

# Researchers Careers in Academia Hub

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Your chance for your activities!

**7 December 2023, 11h00 – 12h00 Info Session**



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# Overview of today

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- The existing hub «Talent Management»
- The new hub «Careers in Academia»
- Your activities – some ideas
- Your activities – some examples
- Q & A session
- Contacts



# Talent Management Hub

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



Home > Talent Management Hub

## EURAXESS GREECE



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## 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 existing hub «Talent Management»

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Gender equality (activities to improve)

Gender equality plans (work on and learn about GEPs)

Recruitment in Academia (Gender in Recruitment;  
Recruitment in Public Sector)

Social Media (how to, improve activities, come up with  
a concept)

Career Stories (producing career stories)

# Gender Equality - activities

Focus group Interviews  
in 4 countries (2021)

Gender Equality Focus Group  
Interview Report (May 2022)

Gender Equality Overview (website)

## Gender Equality in academia: Policy versus Reality



The Euraxess Hubs Project is pleased to invite you to participate in the Webinar on Gender Equality. Join us on June 7th from 13.00 to 14.10 via Zoom and enjoy the inspirational talk and researchers panel discussion.

We are looking forward to hearing from you!  
The Euraxess Hubs Team (Task 2.3)

[Please sign up here.](#)

### Inspirational talk

- Michaela Gindl - co-head of the Staff Unit for Equality, Gender and Diversity at the University of Continuing Education Krens and freelancer of MOVES – Center for Gender and Diversity
- Ragnhild Möller - work environment and EDI (equality, diversity, and inclusion) coordinator at the Faculty Office at the Faculty of Science, Lund University (Mentoring program)



### Researchers panel discussion

#### Facilitator

Dr. Karin Gilland Lutz is deputy head of the Office for Gender Equality and Diversity, University of Zurich. She holds a PhD in Political Science from Trinity College Dublin and is about to complete a master's degree at the German University for Administrative Sciences Speyer.



- Hanne Andersen is a Danish philosopher of science. Hanne has previously been head of the department and a professor of Science Education at the University of Copenhagen. She is currently professor in history and philosophy of science, also at the Department of Science Education. She is a member of the European Academy of Sciences. In connection to gender equality, she has been engaged in the Women Caucus of the Philosophy of Science Association, and she has participated in a Danish initiative for uncovering everyday sexism in Danish academia.



- Sara Trojahn is a postdoc within the Department of Ecology at the University of Innsbruck. Her current work is focusing on large European river systems and their ecological cycling of dissolved carbon and nutrients.



- Finnborg Salome Steinþórsdóttir is a postdoc researcher and sessional teacher in Gender Studies at the University of Iceland. She also serves as a gender expert on University of Iceland's Professional Council on responding to gender-related and sexual harassment and other sexual violence.



- Vasiliki Mylonopoulou holds a PhD and is a lecturer at the Applied IT department at the University of Gothenburg. Through her courses in Human-Computer Interaction, she addresses matters of diversity, equity, and inclusion. In 2019, she received the equality and diversity award from the University of Oulu, Finland, and since then, she holds a yearly event to raise awareness about the diversity of minds.

# Gender Equality - activities

An official website of the European Union How do you know? ▾


European Commission

Log in

## EURAXESS

Home | Jobs and Funding ▾ | Career Development | Partnering ▾ | Information and Assistance ▾ | National Portals | Worldwide ▾

Home > Gender Equality Plans



WHAT IS GENDER EQUALITY PLAN? | HORIZON EUROPE & GENDER | HOW TO SET IT UP AND IMPLEMENT? | BEST PRACTICES

## LEARN THE BASICS

### What is a Gender Equality Plan?

The European Institute for Gender Equality offers a clear definition of what a gender equality plan is for research organisation and higher education institutions according to the European Commission. It outlines the different steps or phases of a gender equality plan, namely the analysis, planning, implementing, and monitoring phase.

