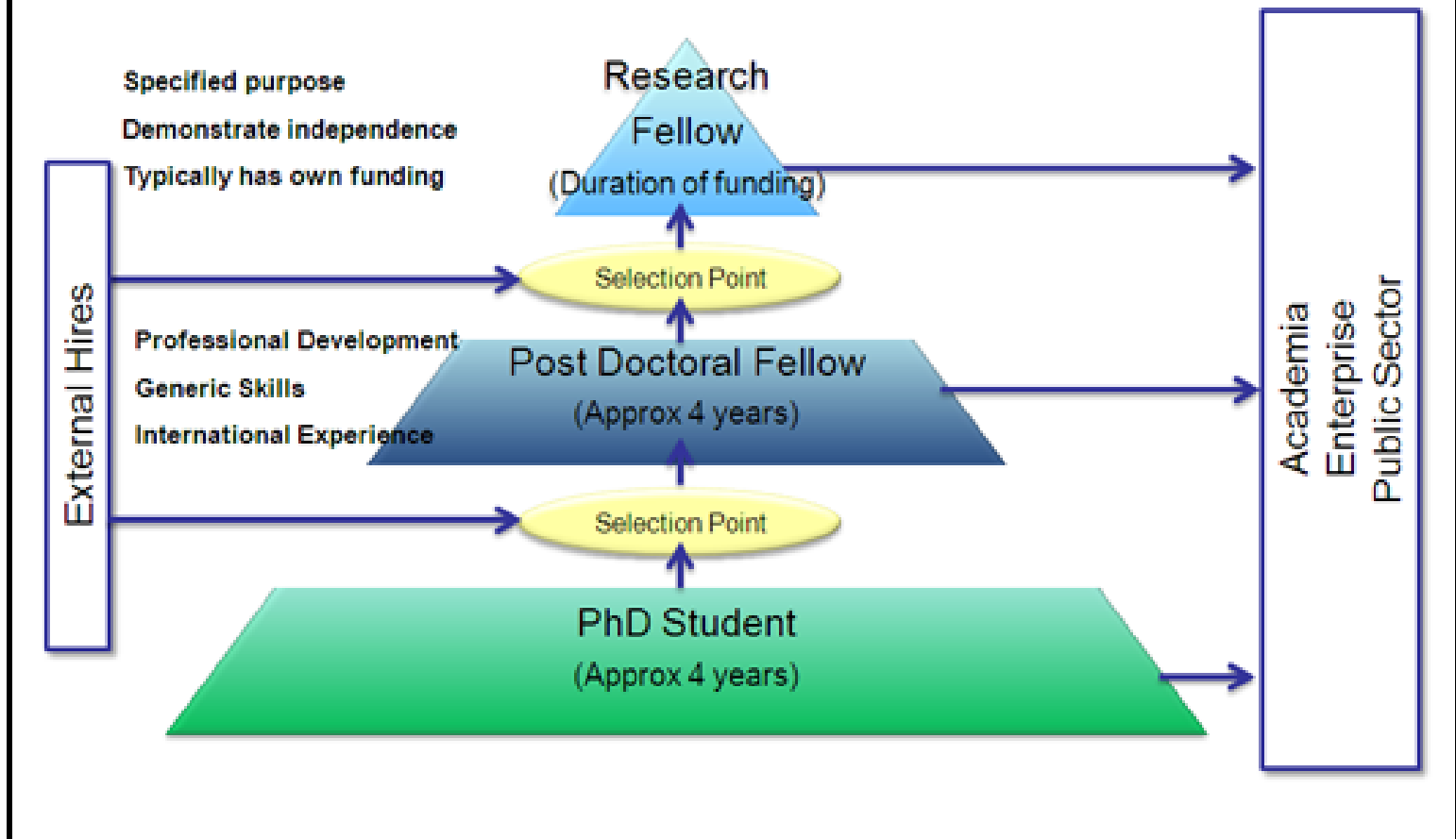Stage 1: Postdoctoral Researcher and Senior Postdoctoral (period of training, or your an intern) – 6 years

Stage 2: Research Fellow

Stage 3: Senior Research Fellow

NB – UCC Framework is not "sector-neutral"

