

An illustration featuring a lighthouse on a blue globe. The lighthouse is white with a red top and bottom section, and a glowing yellow light emanates from its top. A path of white, 3D-style steps leads from the bottom left towards the lighthouse. Several stylized human figures are positioned along this path: a graduate in a blue jacket and cap running, a man in a yellow shirt talking on a phone, a woman in a white lab coat holding a tablet, a woman in a white lab coat and red bag, a woman in a red dress holding a phone, and a man in a blue suit. The background consists of concentric yellow and green circles and blue wavy lines on a light blue background.

The European Competence Framework for Researchers (ResearchComp)

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Background

Transversal
skills not
sufficient

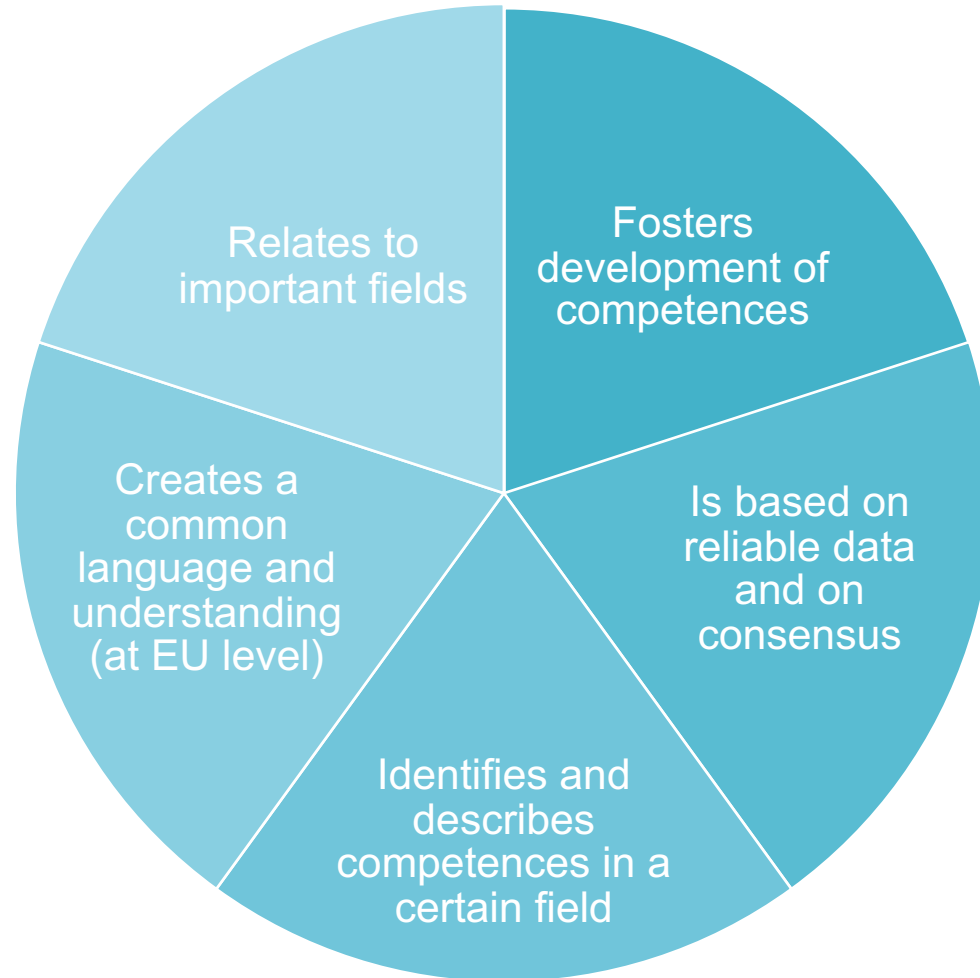
Unawareness of
own transversal
skills

Unable to “sell”
own transversal
skills to
employer

Employer
unaware of
researchers’
skills

Not sufficient
mobility between
sectors

What is a competence framework



ResearchComp: the European Competence Framework for Researchers

- 7 Competence Areas
- 38 Competences
- All competences are equally important & interrelated
- Competences can be acquired via **dedicated training, on-the-job-training, peer-to-peer learning, coaching and mentoring**
- Each stakeholder can **use the Framework as a starting point to address its own needs**
- Researchers encouraged to **develop competences in all 7 areas, but should not acquire the same or the highest level of proficiency for all competences**



ResearchComp – Overall structure

7 Competence Areas

38 competences with descriptors

4 proficiency levels for each competence

Learning outcomes for each proficiency level of each competence



An example...

