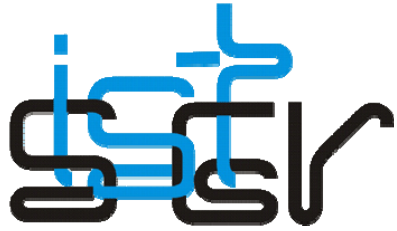


Strengthening the IST Research Capacity of Sofia University

Opportunities for human resource capacity building in RTD (new calls of FP7 PEOPLE Programme)

Second Workshop of the Networking initiative for ICT related projects “Possibilities for widening further partnership for new cooperative activities“, 10-11 September 2010

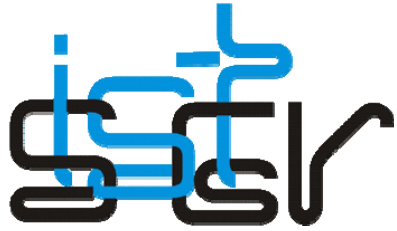
Assoc. Prof. Elissaveta Gourova



Strengthening the IST Research Capacity of Sofia University

Main topics

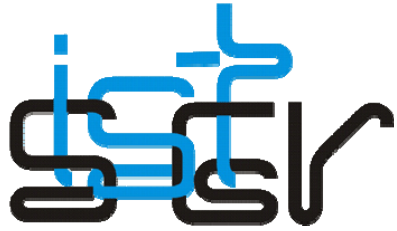
- European framework for human resources in research
- Opportunities for career development
 - initial training (ITN)
 - collaboration with industry (IAPP)



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European policy focus

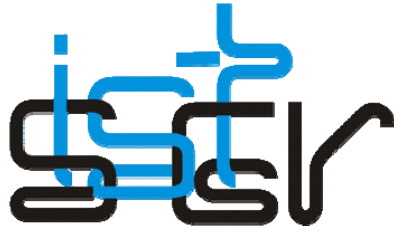
- Integrated strategy at European level to make Europe more attractive to the best researchers
 - Greater mobility of researchers in Europe
 - Introduction of a European dimension into research careers
 - Making Europe more attractive to researchers from all over the world
- Ultimate goal:
 - an open, competitive and attractive European labour market for researchers



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European actions

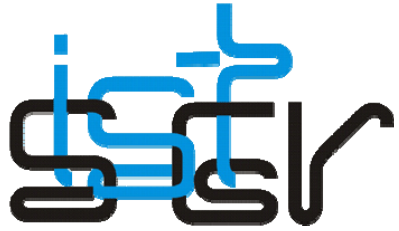
- **Mobility strategy of 2001**
 - developing a network and a portal to help researchers in their mobility, and to provide them targeted assistance and tailored and updated information
 - 2008 follow up: EURAXESS – Jobs, Services, Rights and Links
- **European Charter for Researchers and Code of Conduct for their Recruitment**
 - roles and responsibilities of researchers and their employers and sponsors
 - greater transparency of the recruitment process
 - better career perspectives and stability of researchers' jobs
- **Financial instrument: Programme People**
 - initial training of researchers
 - lifelong career development
 - multiple career pathways



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European partnership for researchers (2008)

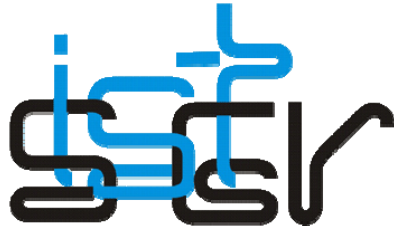
- Commitment of European and national institutions for taking measures in four important areas:
 - to ensure **open and transparent recruitment of researchers**, including job advertisement at the EURAXESS portal, and to establish procedures for recognition of diplomas and qualifications from other countries and sectors;
 - to provide **social security and supplementary pension opportunities** to mobile researchers, and increase their awareness on the respective rights and practice;
 - to ensure **attractive employment and working conditions** for both young and experienced researchers by applying the 'flexicurity' principle;
 - to equip researchers with **skills and competences** necessary for working in open and competitive environment, for clear communication of ideas and undertaking innovation and entrepreneurial activities.



