Iain Cameron
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UK Representative on the ERA – SGHRM

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New Concepts of Researcher Mobility
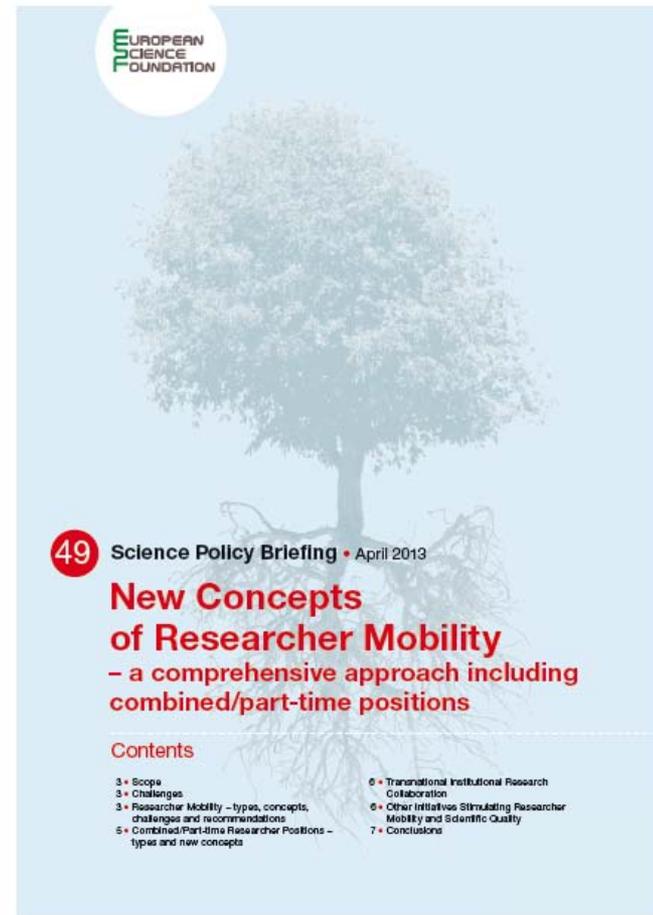
ESF Science Policy Briefing   April 2013

"Mobility is not a goal in itself, but rather a means for international research collaboration across fields and sectors."

"Researcher mobility should … should focus on the value of effects derived from different types of mobility."

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New Concepts of Researcher Mobility

ESF Science Policy Briefing April 2013

- International mobility:
  - Physical mobility across countries
- Intersectoral mobility:
  - Mobility across academia, industry and public sectors
- Interdisciplinary mobility:
  - Mobility across research fields
- Virtual mobility: where there is no physical movement

EUROPEAN SCIENCE FOUNDATION

49 Science Policy Briefing • April 2013

New Concepts of Researcher Mobility
– a comprehensive approach including combined/part-time positions

Contents

3 • Scope
3 • Challenges
3 • Researcher Mobility – types, concepts, challenges and recommendations
5 • Combined/Part-time Researcher Positions – types and new concepts

6 • Transnational Institutional Research Collaboration
6 • Other Initiatives Stimulating Researcher Mobility and Scientific Quality
7 • Conclusions

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Unpacking Virtual mobility.

Definition

"*What we understand by 'virtual mobility' refers to cross-border research cooperation based on verifiable signs of collaboration and participation.*"

Suggestions for assessment:

- co-publications, co-patenting;
- cross-border grants;
- conference papers;
- organising boards;
- international peer review panels;
- appointments based on merit by an official third party e.g. invited in on expert groups.

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International **Comparative Performance** – Elsevier 2013

Brain circulation: "the skills and networks built by researchers while abroad accrue benefits to their home country's research base when they eventually return, and often even if they do not return but remain instead as a diaspora."

Relative productivity of researchers who:

- Never leave the UK – 0.50
- Visit the UK for <2 years – 1.37
- Leave and return within 2 years – 1.46
- Leave and do not return – 0.95

Question: What does this say about virtual mobility?
Is it just theoretical or is it yet to make an impact?

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http://www.elsevier.com/research-intelligence/research-initiatives/ri/BIS2013

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Is Virtual Mobility Effective?

