

RESEARCH CAREERS AND MANAGEMENT



Recent EU Policy Development, Implemented Measures
and Activities planned until the end of Horizon Europe

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2023 **Council Recommendation** on retaining talented researchers in the EU and making Europe an attractive destination for research talents and revising the **European Charter for Researchers** and **Code of Conduct for the Recruitment of Researchers**



2024 **COST Cross-Cutting Activity** on career development for young researchers improves conditions to attract and retain the best researchers in Europe
Czech partners: Charles University and CEITEC Masaryk University



2025 **RM Comp: the European Competence Framework for Research Managers**, a new initiative launched by EC, supports research managers in developing key skills, fostering career growth and aligning practices with European standards



2025 ERA 2024 call **Talent ecosystems for attractive early research careers** funded 10 projects, among them **CROSS project** (Career Management Services for European Talents) **coordinated by VŠCHT Praha**



2025 **Success stories from the research management community:** A catalogue of best practices and achievements



2025 Final report of the **Mutual Learning Exercise on more attractive and sustainable research careers and better-balanced talent circulation** introduced eight strategic recommendations to the EU Member States. **Czechia was actively involved.**



OUTLOOK TO THE FUTURE

2025 **1st CEE Congress for RMAs:** strengthening research management practices across Central and Eastern Europe, Brussels 4-5 November 2025, **organised by Czechia, Slovakia, Hungary and Poland**



2026 **Research Management Facility call:** address research management and its multiple dimensions and provide training and consulting services to Widening institutions

2027 **ERA Research Managers call** (mirroring the ERA Chair instrument): establish a permanent, high-quality research management group to boost excellence and integration within the ERA

2027 **Talent ecosystems for attractive early research careers call:** provide early-career researchers with better working conditions and career prospects

CALL FOR RESEARCHERS AND RMAs:

BE AWARE OF AND EXPLOIT ALL WHAT IS OFFERED TO YOU

