



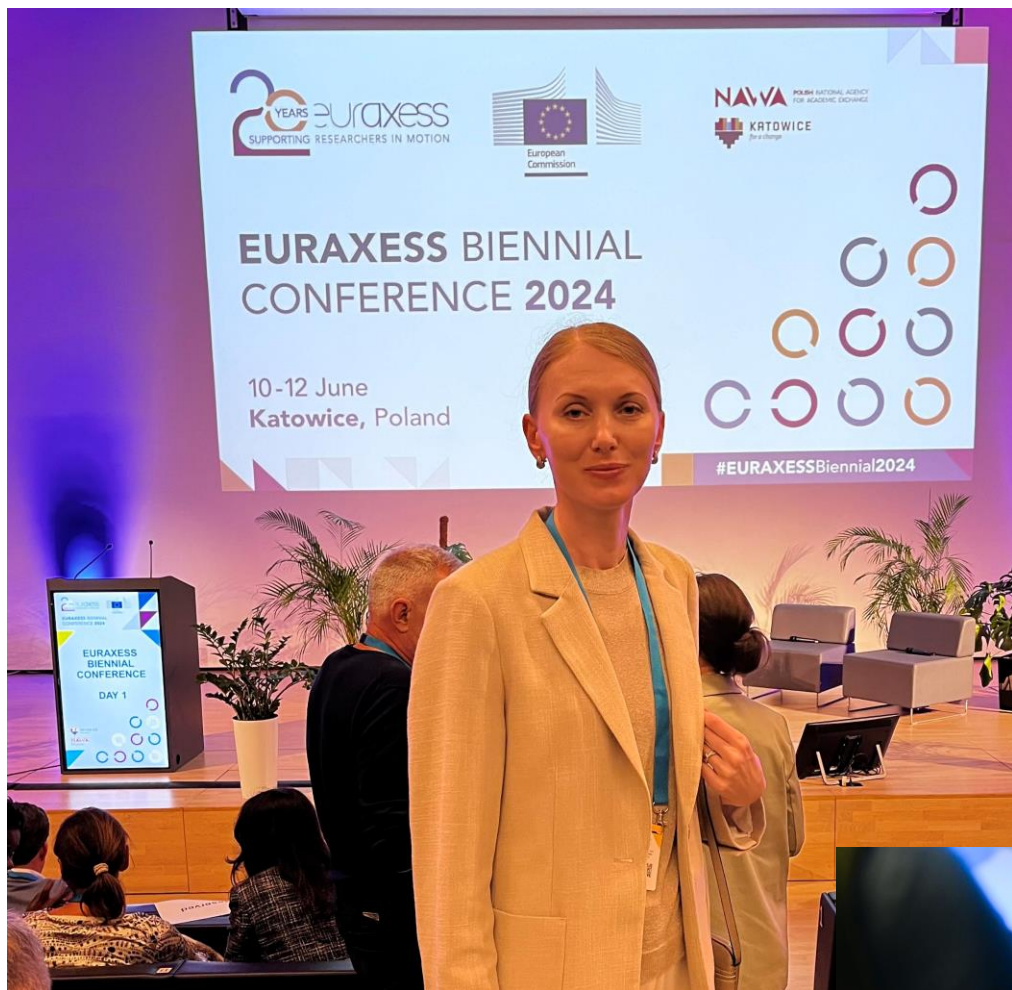
EURAXESS BIENNIAL CONFERENCE 2024

10-12 June
Katowice, Poland



#EURAXESSBiennial2024

Valentina Ciumacenco, dr. conf. univ.
Prorector Relații Internaționale, ULIM
Punct Local de Contact EURAXESS



