



SECURE Information Session

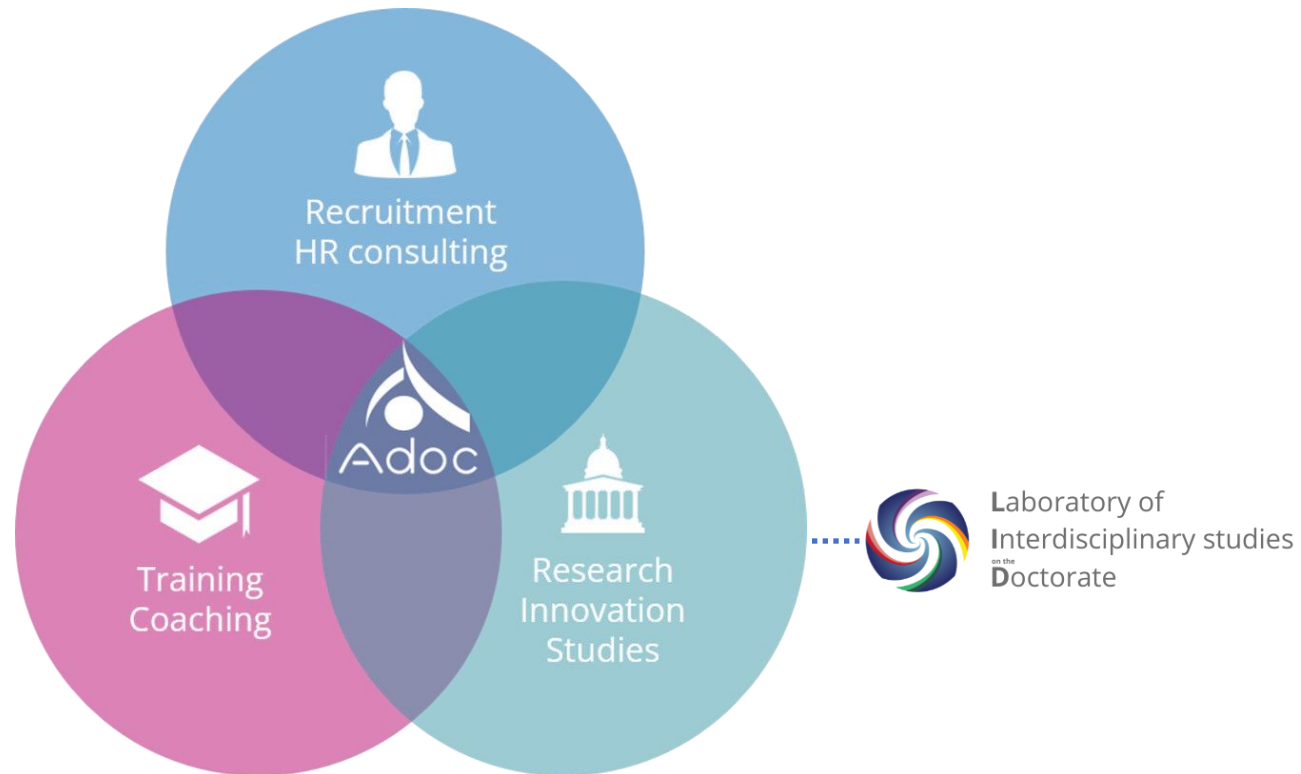
March 28th, 2025



Funded by
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Adoc Talent Management: Recruitment agency specialized in PhD profiles



