

# Report of conclusions

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A report of conclusions for WP5 is shown below. It presents the recommendations identified across all action areas. These recommendations are interconnected. The arrows indicate the influence of one action area over another. The HR Excellence in Research award impacts all areas.

## Action Area 1: Researchers' Career Development

- Assessment of merits: Uniformity of criteria, standardization, transparency, quality over quantity, and other standards to assure high quality.
- Research career: Stabilization of Early-Career Researchers (ECR), accessible tenure track, policies on work/life balance, interdisciplinary research, and collaboration with stakeholders.
- Internationalization of research: more mobilities to enhance research CV and networking, simplifying bureaucracy, and improving English proficiency.
- Equality approach: there is a perception of gender gap among EURECA-PRO researchers that must be eradicate.

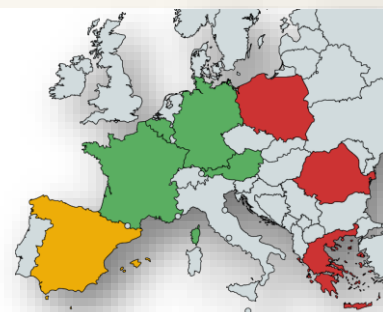
## Action Area 2: Transversal Skills Training Programme

- A framework was created. It includes seven competences: Management, Communication, Interpersonal, Impact, Self-Management, Cognitive, and Research. The competences with more offer are Research and Communication, while the competences with fewer offers are the Cognitive and Management competences.
- 31% of the 370 training courses available in EURECA-PRO is in English. 69% of the training in English is in-person. Researchers are willing to move for in-person training. More training in English is needed.
- Beneficial synergies with other institutions outside academia should be fostered.

## Action Area 3: Tackling Brain Drain in EURECA-PRO

Proposals for a healthy brain circulation:

- Knowledge flow through knowledge transfer, networks, diaspora communities, and collaboration with stakeholders.
- Management shift in research infrastructure sharing, less bureaucracy, inclusive policies, and knowledge-based approaches.
- Human capital flow should improve through mobilities, language and transversal skill courses.
- Research career should be stabilized internationally and be trained to meet research excellence.



- Brain Drain
- Brain Gain
- Both brain drain & gain (not necessarily advantageous)

The HR Excellence in Research



ULE, SUT, UL & UH awarded

### Ethics and professional aspects

Code of Good Scientific Practice, Ethics Committees, IPR, and Knowledge Transfer Services and regulations should be revised.

### Selection and recruitment

Implementation of OTM-R principles (Open, Transparent and Merit-based Recruitment of Researchers).

### Training and professional development

Facilitating and valuing mobility, support for career development, the defense of the researchers, and Gender Equality and Inclusiveness Plans.

### Working conditions

Platforms, services, and regulations that facilitate access and support to career development, such as mentorship and training.