UCD Research Careers Framework

Almost identical to UCC, change the number of years for postdoc from four to six. Where did UCD get it from?
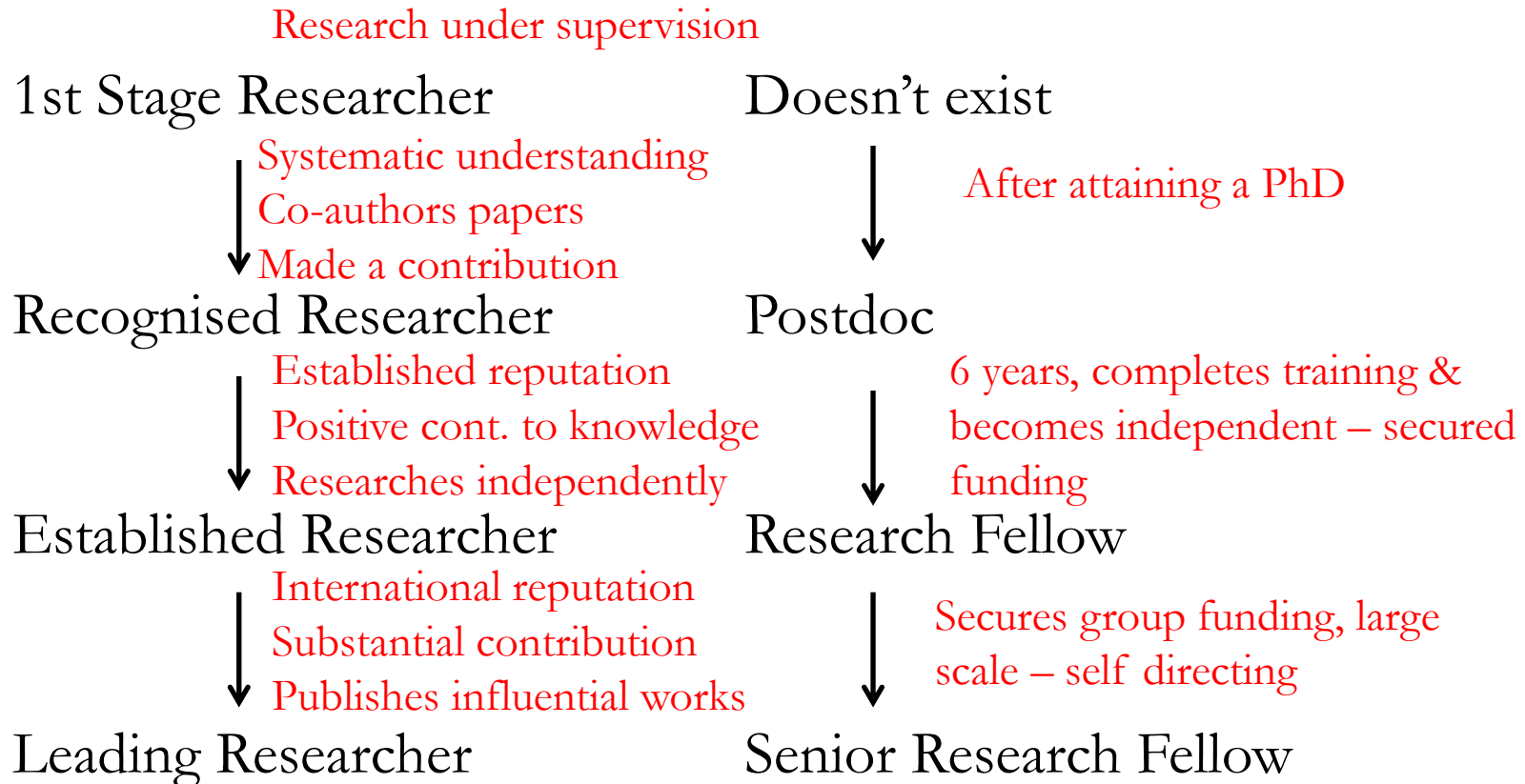
Isssues of contention

Stage 1 – "fixed term contract basis, this will be defined as a training and development role and the training will be completed within the period of the contract which is issued"

Structured training programme– "The purpose of the record will be to create a log, but also so that researchers leaving the University for positions in other institutions will be able to take their training record with them as evidence of their skills development"

Up or out -

	EU	**UCC**

Research under supervision

1st Stage Researcher → Doesn't exist

Systematic understanding
Co-authors papers
Made a contribution

After attaining a PhD

Recognised Researcher → Postdoc

Established reputation
Positive cont. to knowledge
Researches independently

6 years, completes training & becomes independent – secured funding

Established Researcher → Research Fellow

International reputation
Substantial contribution
Publishes influential works

Secures group funding, large scale – self directing

Leading Researcher → Senior Research Fellow

[3]   [1]

Open question - What can UCCRSA do?

My personal opinion.....

References

[1] – Employment and Career Managemebt Structure for Researchers, Oct 2011

[2] – Human Resources Strategy for Researchers Action Plan

[3] – Towards a European Framework for Research Careers

[4] – Building Ireland's Smart Economy – A Framework for Sustainable Economic Renewal

[5] - Higher Education Research Group Working Group on Researcher Careers Draft Framework Document