

Open Science Policy and Researchers' Career Development

Dedicated WORKSHOP

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Managing Researchers' Talents, Skills & Career Development

Implementing the Human Resources Strategy for Researchers

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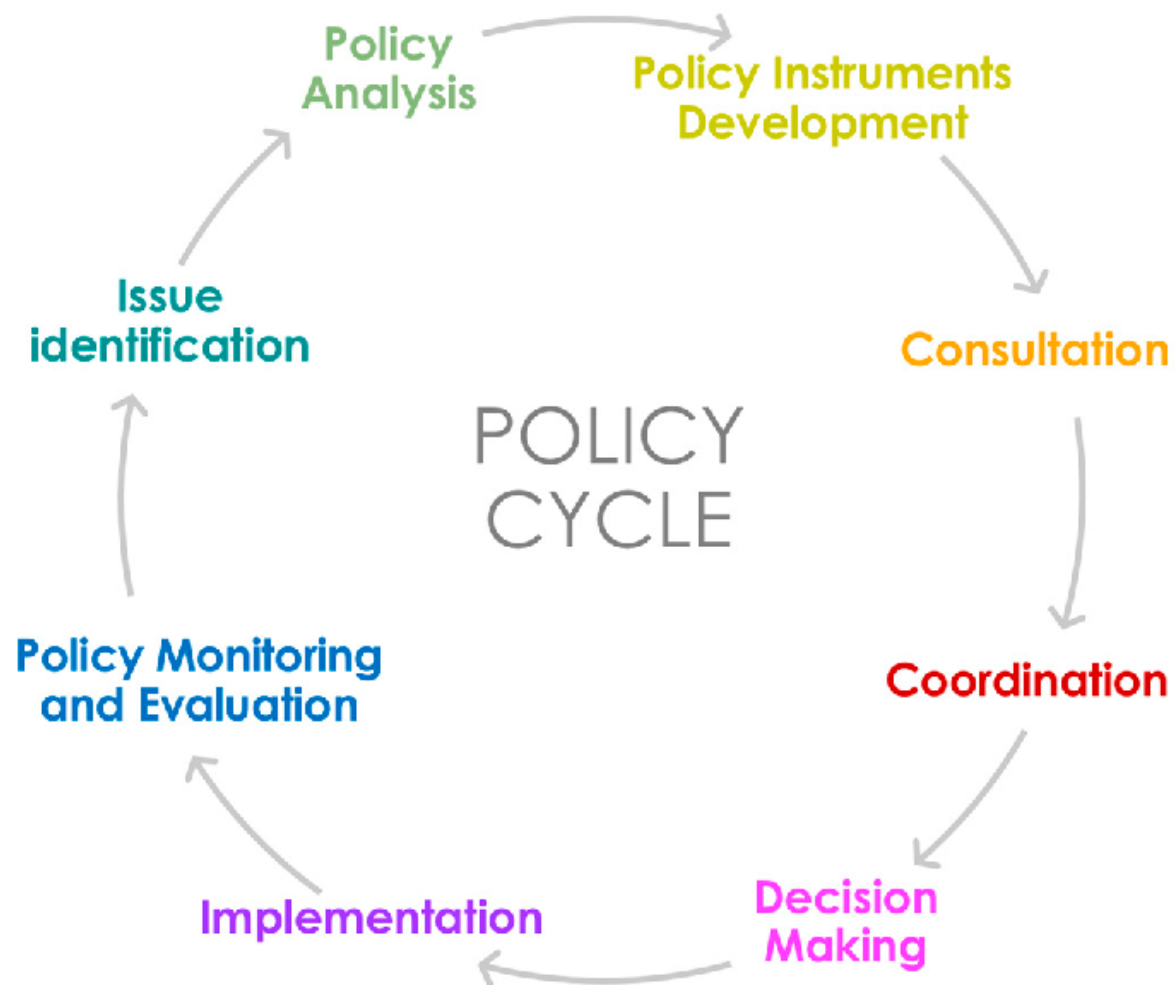