[FIND OUT MORE](#)

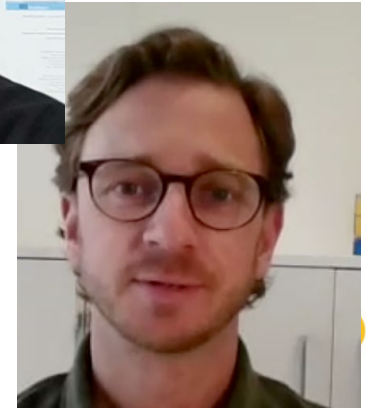




# Career Stories in research for the society of today

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- 6 portraits
- 6 career stories



# The new hub «Careers in Academia»

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## ***Career Advice***

Assisting PhDs and PostDocs: Career Counselling, Finding funding opportunities, Improving writing skills

## ***Social and economic integration of researchers***

Welcome activities, mobility related dual career, work-life balance, Intercultural competences, diversity and inclusion

## ***Empowering female researchers***

Career advise and workshops for female researchers



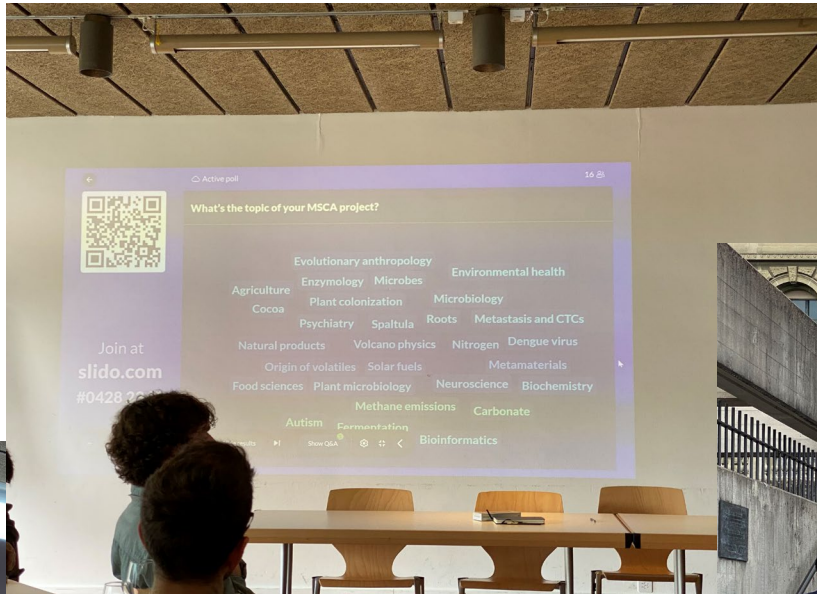
## Your activities – some ideas

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- Career Advise: workshop on funding opportunities for a specific target group, Writing skills
- Welcoming activities: event, intercultural competences
- Improve the info on the gender equality plan (GEP) for your institution and promote it
- Dual career activities, addressing work-life balance issues

# INTEGRATION ACTIVITIES: example Zurich

## Marie-Skodowska-Curie-Action (MSCA) Meet and Greet



# INTEGRATION ACTIVITIES: example 2 Zurich

## Postdoc Onboarding Event



Speed-dating with relevant organisations and offices



# INTEGRATION ACTIVITIES: more

## Introductory programme for new doctoral students

Guide for doctorate:

**ETH** zürich

Doctoral administration



Guide for the  
doctorate

Lectures and information events  
throughout a whole semester:

***Scientific writing***

***Shape your doctorate***

***ETH Library***

***Mental well-being***

***Resolving conflicts during the PhD***

***Administrative aspects of the doctorate at ETH***

# INTEGRATION ACTIVITIES: more

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## **Job Seeker Network Series at UCPH**

*Join us in-person for a spring filled with meetings, inspiration, and informative talks on efficient and exciting job seeking!*



## **Dual Career twinings**

*Find another university to share experiences with and develop an event together.*

EURAXESS  
**DUAL CAREER  
TWINNING  
GUIDEBOOK**

- Was there anything unclear?
- Do you have further questions?
- Would you like to share your idea / activity?
  
- Anything else 😊





# Contacts

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