Careers, Funding, and Mobility in a Global Research Landscape

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Careers, Funding, and Mobility in a Global Research Landscape
Individual’s Perspective

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Outline

• Personal Experience - Career Journey
• Mobility - Challenges and Considerations
Career Journey

• DVM, Iran (1997-2003)
• Lecturer/Director, Iran (1998-2004)
• PhD, Denmark (2004-2010)
  – Graduate Courses, Germany and Sweden
  – Internships, Denmark and USA
• Postdoc
  – Denmark (2010)
  – USA (2010-2012)
  – USA (2012-2015)
• Program Lead, Japan (2015-2016)
• Assistant Director, USA (2017-Present)
Career Journey

“You cannot discover new oceans unless you have the courage to lose sight of the shore”

- A. Gide
Career Journey

• Define **if/why** discovering new oceans would be helpful to you?
  – Moving away from vs Moving towards
  – Consider both short-term vs long-term goals
  – Balance the gains vs pains
  – Available resources
    • Financial
    • Social
    • Professional
Challenges: Contract

- Job security
  - Temporary vs Permanent
  - Probation period
- Career Progression and Perspective
Challenges: Immigration Status

• Expatriating vs Repatriating vs Immigrating

• Restrictions
  o Work or temporary residency
  o Permanent residency
  o Citizenship

• What about family/partner?
Challenges: Financial

- Salary
- Cost of living
- Allowances: Overtime, House, Commuting.
- Signing bonus? Moving costs?
- Any hidden costs?
- Bank transfer rates
  - Currency conversion rates
- How stable is the economy or even politics?
Challenges: Financial

• Driving License
  o If and for how long could you use the international DL?
    ▪ Conversion costs $$$

• How about public transportation?

• Do you need a car?
  ▪ Expenses and risks
Challenges: Benefits

- Vacation days
  - Don’t take it for granted!
  - Compensated if not used?
Challenges: Benefits

• Health Insurance
  o Figure out the details. Co-pay?
  o Eye and Dental insurance
  o How about your family/partner/kids?
  o Mat/Pat leave
Challenges: Taxes

Tax vs home country vs 3\textsuperscript{rd} country?

- Tax treaty between countries?

- Avoid double taxation if possible
  - 330 Full Days [physical presence] / year = No income tax in the US!
  - \textbf{Timing matters} - when to start/end your job!

- Other than income tax:
  - Residency Tax
  - Property Tax
  - Auto Tax
  - Other taxes?
Challenges: Retirement

- Retirement
  - Eligibility requirements
  - Could you transfer?
  - $$ tax to pay if withdraw?
    - Japan ~20% vs Denmark ~80%
Challenges: Cultural

• Language
  o If/why you need to learn the new language?

• Culture
  • Integration, diversity and inclusiveness:
    ▪ Xenophobic or multicultural?
Challenges: Cultural

- Work Style
  - labour laws
  - Short vs long hours
  - Efficiency
  - Work-life balance
Cultural Intelligence: Leadership Style

SOURCE “BEING THE BOSS IN BRUSSELS, BOSTON, AND BEIJING,” BY ERIN MEYER, JULY-AUGUST 2017

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Challenges: Professional

• Financial - Funding
  o Exchange, independent or collaboration?
  o Restrictions for internationals
Challenges: Professional

- Network
  - Avoid opportunity-deserts!
  - Negotiate for resources and support
Challenges: Family

- Quality of life
- Social life, tolerance and integration
- How hard it is for them to find a job?
- Visa requirements or sponsorship?
- Childcare or school support
  - Quality
  - Costs
- Safety
- Healthcare
Resources

Expat Explorer
Broadening perspectives

https://www.expatexplorer.hsbc.com/

How countries compare

- **Careers**
  - Job security
  - Work/life balance
  - Career progression

- **Local economics**
  - Politics
  - Entrepreneurship
  - Economic confidence

- **Personal finance**
  - Savings
  - Wage growth
  - Disposable income

- **Setting up**
  - Property
  - Healthcare
  - Finance

- **People**
  - Safety
  - Integration
  - Making friends

- **Lifestyle**
  - Health
  - Culture
  - Quality of life

- **Relationships**
  - Tolerance
  - Social life
  - Closeness with partner

- **Education and childcare**
  - School quality
  - Childcare quality
  - Overall cost of children

- **Raising children**
  - Quality of Life
  - Health
  - Integration
Resources

• Link on google drive:  
  https://goo.gl/k2tKuU

• QR code
Outline

1. **EURAXESS – Researchers in Motions**
2. **Scientific Visa Directive**
3. **RESAVER – Pan European Pension Fund**
4. **EURAXESS North America**
EURAXESS: RESEARCHERS IN MOTION

• providing access to a complete range of information and support services to researchers wishing to pursue their research careers in Europe or stay connected to it;

  • promoting research careers and facilitating the mobility of researchers across Europe;

• European Union & 40 countries in Europe & 6 global hubs are working together to assist researchers and research organisations;

  • all services of EURAXESS are free of charge!
What’s NEW on the EURAXESS portal?

