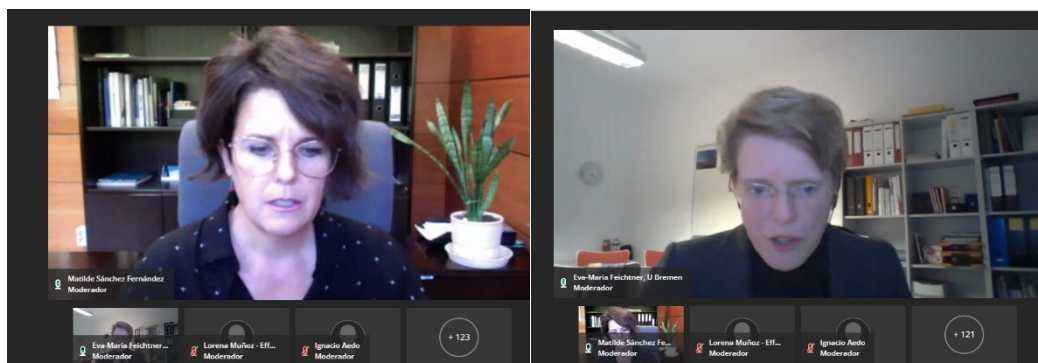


SUMMARY OF THE SEMINAR 'INTERNATIONALISING RESEARCH CAREERS: BETTING ON THE FUTURE' (16/10/2021)

On Tuesday 16 November 2021, the seminar 'Internationalising research careers: betting on the future' took place from 16.00 hours, the sixth and last of those organised by the Universidad Carlos III de Madrid in the framework of the actions to promote and communicate the tools and actions linked to the **Human Resources Award**.

The meeting began, as is tradition, with a greeting from the Vice Rector for Faculty, Ignacio Aedo, who gave way to the UC3M Vice Rector for Internationalization and European University, **Matilde Sánchez Fernández**, who interviewed the Vice President for Internationalization and Diversity at the University of Bremen, **Eva-Maria Feichtner**. During the conversation, held in English, Feichtner explained how her institution began working on the Internationalization Strategy a decade ago and how, within the framework of the revision carried out in recent years, emphasis has been placed on this issue, so that the 2018-2028 Strategy includes, among its nine major objectives, the creation of bridges with the world. This means, he said, making the university more open, international and focused on cooperation through research networks, attracting international academics, supporting mobility and developing multilingualism. Precisely one of the great challenges, as he acknowledged, has to do with language, and in this sense he explained that the University of Bremen allows the teaching of classes in English to professors with no level of German, which is opening doors and facilitating this process of internationalisation.

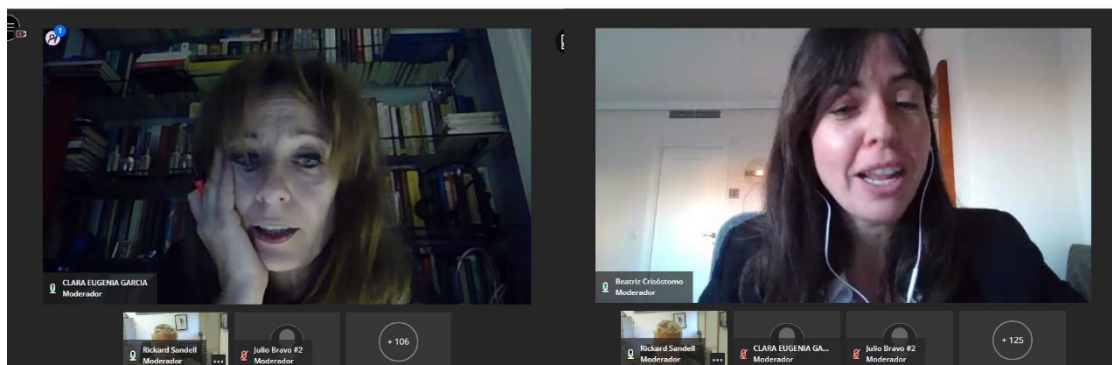
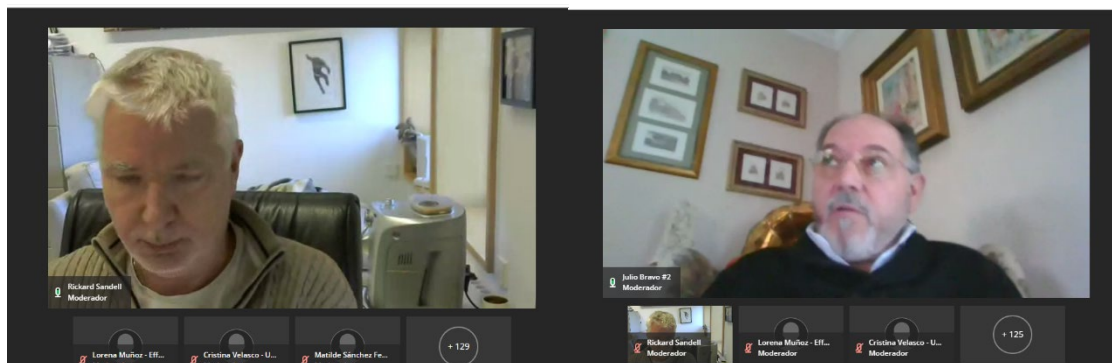
He also referred to the Welcome Centre of the University of Bremen, which provides support to international academics and researchers in order to facilitate their relocation and adaptation, from accommodation to school for their children, and to make them feel at home. However, he pointed out that many of the institutes on campus also have such offices, so there are a lot of people coming and going and the University is working on a high level of internationalisation, although at the moment there are no official mechanisms for recognising international mobility.



