



*Synergies to fuel Researchers' Careers*

Luxembourg, 10 – 11 December 2015

organised by  Fonds National de la  
Recherche Luxembourg

# Intersectoral mobility of research staff

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## What do research staff do next?

- Explore the transitions of former research staff into other occupations through European survey
- Create careers resources based on former research staff experiences to help them make more informed career decisions
  - 40 career stories published

### ➤ Partners:



The Research Council  
of Norway



wellcome trust



## Reasons for leaving

- 76% Better long term prospects
- 75% More job security
- 69% Move away from short and fixed term contracts
- 56% Better-work life balance
- 52% Couldn't secure a position
- 51% Better working environment
- 51% Wanted to pursue a career outside HE
- 49% Better salary potential

## Factors hindering intersectoral mobility

- Most want an academic career path
  - lack of academic opportunities
  - emotional commitment to research and academia
  - perception of others
  - losing connection to research / academia

## Career aspirations (multiple responses)

	As research staff
Career in HE: research and teaching	<b>46%</b>
Career in HE, primarily research	<b>36%</b>
Career in HE, primarily teaching	<b>5%</b>
Other role in higher education	5%
Non-research career outside HE	<b>11%</b>
Research career outside HE	24%
Self employment/own business/consultancy	<b>5%</b>
Don't know	7%
Other	4%

## Satisfaction with current job

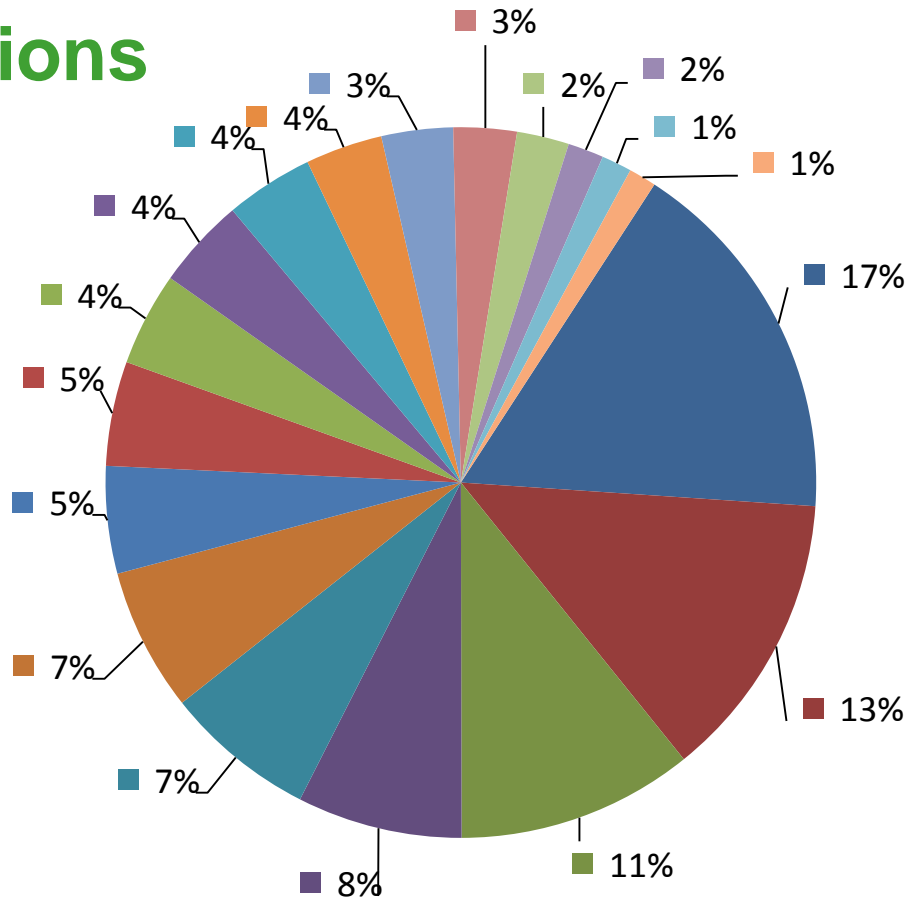
- 40% very satisfied
- 38% fairly satisfied
- 14% not satisfied