Science policy
Open science

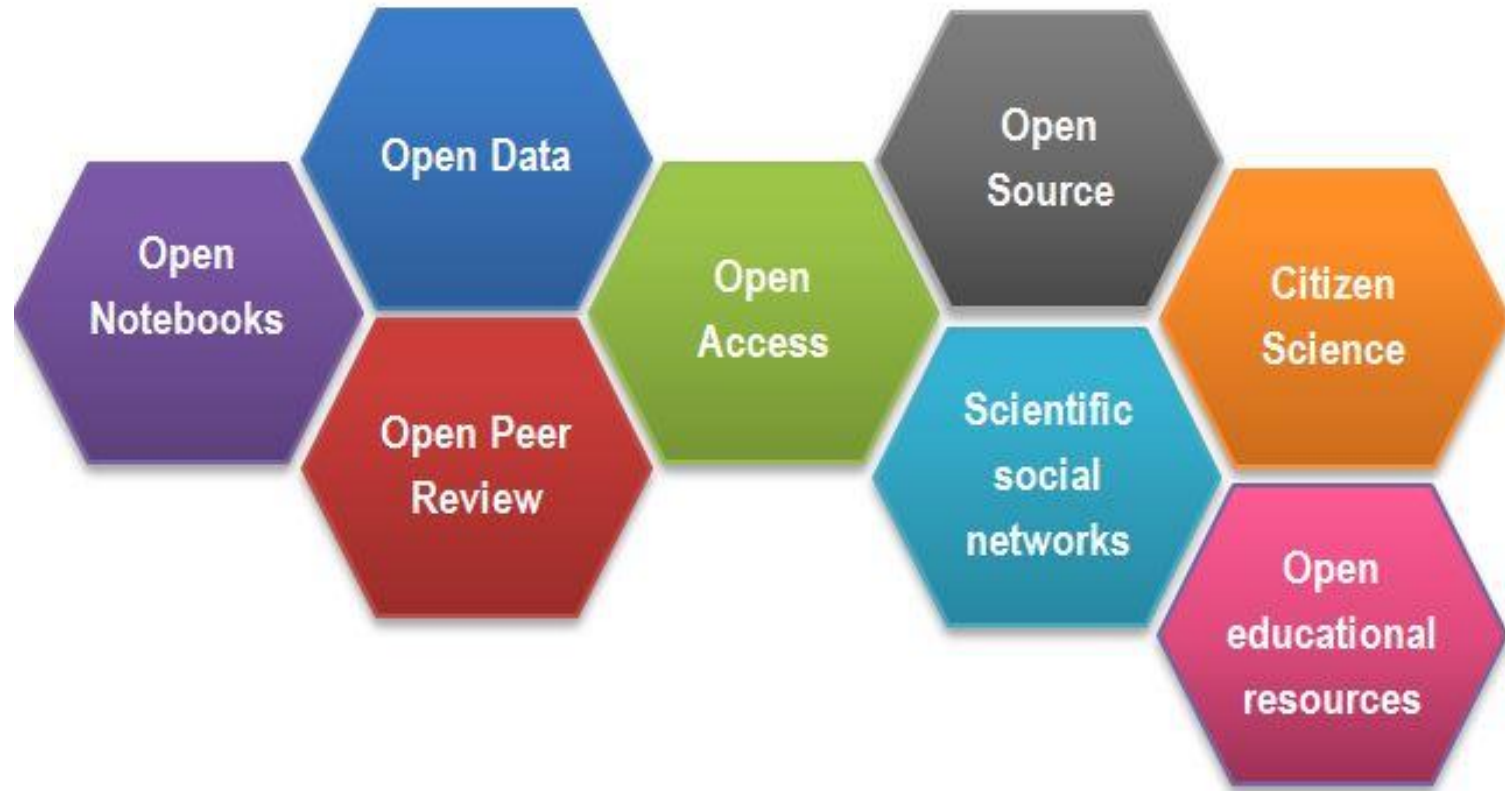


Researchers' career
development

Process for Science Policy development

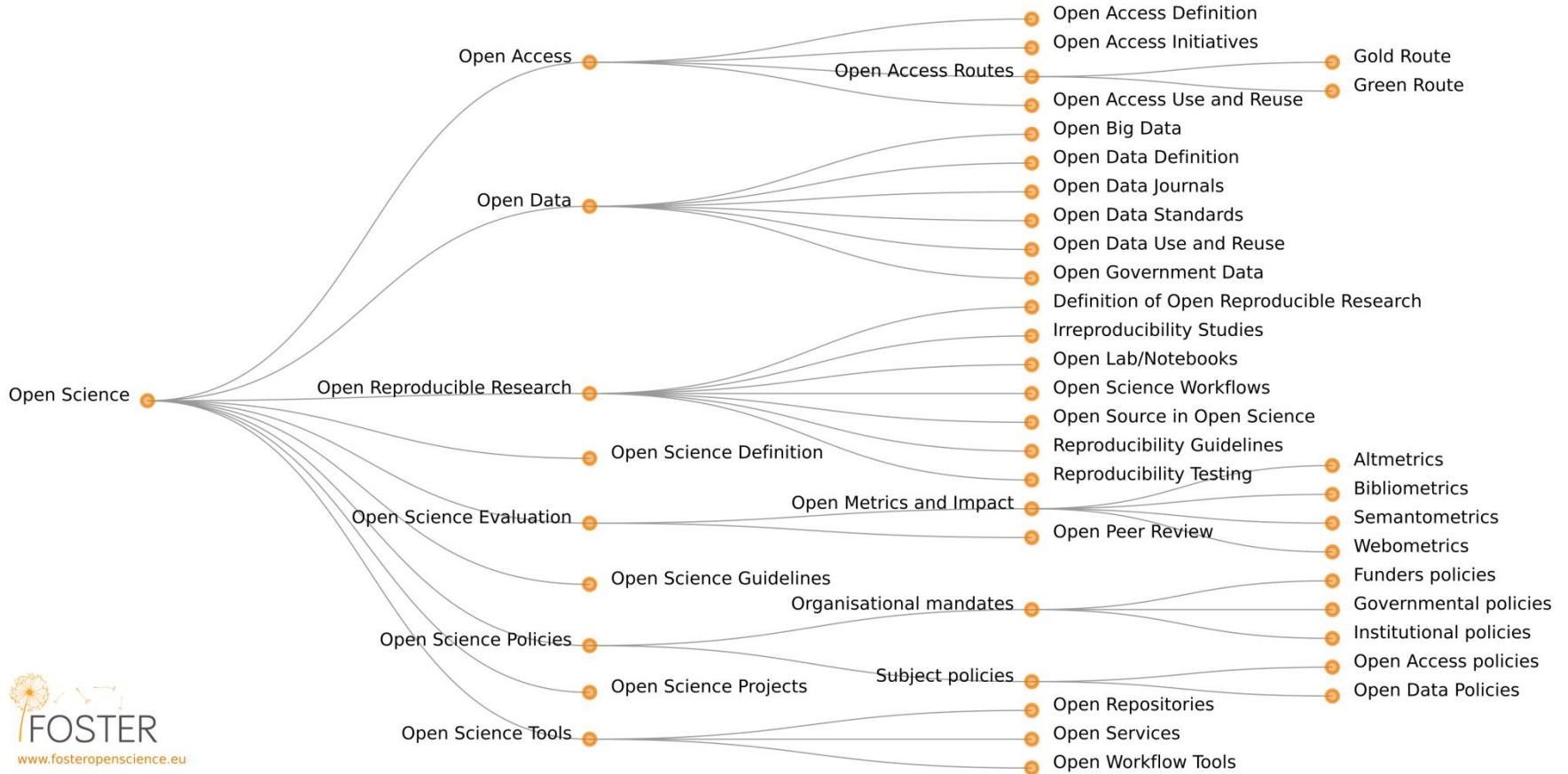


Open science concepts and principles





Open Science Taxonomy



