CARDEA Hub Information Session for Research Staff

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Funded by the European Union

CARDEA

- Ancient Roman Goddess of the Hinge

- *Research Managers open Research Doors*

What it stands for

Career **Acknowledgement** for Research Managers
Delivering for the European Area

GREECE

BELGIUM

CROATIA

ITALY

POLAND

ROMANIA

SPAIN

IRELAND

CARDEA OVERALL OBJECTIVE

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

Thanks to Action 17

RM Comp

7 Main Competence Areas

European Research Manager Competency Framework

European Commission

Cognitive Abilities/Personal Attributes

Subject Matter Expertise/Specialised Knowledge

Research Project Oversight

Research Manager

Technical Proficiency

Line Management and Talent Development

Communication

Stakeholder Engagement

What is included in RM Comp?

7 Main Competence Areas

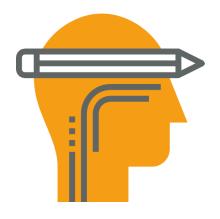50 Competencies

800 Learning Outcomes

Learning Outcomes

COGNITIVE ABILITIES			
Learning Outcomes			
1. Creativity			
Foster innovative approaches and solutions to aid problem-solving, designing methodologies and/or procedures which encourage a dynamic research environment.			
FOUNDATIONAL	**INTERMEDIATE**	**ADVANCED**	**EXPERT**
Basic understanding of the importance of creativity in research and its critical role in problem solving	Ability to problem solve using methodologies and or procedures to enhance and nuance the solution	Cultivates a culture of solution-oriented thinking by fostering creativity within research teams and/or the organisation	Provides leadership and facilitates creative problem solving at team, organisational and national/international level
Shows promise in ability to generate and express new ideas coherently	Experiments with ideas and collaborates to provide solutions and ascertain risk	Introduces new or improved methodology, policy, or practice to enhance research progress and problem solve	Designs and executes comprehensive processes and strategies in various domains addressing challenging and complex issues creatively
Acknowledges the relationship between creativity and risk	Explores ideas from different discipline and domain perspectives demonstrating genuine curiosity	Uses cross-disciplinary collaborations and combined competence to address and solve organisational or systemic issues	Creates a long-lasting positive footprint in the organisation through the introduction of various policies and practice which create novel and long reaching positive impact
Can analyse information and identify key components to aid creativity	Challenges own personal and cognitive biases that would deter creativity	Considers ethical issues in creative solution decision-making	Consistently demonstrates creativity in evaluating complex problems and generating innovative solutions

RM Comp Objectives

1. Goal - **Simple**

2. Goal - **Interoperable**

3. Goal - **Consistent**

4. Goal - **Transparent**

5. Goal - **For** *all* **Research Managers**

Research Managers

CARDEA
Research Managers open Research Doors

RM1

Research Manager 1:

First Stage Research Manager

RM2

Research Manager 2:

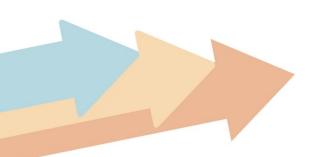Recognised Research Manager

RM3

Research Manager 3:

Established Research Manager

RM4

Research Manager 4:

Senior Stage Research Manager

Important to note!!!!

The European Career Framework for Research Managers (RM 1 to RM 4) is a progression model framework and operates independently of the European Competency Framework RM Comp.

The European Competence Framework for Research Managers

It's for:

Research Managers (Individuals): Whether early-career or advanced, RM Comp helps identify career paths, skill gaps and training needs.

Institutions: Public and private research-performing organisations employing research managers, aiming to standardise practices and enable staff development.

Research Funding Bodies and Policy advisors: Ensures consistency of funding policies, promotes capacity building and facilitates collaboration across sectors.

THE EUROPEAN **COMPETENCE FRAMEWORK FOR RESEARCH MANAGERS**

COGNITIVE ABILITIES/ PERSONAL ATTRIBUTES
- Creativity
- Critical Thinking
- Cultural Sensitivity
- Problem solving
- Strategic Planning
- Decision Making
- Stress Management
- Prioritisation, Time Management and Multitasking
- Adaptability and Professional Flexibility
- Conflict Management
- Reliability and Trustfulness

RESEARCH PROJECT OVERSIGHT
- Research Project Management
- Managing Research Project Deliverables
- Monitoring and Evaluation Frameworks and Indicators
- Establishing Research Projects Plans

SUBJECT MATTER EXPERTISE/SPECIALISED KNOWLEDGE
- Pre-Award
- Post-Award
- Managing Equality, Diversity and Inclusion (including Gender, Disability and Racism)
- Data Stewardship
- Knowledge Valorisation (Technology Transfer)
- HR for Research – Employment, Training etc of research staff
- Research Finance
- Research Infrastructure Management
- Clinical Research Management
- Research Ethics and Integrity
- Research Strategy and Policy Development
- Managing the Research Grant/Support Office

