REsponsive and **FLEX**ible:
Living and learning researcher career development framework

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Structure of this presentation

- Few basic facts

- Why REFLEX project? Introducing the background

- REFLEX objectives

- REFLEX activities

- What is in it for EURAXESS?

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Basic facts

◦ *Full name of the project*: Responsive and Flexible: Living and learning researcher career development framework

◦ *Duration of the project:* 01/2015 – 12/2016

◦ *Project partners:*

- SAIA, n. o. (Slovak Academic Information Agency)
- Bay Zoltan Nonprofit Ltd (BZN)
- Eidgenössische Technische Hochschule Zürich (ETH Zurich)
- University of Copenhagen (UCPH)
- Norwegian University of Science and Technology (NTNU)

Background: Why REFLEX project?

○ Variety of career development tools is available but:

  ▪ They are usually designed for the use in certain research environments and might be not easily transferrable to other contexts.

  ▪ They are based on the presumption of linear organisational careers and do not sufficiently reflect the increasing mutability of career patterns with their interruptions and parallel directions.

  ▪ They may be not sufficiently reflexive towards the opportunities which arise with the creation of brand new, currently non-existing jobs in the near future.

○ Challenge: How to increase the flexibility and reflexivity of research career development tools in order to make the process of career planning of researchers successful and efficient?

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Objectives: adressing the challenge

○ Main goal: Designing the responsive, flexible, living and learning career development framework integrating existing tools into the context sensitive models of career development services and in this way complement the efforts made so far in support of the career development of researchers.

- **Specific objective 1:** Ensuring the INCLUSION AND RESPONSIVENESS of career development framework through direct involvement of researchers and other stakeholders into the process of its formulation

- **Specific objective 2:** Increasing the impact of the existing career development tools through their integration into the FLEXIBLE AND ADAPTABLE framework

- **Specific objective 3:** Reaching to the researchers, making the career development framework ACCESSIBLE to them

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Basic approach to the project activities

- Bottom up approach: direct involvement of possibly widest variety of stakeholders:
    - researchers, their organisations and associations,
    - HR departments,
    - EURAXESS Service Centres
    - Other relevant actors
- Mutual learning and continous feedback: creating channels for the feedback collection alongside all project activities

Objectives vs. activities

Inclusiveness and responsivness	• Scenario workshops • Feedback collection allongside all project activities • European level workshop
Flexibility and adaptibility	• Flexible researcher career development framework • Adaptable general training model scheme • European workshop and twinning activities between the consortium partners
Reachout and accessibility	• Country specific career development training models • Specific EURAXESS training guide • On-line tools

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Cooperation with the EURAXESS network

- ◦ Input collection from EURAXESS members?

- ◦ Transfer of knowledge and experience towards other EURAXESS members => e. g. via development of implementation methodology for EURAXESS centers

- ◦ Networking and collabration with other EURAXESS related projects (PIPERS, TOP III) => e. g. via participation in preparation of workshops and trainings

- ◦ Feedback collection from EURAXESS members => e. g. via involving EURAXESS representatives in the European level workshop (at the end of the project).

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Thank you for your attention!