

# EFID

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“The European Commission is concerned to encourage and facilitate the mobility of researchers within the EU and also to attract non- European researchers in its infrastructure”

Service de projets Stratégiques - Rectorat

Directrice : Isabelle Deheneffe



# The UNamur ratified the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers

# Why ?

Promote excellence initiative by creating a favorable environment for research , training and careers of researchers and their mobility

# How ?

with a strategic action plan !

« HRS4R »

## Human Resources Strategy for Researchers



HR EXCELLENCE IN RESEARCH

Concretely ?

# For the research environment

**HRS4R action plan** must implement within the UNamur all the principles of the Charter and Code:

- Recruitment, selection , status , salary conditions , ...
- Stability and continuity of employment
- Recognition of the profession of researchers
- Intellectual property, plagiarism & Scientific Integrity
- Commitment to society
- Working conditions
- ....

**Contact Euraxess Right : [Dominique Dieng](#)**

# For the mobility of researchers

**Euraxess Services – Researchers' Helpdesk** : European support network provides researchers and their families with comprehensive and updated information and a personalized assistance in all practical aspects relating to their professional and daily lives in their host country (visa, work permit, housing, social security , tax system , children's schooling,...)

**Contact Euraxess Services = UNamur helpdesk researchers :**  
**[Jean-Paul Léonis](#)**



# For training, professional guidance and career development (outside the academy) researchers

**Euraxess Services – Cellule « Pro-Doc »** originated from the Interreg IV project promoting the development and enhancement of soft skills of researchers.

**Contact « Cellule Pro-Doc : [Murielle Guillaume](#)**

# Cellule ProDoc

## Our objective ?

# For the training of researchers

Strengthen related skills to those acquired through scientific training to accompany them, in time , towards employment

- ❑ Job Search Seminars: skills assessment ; CV / Cover letter ; CV replay; Lego Serious Play workshop ; info on : <http://www.unamur.be/services/euraxess/cite-des-metiers>

=> Address of these training :

« Cité des métiers » : rue de Bruxelles 9 – 5000 Namur

- ❑ Seminars on soft skills " Prepare a 3 minute pitch on his thesis "; info on : <http://www.unamur.be/services/euraxess/cellule-prodoc/programme-seminaires/pitch>

# For the training of researchers



*Contest « ma thèse en 180 secondes »*

**Why?** communication skills; links with society ; visibility of the research ; employability of researchers; interdisciplinary networking; media coverage ...

Testimonials received :

"The experience helped me to target the heart of my thesis "

" It allowed me to approach my thesis otherwise fun and interactive way with an audience, and I must say it has given me much more than I had originally envisaged , including in terms of the content of my work. "

# For the training of researchers

## □ Certificate U2ES : University to Enterprise and Society

- ⇒ Communicate and manage their networks
- ⇒ Boost their managerial skills
- ⇒ Understand the socio- economic and professional environment
- ⇒ Build their professional project

It's a program (in French) concentrated on 8 month or spread over 2 or 3 years

staggered hours (2 evenings / week + Saturday morning)

Public : phd student, phd et master degree

Allocation of ECTS credits (14 credits) = 420 hours workload

Info on : [www.u2es.unamur.be](http://www.u2es.unamur.be)

# For jobcoaching

Individual interviews with Murielle Guillaume : to address all issues related to the post- thesis or all questions that arise during the thesis

Request an appointment on :

❑ <http://www.unamur.be/services/euraxess/cellule-prodoc/inscription-prodoc-seminaire>

or

❑ [murielle.guillaume@unamur.be](mailto:murielle.guillaume@unamur.be)

To help you: documents are online :

<http://www.unamur.be/services/euraxess/cellule-prodoc/documents-mission-accompagnement-prodoc-AL>

Or

<https://www.unamur.be/services/sevrex/sevrex/diplome/liens>

# For career/employment

**Euraxess Jobs** : is a recruitment tool :

Researchers can find a wealth of constantly updated information on job vacancies, funding opportunities and fellowships throughout Europe. Posting their CV will allow recruiters to find them.

<http://ec.europa.eu/euraxess/index.cfm/jobs/index>

**Cellule emploi** regularly sends job offers on list of university alumni.

Registrations on joblist :

<https://www.unamur.be/services/sevrex/sevrex/diplome/joblist.html>