RCF Trials - What actions did you pick for the trials

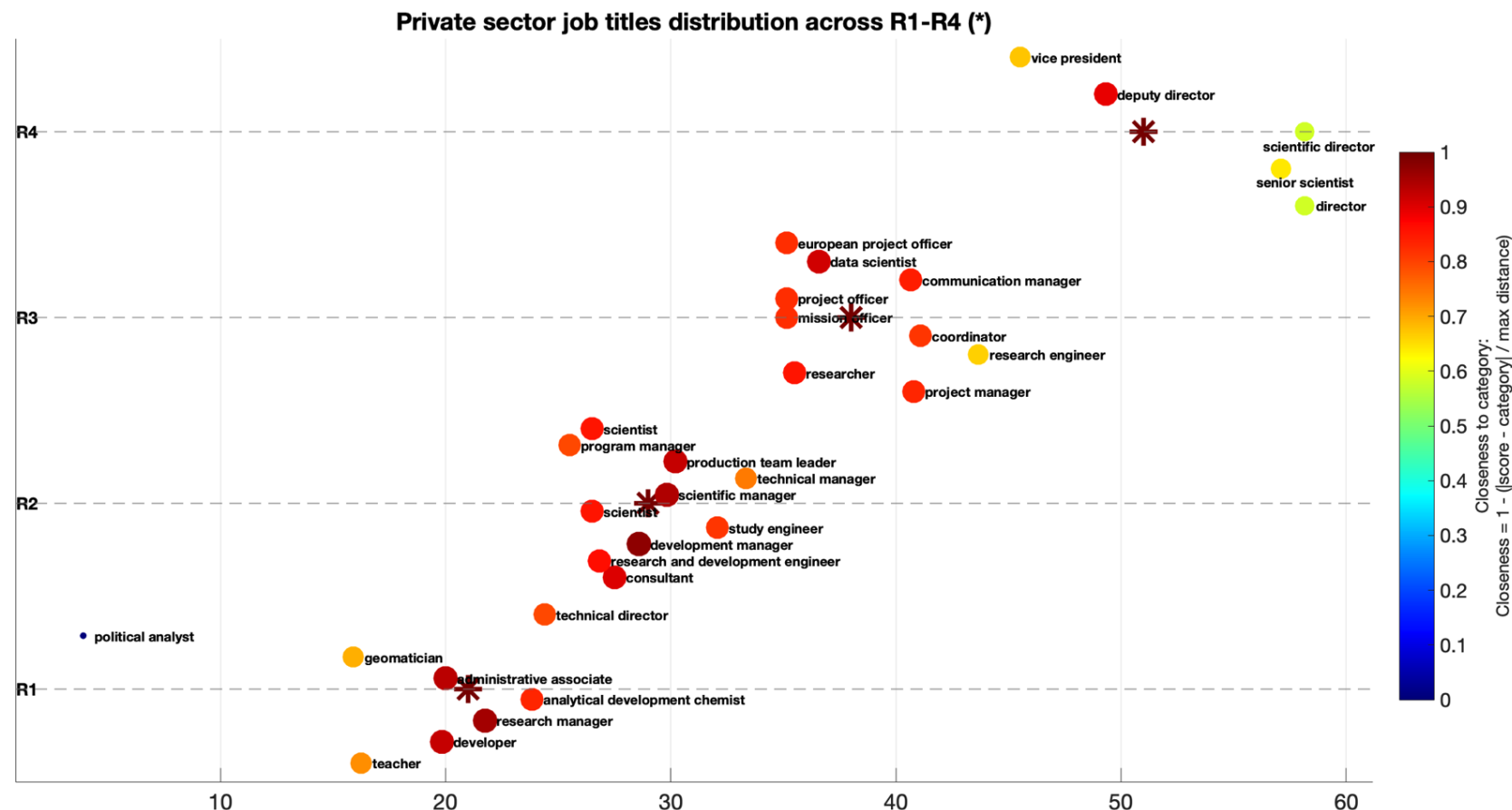
PILLAR NUMBER	ACTIONS
1	Adopt the R1-R4 profiles or map existing organisational profiles onto the R1-R4 profiles
	Refer to the R1-R4 profiles in job/grant advertisements and relevant communications
	Raise awareness of and support adoption of R1-R4 profiles in the non-academic sector
2	Track the long-term career paths of researchers at and beyond home organisations
	Integrate (updates of) the ESCO classification into research job/grant advertisements
	Identify changing and emerging skills/competences, qualifications, and occupations
	Develop clear documentation, guidelines, and communications on the R1-R4 mapping
3	Inform recruiters and selectors on the value of alternative career paths and career breaks
	Collect and share best practices on improving the working conditions for researchers
4	Raise awareness on ResearchComp and transversal skills/competences for researchers
	Encourage, train, and support researchers for interdisciplinary collaboration and mobility
5	Collect and share best practices on reforming existing research assessment systems
	Review and improve the career support and professional development of researchers
	Engage with key stakeholders on TTLMs to collect and share best practices on TTLMs
6	Review and internally discuss support to attract and reintegrate returning researchers
7	Disseminate job/grant opportunities in the EURAXESS portal and ERA Talent Platform
8	Engage with OECD and key stakeholders on development and implementation of ReICO

Selected actions

1/ Map existing organizational profile onto R1-R4 profiles

- Each private sector job title was scored using a model based on verb strength associated with core missions
- Private sector job titles were then mapped according to the R1-R4 framework to establish clearer correspondences with academic career stages

->This model provides a standardized way to evaluate private sector positions based on responsibilities, ensuring consistency across different sectors.