ESF Report

- An increasingly used term although the underlying concept might not always be clear.
- Centres of Excellence no longer need to be established as one physical geographical location.
- Virtual network centres and databases and registries accessible by eScience may combine excellent and synergetic research groups across the world without physical mobility.

BUT

The Alan Turing Institute:

- UK national institute for the data sciences.
- International, intersectoral and interdisciplinary
- Computer scientists, mathematicians etc. can and do work virtually.
- Yet the UK institute is a physical entity bringing together researchers from the various disciplines and industry & business in a single location near the British Library.
- This structure is expected to be much more effective than relying on virtual interactions.

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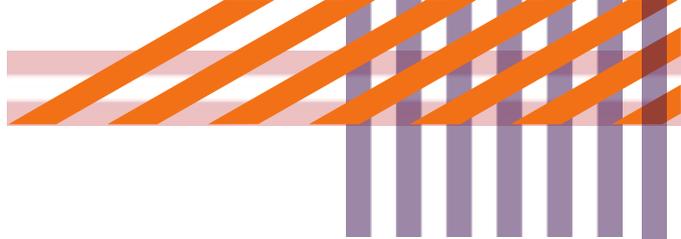
MOBILITY AND THE ERA-SGHRM

7 ERA Priorities – ERA Road Map 2015
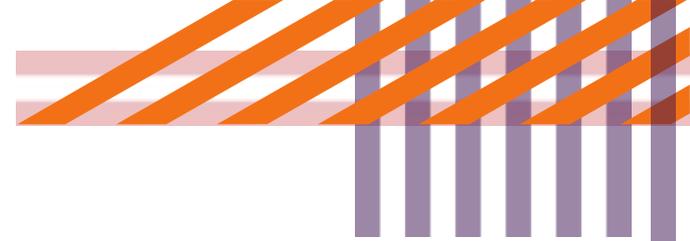
effective national research systems
jointly addressing grand challenges
make optimal use of public investments in research infrastructures
an open labour market for researchers
gender equality and gender mainstreaming in research
optimal circulation and transfer of scientific knowledge
international cooperation

- ERA priority 3 – an open labour market for researchers

- References to open recruitment, career development, HR excellence and C&C uptake through Article 32.

LERU: "*Nil novi sub sole – Nothing new under the sun*"