[All employed respondents]

## Factors hindering intersectoral mobility

- Most want an academic career path
  
- Little exposure to other occupations
  - deciding whether to leave and what to do
  - transferability of competencies and experience
  - understanding of organisational culture
  - networking with former research staff

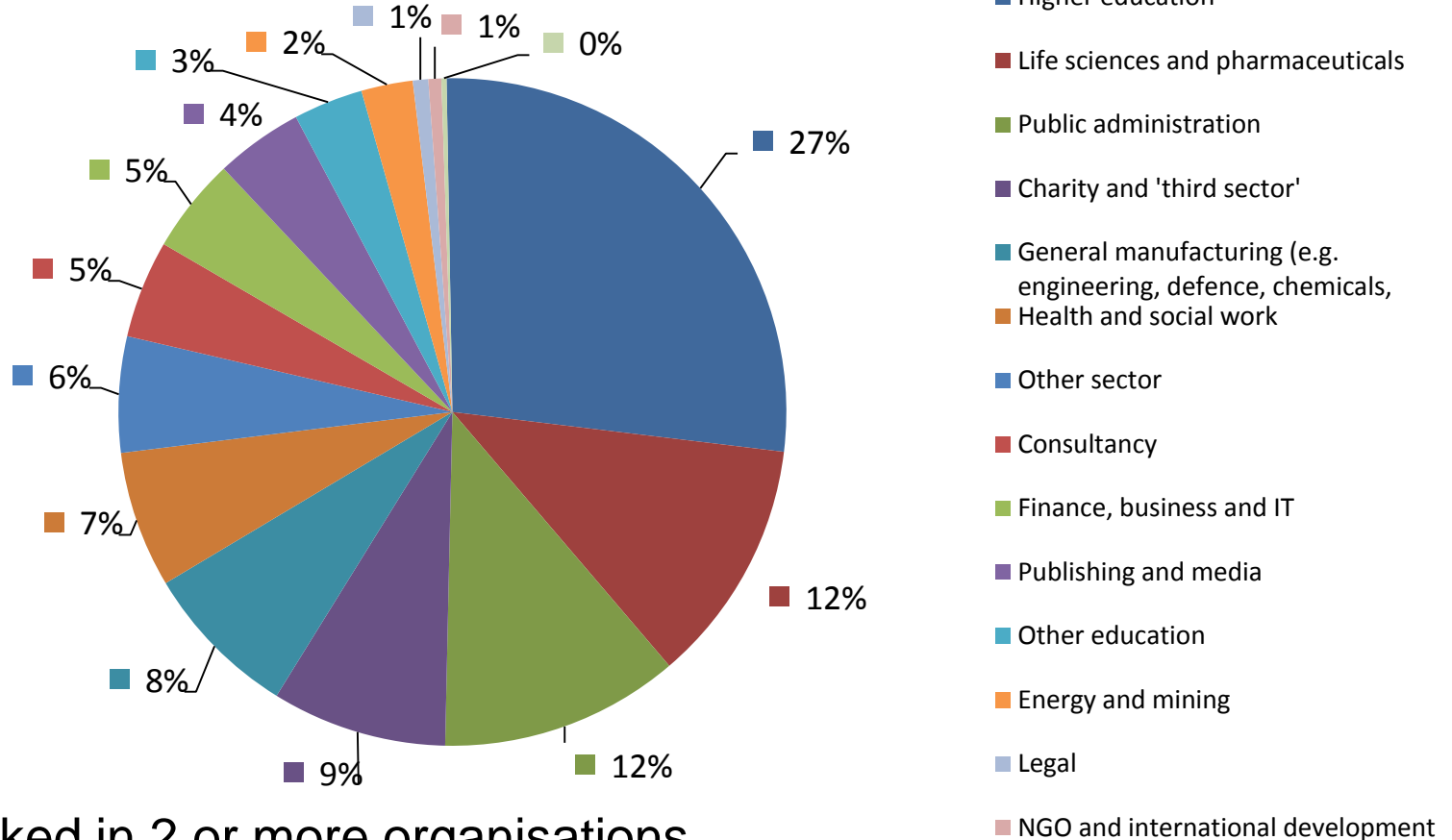
# Occupations



- Research & development manager
- Researcher
- Function manager
- Research policy manager
- Vocational or industrial trainer/instructor
- IT & technology professional
- Teaching professional
- Public/science engagement professional
- Journalist or editorial professional
- Engineering professional
- Senior manager or official
- Other occupation
- Health professional
- Management consultant or business analyst
- Public service professional
- Law professional



## Employment sectors



■ 49 % worked in 2 or more organisations

## Factors in gaining employment

	Important	Not very important but helped
Generic professional competencies	65%	24%
Relevant experience	57%	27%
Subject knowledge	53%	27%
Having a doctorate	44%	30%
Research competencies	39%	34%

## Activity current job (some and most of the time)

- 80% Draw on the capabilities and experience gained as research staff
- 71% Use general subject knowledge
- 53% Supervise others
- 46% Draw on the detailed subject knowledge gained as research staff
- 34% Conduct research

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## Top six competencies

- 66% Communication
- 49% Critical thinking
- 49% Problem solving
- 46% Team working & collaboration
- 46% Independent working
- 45% Project management

