

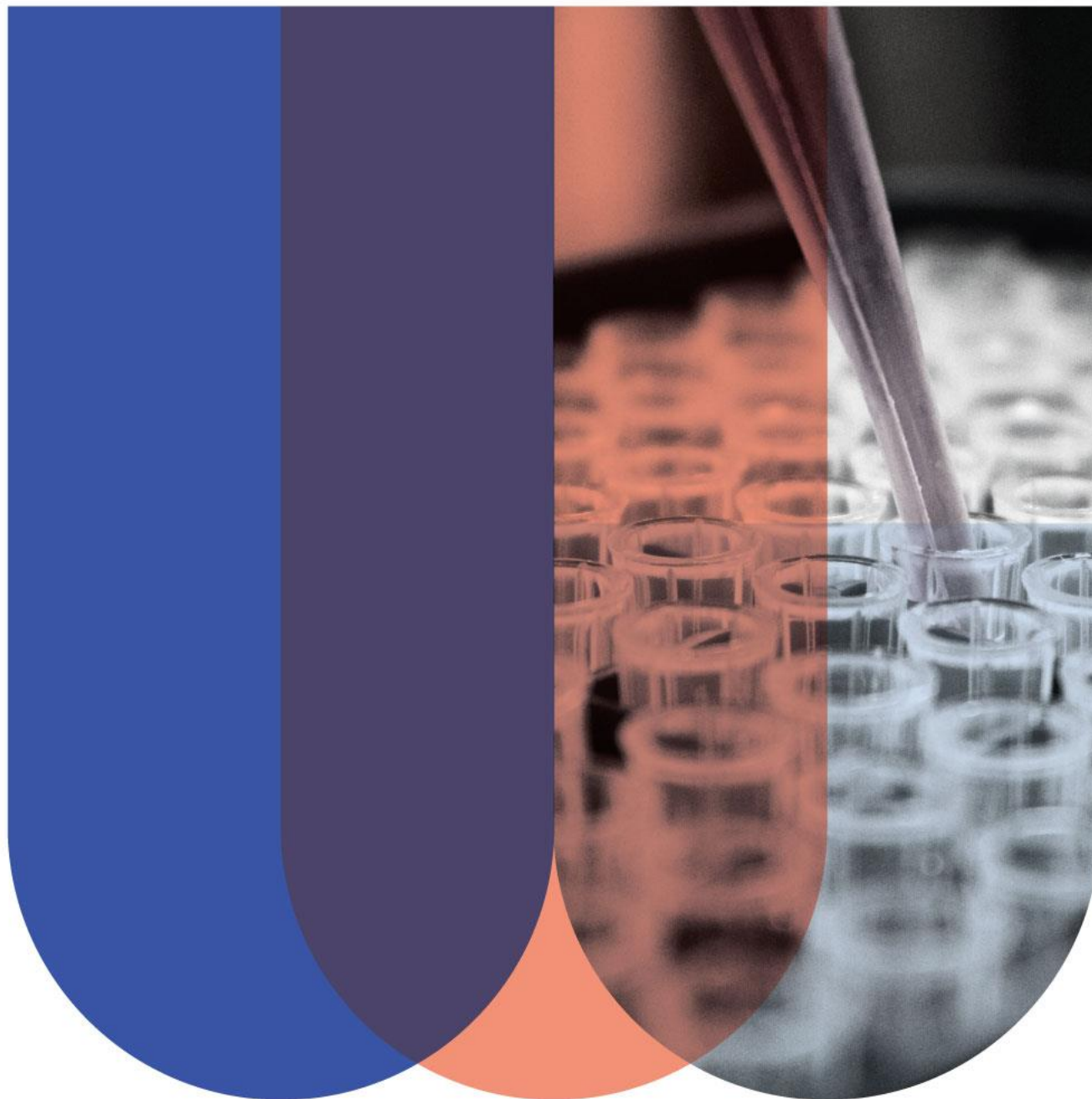


## Action Plans to implement the SECURE Research Career framework (WP4)

**March 6<sup>th</sup>, 2025**



Funded by  
the European Union



# Background

❑ **D2.1-First Draft of SECURE Research Career Framework** (DOI: 10.5281/ZENODO.10776715) of the SECURE project.

- European initiatives to improve research careers and reduce precarity.
- 8 pillars and 44 recommendations of the EFfRC
- 150 SECURE RCF actions for implementing the EFfRC at research-performing organisations (RPOs) and research funding organisations (RFOs), addressing related challenges for each recommendation.
- These actions provide clear, practical guidance while allowing flexibility for organisations to adapt them to their strategic interests and needs.

