



A human resources strategy for researchers: how host institutions can play a role

Budapest

23.02.2018



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Hiring a good researcher...

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A human resources strategy for researchers
- Dario Pellizzon



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...can be a difficult task for research institution

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02/2018

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**For researchers, being hired is
even harder...**

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- Scientific writing
- Proposal writing
- Academic lecturing
- Public engagement
- Project management
- Dealing with the media
- Personal branding...

**TO BUILD A
PERSONAL
«CAREER
STRATEGY»**





-... institutions typically have a multiannual strategic plan:

-Do we know the human resources strategy of the institution where we are applying?

-Are we sure they have one?

-Is it published?

-Are we fit for the role and for the working environment?

-...how can we know?



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No (longer) need for intelligence services... The HR Excellence in Research Award

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HR EXCELLENCE IN RESEARCH



WHY institutions are implementing

- **benefits** for researchers and the institution
- **reputation and visibility** both internal and external
- gives the **exclusive right** to use the 'HR award' icon also on euraxess vacancies
- they are part of a “**club**” where admission and permanence is not so easy



WHY should you care?

- **quality** assurance process -> dedicated to researchers
- a Europe wide recognised **standard**
- it leads to **OTM-R open, transparent, and merit-based recruitment of researchers:**
- **OTM-R is a ~~dream~~ a policy** aiming that the best person for the job is recruited.
- Specifically, the OTM-R aims to make research careers more attractive, to guarantee **equal opportunities for all and to facilitate mobility.**



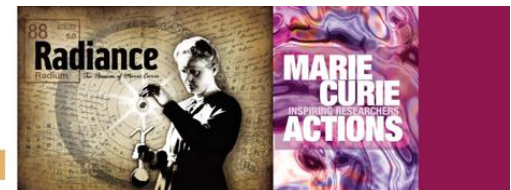
- Offer **tenure positions** as associate / full professors to **ERC grantees**
- Offer **tenure-track** positions to (global) **Marie Curie** fellows
- Devise special **Marie Curie + 1**, whereby whoever applies for an ERC grant at Ca' Foscari will be offered an additional year of contract.
- Open calls to international faculty in strategic research and teaching areas
- **Double appointments** and adjunct professorships for international faculty
- Excellence **research environment** to carry out **Independent research**



**MARIE
CURIE +1**

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HRS4R means: People! Marie S. Curie Individual Fellowships