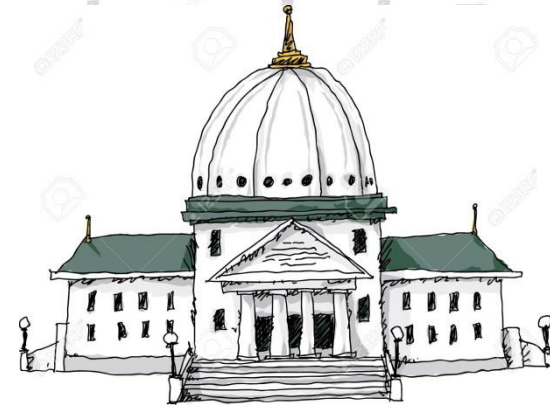
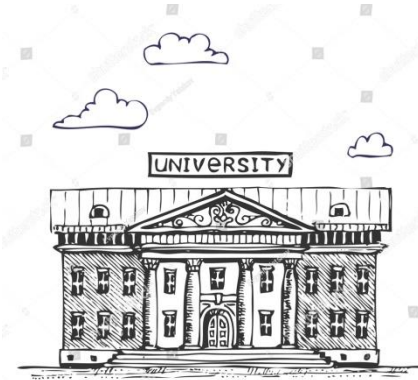
Open Science Policies

Open Science policies as those strategies and actions aimed:

- Promoting **Open Science principles** and at acknowledging **Open Science practices**.