LINE MANAGEMENT AND TALENT DEVELOPMENT
- People Management and Managing Team Performance
- Team Building
- Change Management
- Coaching Skills
- Research Talent Identification and Development

RM COMP

TECHNICAL PROFICIENCY
- Research Data collection and Collation
- Data and Statistical Analysis
- Legal Skills
- IT for Research Activities
- Artificial Intelligence

COMMUNICATION
- Building and Maintaining Relationships with Research Funders, Partners, or other Stakeholders
- Designing and Implementing Research Communication Plans
- Media Liaison and Associated Activities
- Preparing and Writing Reports (including Evaluation Reports and Funder Reports)
- Social Media Engagement

STAKEHOLDER ENGAGEMENT
- Research Outreach
- Academic Community Relationship Collaboration
- Community Engagement with Research
- Engagement with Key Stakeholders
- Building Trust within Relevant Research and Strategic Partnerships
- Diplomacy, Negotiation, and Mediation Skills
- Handling Difficult Conversations and Partnerships
- Business and Commercial Liaison Management

How to Use RM Comp?

Individual Research Managers:

Self-Assessment: Identify your current skills and areas for improvement using the RM Comp framework.

Professional Development: Use the outlined competencies to plan training or mentorship opportunities.

Daily Application: Align your work practices with RM Comp standards to improve efficiency and collaboration.

Research Performing Organisations and Industry:

Integrate RM Comp into Policies: Embed it in hiring processes (e.g., job specifications), training programs, and performance reviews.

Enable Staff Development: Provide RM Comp-aligned resources, platforms, and budgets (where possible) for professional growth.

Monitor Impact: Use RM Comp to track the effectiveness of research management practices and identify gaps.
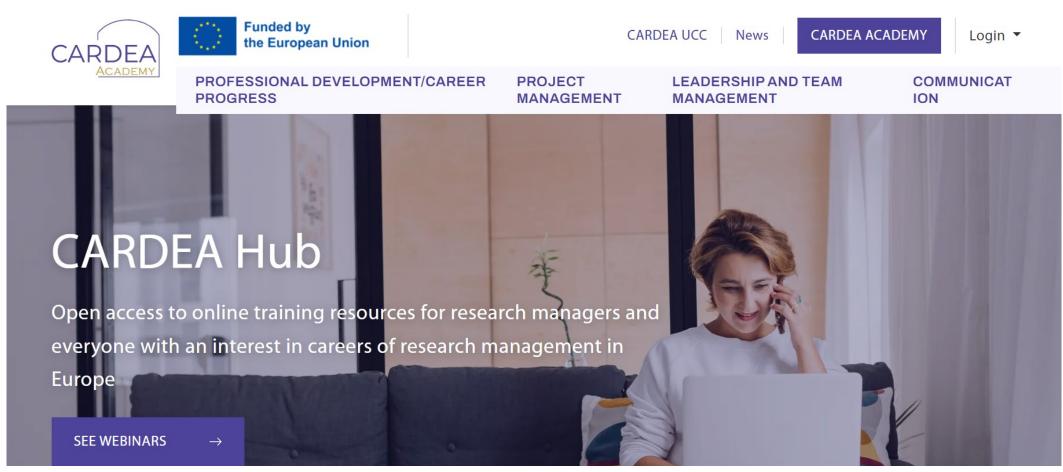
Funding Agencies and Policy Advisors:

Set Standards: Use RM Comp competencies as criteria for funding applications and evaluations.

Promote Capacity Building: Fund training programs and conferences focused on RM Comp skills.

Facilitate Collaboration: Work with institutions to develop RM Comp-aligned policies and share best practices.

The CARDEA Hub: Home of the CARDEA ACADEMY

Professional Development and Training Opportunities

Designed by Research Managers for Research Managers

The Cardea European Research Manager's Hub (CERMH) as a transnational platform for **collaboration**, **networking**, **training**, **knowledge sharing**, **policy development**, and **continuous improvement**.

The Hub will serve the multiple needs of the multiple stakeholders in this multi-disciplinary profession. The purpose of the Hub is to provide a virtual space for stakeholders to come together in the spirit of collaboration, co-creation, and knowledge sharing.

It will embrace:

- Networking and mobility activities
- Training and development opportunities and
- Policy development, best practice guidelines and policy dissemination.
- **Free Micro-credential Training** in the CARDEA Academy

CARDEA TRAINING MODULES are aligned to CARDEA RM FRAMEWORKS

LEARNING OBJECTIVE:
provide training for RMs **covering all competence areas** of the profession

CONTENT:
CARDEA training modules will be a **core learning common to all categories of RMs** (i.e. Data Manager, Research Project Manager, Research Integrity Manager and Outreach Manager), a comprehensive training covering the main aspects of research management profession

❖ **COVER ALL 8 COMPETENCES AREAS of RM COMP with a FOCUS ON SUBJECT MATTER EXPERTISE (Specialised knowledge for research performing organisational contexts)**