Next, **Cristina Velasco**, head of the UC3M Promotion-Research Service Area, took the floor. She focused her presentation on the processes for attracting talent in research and, specifically, on the European Research Council (ERC) grants. In her presentation, she first detailed the different existing instruments for attracting talent with public aid (Juan de la Cierva, CAM, AEI and Ministry calls, among others), emphasizing the characteristics and years of duration of each grant. Regarding the ERCs, he explained that they finance any research panel, that they prioritize the first stage of the research career and that, in the case of UC3M, they are supported by its own program, which has been strengthened in recent years and which provides, among other things, a basic profile for researchers, CV advice and direct support. This commitment, which offers researchers a professional opportunity, as well as independence and the capacity to create working groups, has made it possible for UC3M to be above the national average in terms of success rate when it comes to obtaining ERC projects and as the third Spanish university in terms of attracting young people. In relation to the three "legs" of the ERCs (retaining, repatriating and recruiting), Velasco assured that 58% of the ERCs are foreigners at UC3M, an institution that recruits 38% of ERCs and retains 42%.

The director of the UC3M Department of Social Sciences, **Rickard Sandell**, moderated the round table entitled 'Economic, academic and vital challenges in internationalisation', which in turn programmed two meetings: 'OUT. Challenges and opportunities. Funding and opportunities'. The first of these was attended by the head of the Coordination and Evaluation Branch of the State Research Agency, Julio Bravo; Clara Eugenia García, from the UC3M Department of Business Economics, and the head