## Factors hindering intersectoral mobility

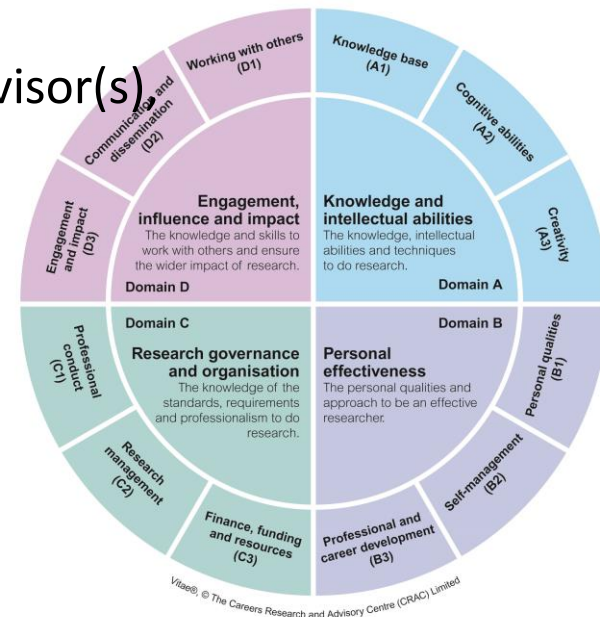
- Most want an academic career path
  
- Little exposure to other occupations
  
- Time and permission to focus on career development
  - invest in professional development
  - Research into career opportunities
  - broaden career experiences

## Horizon 2020 Stronger linkage of research funding to Charter and Code principles

‘Recruited researchers will play **an active role** in shaping their own training programme and professional development.

They will establish, together with their personal supervisor(s) **an individual Career Development Plan.**’

‘... In order to increase the employability of researchers, the research training will be complemented **by meaningful engagement of each researcher to other sectors** and by substantial training modules addressing key transferable skills...’



## Advice to institutions

- Actively value all careers equally
- Be honest about academia and researchers' potential
- Provide professional development opportunities and actively encourage participation
- Ensure researchers know the transferability of their competencies
- Actively encourage preparation for their next position
- Expose researchers to people in other occupations
- Support them to build networks across employment sectors
- Provide wider working experiences to researchers

## Advice to current research staff

- Work on transferable competencies, sell yourself well
- Be positive and brave, move early
- There are plenty of opportunities available
- Use networks and talk to former research staff
- Be flexible, humble and open minded
- Get wider experience while research staff
- Prepare to the new environment and the new job