Programme People objectives

Strengthening the IST Research Capacity of Sofia University

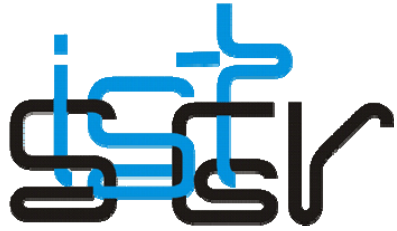
- **Strategic goal:** ERA development and consolidation, making Europe attractive for the best researchers in the world
- **Objectives:**
 - Mobility, “brain circulation” for European knowledge sharing, transfer and career development
 - Focus on structuring impact
 - Development of adequate and broad skills for both the private and public sector; increased private sector participation
 - Strengthen international dimension
 - Balanced gender representation
- **Scope:**
 - All research and technology areas
 - Bottom-up approach



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Scientific panels

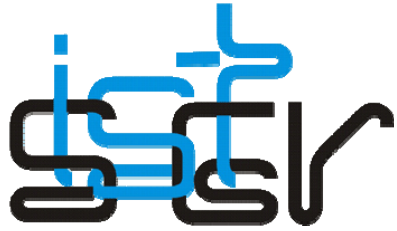
- Chemistry (CHE)
- Social and humanitarian (SOC)
- Economic (ECO)
- Informatics and engineering (ENG)
- Environment and earth (ENV)
- Life sciences (LIF)
- Mathematics (MAT)
- Physics (PHY)



Strengthening the IST Research Capacity of Sofia University

Main topics

- European framework for human resources in research
- Opportunities for career development
 - **initial training (ITN)**
 - collaboration with industry (IAPP)

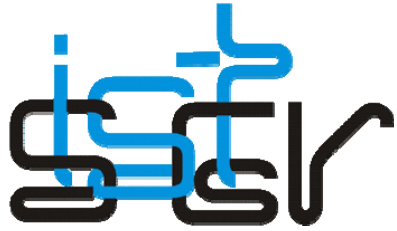


Strengthening the IST Research Capacity of Sofia University

ITN main objectives and features

mo3

- **Goals:**
 - Strengthen and structure Initial Training of Researchers at European level
 - Attract students to scientific careers
 - Improve career perspectives by broad skills development (including private sector needs)
 - Directed at early-stage researchers
- **Main features:**
 - International network of participants
 - Joint Research Training Programme:
 - training through research
 - complementary competences modules
 - exposure to both public and private sectors
 - Industry involvement
 - Mutual recognition of the quality of the training
 - Four years contracts



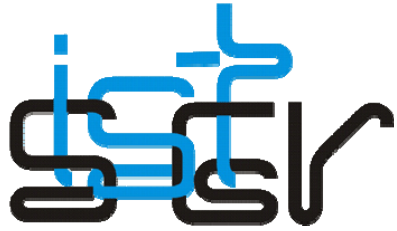
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ITN main objectives and features

Participants

- Min. = 3 Participants from 3 different countries (at least 2 different Member states)
- Involvement of industry should be at the highest possible level!!!

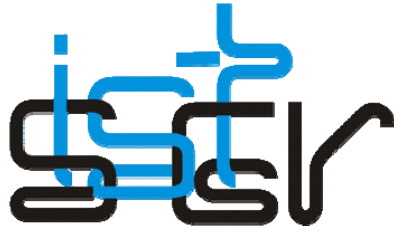
Full Network Partner	Offer research training & Recruit eligible researchers	Level 1
Associated Partner	Provide research training, complementary skills courses , (communication, enterprise cycles, innovation, IPR, ...) secondments	Level 2



ITN main objectives and features

- **Trans-national mobility focus:**
 - Researchers - nationals of any country other than the country of the host institution
 - Researchers must not have resided or carried out their main activity in the country of the host for more than 12 months in the 3 years immediately prior to their recruitment

	Eligibility Criteria at the time of recruitment	Duration of appointments	
INITIAL TRAINING	Early stage researchers ($\geq 80\%$)*	0 \leq Research experience \leq 4 years No PhD	3-36 months
	Experienced researchers	PhD or at least 4 years of research experience & Research experience \leq 5 years	3-24 months
Transfer of NEW COMPETENCES	Visiting scientists (<i>a limited number</i>)	Experienced researchers (experience \gg 4 years) with outstanding stature in international training and collaborative research	\geq 1 month Multiple stays