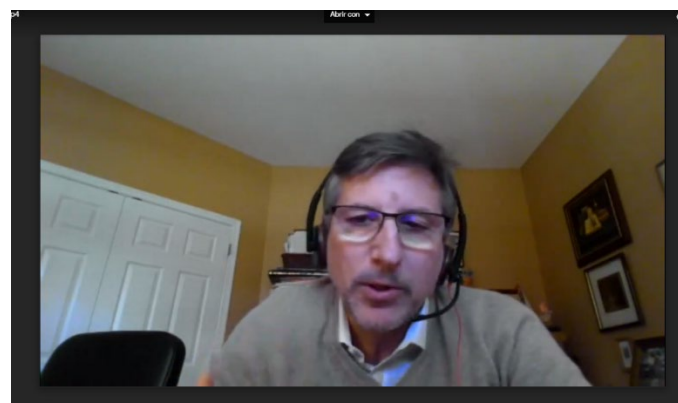
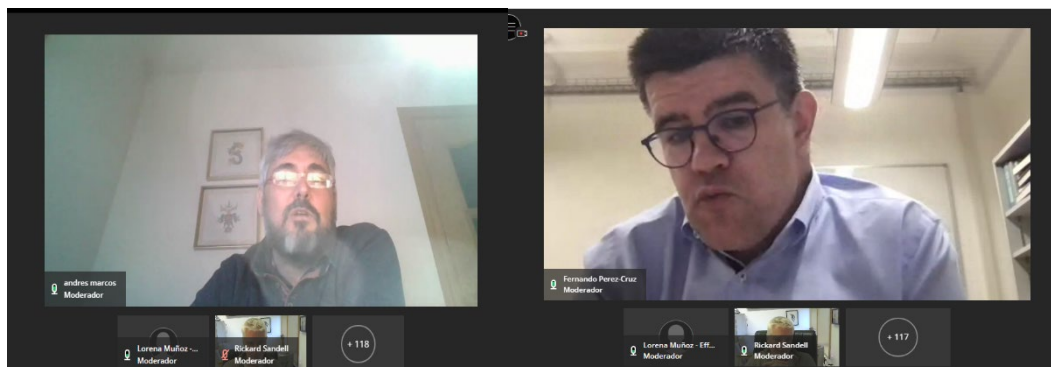
of Global Innovation and coordinator of the Universities programme at Iberdrola, Beatriz Crisóstomo. **Julio Bravo** described the Agency's different lines of aid, the economic amounts earmarked for each of them and the percentages of concession and emphasized a relevant issue: the lengthening of the career and the difficulty of stabilization in the case of some of them, such as the Ramón y Cajal, which can delay the arrival of job stability until the age of 41 or 43. For her part, **Clara Eugenia García** warned of the difficulties existing in the European framework to measure the flow of incoming and outgoing researchers, which in turn hinders the ability to act. This is particularly relevant in the case of outflows, as it is difficult to differentiate between temporary mobility and brain drain. He also referred to the three issues currently on the European political agenda: the internationalisation of research careers and competitiveness vis-à-vis third countries; the strong asymmetries that exist between member states; and the precariousness of research careers, especially in the case of young people. "Internationalising research careers consists of offering framework conditions to retain and attract the best researchers," he said.



For her part, **Beatriz Crisóstomo** offered Iberdrola's business vision of internationalisation and the collaboration it has maintained in recent years with

universities and technology centres. Along these lines, she explained that the company has a programme of postdoctoral research grants worth four million euros that will help train 28 people over two years and which aims to implement technologies linked to new energy models. The scholarships aim to facilitate the geographical mobility of researchers from different universities around the world (they are the ones who propose the projects), as well as their stay at the company's facilities in different parts of the world, and seek to facilitate the transfer of knowledge between universities and the sector.

The second meeting, entitled 'IN Challenges. Difficulties for the return. Personal experiences', brought together Professor Fernando Pérez Cruz, Chief Data Scientist at the Swiss Data Science Center; Andrés Marcos, distinguished senior researcher in the Beatriz Galindo programme of the UC3M Department of Bioengineering and Aerospace Engineering, and Ricardo Macarrón Larumbe, PhD and vice-president of the Applied Technologies Group at Incyte (United States).



Fernando Pérez Cruz explained that he always thought he would never leave Spain, although he currently lives and works in Zurich, and that he finally decided to stay abroad because he found a project he liked. With regard to attracting talent, he said that there is not just one way of doing research, but many, so that the necessary conditions must be offered so that the best people want to return. And among these conditions, according to **Andrés Marcos**, is the need to facilitate not only the return of the researcher, but also that of his or her partner, especially when he or she is a foreigner, as in his case this has been a major difficulty: the other person has to sacrifice his or her job to move to another country and, in many cases, this mobility also entails a reduction in salary. "This is an enriching personal and professional sacrifice", acknowledged Marcos, who nevertheless pointed out, among the benefits of international mobility, the enrichment and the possibility of facing work challenges that would be impossible in Spain and the creation of networks of contacts and collaborators. Finally, **Ricardo Macarrón**, who has been living in the United States for 22 years after an initial job offer lasting two or three years, stressed that the main difficulty in returning to Spain lies, in his case, in the impossibility of finding a job that is the same size as the one he currently has. Internationalisation is the "food" for a researcher's CV, he said, before encouraging the audience to go abroad and spend part of their career abroad.

After the speeches, the moderator of the round tables put some questions to the speakers. Macarrón pointed out that the relationship between academia and business is more porous in the United States than in Spain, which must evolve in this sense; Pérez Cruz advised the participants to focus on the aspects they consider relevant to their career and Clara Eugenia García explained that transdisciplinarity is a trend, not a fashion, and that the European Qualifications Framework is currently being revised in order to include the skills and characteristics that define the research profession in the European sphere. He also pointed out that research careers are not only developed in academia and that, in fact, this erroneous consideration has been one of the "bottlenecks" of the European system.