ERA-SGHRM Work streams

- European Framework for Research Careers
  - 4 stages R1-R4
- Innovative Doctoral Training
  - The 7 Principles
  - Implementation of the Principles
- Open and Merit-based Recruitment (OMT)
- Pensions (RESAVER) - third pillar scheme
- Professional/Career Development
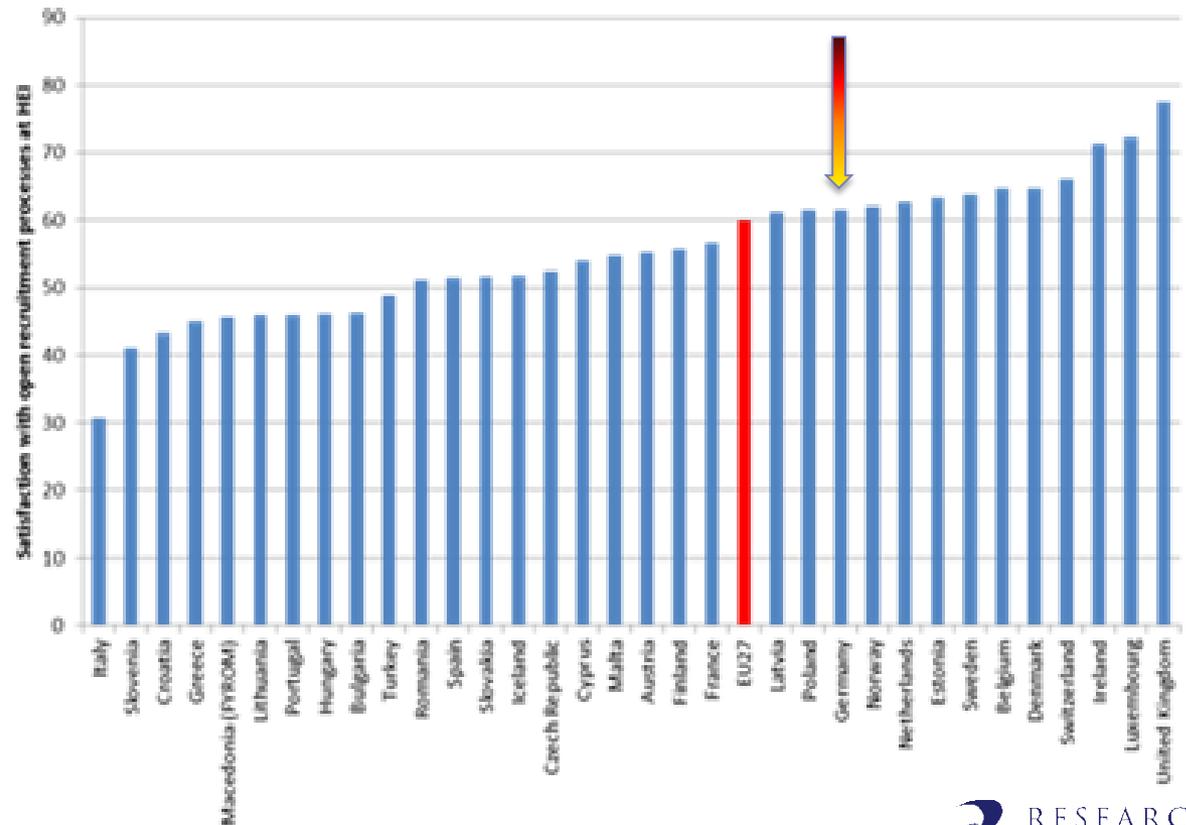- HR Excellence in Research - HRS4R

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Example: OMT Evidenced Policy

1. **Start with the Evidence:** MORE2 Study shows disparity in perceptions of open recruitment.

2. **Understand the Problem:** ERAC Mutual Learning Workshop on Human Resources and Mobility – March 2014

3. **Develop a Strategy:** SGHRM WG on Open Transparent and Merit-based recruitment (OTM)

   – Barriers, legislation, recruitment policies (guidelines – tools – templates)

4. **Implement a solution:** Toolkit/checklist to support institutional action

5. **Monitor Evaluate:**

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Evidence of a problem – Open Recruitment

A specific aspect of **open, merit-based and transparent recruitment** is that it ensures that research performers are able to select the best researchers from the widest possible pool of talents, thereby fostering mobility.

MORE2 survey: 60% of EU researchers on average are satisfied with the extent to which research job vacancies are advertised externally by their institutions. But significant differences exist between countries.

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http://ec.europa.eu/euraxess/index.cfm/services/researchPolicies