Damiano Acciarino



Beatrice Daskas



Matteo Bertelè



Elise Franssen



Daniele Vecchiato



Deborah Nadal



Francesco Piraino



Alice Equestri



Alessandra
Gilbert



Suzana Blesic



Panagiotis
Athanasopoulos



Pervinca Rista



Enrico Prodi



Xanthi Pedeli



Olivia Casagrande



Franco Luciani



Michele Costola



Alessia Castagnino



Valentina Ciciliot



M.Simona Morosin



Ivan Franceschini



Veronica West-Harling



Teodoro Katinis



Arianna Traviglia



Chengfang Pang



M.Chiera Barzotto



Chiara Fabbro



Marco Noè



Laura Carnelos



Daniele Morselli



Laura Odasso



Alessio Sopracasa



Valentina Bonifacio



Diego Calaan



Filip Alexandrescu



Darko Darovec



Giulia Fiorani



Paola Tomè



Alessio Cotugno



Laura Odasso



Viviana Re



Mauro Masiol



Toshio Miyake

02/02/2013

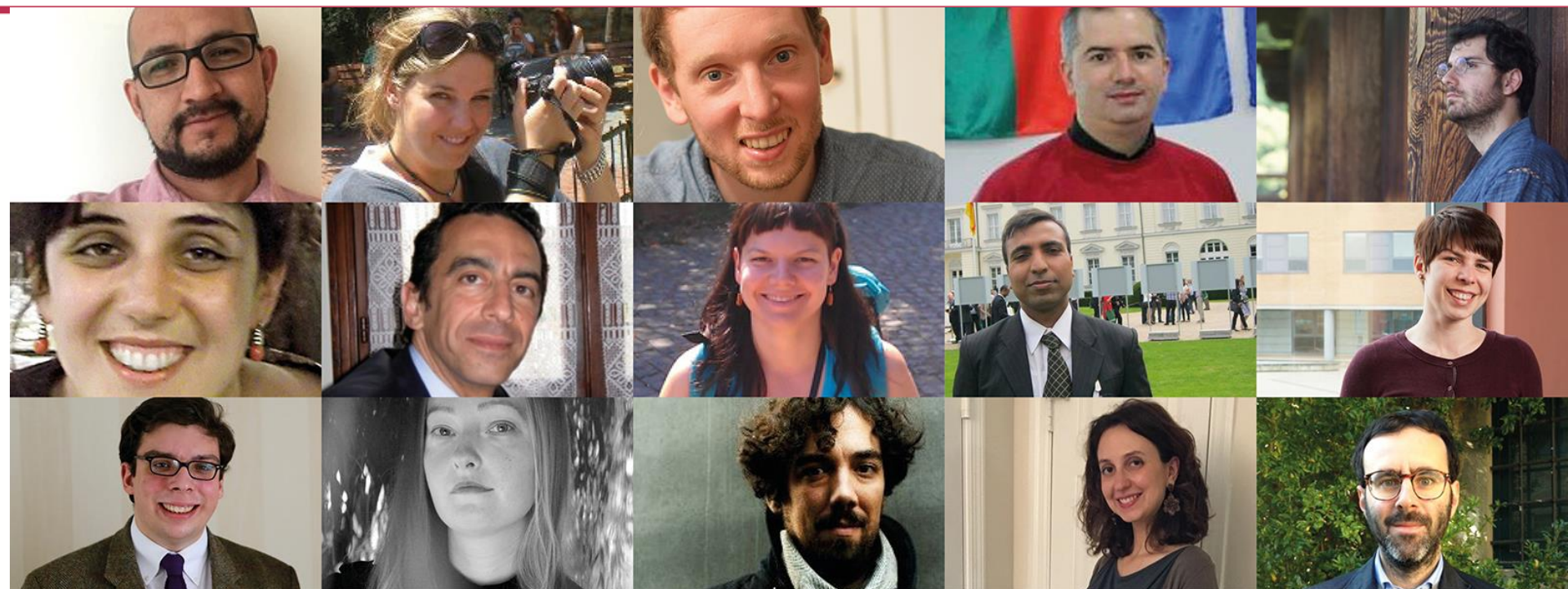
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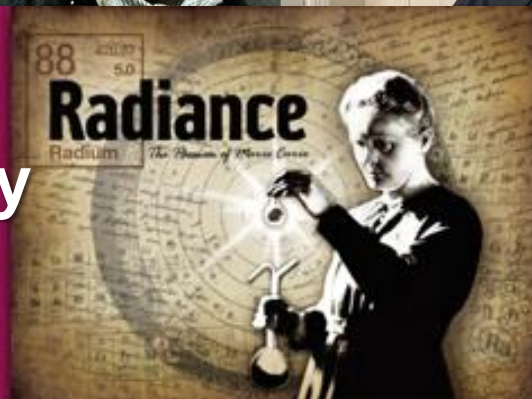
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Family is growing: call 2017 brought us 15 Brand New Marie S. Curie Individual Fellows

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Top Host Institution in Italy
Top 10 in EU!