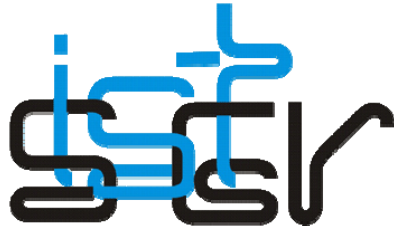


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ITN main objectives and features

Training activities:

- **Training on scientific and technological knowledge through research:** individual personalised projects within the frame of the research topics defined by the network
- **Provision of structured training courses:**
tutoring, lecture courses, teaching
 - available either locally or from another participant of the network
 - local training programmes are expected to be coordinated to maximise added value
(e.g. joint syllabus development, opening up of local training to other network teams, joint Ph.D. programmes, etc.)

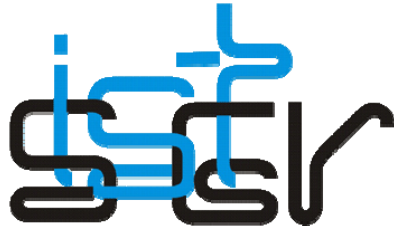


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ITN main objectives and features

Training activities:

- **intersectorial visits and secondments**
- Development of **network-wide training activities**:
workshops, summer schools
 - exploitation of the **interdisciplinary** and **intersectoral** aspects of the project
 - exposure of the participants to different schools of thought
 - provide **complementary training** in IPR, project management, presentation skills, language courses, ethics, communication, entrepreneurship, proposal writing, task coordination...
 - **visiting scientists** may contribute to such activities
 - coordinated by a clearly identified **Supervisory Board**



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ITN main objectives and features

Training activities:

- **Personal Career Development Plan** for researchers recruited for ≥ 6 months
- **Early Post-Docs**

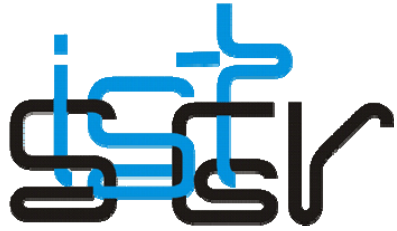
Training objective:

- make them more independent
- provide them the skills to become team leaders in a near future

Training activities:

- intersectoral or interdisciplinary ToK
- taking part in the management of the research project
- organisation of training events

The expert evaluators must be able to see from the proposal how the opportunities offered within the network would be exploited for the career enhancement of these early « postdocs ».

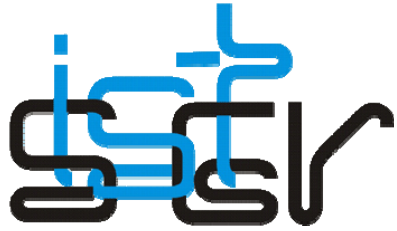


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ITN main objectives and features

Networking activities:

- Organisation of scientific/managerial network meetings
- Invitation of external experts
- Attendance at international conferences and workshops
- Electronic networking (internet webpages, email, video conferencing)
- Collaboration with other ITNs in similar or complementary fields
- Organisation of a final network conference widely publicised



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ITN main objectives and features

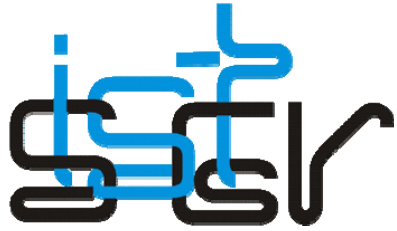
Eligible expenses for the activities of researchers

	Managed by the researcher		Managed by the host institution	
ESR and ER	Category A Monthly living allowance	Category B mobility allowance	Category C Training of researchers & TOK	Category G Management activities Max 7 % (3% for mono) + Category H Contribution to Overheads 10%
	Allowance rates adjusted by applying a country correction factor e.g. 38000/19000 EUR for ESR 58500/29250 EUR for ER			
Visiting scientists				

