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Community Research

Marie Curie Research Training Networks: BEST PRACTICES

Content:

- Participative Management and Communication
- Enriching Networking
- Fruitful Training of ESRs and Transfer of Knowledge (ToK) by ERs



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Participative Management and Communication

- Good communication
 - A. among **contractors** essential (Kick-Off meeting, key for newcomers in the consortium)
 - B. between the **scientist-in-charge** and the **institution central administration** (should be established during project elaboration), budget for Administrative Assistant available (Management and Audit costs category G)
 - C. between the **Co-ordinator** and the **Project Officer**
 - D. throughout **the network as whole including the ESR/ER**
- Contractors should provide **correct** and **on-time** required reporting data
- A network meeting where all researchers are invited should be held **at least once a year**





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Participative Management and Communication

Steering Committee including ESRs and ERs representative to oversee network's progress

- To ensure **ESRs/ERs' participation** to the decision making processes
- To ensure Equal Opportunities and Gender Balance
- Representatives of the researchers (ESR/ER) can help co-ordination; act as bridge among contractors
- Parallel session for ESRs/ERs during regular network meetings



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Participative Management and Communication

- Nomination of a **training** programme manager
- **e-newsletter** with contributions from all contractors helps to create an identity for the network (e-or video-conferences)
- **Consortium agreement** is advised (IPR issues)
- A dynamic web page (incl. researchers section) can be good «**public outreach**» for **dissemination** to the general public and useful tool for the network (recruitments, report preparation, on-line tutorials...)



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Enriching Networking

- Organisation of scientific/training and managerial **network meetings**.
- Invitation of **external** experts for specialist inputs (for scientific, administrative, financial review and complementary skills training)
- Visits, secondments between contractors for **transfer of knowledge**
- Collaboration with **other MCRTNs** in similar or complementary fields



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Enriching Networking

- Attendance at international conferences and workshops; **representation** and **dissemination** of the networks' research (e.g. organisation of a final network conference with **wider participation** or as a “satellite workshop” at a major conference related to the project's subject)
- Allocate time within the first meeting for developing joint activities of ESRs and ERs; allow for networking among them
- “**Socialising**” (e.g. joint dinners, team building activities) can actually be quite efficient in this respect...



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Fruitful Training of ESRs and ToK by ERs

- Create conditions for effective training in the host country by giving support for finding accommodation, social integration...
 - A. At the institution level
 - B. Local peer-tutors for young researchers to help finding way in the new environment
 - C. Consider the intercultural dimension of your network for the design of training activities.
- Discipline-related training: **local** and **network-wide**



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Fruitful Training of ESRs and ToK by ERs

- Secondments can be an efficient tool to increase network «**cohesion**»
- Presentation of **achievements** at international events and attendance at (inter-)national training schools
- Network-wide training activities (e.g. workshops, summer schools) that exploit the inter/multidisciplinary and intersectorial aspects of the project; **external experts** may contribute
- **Participation** in training should be properly **recorded and recognised** in order to make maximum use of the learning in the future career.



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Fruitful Training of ESRs and ToK by ERs

- It is useful to give young researchers **responsibilities** (ESRs and ERs meeting) and the possibility to **give input** to the design of training activities corresponding to their **needs**
- **Additional skills** (i.e. project management, drafting of project proposals, language courses, ethics, IPR, CV writing, job search, interview skills, etc)
- Training should bridge to **other disciplines** and **other environments** (i.e. industrial, if relevant) and should entail different “hands on” experience and considerations





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Fruitful Training of ESRs and ToK by ERs

How could an effective Career Development Plan look like?

The CDP

- ... should define clear, ambitious and achievable objectives
- ... should outline concrete steps (training, publications, tasks to be carried out etc.) to be taken
- ... should take into consideration efficient use of the Career Development Allowance
- ... should be based on an agreed time schedule
- ... should be reviewed regularly
- ... should cover the period of recruitment in the RTN project and open up perspectives for the time afterwards





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Fruitful Training of ESRs and ToK by ERs

Useful links:

- EUROPEAN RESEARCHER'S MOBILITY PORTAL
http://europa.eu.int/eracareers/index_en.cfm
- Marie Curie Fellowship Association <http://www.mariecurie.org/>
- Ploteus <http://europa.eu.int/ploteus/portal/home.jsp>
- YOUTH portal http://www.europa.eu.int/youth/index_en.html
- CEDEFOP's <http://www.cedefop.eu.int/>
- Training Village <http://www.trainingvillage.gr/etv/default.asp>
- SALTO-YOUTH <http://www.salto-youth.net/home/>
- Training Partnership <http://training-youth.net>



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