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Fellowships awarded

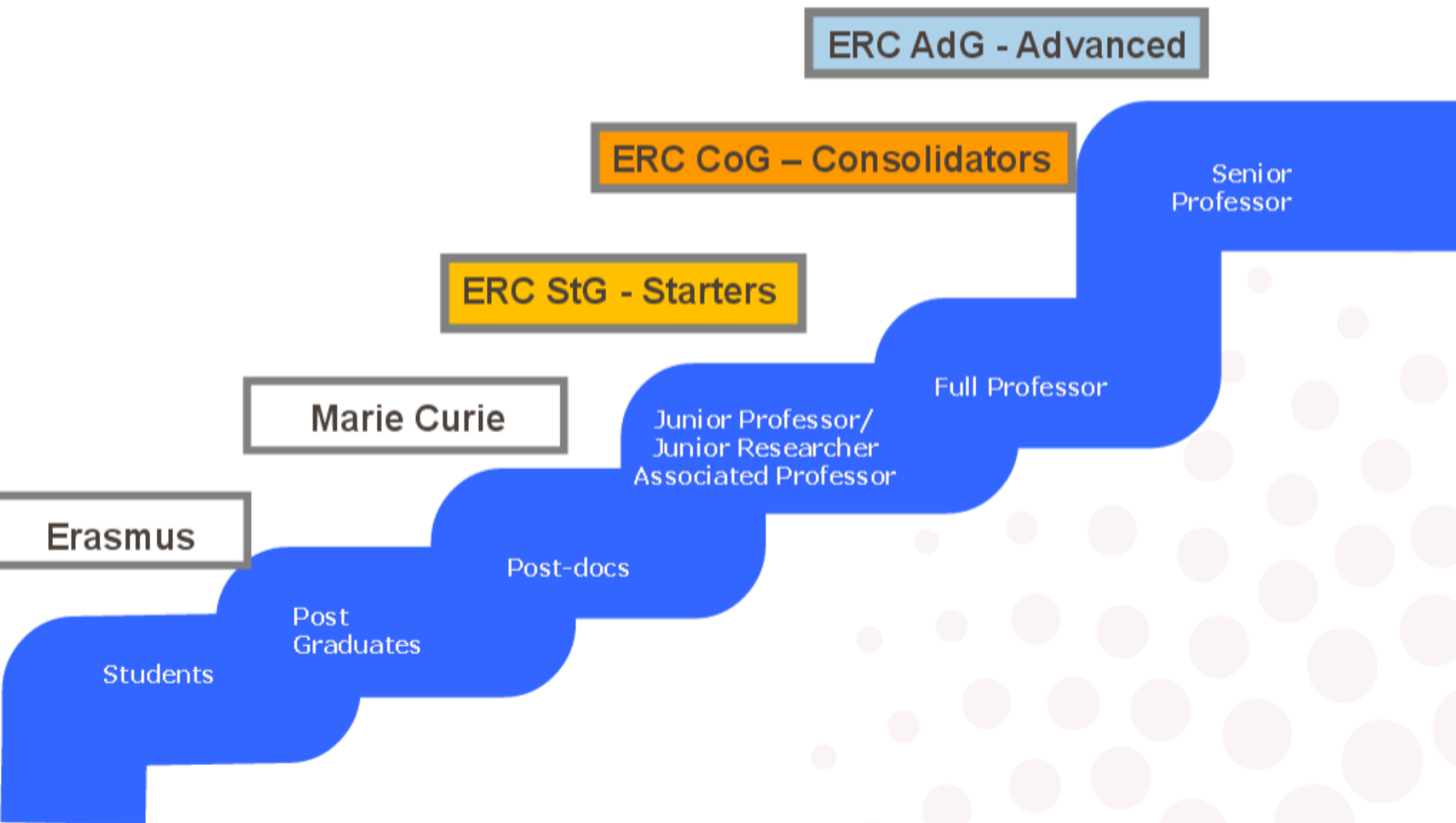
1. **Kobenhavns Universitet**
2. **University of Cambridge**
3. **University of Oxford**
4. **University College London**
5. **Katholieke Universiteit Leuven**
6. **Aarhus Universitet**
7. **University of Birmingham**
8. **University of Leeds**
9. **University of Edinburgh**
10. **Università Ca' Foscari Venezia**
11. **University of Bristol**
12. **University of Warwick**

Budget awarded

1. **Kobenhavns Universitet**
2. **University of Cambridge**
3. **University of Oxford**
4. **University College London**
5. **Aarhus Universitet**
6. **University of Birmingham**
7. **Katholieke Universiteit Leuven**
8. **Università Ca' Foscari Venezia**
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Do you think they have a good HR strategy in place?

We all dream our *STAIRWAY TO HEAVEN...*





In 2018 Ca' Foscari University of Venice is launching a new initiative
SPIN - Supporting Principal Investigators,

SPIN has been designed to help **outstanding post-doc researchers from anywhere** in the world turn their ideas into **ERC applications** within 12 to 24 months.

- **2 years Fellowship: €2.400 net per month** (€40.000 /year gross)
- Research allowance up to 80.000
- **support** to design ERC proposal
- the **commitment** of Ca' Foscari to be your ERC Host Institution

SPIN - When to apply: Two calls in 2018

- 1st call for proposals **02/05/2018**
- 2nd call for proposals: **30/10/2018**

Find out more at www.unive.it/spin



Thanks and Keep in touch!

Dario Pellizzon | Head of research

Ca' Foscari University of Venice ITALY

Tel. +39 041 234 8294

www.unive.it/research | dario.pellizzon@unive.it