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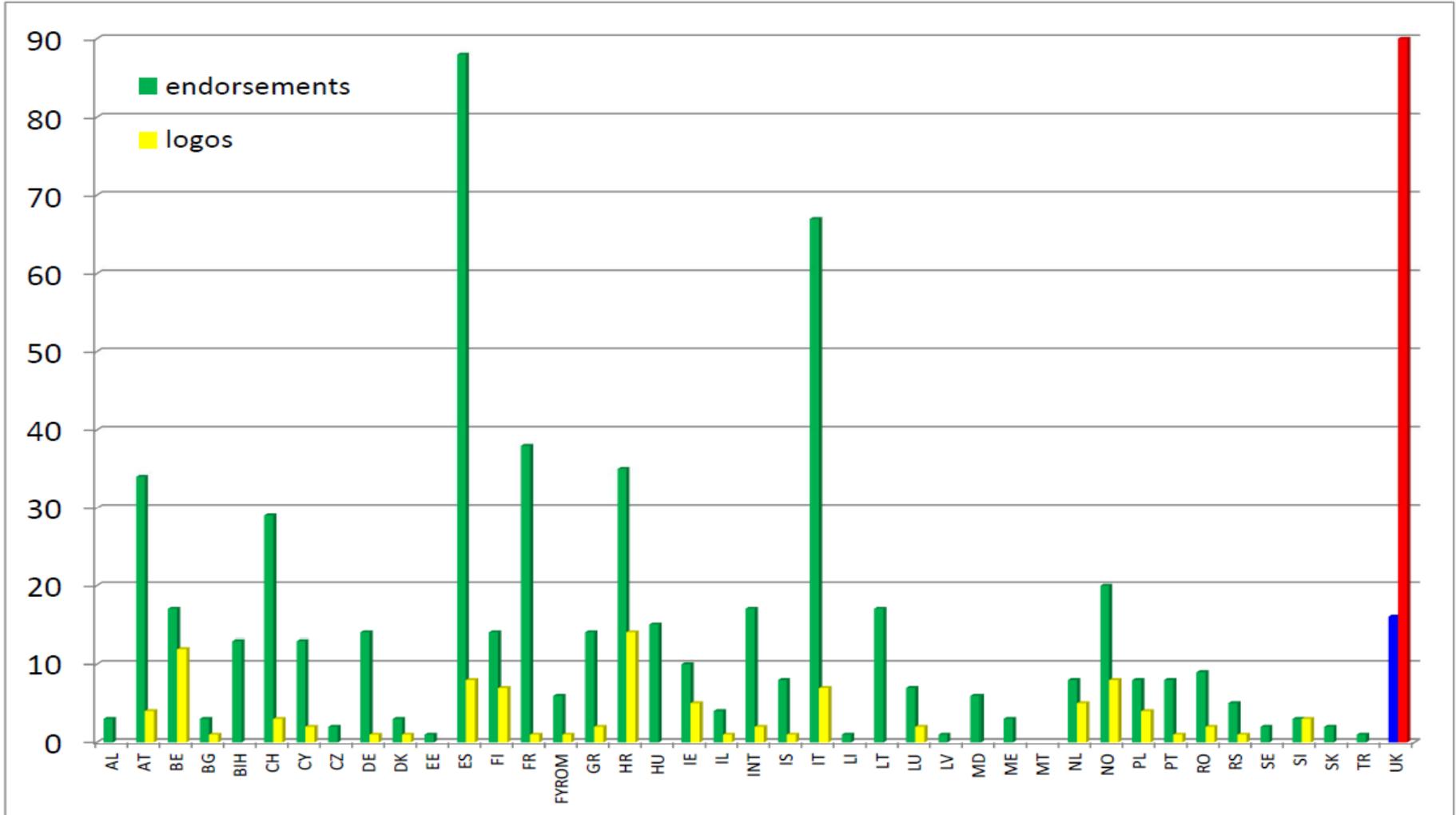- HR Excellence in Research – HRS4R

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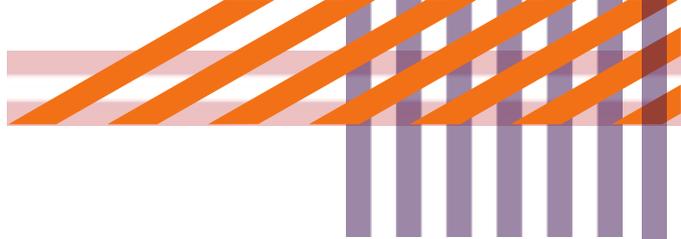
THE HRS4R PROCESS – AN AID TO MOBILITY

189 logos today!

STATISTICS

HRS4R - endorsements vs logos awarded

special process in the UK (CONCORDAT)
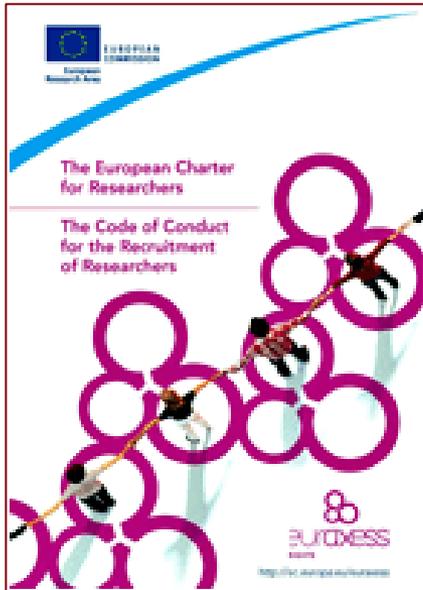
The Human Resources Strategy for Researchers – HRS4R