- Average number of participants by proposal: **9**

- Average estimated budget by proposal: **3,2 M€**

Disciplinary panel	Number Of Proposals					
	Evaluated		Ranked List		Success Rate %	Reserve list
	Total	%	Total	%		
CHE	85	10 %	8	9 %	9,4 %	3
ECO	21	2 %	1	1 %	4,8 %	2
ENG	185	21 %	21	23 %	11,4 %	4
ENV	108	12 %	10	11 %	9,3 %	3
LIF	264	30 %	30	33 %	11,4 %	4
MAT	19	2 %	1	1 %	5,3 %	1
PHY	114	13 %	11	12 %	9,6 %	3
SOC	90	10 %	10	11 %	11,1 %	3
Total	886	100%	92	100 %	10,4 %	23



Strengthening the IST Research Capacity of Sofia University

Joint PhD program

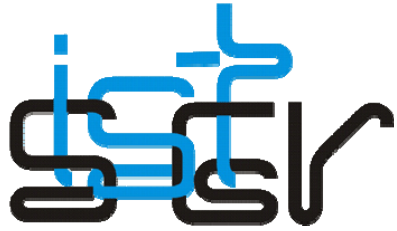
**Partners: 2-3 universities and
1 technology park/ incubator**

IT training

**Management
training**

**Practical
training**

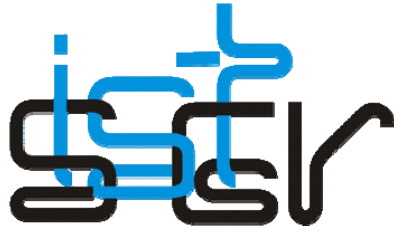
**Collaborative program in PhD training in
Management and Innovation in ICT**



Main objectives and activities

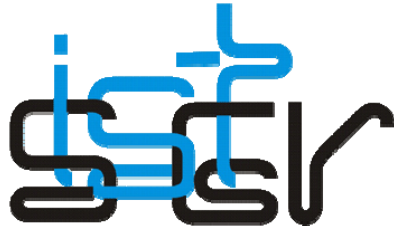
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- Research objectives:
 - Build synergy in interdisciplinary research and training
 - Facilitate knowledge transfer between research and industry
 - Support building interdisciplinary skills and entrepreneurship
- How?
 - Training on different topics by the partners
 - Internships in industry
 - Supervisors from academia and industry
 - Knowledge exchange on seminars and conferences
 - Joint knowledge base – books, journals, etc.



Possible bottlenecks

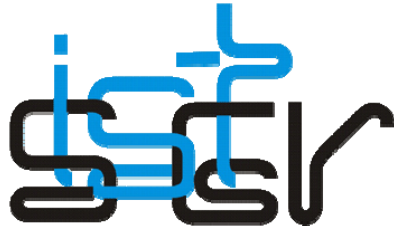
- Legislative and administrative barriers:
 - How to overcome problems in mutual recognition of degrees and diplomas?
 - Are there opportunities for foreign language research training?
 - Is it possible to hire foreign researchers on a fixed-term contract?
 - How to build synergy and complementarity by the partners?
 - How to implement the administration of a joint PhD program?



Strengthening the IST Research Capacity of Sofia University

Main topics

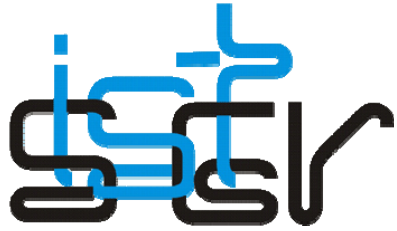
- European framework for human resources in research
- Opportunities for career development
 - initial training (ITN)
 - **collaboration with industry (IAPP)**



Strengthening the IST Research Capacity of Sofia University

IAPP main objectives and features mo1

- **Goals:**
 - Foster co-operation between public research organisations and private commercial enterprises based on joint research projects
 - Stimulate long-term collaboration between the sectors
 - Address barriers which inhibit movement of researchers between the public and private research domains
 - Diverse careers and knowledge sharing/cultural exchange
- **Main features:**
 - Longer-term co-operation between sectors
 - Staff secondments & recruitment of experienced researchers
 - Salary costs
 - Networking & workshops/conferences costs
 - SMEs: small equipment costs
 - Project duration: 3 to 4 years



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IAPP main objectives and features