TARGET GROUP

- RESEARCHERS
- UNIVERSITIES\RESEARCH ORGANISATIONS
  - ENTREPRENEURS (NEW)
  - BUSINESS (NEW)

PROFILED INFO

- EURAXESS portal will propose registered users matching collaboration, job and hosting opportunities
EURAXESS Portal - STATS

**Registered Researchers**

- **TOTAL:** 33,972
- **With CV:** 5,744

**Registered Organisations**

- **TOTAL:** 12,885
EURAXESS Portal in Numbers (4 April)

... THERE ARE CURRENTLY OVER

518 EURAXESS CENTRES
FIND PERSONALISED ASSISTANCE

13915 JOB POSITIONS
FIND JOBS

THESE TOP 5 RESEARCH FIELDS ARE CURRENTLY TRENDING WITHIN THE NETWORK

ENGINEERING
BIOLOGICAL SCIENCES
MEDICAL SCIENCES
PHYSICS
CHEMISTRY
What’s in it for you?

Jobs & Funding

Partnering Tool & Hosting

Information & Assistance
  EURAXESS Service Centers

EURAXESS Worldwide
  (ASEAN, China, India, Japan, LAC, North America)
• registered users are able to search for both individuals and research organisations/businesses;

• all registered users, regardless of whether they are individuals, research organisations/businesses, are able to search for CVs
INFORMATION & ASSISTANCE
EURAXESS SERVICE CENTERS – 40 national portals

Information on **18 different topics** ranging from accommodation to banking and social security, topics divided into **3 categories**: living in Europe, working in Europe, leaving Europe

1. Access to the culture of the host country/language courses
2. Accommodation
3. Banking
4. Career Development
5. Day care, schooling and family related issues
6. Departure conditions
7. Entry conditions/visas
8. Health Insurance
9. Intellectual Property Rights (IPR)
10. Job opportunities
11. Medical care
12. Pension rights
13. Recognition of diplomas
14. Research landscape
15. Research funding opportunities
16. Taxation/Salaries
17. Unemployment
18. Work permit
1. Visa & residence permit package -> equal status to that of nationals of your host country
2. Residence permit for family members
3. You can take up a teaching position
4. Less documents -> shorter decision making

Proposal for NEW Visa Directive - 2013

1. Procedural guarantees (60\30 day time limit)
2. Access to the labor market (remain for up to 12 months in the country)
3. Simpler & more flexible rules (move freely within EU for your projects incl. family members)
RESAVER: Pan-European Pension Fund

**Reseasrs**
1. Continue to accumulate pension benefits when you move between different organisations & countries
2. If you leave RESAVER, you will get back all the savings that you earned
3. Have access to an online platform where contributions and taxes are automatically tracked
4. Will not be penalised if you work abroad or if you change job

**Who can participate?**
1. Researchers with employment contracts
2. Researchers coming from outside the EEA (European Economic Area)
3. Employees other than researchers who work for the same organization as the researchers
RESAVER INCLUDES:

RESAVER Consortium
Composed by 20+ members representing 200+ institutions.
In charge of RESAVER development &

RESAVER Pension Fund
Multi-country, multi-employers pension fund managing 2nd pillar pension.
Fully operational, and approved in Belgium, Italy and Hungary.

For more information:
www.resaver.eu
rtd-pension-fund@ec.europa.eu
EURAXESS North America: WHAT we do and HOW

Linking researchers in North America to Europe

Information on European funding opportunities

Research career development

#ERD1
EURAXESS North America Mailing List

EURAXESS North America links researchers in North America with the European Research Area. We provide free information and events on research funding, research careers and collaboration opportunities with Europe.

SIGN UP AND BECOME A MEMBER FOR FREE

Become a member of our research community and access information about fellowships, grants, collaboration opportunities and much more!
Useful links

- EURAXESS: www.euraxess.org
- EURAXESS North America: http://northamerica.euraxess.org
- Marie Sklodowska-Curie Actions: http://ec.europa.eu/research/mariecurieactions/
- Horizon 2020: http://ec.europa.eu/programme
- Participant Portal: ec.europa.eu/research/participants/portal
- Bridge between researchers and policy-makers in Europe
  - Voice of the Researchers: http://voice.euraxess.org/
Thank you!

