

SECURE Research

Career Framework (RCF)



SECURE Summit

06 March 2025 in Brussels

Gareth O'Neill (Technopolis Group)



Funded by
the European Union



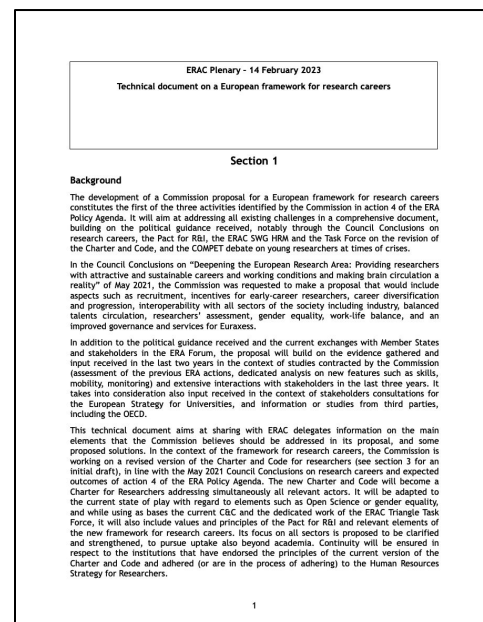
SECURE Project



The SECURE project is developing coordination and support measures to create, trial, implement, and mainstream a common Research Career Framework which offers a suite of options to support research-performing/research-funding organisations in the recruitment, employment, training, development, progression, and mobility of researchers with the aim of improving research careers and reducing career precarity