Participants

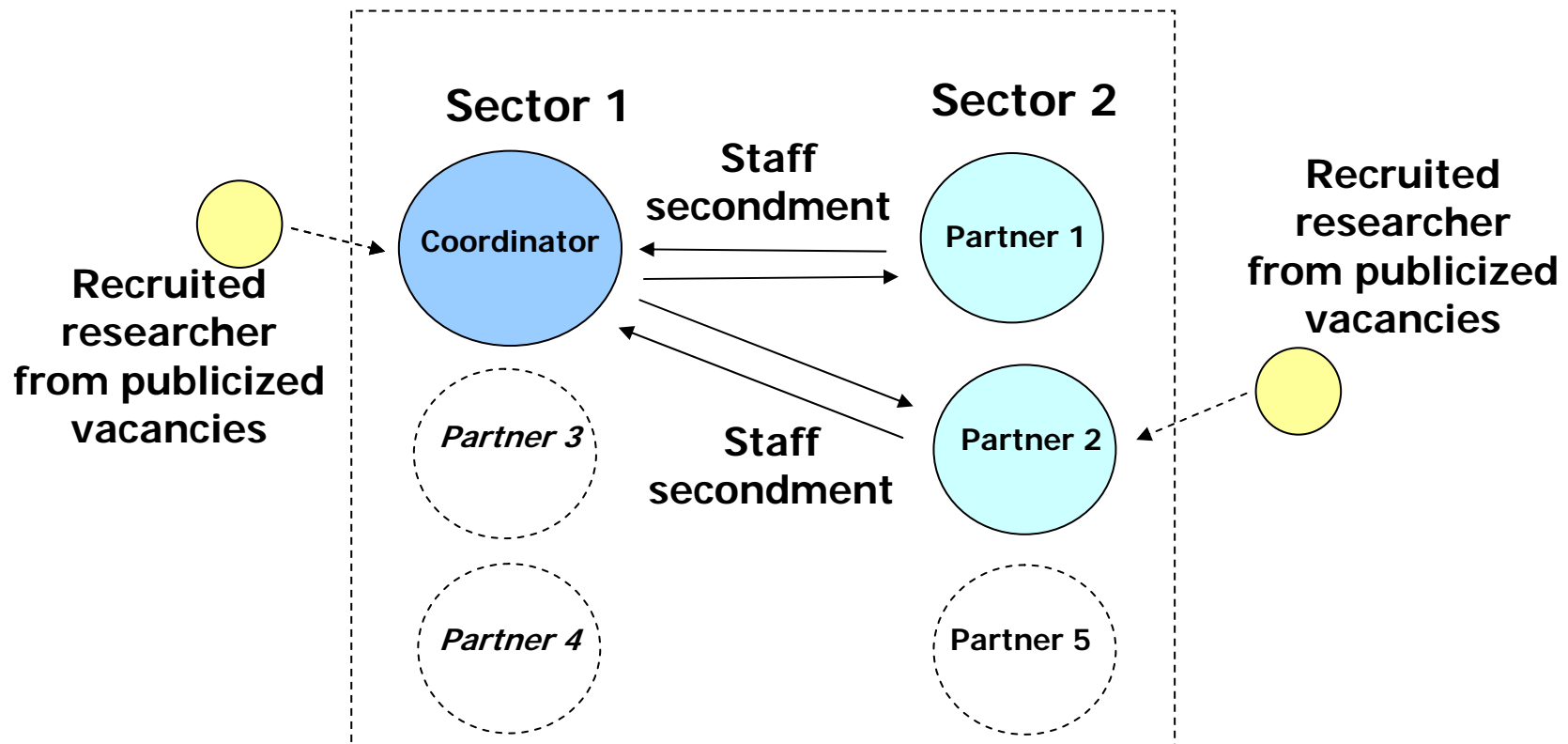
- Min. = 1 university/research centre + 1 private sector
- Min. = 2 different Member/Associated countries
- Additional partners from either sector and from any country