- Research performing institutions
- Research funders organizations
- Governments and public administrations



Open science principles



- Open Science is the movement to help make the results of scholarly research more accessible, including code, data, and research papers.
- It encompasses many different but often related aspects impacting the entire open concepts and principles
- It encompasses many different but often related aspects impacting the entire research lifecycle, including open publishing, open data, open source software, open notebook science, open peer review, open dissemination, and open materials

Open science and researchers



European Open Science Agenda



Objectives/Need to act:

- Lack of credit for Open Science activities of researchers
- Quality assurance and impact of Open Science
- Quality assurance and impact of Open Science'
- Increase Open Science needs to address low e-skills amongst researchers and underuse of professional support

Required action:

- Reward researchers engaged in Open Science activities (career development)
- Promote a discussion on evaluation criteria of research
- Experimenting with more open peer review
- Improve expertise and guidance



European Open Science Policy Objectives



- **FAIR** data sharing is the default for funding scientific research
- all European researchers are able to **deposit, access and analyse European scientific data** through the European OS cloud (EOSC)
- Funders and stakeholders have taken a common position on **alternative metrics** to replace/complement the Journal Impact Factor and citation counts
- All **peer reviewed scientific publications** are freely accessible

European Open Science Policy Objectives



- **Evaluation of research careers** fully acknowledge OS activities
- All publicly funded research in the EU adheres to commonly agreed OS standards of **research integrity**
- All young scientists in Europe have the **necessary skills and support to apply OS research routines and practices.**
- **Citizen scientists** will make a significant contribution and be recognised as a valid knowledge producer of European science



Group that advises the Commission on how to develop open science policy.
Meeting reports, member details and background.

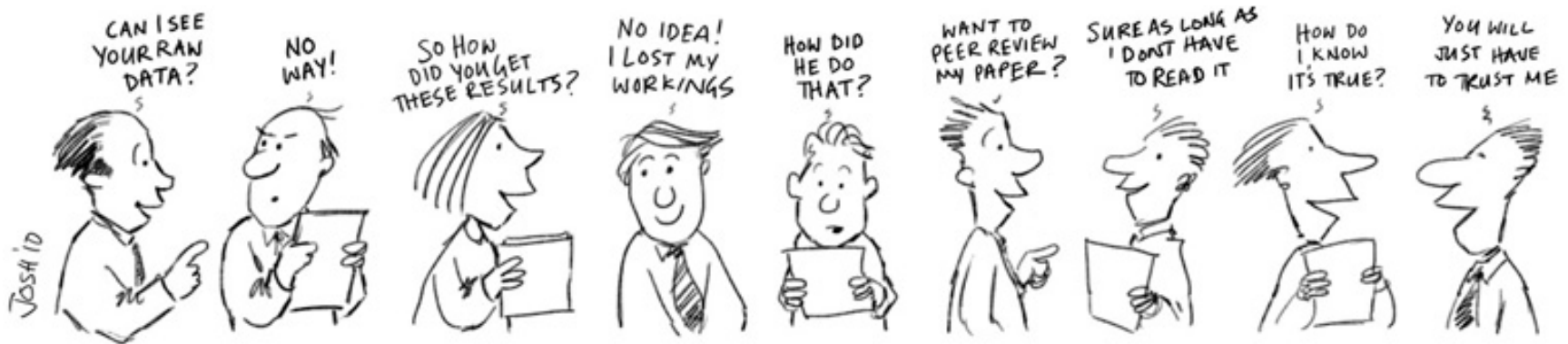
Recommendations:

- Rewards and Incentives
- Research Indicators and Next-Generation Metrics
- Future of Scholarly Communication
- European Open Science Cloud
- FAIR Data
- Research Integrity
- Skills and Education
- Citizen Science