Abstract thinking (Cognitive abilities): Demonstrate the ability to use concepts in order to make and understand generalisations, and relate or connect them to other items, events, or experiences.

Foundational

- Assimilates concepts from own discipline
- Establishes relationships with own knowledge

Intermediate

- Elaborates concepts independently
- Identifies and understands complex trends and patterns

Advanced

- Uses with confidence concepts from other disciplines
- Provides insights beyond the obvious

Expert

- Connects unrelated ideas and concepts to elaborate theories
- Contributes outstanding insights pushing the frontiers of knowledge

What use for ResearchComp?



The Research and Innovation Careers Observatory (ReICO)

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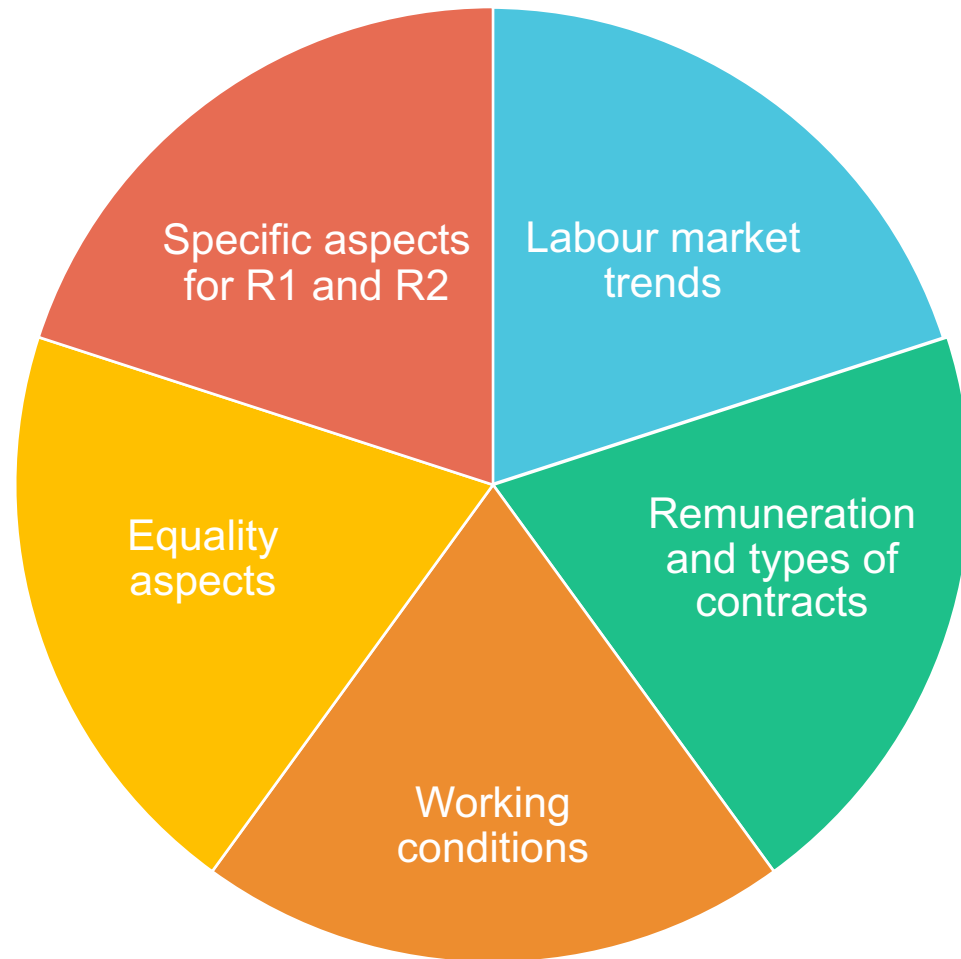
Many questions, difficult answers

- How is the Council Recommendation on research careers contributing to strengthening careers?
- Where is there a higher investment in R&D?
- What countries or sectors offer more opportunities?
- Where are permanent contracts more likely to be awarded?
- What are the most requested skills?
- Where is it easier to have career progression?

Towards ReICO



How can an observatory help my career?



- ❖ Accessible from the ERA Talent Platform
- ❖ Factsheet already available for more information



Thank you!