

EMBO

excellence in life sciences

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ESF International Workshop
Developing Research Careers in and Beyond Europe
21-23 May 2013 | Oslo



EMBO

(European Molecular Biology Organization)

An organisation of >1500 leading life scientists with the aim to promote excellence in the life sciences.

- Supporting researchers
- Stimulating scientific exchange
- Advancing policies

EMBO

Funded by the EMBC, an intergovernmental organisation of 27 European member states.



- Fellowships
- Young Investigators
- Courses & Workshop
- Science Policy
- Scientific publications

The EARCD's recommendations on continuous professional development of researchers

- Structured approach needed– big differences among countries in regard to awareness and opportunities provided
- Implementation necessary on different levels from EU, to national, institute, individual researcher
- Continuous development at all career stages

Responsibilities

- Governments / universities
- Universities / Research institutes
- Funders
- Supervisors / Mentors
- Individual researcher – take ownership of their career development

EMBO & researchers' professional development

- Main responsibility towards researcher
- Skills survey:
 - Senior scientists would like junior scientists to receive more training in complementary skills
 - Junior scientists consider generic skills important
- Awareness of non academic careers

EMBO & researchers' professional development

Training in skills required for scientific career

- EMBO Young Scientists' Forum
- PhD courses
- Career day at The EMBO Meeting



EMBO & researchers' professional development

Career Skills Development

www.the-embo-meeting.org/programme/career-skills-development.html

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the 5th **EMBO** meeting **AMSTERDAM 2013**
21-24 September
advancing the life sciences

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Tuesday, 21 May 2013

Career Skills Development

An important part of *The EMBO Meeting* is career development for young scientists - PhD students and early postdocs - who will soon face the decision whether to pursue a career within or outside of academia. A whole range of activities are organized for this audience - from a [mentoring session with leading scientists](#), to a job market where vacant positions are advertised, to the dedicated [Careers Day](#), featuring skills workshops and a [mentoring lunch session exploring non-academic career options](#).

“ *Attending the career development workshops at The EMBO Meeting was very useful to me as I'm now at a changing point in my career. Talking to the speakers and facilitators made me aware of the possibilities, including ones outside of academia, that are available to me.* ”

— Adriana Goncalves, PhD student at CeMM, Vienna

Watch [Successful applications - Five tips how to boost your career](#)



Watch [How to present your research - five tips to boost your career](#)



EMBO & researchers' professional development

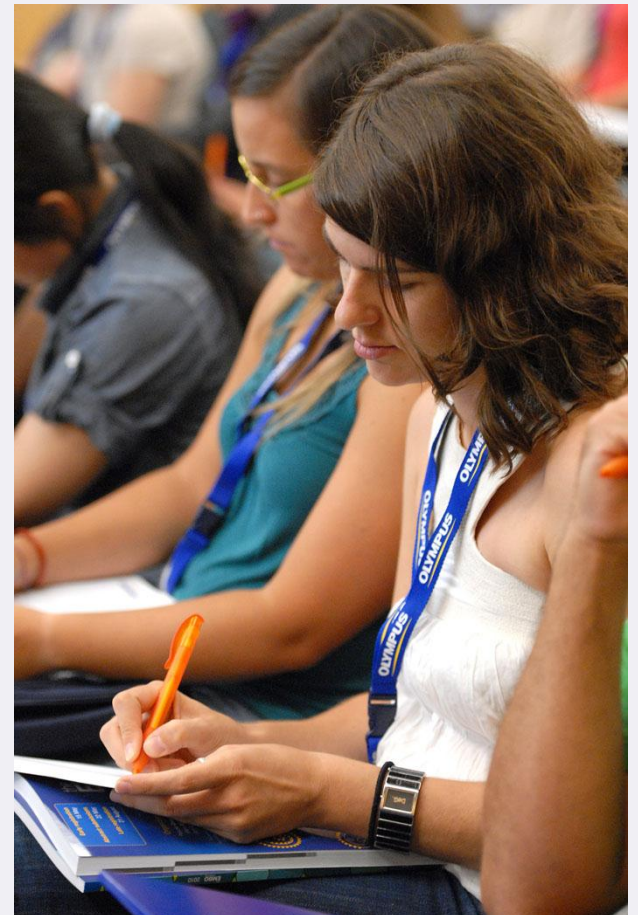
EMBO Laboratory Management Courses

- for senior postdocs and for groupleaders
- Management skills, leadership, recruiting, conflict resolution, time management etc.; special course for female leaders
- Hands on training
- Very popular, excellent feedback



EMBO & researchers' professional development

- Science policy programme, advice and personal training for scientists
- Contributed to development of Epigeum Online course on Research Ethics and Research Integrity



Suggestions / Recommendations

Researchers (in training)

- Should have awareness to continually assess their skill set and identify requirements for further training
- Should take advantage of training in generic skills
- Insist on mentoring
- Assume responsibility

Supervisors

- Responsibility to be active mentors or appoint mentors
- Ensure mentees are aware of career possibilities and training opportunities
- Encourage independence
- BUT their foremost responsibility is performing research

Suggestions / Recommendations

Institutions / Funders / Governments

- Modify academic system in regard to training programme and career development at all stages
- Universal and clearly defined PhD programmes including training in generic skills
- Career service, professional career advisors, do NOT refer all responsibility on researchers
- Training in generic skills at all career stages
- Transparent career paths, including requirements and opportunities
- Transparent recruitment/selection including evaluation of generic skills

EMBO & researchers' professional development

- Awareness on importance of professional development
- Clarity on distribution of responsibilities
Careers service /advisors at universities / institutes
- Effective training: tailored to needs, in context of research (practical instead of purely theoretical), taking circumstances into account (gender)