Implications for researcher's career development



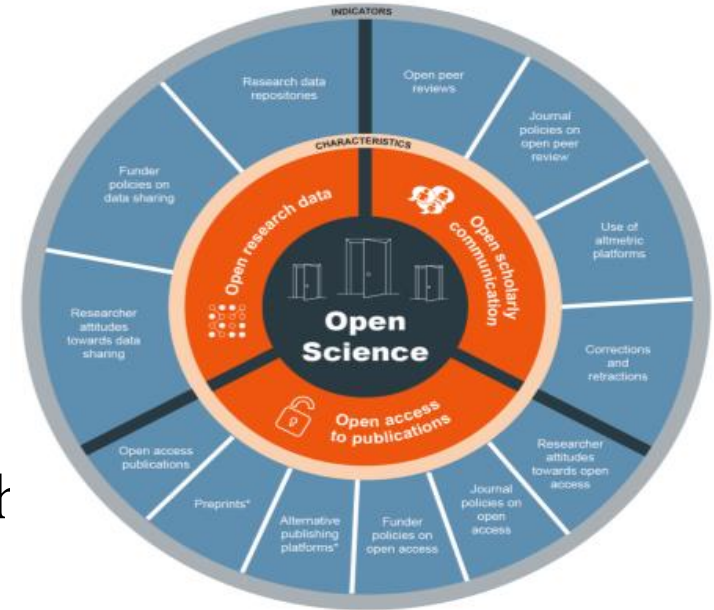
1. **Open access** to research results (publications and data)
2. **Rewards and recognition**
3. **Infrastructures** for enabling open science: EOSC, standards, interoperable, repositories, etc.
4. **Skills and training**
5. **Engagement** (outreach; public dissemination; stakeholders participation)



Implications for researchers' career development



- Skills and expertise necessary for open access publishing.
Skills and expertise regarding research data
- Skills and expertise for interdisciplinary, transdisciplinary, research
- Skills Enabling Professional Research Conduct
- Skills for Citizen Science



European Researchers Charter and Code



HR EXCELLENCE IN RESEARCH

RESEARCHERS

- Research freedom
- Ethical principles
- Professional responsibility
- Professional attitude
- Accountability
- Good practice in research
- Dissemination and exploitation of results
- Public engagement
- Relation with supervisors
- Supervision and managerial duties
- Continuous professional development

INSTITUTIONS

- Recognition of the profession
- Non discrimination
- Research environment
- Stability and permanence of employment
- Funding & salaries
- Gender balance
- Career development strategy
- Research training and continuous development
- Evaluation & appraisal
- Participation in decision making bodies
- Intellectual property rights



RECRUITMENT

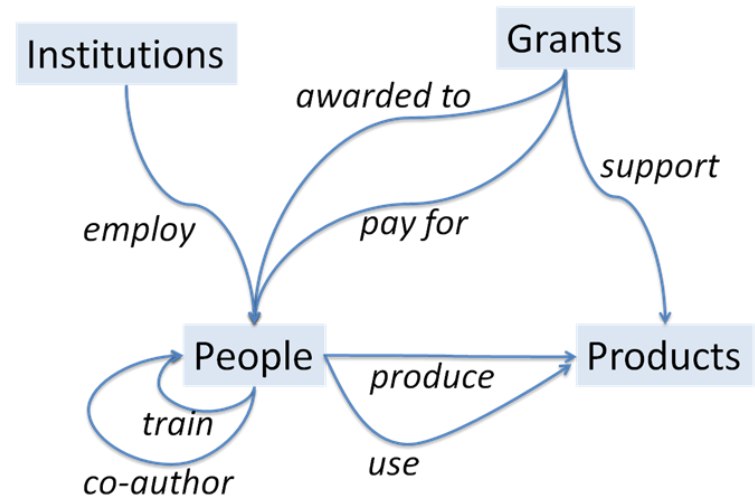
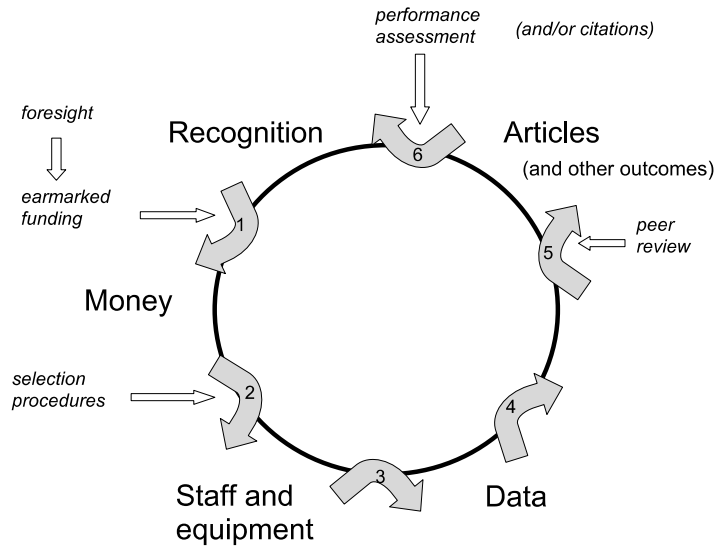
Employers and/or funders should establish recruitment procedures which are open, efficient, transparent, supportive and internationally comparable, as well as tailored to the type of positions advertised.