Workshops 11 June

In Person

	Session 1	Session 2	Session 3	Session 4	Session 5	Session 6	Session 7	Session 8
Morning	A strategic and enhanced collaboration between EURAXESS and EURAXESS Worldwide	What do we need to know to serve best refugee researchers?	Well-being with focus on Mental health of researchers	Addressing Precarity – Researcher Career Frameworks and Tenure Track (SECURE Project)	Supporting researchers' career opportunities outside academia	Navigating the Researcher's Journey: Challenges and Good Practices in Mobility	From Lab to Launch: Supercharging research careers through scientific startup entrepreneurship	EURAXESS and HRS4R: Fostering Excellence in European Research Environments
Afternoon	Diversifying researchers' career: a golden solution to increase the attractiveness of research careers	How could we take care of the refugee researchers' mental health?	Cross-cultural communication differences and their management	Exploring inclusivity, excellence and trust through a Research Culture Framework	Hubs and communities of practice – how to collaborate with them effectively	Enhancing Socio-Cultural Integration and Dual Career through networking activities!	Beyond Research: Enhancing Financial Well-Being for Mobile Researchers through RESAVER and the role of EURAXESS	Balanced (talent) circulation: policy goal put into practice

Attractive Research Careers	Boosting Talent Circulation	(Better) Integration and Well-Being	Working Better together
Diversifying Researchers' Careers: A Golden Solution to Increase the Attractiveness of Research	Balanced (Talent) Circulation: Policy Goal Put into Practice	Cross-cultural Communication Differences and Their Management	A Strategic and Enhanced Collaboration Between EURAXESS and EURAXESS Worldwide
Addressing Precarity – Researcher Career Frameworks and Tenure Track	Navigating the Researcher's Journey: Challenges and Good Practices in Mobility	Well-being with a Focus on the Mental Health of Researchers	EURAXESS and HRS4R: Fostering Excellence in European Research Environments
Supporting Researchers' Career Opportunities Outside Academia	What Do We Need to Know to Best Serve Refugee Researchers?	Enhancing Socio-cultural Integration and Dual Careers Through Networking Activities	Hubs and Communities of Practice - How to Collaborate with Them Effectively
From Lab to Launch: Supercharging Research Careers Through Scientific Startup Entrepreneurship	How could we take care of the refugee researchers' mental health?	Exploring Inclusivity, Excellence, and Trust Through a Research Culture Framework	Beyond Research: Enhancing Financial Well-being for Mobile Researchers Through RESAVER and the Role of EURAXESS



I. EURAXESS AND HRS4R: FOSTERING EXCELLENCE IN EUROPEAN RESEARCH ENVIRONMENTS

Elisa and Juana, Moderators of the workshop

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Objective of this workshop

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- Synergies between HRS4R and EURAXESS Services at institutional level
Motives to implement the HRS4R
 - Contribution of services provided by EURAXESS centers towards their own HRS4R institution
 - Factors of diversity:
 - Nature of the services provided by the EURAXESS Center
 - Role of EURAXESS Center in the governance of the HRS4R
 - Other factors mediating the synergy
- Synergies between HRS4R and EURAXESS network at national level

HRS4R PRINCIPLES

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PILLAR 1 – ETHICS INTEGRITY, GENDER AND OPEN SCIENCE:

1. Ethics and research integrity
2. Freedom of scientific research
3. Open science
4. Gender equality
5. Embracing diversity
6. The researcher
7. Free circulation of researchers
8. Sustainability of research

PILLAR 2 – RESEARCHERS ASSESSMENT, RECRUITMENT AND PROGRESSION:

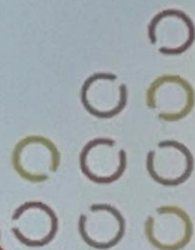
1. Researchers assessment
2. Recruitment
3. Selection
4. Career progression

PILLAR 3 – WORKING CONDITIONS AND PRACTICE:

1. Working conditions, funding and salaries
2. Stability of employment
3. Contractual and legal obligations
4. Dissemination and exploitation of results

PILLAR 4 – RESEARCH CAREERS AND TALENT DEVELOPMENT:

1. Valuing diverse research careers
2. Career development and services
3. Continuous professional development
4. Supervision



Main benefits and priorities

- Increases transparency
- Improves talent attraction in the whole system
- Promotion of institutional initiatives
- Best practices and knowledge sharing
- Policy and advocacy support
- Access to resources and tools
- Focus on career development

10 YEARS euraxess
RESEARCHERS

IMDEA Materials EURAXESS Services

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BEFORE ARRIVAL

- Residence permit and visa application
- Find temporary accommodation

AFTER ARRIVAL

- Registering at the municipality
- Obtain the Spanish ID
- Obtain the health card
- Open a bank account
- Find permanent accommodation