TARGET:
mainly people new in the profession (RM1 newcomers), but training will be also **useful to more expert staff (RM2, RM3 and RM4)** that could choose some topics according to their own needs

❖ **FOCUS ON FOUNDATIONAL LEVEL COMPETENCES OF RM COMP**

RM COMP has **672 learning outcomes** along **4 proficiency levels**:

- **Foundational**
- **Intermediate**
- **Advanced**
- **Expert**

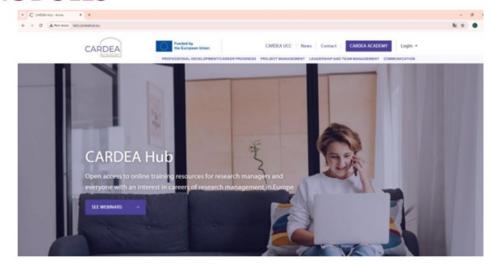# Main Features: 1. Training

CARDEA TRAINING MODULES

MAIN FEATURES OF CARDEA TRAINING MODULE:

- **Recorded lessons format** (without live audience) created specifically for the CARDEA training purpose. They will be **labelled as a "CARDEA Academy" initiative**
- In **English** language
- Free
- 17 modules: **2 hours** per each module: a module is divided in **several sub-videos lasting 20/30 minutes each** for one "2h course".
- **Trainers:** CARDEA partners + external expert
- CARDEA will release a **micro-credential for free** to who will attend entirely the CARDEA training modules

Main Feature 2: CARDEA Tool-kit

Free Downloadable Tool-kit on CARDEA Hub

1. Knowledge, Skills, Abilities (KSA) – Self-Assessment Tool:

2. Training Needs Analysis—Guided Assessment Tool

3. Professional Development Plan for RMs – Template

4. Mentoring workbook

5. Reflective Toolkit

CARDEA
Research Managers open Research Doors

1. **Knowledge Skills Abilities** (KSA) Self-Assessment Tool: This tool empowers RMs to conduct a self-assessment of their knowledge, skills, and abilities. By identifying areas for improvement, RMs can tailor their professional development efforts.

2. **Training Needs Analysis Guided Assessment Tool:** Designed for both individual RMs and organisations, these tool guide users through a structured assessment of training needs. These tools help individuals and organisations to identify specific areas where training is required to support the development of customised training to address these needs.

3. **Professional Development Plan Workbook**: This provides a structured format for RMs to plan their professional development. It includes sections for setting career goals, identifying required skills and training, and tracking progress. The templates support systematic career development, helping RMs achieve their professional objectives.

4. **Mentoring workbook**: is a structured guide designed to facilitate effective mentoring relationships within the research management community. This workbook provides mentors and mentees with a comprehensive workbook to navigate the mentoring process, from setting initial goals to tracking progress and outcomes.
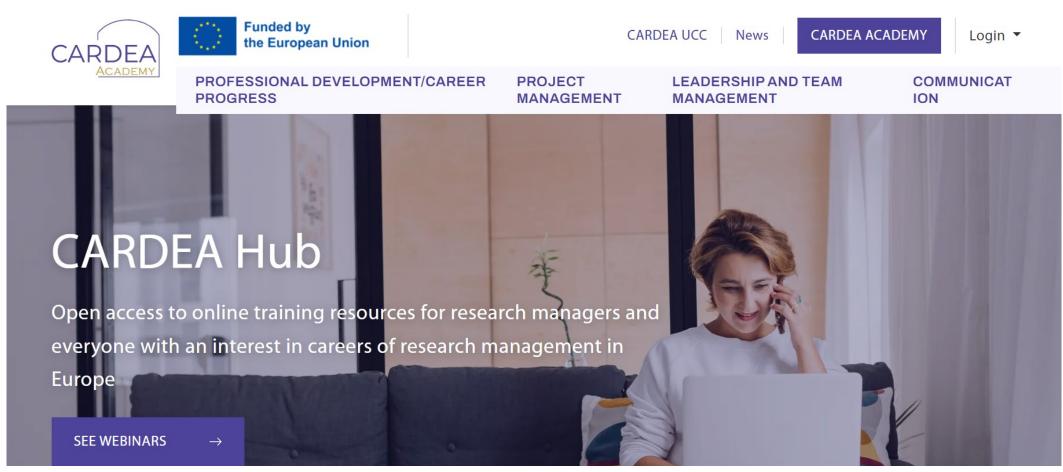
….It includes practical tools such as worksheets for goal setting, reflective exercises, and templates for regular feedback sessions. By offering a clear roadmap, the Mentoring Workbook helps ensure that both mentors and mentees gain the maximum benefit from their partnership.

5. **Reflective Toolkit:** is a resource aimed at encouraging RMs (RMs) to engage in continuous self-reflection as part of their professional development. This toolkit offers a series of prompts, and templates designed to help RMs critically evaluate their experiences, decisions, and practices. By integrating regular reflection into their routine, RMs can gain deeper insights into their strengths, areas for improvement, and overall professional journey.

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Thank You

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