## European Competence Framework for Researchers



## EUROPEAN FRAMEWORK FOR RESEARCH CAREERS

<b>Pillar 1</b> Researchers, Research Managers, and Research Technicians in the European Research Area #1-6	<b>Pillar 2</b> Recognition, Interoperability, and Comparability of Researchers' Careers #7-10	<b>Pillar 3</b> Recruitment and Working Conditions #11-15	<b>Pillar 4</b> Researchers Skilled for Intersectoral and Interdisciplinary Careers and for Entrepreneurship and Innovation #16-25
<b>Pillar 5</b> Career Assessment, Development, and Progression #26-30	<b>Pillar 6</b> Balanced Circulation of Talents and Making the Union an Attractive Destination #31-32	<b>Pillar 7</b> Support Actions for Research Careers #33-39	<b>Pillar 8</b> Monitoring of Research Careers #40-44

## How we did it

- ❑ SECURE trial organizations include 3 RPO, 1 RFO, 1 research infrastructure (RI) and 1 recruitment agency (RA).
- ❑ SECURE trial organisations selected and interpreted a number of these actions.
- ❑ Trials selectes at least one action per pillars.
- ❑ Trials run for 12 months from February 2024 until January 2025.

Trial #	Organisation	Acronym	Organisation Type	Country
1	University of Cyprus	UCY	RPO	Cyprus
2	University of Rijeka	UNIRI		Croatia
3	Universidade NOVA de Lisboa	UNL		Portugal
4	Executive Agency for Higher Education, Research, Development and Innovation Funding	UEFISCDI	RFO	Romania
5	Consortio para el diseño, construcción, equipamiento y explotación de la Plataforma Oceánica de Canarias	PLOCAN	RI	Spain
6	Adoc Talent Management	ADOC	RA	France



# Results

- Trial organisations selected 14-16 actions to implement RCF
- The action plans were broken down into concrete actions and activities for each trial organisations with targets to be realised within the trial duration of 12 months
- Each action was described in detail in **D4.1- Action plans to implement RCF**

Sustainable Careers for Researcher Empowerment

WP4  
Implementation of the Research Career Framework

Deliverable 4.1  
Action Plans to Implement SECURE Research Career Framework



**SECURE**  
Sustainable Careers for Researcher Empowerment

**Project Name:** Sustainable Careers for Researcher Empowerment (SECURE)

**Project Number:** 101094902

**Project Duration:** 01 January 2023-31 March 2025 (27 Months)

**Programme:** Horizon Europe 2021-2027

**Call:** HORIZON-WIDERA-2022-ERA-01

**Topic:** HORIZON-WIDERA-2022-ERA-01-50

**Type of Action:** HORIZON Coordination and Support Actions

**Granting Authority:** European Research Executive Agency



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Table 6. New actions selected by PLOCAN to implement the SECURE RCF

Pillar	RC	Topic	Action
1	3	Research Managers	Define a clear profile for research manager positions with their roles and responsibilities
1	4	Research Technicians	Define a clear profile for research Technicians positions with their roles and responsibilities
2	8	Alternative Careers	Raise awareness on non-linear and hybrid research career paths among researchers
2	9	ESCO Classification	Integrate (updates of) the ESCO classification into research job/grant advertisements
3	12	Working conditions	Review and improve support for inclusivity, equal opportunities, and gender equality
3	12	Working conditions	Collect and share best practices on improving the working conditions for researchers
4	20	Entrepreneurship	Encourage, train, and support researchers for entrepreneurship, start-ups, and spin-offs
5	27	Research Assessment	Recognise research manager and research management activities in research assessment
5	27	Research Assessment	Recognise research technicians and technical support activities in research assessment
5	27	Research Assessment	Recognise Open Science practices and societal impact of research in research assessment
5	30	Tenure Track	Engage with key stakeholders on TTLMs to collect and share best practices on TTLMs
6	31	Competitive Union	Review and internally discuss support to attract and reintegrate returning researchers
7	33	Talent Platforms	Disseminate job/grant opportunities in the EURAXESS portal and ERA Talent Platform
8	40	ReICO	Engage with OECD and key stakeholders on development and implementation of ReICO

PILLAR 1 - Recommendation 4 - Research Technicians	
SECURE RCF Action	Define a clear profile for research Technicians positions with their roles and responsibilities
Reason for Selection	PLOCAN employs research technicians but do not yet have a specific profile for research technicians. One key reason to take this action is to improve the efficiency and effectiveness of research operations within PLOCAN by clearly defining the relevant skills and competences of the Research Technicians. Another reason is to enhance the Research Technicians careers within the organisation
Activities for Action	1. Review the existing roles and responsibilities of PLOCAN's staff working in research technician activities. This will be done for an external company specialized in human resources 2. Develop a clear profile for research technicians identifying all key skills, competences and activities. We will do this in close collaboration with our research technicians at PLOCAN
Targets for Activities	1. Analysis to be developed by an external company by trial M6 2. Research technicians profile defined by M12
Resources Required	External company to help with the previous analysis of the research manager role within the organization Staff effort to conduct activities
Risks and Mitigation	Risk: Delay on the process of external consultation and lack of clear outcomes Mitigation: Senior management involvement from the very beginning

## Conclusions

- Trial organisations were committed to improving research careers.
- Trial organisations differed in the scope and scale of their selected actions and activities for their trials.
  - This was mainly due to the individual nature of the organisations and their strategic interest and priorities.
- During this period, trials met regularly to share experiences, challenges and learn from each other.
- Most of the selected actions were completed by the end of the trial period, while others are still being implemented.
- The results of the trials will be published in the **D4.2- Report on Trial to Implement the SECURE RCF.**

# Thank you!



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