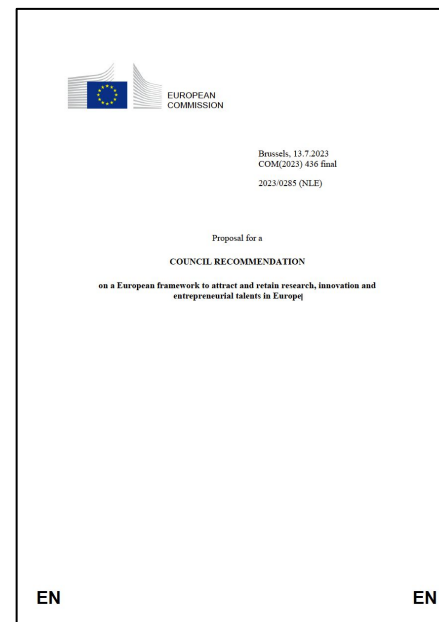
SECURE Project on CORDIS

Council Recommendation on Research Careers



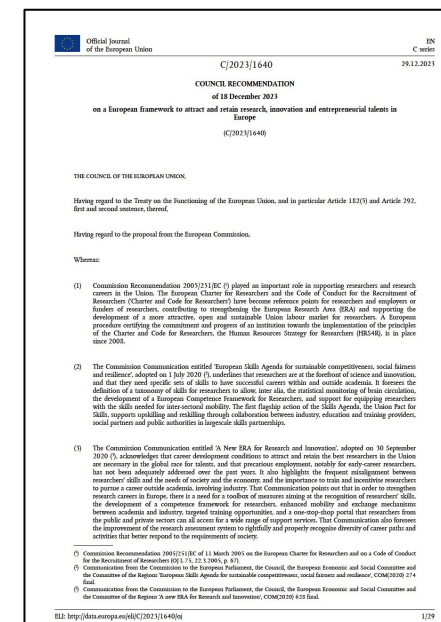
14 February 2023

Technical Document for ERAC



13 July 2023

European Commission Proposal



18 December 2023

Council Recommendation

European Framework for Research Careers

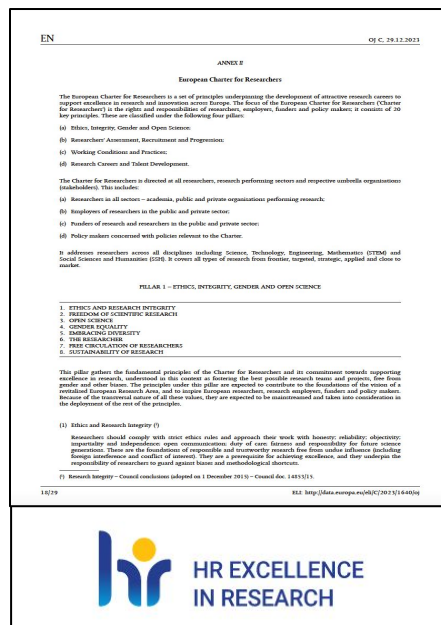


Example of Recommendations in Pillar 2

2. Recognition, interoperability and comparability of researchers' careers

7. Member States and the Commission are recommended to promote and support a full recognition of researchers' careers as well as an equal esteem and reward of the different paths regardless of the sector of employment or activity, and to take supportive measures to allow for their full interoperability and comparability across Member States, sectors and institutions.
8. Non-linear, multi-career and hybrid paths could be encouraged and supported by Member States, and should be recognised on a par with linear career paths with multiple professional outcomes.
9. Member States are recommended to implement new versions and updates of the European Skills, Competences, Qualifications and Occupations classification, with specific regard to researchers' occupations and skills.
10. Member States are recommended to encourage human resources offices in all sectors to map career structures for researchers against the profiles referred to in point 5 of this Recommendation.

European Support for Research Careers



*European Charter for
Researchers and HR Excellence
in Research Award (HRS4R)*



*European Competence
Framework for Researchers
(ResearchComp)*



*European Skills, Competences,
Qualifications, and Occupations
Classification (ESCO)*



ERA Talent Platform

SECURE Research Career Framework (V1)



Translation of European Framework for Research Careers:

- Relevance of each recommendation
- Relevance of Charter for Researchers
- Relevance of ResearchComp and ESCO
- How each recommendation reduces precarity
- Actions to implement each recommendation
- Challenges to implement each recommendation

*First Draft of SECURE
Research Career Framework*



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Trials at Organisations and Public Consultation

Trials at Partner Organisations:

- University of Cyprus
- University of Rijeka
- NOVA University Lisbon
- UEFISCDI National Funder
- PLOCAN Research Institute
- ADoc Talent Management

Consultation with Community:

- Meeting with Researchers
- Meeting with Organisations
- Meeting with Industry
- Open Survey via EU Survey Tool
- Extensive discussions with partners

SECURE Research Career Framework (V2)

Action Area 1 Strategy	Action Area 2 Stability	Action Area 3 Conditions	Action Area 4 Skills
Action Area 5 Mobility	Action Area 6 Assessment	Action Area 7 Pathways	Action Area 8 Interoperability

Action Areas and Actions

Action Area 1 Strategy

High-level actions to reform and improve research careers at organisations and align the national reform of research careers

Action Areas and Actions

Action Area 2

Stability

Actions to improve the stability of research careers via permanent/open-ended and fixed-term contracts and tenure track-like models

Action Areas and Actions

Action Area 3 Conditions

Actions to improve the working conditions of researchers and ensure a fair, safe, equitable, and rewarding working environment

Action Areas and Actions

Action Area 4

Skills

Actions to improve the professional development of researchers to improve their skills/competences and career development

Action Areas and Actions

Action Area 5

Mobility

Actions to improve international, intersectoral, and interdisciplinary mobility of researchers for better talent circulation and collaboration

Action Areas and Actions

Action Area 6

Assessment

Actions to improve the assessment of researchers to recognise a wider diversity of contributions in their grant and career evaluations

Action Areas and Actions

Action Area 7 Pathways

Actions to improve the diversity of research careers including more career paths, non-linear and hybrid careers, and entrepreneurship

Action Areas and Actions

Action Area 8

Interoperability

Actions to improve the interoperability and comparability of research careers across career steps, organisations, sectors, and countries

Example of Actions in Action Area 3 - Conditions

21. Collect and share best practices on improving working conditions of researchers	26. Review and improve support for flexible working conditions and work-life balance
22. Ensure recruitment and progression are open, transparent, and merit-based	27. Review and reduce bureaucratic and administrative obligations of researchers
23. Communicate clearly on rights and obligations of researchers and organisations	28. Review and improve support for academic freedom and protection from interference
24. Review and improve remuneration for researchers to be competitive and commensurate	29. Review and improve support for equality, diversity, and inclusion of researchers
25. Review and improve support for researchers to access social protection benefits	30. Identify scope of precarity and tailor support to reduce precarity of researchers

SECURE Deliverables and SECURE RCF Webtool

- SECURE deliverables in Zenodo:
- SECURE RCF webtool on the website:



bit.ly/securedeliverables



bit.ly/securercfwebtool

Thank you!



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