



Agnieszka Furman & Sara Rollino  
*Excellent Science and Researchers Mobility Office*  
 Research Support Department  
 Politecnico di Torino

# INITIATIVES TO SUPPORT CAREER DEVELOPMENT OF RESEARCHERS

Re@WBC workshop – Turin, May 23<sup>rd</sup> 2017  
 DISAT - Aula De Michelis



POLITECNICO DI TORINO



HR EXCELLENCE IN RESEARCH

## Mission



POLITECNICO DI TORINO



HR EXCELLENCE IN RESEARCH

### Politecnico di Torino Strategic Plan "Orizzonte2020"

*Promote the quality of fundamental and collaborative research*

*Enhance the potential of individual researchers*

*Strengthen the international scientific community*



## Objectives

### Research Environment

Create a **positive research environment**

Enhance **visibility** among top universities

Increase **international staff mobility**

### Fund Raising

Attract **strategic investments**

Promote **participation** to international research projects

Strengthen **relationships** with enterprises

### Project Management

Ensure good **project management** of funded projects

Monitoring of **projects results**

Planning and Monitoring for Research Strategies

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## Research Department Team



**Laura Fulci**  
Head

[europoli@polito.it](mailto:europoli@polito.it)

### Research Environment and Talent Development



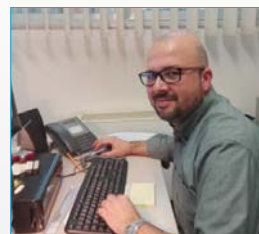
**Chiara Biglia**  
Senior manager

### Collaborative Projects



**Valentina Romano**  
Senior manager

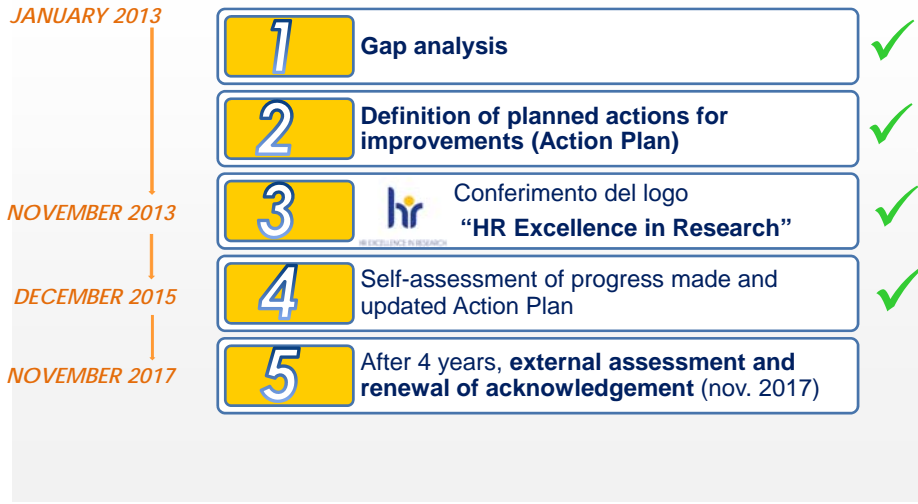
### Project Management



**Davide Scozzafava**  
Senior manager

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5 Steps of the Human Resources Strategy for Researchers



VII. CAREER ADVICE

ACTIONS 18

n.	PROBLEM IDENTIFIED	OBJECTIVE	PLANNED ACTIONS
18	Lack of support to individuals in identifying and learning how to communicate their competencies and skills	To strengthen the awareness of individual researchers in relation to the value of their competencies	To start courses on how to communicate and enhancement of competencies



## HRS4R: Key Achievements



### Within the HRS4R framework:

- creation in the University website of a new area dedicated to **opportunities for researchers**  
[www.researchers.polito.it](http://www.researchers.polito.it)  
Implemented with new pages
- **training courses** on soft skills, such as:
  - proposal writing
  - communication strategy in research projects
  - enhancing academic CV