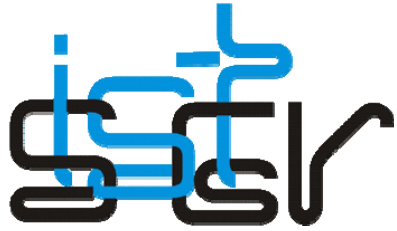
Joint Research Project

- Research of mutual interest to all partners
- Milestones & deliverables
- Secondments underpin co-operation between partners in different sectors
- Limited possibilities to recruit experienced researchers

IAPP main objectives and features

Activities & participants

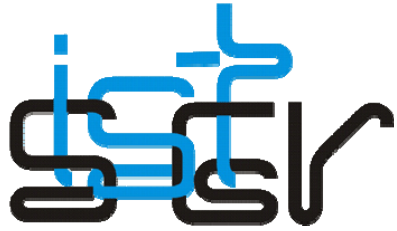




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IAPP main objectives and features

- Targeted researchers
 - **Staff exchange:** at all level of experience, incl. technical & managerial staff
 - Exchange period: 2 months to 2 years
 - Obligatory return for at least 1 year
 - **Recruitment:** only experienced researchers
 - Nationals of any country other than host
 - No limit on 3rd countries nationals
 - Recruitment period: 1 to 2 years
- **Rules for staff exchange**
 - Staff exchange always between 2 sectors
 - When ≥ 2 participants, inter-sector mobility allowed within same country: max. 30% total support
 - Trans-nationality



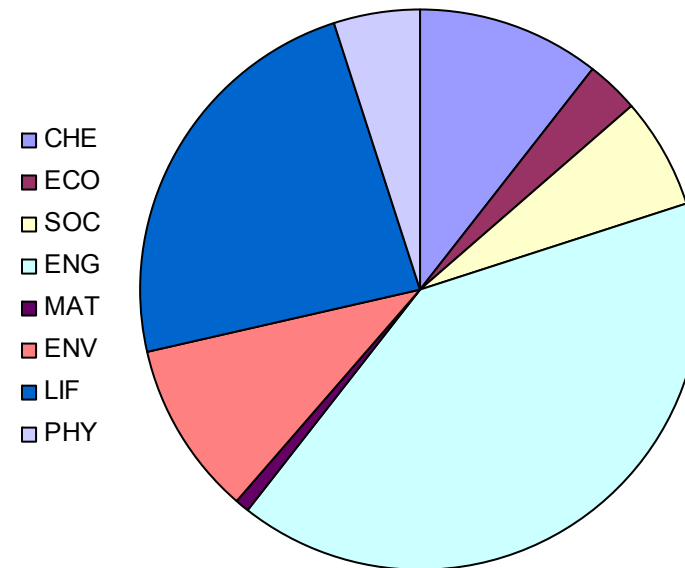
Strengthening the IST Research Capacity of Sofia University

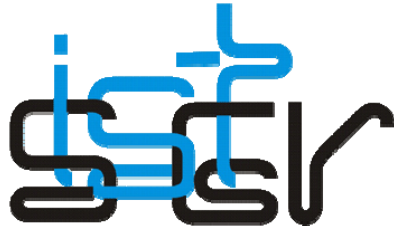
IAPP main objectives and features

- **Eligible expenses for researchers**
 - Category A – monthly living allowance – national correction coefficients
 - Category B – mobility allowance 1000/700 EUR
- **Eligible expenses for host organisations**
 - Category C – contribution to research/ transfer of knowledge programme – 1800 EUR per RM
 - Category G – management activities – 10% of total EU contribution
 - Category H – overheads – 10% of direct costs
 - Category I – 10% of total EU contribution - small equipment for SMEs only

Proposals per panel (2009)

	Number	%
LIF	84	23.6
ENG	145	40.7
MAT	3	0.8
ENV	35	9.8
ECO	10	2.8
SOC	23	6.5
PHY	18	5.1
CHE	38	10.7





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Facilitate knowledge management