- Over 1200 organisations from 35 countries support the C&C
- HR S4R Introduced in 2008 to implement C&C (1st award 2010)
- 5 steps to an award (4-year cycle)
- 222 organisations from 28 countries have the logo
- Expert Group looking at how to:
  - strengthen the award
  - Introduce quality aspects
  - Describe the future direction and vision
- Next step – EC tender in autumn

Feasibility Study for the Development of a Certification Mechanism (Technopolis 2013)
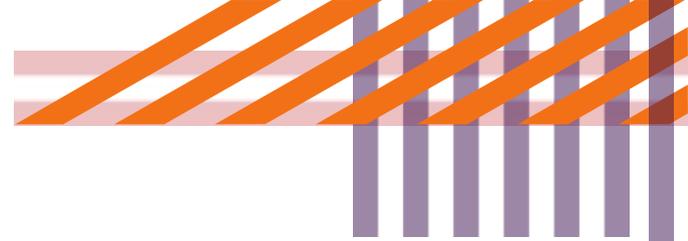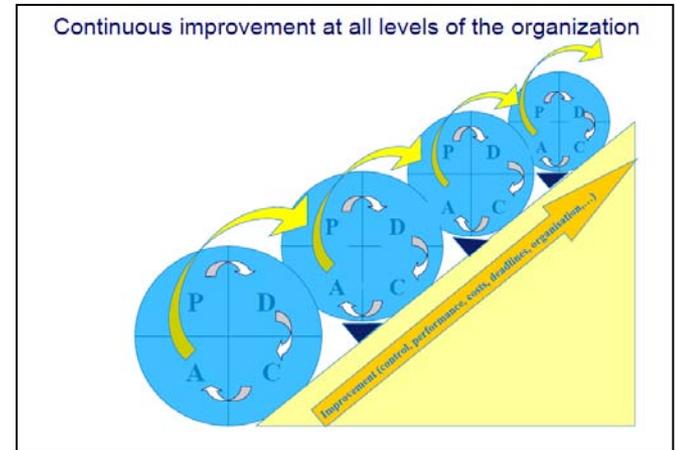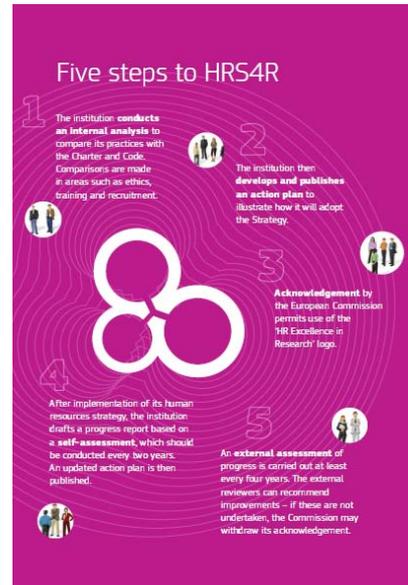
- ## <u>An important finding</u>:
- Overall, respondents would like any new scheme to be integrated with HRS4R
  - 51% consider it essential
  - 37% consider it quite important
  - Among HRS4R respondents, 65% consider it essential
  - Confusion, wasted effort, loss of impetus and loss of focus on continuous improvement are the main reasons why the certification scheme should not be separate from HRS4R

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HRS4R process components

Charter and Code
Acknowledgment

Current 5 step
HRS4R process

Five steps to HRS4R

Future process cycles

Continuous improvement at all levels of the organization

In summary

- Mobility is a means not an end.
- There are various sorts of mobility (intersectoral, international and interdisciplinary) but is Virtual mobility really working yet?
- Open and Merit-based recruitment is a key enabler of effective mobility.
- The HRS4R process is developing and should become an indicator of attractive institutions.

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Thank you for your attention!

Sunset over the Lamb © Iain Cameron 2014