RIS4CIVIS

RIS4CAREERS, CAREER SUPPORT PROGRAMME FOR RESEARCHERS OF CIVIS UNIVERSITIES

WELCOME TO RIS4CIVIS!

RIS4CIVIS supports the research and innovation dimension of CIVIS, in line with its shared, integrated, long-term strategy and in synergy with its education dimension.

The ultimate goals of the **RIS4CIVIS** project are to:

DEFINE a common Research & Innovation strategy for the CIVIS Alliance

TRANSPOSE the developed CIVIS strategy into an Institutional Transformation Model to be used as a source of inspiration for other European Alliances and/or Universities.

Through the RIS4CIVIS project, the member universities of the CIVIS Alliance are developing the building blocks of cooperation in research. Some of the objectives of the CIVIS partners are to create joint resources for our community of researchers, such as training, facilitate collaborations and approach research to the private sector. This will guide our own strategy and also serve as an inspiration to other alliances and policymakers. Researchers' professional growth is one of the key pillars in which this cooperation is based. Benefiting from the experience of the different career development services and multiple private sector contacts at CIVIS, RIS4CIVIS is launching a new Career Support Programme to researchers of CIVIS. As described below, the programme offers a complete training plan and mentorship resources.

1. RIS4CAREERS PROGRAMME

The pilot career support programme for researchers of CIVIS universities aims to support the reflexion on career development of researchers by providing access to training resources and in and out of academia mentorship support.

This international 6-months programme will focus on offering new perspectives on market insertion, entrepreneurship, communication and skills for third/fourth year PhD candidates and early post-docs.

TIMELINE

October 2022	Kick-off workshop to determine the location and goals of the mentees and how to look for a mentor
October - December 2022	Contact Mentors. Mentees will be in charge of independently contacting mentors
January 2023 - June 2023	Active Mentoring phase and training
End of March 2023	Midterm meeting (depending on the university)
End of June 2023	Final meeting and end of the pilot phase

Remember: *Each university has an appointed contact person with whom you can discuss any aspect of the programme.*

2. MENTEES LEAD THE PROGRAMME

The RIS4CAREERS development programme is designed to enhance researchers' proactivity and freedom. In fact, participants will choose and approach mentors, and personalize their training path according to their career objectives, strengths and practical needs. For that kind of reflection, a self-assessment questionnaire will be made available to mentees before the start of the programme.

The RIS4CAREERS team will provide further support through the following material:

- Recommendations on how to choose a mentor and how to address the mentor-mentee relation
- A potential out-of-academia mentors data base
- A list of research institutes and groups of CIVIS universities
- A catalogue of training

Remember: Mentees have the opportunity to choose one or two mentors with different profiles depending on their goals, can search outside CIVIS or stay with a particular mentor if they already have it.

3. TRAINING

3.1 TRAINING FOR MENTEES

Besides the mentorship support, the RIS-4CAREERS team has developed a training plan to complement the programme.

The training will support not only a reflection on career goals but will also equip mentees with skills to face the job market. The training has been divided in three different modules (the courses listed are examples):

**Career development/
Human Resources**

- Coaching on professional insertion (identify a personal project, how to communicate, how to address recruitment)
- Identify and valorise your PhD skills (how to build your CV)
- How recruitment works?
- European project funding
- Applying for a MSCA-PF

Entrepreneurship

- Embrace entrepreneurship
- How to manage a project in a company?

Communication

- How to speak in public
- How to face an interview
- Leadership

Remember: The participants of the programme will have to register on a first-come-first-served basis as most of the workshops have a maximum number of places available to allow interaction. We recommend to at least follow one workshop in each of the modules. Besides the workshops and seminars, the programme will offer testimonials of researchers working outside of academia and will offer the opportunity to networking with other mentees through informal sessions.

3.2. TRAINING FOR MENTORS

Mentors will equally have access to training if they wish to and if there is enough interest. In particular, the team will propose several topics, such as, but not limited to:

- Mentorship practises
- European funding landscape
- Communication

Similar to the mentees' opportunities, mentors will also be able to meet each other informally to share experiences and network.

4. WHY JOINING THE PROGRAMME?

This pilot programme aims to bring closer the CIVIS research communities while enhancing career prospects, motivation, self-awareness and communication skills.

Counting on a mentor can bring many benefits for researchers, including:

- Better understanding of career goals and deeper reflection on future prospects
- Increased contact with different profiles, also beyond academia
- Greater confidence to face the job market
- Better identification of needs in terms of training and skills
- Improvement of network and, hence, possibilities of collaboration

Mentees are, however, not the only beneficiaries of the mentorship programme, there are, indeed tangible advantages also for mentors, including:

- Facing an intellectual challenge
- Increased visibility and network
- Learning about other points of views
- Improvement on communication skills

How CIVIS universities benefit from this programme?

- Stronger ties between the different research communities boosting collaborations
- Better job market insertion / analysis of opportunities for researchers
- Training sharing across CIVIS
- Stronger HR strategy for researcher (HRS4R label)

CIVIS, a European Civic University, is an Alliance of the 10 following European Universities:

Aix-Marseille Université (France),
National and Kapodistrian University of Athens (Greece),
University of Bucharest (Romania),
Université libre de Bruxelles (Belgium),
Universidad Autónoma de Madrid (Spain),
Sapienza Università di Roma (Italia),
Stockholm University (Sweden),
Eberhard Karls Universität Tübingen (Germany),
Paris-Lodron University of Salzburg,
University of Glasgow (UK).

Selected by the European Commission as one of the first 17 European Universities pilots, it brings together almost **600 000** students and staff members.

CIVIS.EU

#RIS4CIVIS