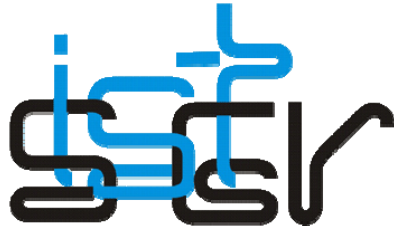
Test bed: SMEs and Universities
→ **KM pilot implementation**

learning

sharing

creativity

Collaborative platform for academia - industry

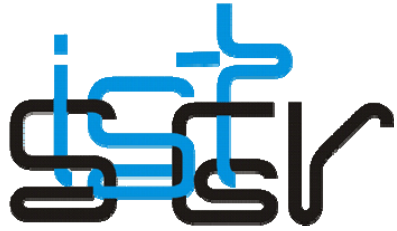


Main objectives and activities

Strengthening the IST Research Capacity of Sofia University

- Research objectives:
 - Facilitate KM in organizations
 - study KM needs of SMEs/research organisations,
 - develop open KIMS to meet these needs,
 - implement it in SMEs/research organizations
 - Facilitate knowledge transfer in the sector
 - develop open collaborative portal for the sector
- Roles and research areas:
 - technology development – company & university
 - knowledge management plan – company & university
- Knowledge sharing/cultural exchange between academia and industry + Multiple career paths
 - Secondment of researchers to study, set up and lead the KM implementation in SMEs

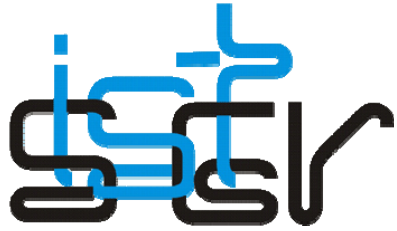
Joint to create for technology development with staff exchange



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Evaluation criteria – How to reach?

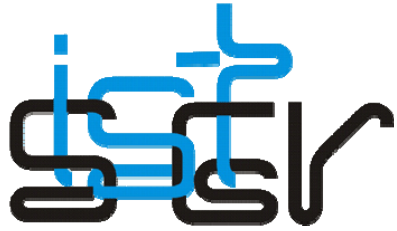
- S&T Quality (originality & innovation aspects):
 - KM is an emerging research area requiring interdisciplinary skills. KM main focus has been on large companies. There is less research on SME specific issues and needs, as well on HE/research organisations related to KM.
 - Intersectoral open collaborative platforms could facilitate linkages between knowledge-based SMEs and HE in knowledge sharing, learning and working together.
- Transfer of knowledge (intersectorialilty, role of exchanged staff)
 - Transfer of theoretical knowledge into practical settings (researchers involved in practical KM)
 - Enrich theory with practical experience and cases (Managers exchange KM experience)
 - Join theory and practice in building new product for SMEs
 - Support future knowledge sharing with the collaborative portal



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Evaluation criteria – How to reach?

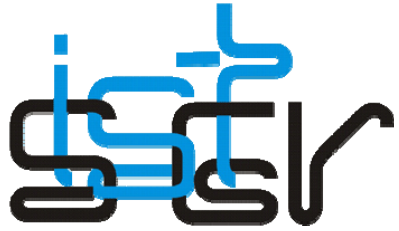
- **Implementation**
 - Experienced project coordinator
 - Clear definition of partners roles in research, implementation, training, dissemination, etc. with background information for capabilities to implement tasks;
 - Clarification of staff exchange and recruitment strategy;
 - Consortium agreement for IPR issues and responsibilities/liabilities;
 - Risks analysis
- **Impact**
 - Clarification of added-value of the partnerships and long-term collaboration prospects;
 - SMEs higher competitiveness;
 - Research, innovation and training future outcomes.



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IAPP and ITN calls

- People Programme
 - Call FP7-People-2011-IAPP: Marie Curie Industry-academia partnerships and pathways
budget: *80 million* EUR
deadline: 7 December 2010
 - Call FP7-People-2011-ITN:
budget: *318.41 million* EUR
deadline: 26 January 2011
17:00 Brussels time



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For further information:

FP7 People:

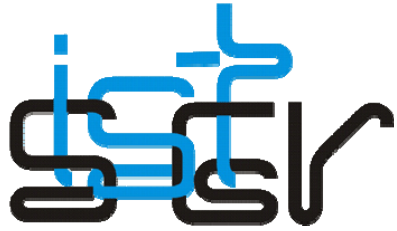
http://cordis.europa.eu/fp7/people/home_en.html

EURAXESS portal

<http://ec.europa.eu/euraxess/>

Ministry of education and science:

www.nsfb.net



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Thank you!

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