NEW TO THE JOB - Formalities

- Sign the contract
- Health & safety training
- Procedures and practicalities
- Workspace & IT

NEW TO THE JOB - Engagement

- Tour & introductions
- Social activities
- Clarification of the role and expectations
- Feedback & follow up

NEW TO SPAIN

- Provide support with issues that are important for the researcher
- Facilitate access to different activities
- Language Classes

CAREER DEVELOPMENT

- Professional growth opportunities
- Networking and collaboration
- Training plan on transversal skills

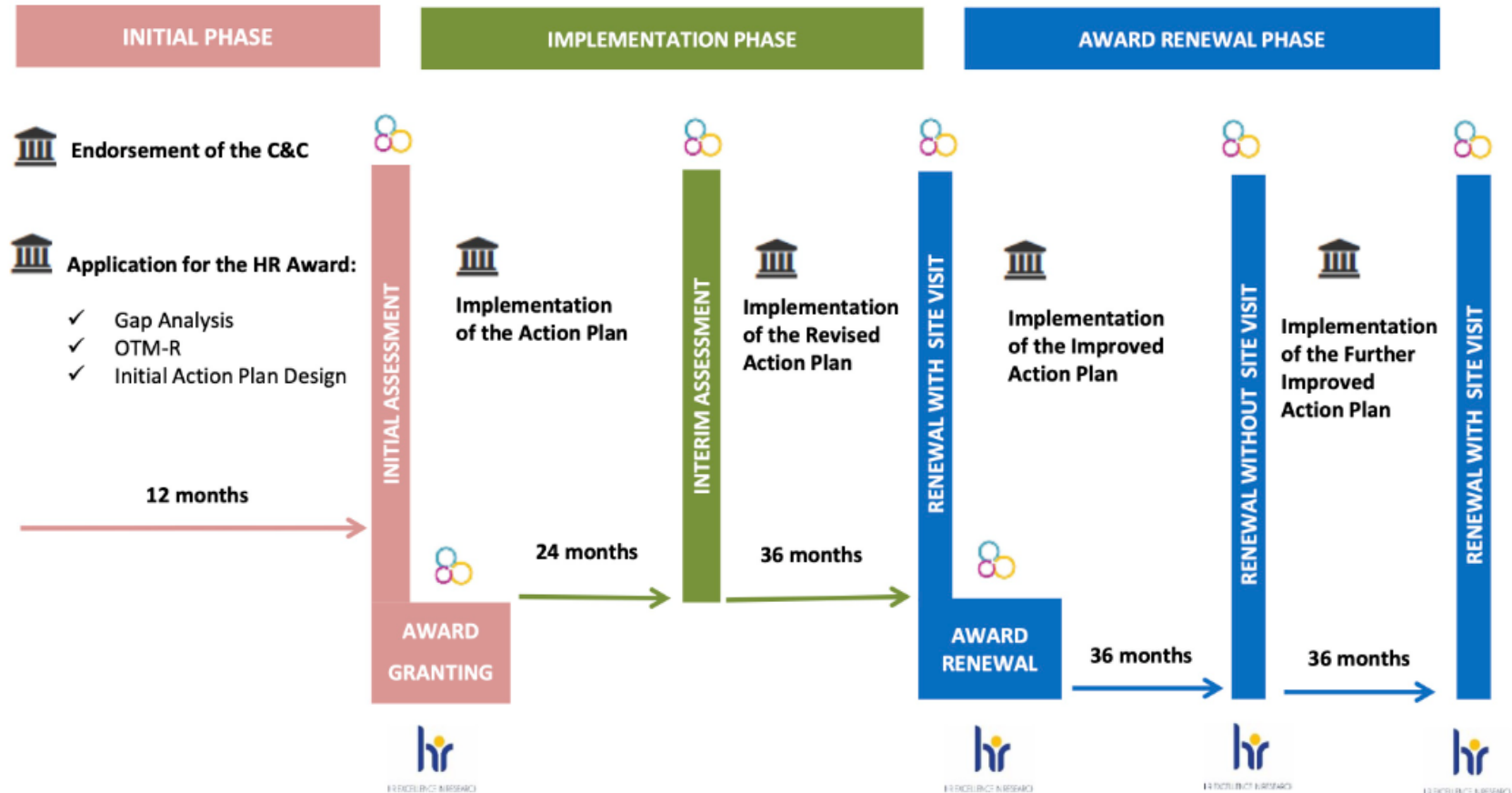


The IMDEA Software Institute is part of [IMDEA](#), the **Madrid Institutes for Advanced Studies**, a network of international research centers in the Madrid region for research of excellence in areas of high economic impact.