*Courses on transferable skills such as IPR, Open Access and English language are offered within other University services*

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## Strategic initiatives @Polito



### 3 Strategic Initiatives @Polito

- H2020@POLITO
- “Promoting research activities and research environment”
- ERC@POLITO

with **training courses** on soft skills

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**OBJECTIVE**

Incentivate and enhance the **participation in Horizon2020** to increase/maintain the success rate of previous FPs

**IMPLEMENTATION**

- Funding opportunities information
- **Proposal writing training and individual clinics**
- Identify third countries matching funds and synergies with structural funds
- Brokerage events (SMEs/Large Companies – Research Organisation)
- Proposal revision
- Research funds for passing evaluation criteria thresholds
- Stimulate multidisciplinary through cooperation among departments

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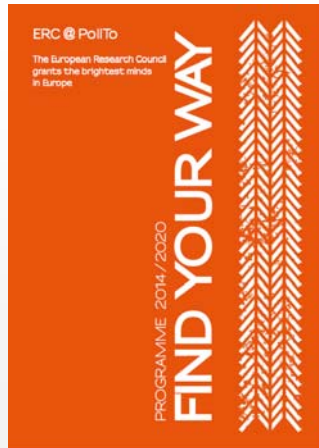
**OBJECTIVE**

Foster interdisciplinarity and **knowledge sharing** among Polito researches and **improve communication skills**  
 Enhance communication of research environment and results to **improve visibility** towards stakeholders  
 Promote **Public Engagement**

**IMPLEMENTATION**

- Training for researchers on communication skills
- **Support in writing communication and dissemination parts in research proposals**
- Share information on research groups, projects and activities
- Lobbying at EU level
- Creation of a «Success Stories» section on POLITO website
- Improve use of social media
- Participation in international science meetings (e.g. ESOF)
- Promotion of RRI – Responsible Research Innovation approach
- Participation in public engagement events (e.g. Researchers’ night, Pint of Science)

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OBJECTIVE

Incentivate and enhance the **participation in ERC**

IMPLEMENTATION

- Funding opportunities information
- Proposal writing training
- Proposal revision by external experts
- Research funds for passing step 1 of evaluation
- Teaching load reduction for ERC grant holders
- **Mentoring oriented to CV upgrading**

“Opportunities for Researchers” website

The Politecnico Teaching Research Business Administration
ITA | ENG

[HR Excellence in Research](#) [Funds & Training](#) [Careers](#) [Welcome@Polito](#) [Success Stories](#) [Contacts](#)



Nurturing talented researchers, especially young researchers, in the design and development of highly innovative research projects, enhancing relationships with the international research world and attracting international researchers are among the key priorities of Politecnico di Torino.

With this aim, Politecnico has recently approved actions designed to support high quality and multidisciplinary research, to enhance the internationalization of the scientific community, to encourage the participation of best researchers in important programmes dedicated to frontier research like ERC (European research Council) and to disseminate research results.

In November 2013 the European Commission awarded Politecnico di Torino with the label **HR Excellence in Research**, recognizing its commitment in offering to researchers coming from all over the world a positive environment, where personal inclinations can be enhanced and grow up.

< MAY 2017 >

M	T	W	T	F	S	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

NEWS

22 may 2017

**InfoDay MSCA - Marie Skłodowska Curie Actions - Individual Fellowship (IF) - Call 2017**

10.30-12.30 - Politecnico di Torino - Aula 13B

18 may 2017

**Closing call Galileo 2018**

11 may 2017

**Closing call ecse1-2017-2-RIA-Two-Stage**

- **How to build a successful communication and dissemination strategy**  
November 24th 2016  
*"Promoting research activities and research environment"*
- **Writing in business english for EU proposal**  
April 6/7th 2017  
*H2020@POLITO*
- **What makes a successful academic CV**  
May 4th 2017  
*ERC@POLITO*

# Thank you for your attention

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