- Open, efficient, transparent recruitment
- Selection committees: balanced (gender, public & private, disciplines)
- Transparency of criteria (before, during and after the selection)
- Judging merit (not only publications!)
- Open to variations in chronological orders of CV
- Recognition of mobility (another country/region or in another research setting (public or private))
- Recognition of qualification (academic and professional as well as non-formal qualifications)



HR EXCELLENCE IN RESEARCH

Credibility Cycle for Researchers Career



Implications for researchers' career development

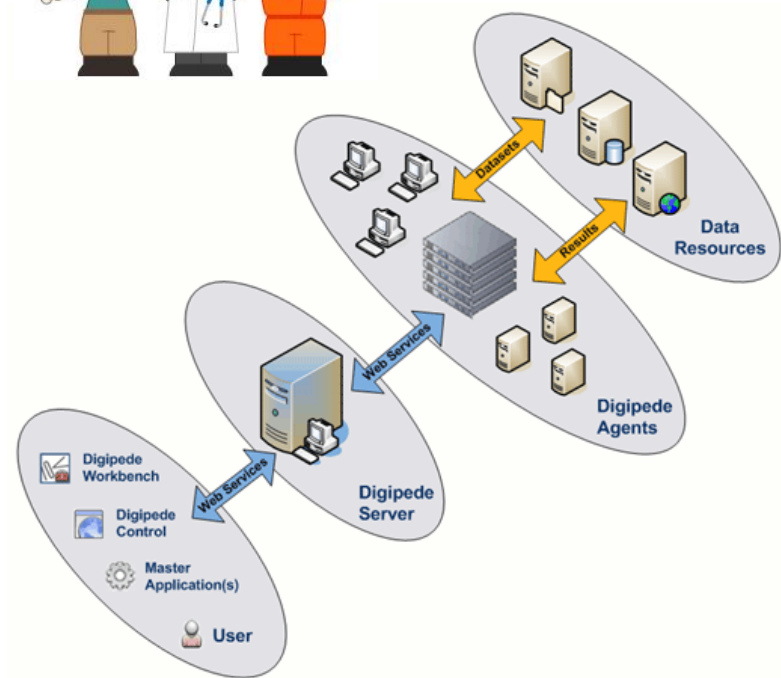


- **Incentives (ex ante)**
 - Something that motivates or encourages someone to do something
 - A payment or concession to stimulate greater output
- **Recognition (ex post)**
 - Acknowledgement of evidence, validity or legality of something
 - Appreciation or acclaim for an achievement, service or ability
- **Rewards (ex post)**
 - Return or recompense for service or merit, payment for achievement

Visibility and impact of research are clearly what most motivates researchers to make their research available

Research career development

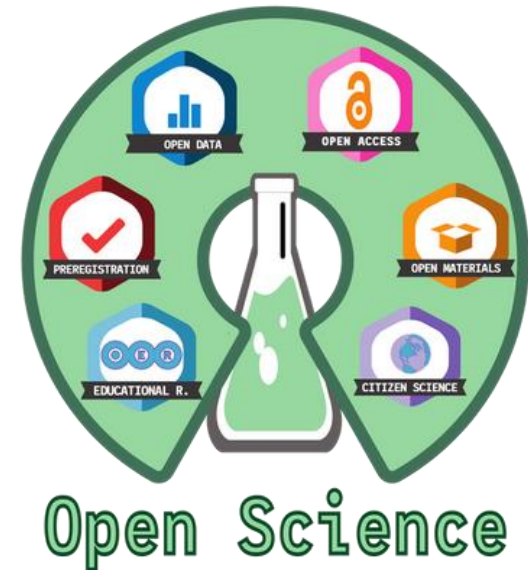
- Professional support staff for general and specialist support for researchers (data stewards, IT technicians, data scientists, legal experts, discipline specific data managers and librarians).
- Technical infrastructure for Open Science (high-speed data centres, data repositories and virtual platforms).
- Technical tools to facilitate researchers in doing Open Science (software for data creation, storage, and sharing).



Open Science Policies for researcher career development



- **Fostering and creating incentives** for Open Science
- Promoting **skills and training**
- **Removing barriers** to Open Science
- **Mainstreaming** and further promoting open access policies
- **Developing** research infrastructures for Open Science
- **Embedding** Open Science in society as a socio-economic driver



Thank you!