Timeline:

- 27/10/2020 – The IMDEA Software Institute submits its C&C Endorsement: Commitment Letter.
- 27/10/2020 – The IMDEA Software Institute receives the Confirmation of Endorsement Letter.
- 04/10/2021 – The IMDEA Software Institute submits its Gaps Analysis, OTM-R and Action Plan.
- 30/11/2021 – The IMDEA Software Institute is granted the HR Excellence in Research Award.
- 27/02/2024 - The IMDEA Software Institute submits its Internal Review for Interim Assessment.
- 06/05/2024 - The IMDEA Software Institute receives positive feedback on its Interim Assessment.

The next step involves an Internal Review for Renewal Assessment.



Understanding HRS4R and EURAXESS service synergies at institutional level

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How your activities embedded in your EURAXESS services contribute towards the pillars of the EU charter for researchers (HR strategy)?

In case, your EURAXESS services are integrated, how do you manage to integrate the services of EURAXESS in the HR Strategy?



Activitate în grup:

- Cum contribuie activitățile dvs. integrate în serviciile EURAXESS la dezvoltarea pilonilor Cartei UE pentru cercetători (strategia de resurse umane)?
- În cazul în care serviciile dumneavoastră EURAXESS sunt integrate, cum reușiți să integrați serviciile Euraxess în strategia de resurse umane?

Exercițiu practic :



Concluzii

- În timpul atelierului, a fost evidențiată diversitatea contribuției Serviciului EURAXESS la HRS4R la nivelul instituțiilor (am putut observa diverse abordări).
- Am remarcat cum unele instituții au o sinergie deplină în care serviciile EURAXESS contribuie la realizarea planului de acțiune HRS4R al instituției lor, în timp ce alte instituții nu țin cont de serviciile EURAXESS și nici nu utilizează instrumentele sau sprijinul pe care rețeaua le poate oferi.

HRS4R WS follow up. EURAXESS Conference Katowice

<https://forms.office.com/e/6pVPMgmidC>

- ***Questionnaire***

Scop: de a identifica:

- care sunt factorii care determină această diversitate/discrepanță
- modul în care rețeaua EURAXESS, prin membrii săi, prin activitățile sale sau prin organizația-punte principală, ar putea promova sinergia celor două inițiative în cadrul instituțiilor.

II. CROSS-CULTURAL COMMUNICATION DIFFERENCES AND THEIR MANAGEMENT



Concluzii

Întru depășirea blocajelor în comunicarea interculturală și trezirea dialogică s-a propus:

- însușirea limbilor străine întru dezvoltarea capacității de comunicare cu persoane din alte spații culturale și lingvistice;
- introducerea în planul de învățământ a disciplinelor care i-ar familiariza pe tineri cu diferențele dintre culturi și provocările lumii contemporane;
- formarea competențelor de comunicare interculturală (care presupune o conștiință interculturală, o sensibilitate interculturală și un comportament intercultural) prin prisma disciplinelor „Comunicarea interculturală” și „Educația interculturală”;
- organizarea evenimentelor culturale și științifice, care ar facilita comunicarea între tinerii de diferite culturi;
- promovarea și monitorizarea mobilității studenților în domeniul academic/educațional.

Etc.



Workshops feedback

<https://www.youtube.com/live/Cgir5z9muxA>



Join at
slido.com
#EURAXESS



Q&A

Anonymous

How to avoid stereotypes and personal bias when you service in cross-cultural environments?

5 0

Anonymous

How do we ensure that our institutions are migrant friendly?
How can we meaningfully be diverse and inclusive?

2 0

Anonymous

How can we integrate international researchers with the university's community (practical examples)?

2 0



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10-12 JUNE, KATOWICE

EURAXESS Biennial Conference 2024: Workshops Feedback & Closing



Vă mulțumesc pentru atenție!

Ciumacenco Valentina

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