Viktoria Bodnarova  
EURAXESS North America  
Regional Representative  
Viktoria.bodnarova@euraxess.net
Resources

• Link on google drive: https://goo.gl/k2tKuU

• QR code
Research Landscape and Funding opportunities in Germany...in a nutshell

NPA Annual Conference 2018 - Dietrich Wolf Fenner, Program Director GAIN
Dietrich Wolf Fenner

- Program Director of the **German Academic International Network (GAIN)**
- Network of German scientists and researchers of all disciplines working at research institutions in the US and Canada
- international networks
- career and funding opportunities
- developments in science policy in Germany
- events members meet experts from German science, politics, and industry.
Why Germany?

- Top Universities
- Strong in Innovation
- Global Network and Interdisciplinary Research
- Excellent Support and Funding Opportunities
- High Quality of Life
Facts and figures 2017

More than 1,000 publicly funded research institutions

Research expenditures: 90 bn euros = 2.98% GDP

652,000 people in the R&D sector

Bilateral, European and multilateral cooperation with more than 155 countries
+ 50% for R&D in Germany

Total research expenditures in Germany (in bn euros)

Source: Federal Statistical Office
Pillars of the German research sector

Universities (HEIs)

Non-university research institutes

Industrial research

Research in Germany
Participants

- Universities
- Helmholtz Association
- Fraunhofer-Gesellschaft
- Networks and Clusters
- Industrial Research Associations (AiF)
- Companies/Industrial Research
- Länder Institutions
- Federal Institutions
- Leibniz Association
- Max Planck Society
- Academies
- Research Infrastructures

Public funding

Private funding
### The Big Four

<table>
<thead>
<tr>
<th>Institution</th>
<th>Institutes</th>
<th>Budget</th>
<th>Researchers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Max Planck Society</td>
<td>84 institutes</td>
<td>2.3 bn euros</td>
<td>14,036</td>
</tr>
<tr>
<td>Helmholtz Association</td>
<td>18 research centres</td>
<td>4.38 bn euros</td>
<td>38,733 (staff in total)</td>
</tr>
<tr>
<td>Fraunhofer-Gesellschaft</td>
<td>69 institutes</td>
<td>2.1 bn euros</td>
<td>24,458 (staff in total)</td>
</tr>
<tr>
<td>Leibniz Association</td>
<td>91 institutes</td>
<td>1.83 bn euros</td>
<td>9,485</td>
</tr>
</tbody>
</table>
Private Sector/Industrial research

- 69% of all research funding in Germany comes from business and industry
- Innovation-driving sectors: pharmaceuticals, electronics, automotive engineering, mechanical engineering
- Technology transfer – Cluster formation, networks
Internationalisation strategy

International cooperation – Networked and innovative

- Strengthening excellence through global cooperation
- Developing Germany’s strength in innovation on the international stage
- Internationalising vocational training and qualification
- Working with emerging and developing countries to shape the global knowledge-based society
- Overcoming global challenges together
Number of international researchers in Germany

Source: Wissenschaft Weltoffen
Research in Germany

Funding for postdocs
Working as a postdoctoral researcher

- DAAD & DFG research grants
- DLR-DAAD & Leibniz-DAAD research fellowships
- Humboldt research fellowships
- Max Planck grants
- European programme: MSC European Fellowships
- …
Funding for postdocs
Heading a junior research group

- Emmy Noether Programme
- Fraunhofer Attract
- Head of a Max Planck Research Group
- Helmholtz Young Investigators Groups
- Sofja Kovalevskaja Award
- European programmes: ERC Starting Grants
- …
Funding for postdocs

Junior professorship

- Support for early career researchers within DFG-funded
  - Collaborative Research Centres
  - Clusters of Excellence
Useful Links

- Research in Germany: [www.research-in-germany.org/funding](http://www.research-in-germany.org/funding)
- DAAD funding database: [www.funding-guide.de](http://www.funding-guide.de)
- .EURAXESS Germany funding database [www.euraxess.de](http://www.euraxess.de)
- European funding programmes [www.kowi.eu](http://www.kowi.eu)
GAIN Annual Conference
September 7 – 9 2018 in Boston

Saturday September 8
Afternoon session in English and for free!

www.gain-network.org/en
Thank you!

Dietrich Wolf Fenner
fenner@daad.org
Resources

• Link on google drive: https://goo.gl/k2tKuU

• QR code