# **Appendix C:**

# **European Framework for Research Careers**

Sources:

* [*European Framework for Research Careers*](https://no.wikipedia.org/wiki/European_Framework_for_Research_Careers)
* [Towards a European Framework for Research Careers](https://cdn5.euraxess.org/sites/default/files/policy_library/towards_a_european_framework_for_research_careers_final.pdf), See ANNEX 3

The Framework describes four broad profiles, with the following working titles:

R1 First Stage Researcher (up to the point of PhD)

**R2 Recognised Researcher** (PhD holders or equivalent who are not yet fully independent)

R3 Established Researcher (researchers who have developed a level of independence.)

R4 Leading Researcher (researchers leading their research area or field)

From a research point of view a post doctor position is an R2 position, and a research position can also be R2.

Copied from [Towards a European Framework for Research Careers](https://cdn5.euraxess.org/sites/default/files/policy_library/towards_a_european_framework_for_research_careers_final.pdf), ANNEX 3 (bold by Ingelin):

***Nature of the descriptors***

* *High quality research is the prime criterion.*
* *The descriptors focus on those core characteristics linked to research and not on other competences that may be relevant for a particular profession,* ***for example, teaching in academia***
* *The profiles* ***do not necessarily relate to seniority***
* ***Apart from the First Stage Researcher the profiles should not always be considered as stages on a progressive career path,*** *although it may be assumed that a researcher in one profile will also have accumulated/acquired the necessary competences of the preceding profiles*
* *(…)*

## Recognized Researcher R2

**Necessary competences**

* More or less PhD competence

**Desirable competences**

* **Understands the agenda** of industry and other related employment sectors
* **Understands the value** of their research work in the context of products and services from industry and other related employment sector.
* Can **communicate** with the wider community, and with society generally, about their areas of expertise.
* Can be expected to **promote**, within professional contexts, technological, social or cultural advancement in a knowledge-based society.
* **Can mentor First Stage Researchers**, helping them to be more effective and successful in their R&D trajectory.

## Established researcher R3

**Necessary competences**

All necessary and most desirable competences of ‘Recognised Researcher’ plus:

* Has an established reputation based on **research excellence** in their field
* Makes a positive contribution to the development of knowledge, research and **development through co-operations and collaborations**
* **Identifies** research problems and **opportunities** within their area of expertise
* Identifies appropriate research **methodologies** and approaches
* Conducts research **independently** which advances a research agenda
* Can **take the lead in executing collaborative research projects** in cooperation with colleagues and project partners
* Publishes papers as **lead author, organises workshop** or conference sessions

**Desirable competences**

* **Establishes collaborative relationships** with relevant industry research or development groups
* **Communicates** their research effectively to the research community and wider society
* Is **innovative** in their approach to research
* Can **form research consortia and secure research funding** / budgets / resources from research councils or industry
* Is **committed to professional development** of their own career and acts as **mentor** for others.