

EURAXESS Hubs

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- Supporting Talent Circulation
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EURAXESS Start-up Hub



INSIDE THE TOOLKIT

Welcome to EURAXESS Startup Hub

— Are you a researcher who wants to go after the startup entrepreneurship career?

Click on For researchers tab, to:

- Learn about the key concepts of startup entrepreneurship
- Pick the right tools to be the most productive, advance faster, collaborate smoothly.
- Browse through a searchable database of hundreds of hand picked online resources that will make your journey easier.

+ Are you a Research Performing Organization with a vision to create or further develop the infrastructure for supporting the sci entrepreneurs?

+ Are you a EURAXESS member organization who wants to join the hub?



<https://www.euraxess.rs/serbia/euraxess-startup-hub-digital-toolkit>

EURAXESS Start-up Hub

- **EURAXESS Startup Hub Group Study Visits**
engaging EURAXESS members (specifically career development centers) in knowledge exchange on the topic relevant for startup careers
- **EURAXESS Startup Hub Academy** – series of webinars (for students)
- **EURAXESS Startup Hub networking event** (for EURAXESS centres)


Research Careers beyond Academia



Introduction to Researcher Careers Beyond Academia toolkit

Visit our toolkit if you are a:

- Researcher wanting to explore careers beyond academia
- Research organization willing to assist researchers in making an informed career decision
- Euraxess members who want to join efforts to promote intersectoral mobility

**RESEARCHERS
BEYOND
ACADEMIA**
by euraxess 

<https://www.euraxess.es/spain/euraxess-researcher-careers-beyond-academia-digital-toolkit>

Research Careers beyond Academia

- **REBECA mentoring programme** at European level (international pairs) – further engagement of industry
- **Career exploration programme** (community of practice or peer groups)
- **Simulations:** Activities to experience different careers beyond academia and professional profiles
- **Career fairs** – matchmaking events;
 - Short internships in non-academic environments
 - Intersectoral dialogue to discuss/understand HR policies of highly skilled professionals in non-academic environments

Research Careers in Academia



Talent Management Hub

The hub on Talent Management on Academia and the Public Sector was built bottom-up with a key consortium from the Euraxess network. The goal was to take advantage of the whole pool of expertise of the EURAXESS network, its strengths and diversity, existing patterns of collaboration and networking in all areas of the hub. All efforts to serve researchers at our institutions better.

The team worked with innovative methods on the contents of Talent Management along the three axes of recruitment and careers including novel skills; recruitment and careers in the public sector, gender activities and gender equality plans and learning more on young researchers' research careers and social media, career stories.

If you are a researcher in Academia or the Public sector, if you are a Euraxess member advising and supporting researchers in their career development in Academia and the Public Sector, this hub on Talent Management might be of interest to you.

The Hub is specifically targeting on learning and mastering innovative skills, an overview and recommendations on gender research, gender policies and specific funding options for women in science, learn about recruitment and careers in the public sector and read career stories which might surprise you in method and content

<https://www.euraxess.gr/greece/talent-management-hub>

Visit the thematic areas of the Hub:

GENDER EQUALITY

RECRUITMENT

SOCIAL MEDIA

CAREER STORIES

Gender equality

Gender in research and innovation is an increasingly important topic to be considered throughout all stages of research, talent management and policy decisions. Not only do facts and figures show repeatedly alarming realities on gender in research but also is there evidence that a thoughtful

Research Careers in Academia

- **Assisting PhDs and PostDocs for them to have a clear view of their ways into the future** – career counselling, training, skills, finding funding, gender equality, etc.
- **Integration initiatives** including socio- and labor integration of researchers and their families, dual career, work-life balance, etc...
- **Offering more service to female researchers** - improve their employability

Supporting Talent Circulation

Scope: mobility and relocation support for mobile researchers

→ To facilitate attracting, welcoming, integrating and retaining of researchers in the European Research Area (ERA)

- Explore the ways how the extensive practical experience in the area of research mobility support accumulated in the network can be used to support research institutions, policy makers and other stakeholders in developing more effective talent circulation strategies and policies.
- Contribute to the overall goal of presenting the ERA and its individual members as attractive research destinations offering supportive environment to research talents and their families.

Supporting Talent Circulation

- Explore **push and pull factors for researcher's mobility on national policies and measures to attract and retain research talents**
- Introduce to researchers various **national research landscapes, fellowships and labour market opportunities** (in academia and beyond) and available integration support
- Engage and support **EURAXESS network member in further development of advanced services** supporting attracting, welcoming, integrating and retaining of researchers
- Explore and implement in various environments and setups **suitable fit-to-purpose networking supporting integration of researchers and their families**
- Reinforce EURAXESS Network members in identification of persisting **hurdles in international mobility** and communicating these findings **towards policy makers**

EURAXESS Science4Refugees Hub



Who should be working with this guide?

The guide addresses refugee researchers as well as staff at research and higher education institutions as well as at EURAXESS Centres that work with refugee researchers.

The information provided features results of the [EURAXESS TOP IV Project](#) Task 3.4. Refugee Initiatives of the following participating countries: Bulgaria, Croatia, Denmark, France, Germany, Greece, Hungary, Netherlands, Sweden, Switzerland, Turkey and Austria, as well as results of the [BRIDGEII Project](#). Besides, some cases of good examples were selected through the EURAXESS network and the other projects funded by the European Commission.

Which topics will be addressed?

- Counselling techniques for the work with refugee researchers
- Basic legal information for refugee researchers
- Early career development counselling

GUIDE FOR REFUGEE RESEARCHERS

GUIDE FOR STAFF SUPPORTING REFUGEE RESEARCHERS

COUNTRY-SPECIFIC INFORMATION

<https://www.euraxess.at/austria/guide-labour-market-integration-refugee-researchers>

EURAXESS Science4Refugees Hub

The S4R Hub should:

- Provide specific services to Refugee Researchers and/or R&D organizations that host them and support social and labour market integration of the Refugee Researchers and their families
- Secure cross-border collaboration of local networks active on the specific topic

Activities:

- Improvement on the existing portal presence of the initiative
- Science4Ukraine
- Communication with the target groups (Refugee researchers, NGOs, local authorities, employers, network staff)
- Interconnect with other hubs, e.g. Research Careers beyond Academia: Short internships in non-academic environments | Research Careers in Academia: orientation training for refugee researchers)

Zeit zur Vertiefung ☺ Brain Walk

Fragen

Zu diesem Hub habe ich folgende Ideen/Wünsche...

Was wäre für meine unmittelbare Arbeit interessant?

Was wäre für meine Organisation/Kollegen anderer Abteilungen interessant?

Setting – drei Räume zur Auswahl, zwei Durchgänge à 15 Minuten

- Start-up & Careers beyond Academia
- Careers in Academia
- Talent Circulation & Science4Refugees

>> www.euraxess.at

Fragen, Anregungen?

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