Selected actions

2/ Track long-term career path of researchers

- Career mobility between academia and industry occurs at multiple stages, demonstrating that transitions are feasible at any time
- Research activities remain central throughout the first three postdoctoral professional experiences

->Understanding these dynamics enables better career guidance and strategic workforce planning, ensuring smoother transitions and sustained professional growth for PhD holders.

First experience	Second experience	%	Second experience	Third experience	%	Third experience	Fourth experience	%
Association	Association	16.4	Association	Association	32.4	Association	Association	0
	Private outside research	13.1		Private outside research	33.8		Private outside research	0
	Private research	0		Private research	0		Private research	0
	Public outside research	12.6		Public outside research	33.8		Public outside research	0
	Public research	57.9		Public research	0		Public research	100
Private outside research	Association	3.4	Private outside research	Association	7.1	Private outside research	Association	15.9
	Private outside research	60.7		Private outside research	60		Private outside research	66.4
	Private research	5.3		Private research	10.7		Private research	0
	Public outside research	16.2		Public outside research	11.1		Public outside research	0
	Public research	14.4		Public research	11.1		Public research	17.7
Private research	Association	0	Private research	Association	0	Private research	Association	0
	Private outside research	22.1		Private outside research	22.9		Private outside research	20.7
	Private research	25.8		Private research	33.9		Private research	57.2
	Public outside research	13.8		Public outside research	0		Public outside research	0
	Public research	38.3		Public research	43.2		Public research	22.1
Public outside research	Association	0	Public outside research	Association	0	Public outside research	Association	0
	Private outside research	6.7		Private outside research	0		Private outside research	0
	Private research	0		Private research	0		Private research	0
	Public outside research	19.6		Public outside research	78.6		Public outside research	56.6
	Public research	73.7		Public research	21.4		Public research	43.4
Public research	Association	4.7	Public research	Association	2	Public research	Association	0
	Private outside research	8.6		Private outside research	9.2		Private outside research	11.7
	Private research	25.7		Private research	7.7		Private research	7.5
	Public outside research	0		Public outside research	1.9		Public outside research	3.7
	Public research	61		Public research	79.2		Public research	77.1

Selected actions

3/ Inform recruiters and selectors on the value of alternative career paths and career break

- Webinar gathered recruitment professionals from both the public and private sectors to discuss how career interruptions are perceived in hiring processes.

->Providing valuable insights into the challenges and opportunities that PhD holders/researchers face when dealing with career interruptions and sector transitions.



The poster features a blue background with a faint image of a person's face. At the top, there are three logos: Adoc Talent Management (left), SECURE Sustainable Careers for Researcher Empowerment (center), and Laboratoire Interdisciplinaire Doctorat (right). The main title is 'Career interruptions and sector transitions for PhD holders. Recruiters' perspectives and practices'. Below the title, the date and time are listed: 'January 28, 2025 11AM (CET)'. At the bottom, there are four circular portraits of the speakers, each with their name and affiliation below it.

Career interruptions and sector transitions for PhD holders. Recruiters' perspectives and practices

January 28, 2025
11AM (CET)

Mathieu Piel, PhD
Institut Curie

Emilie Resweber
Qubit Pharmaceuticals

Amandine Bugnicourt, PhD
Adoc Talent Management

Sophie Bouccara, PhD
Adoc Talent Management

Challenges & barriers

- **Diversity of actions and themes** across the SECURE RCF required continuous alignment with our institutional identity.
- Ensuring coherence while engaging with **multidisciplinary topics** and **multiple stakeholders** was a constant challenge.
- Need to adapt without compromising our core values: innovation, doctorate valorization and empowering researchers in any professional sector
- Defining R1-R4 :
 - Challenge in **identifying relevant criteria** to fully define each researcher profile.
 - Needed to establish a **clear and meaningful distinction** between roles and responsibilities across levels.

Lessons learned

- Transferring **best practices from academic career development** to the private sector is both feasible and valuable.
- The project provided **greater internal awareness** and understanding of EU career development initiatives and their benefits.
- Conducting a **deep analysis of the R1–R4 framework** allowed us to explore its **transposition to the private sector** context.
- A stronger alignment with European standards and values led us to **engage in the HRS4R (Human Resources Strategy for Researchers) process**.

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Thank you!



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