universidad de león

HI • EURECA • PRO
HERITAGE INNOVATION

Funded by the European Union

Research Career Development and Knowledge Transfer

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ΠΟΛΥΤΕΧΝΕΙΟ ΚΡΗΤΗΣ
TECHNICAL UNIVERSITY OF CRETE

Silesian University of Technology

UNIVERSITATEA DIN PETROȘANI

Technical University of Leoben

TU BERGAKADEMIE FREIBERG · TUBAF
Die Ressourcenuniversität. Seit 1765.

HOCHSCHULE MITTWEIDA
University of Applied Sciences

universidad de león

UHASSELT

Today's journey

1



EURECA-PRO

One European University, nine partners

2



RE-EURECA-PRO

How research careers are assessed in each EURECA-PRO country

3



Industry & TTOs

The role of TTOs making industrial work count

4



HI-EURECA-PRO

Gender equality, young researchers and heritage networks you can join

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1

EURECA-PRO

The European University on Responsible Consumption & Production

EURECA-PRO: one European University, nine partners

Part of the **European Universities initiative**: a new, long-term model of collaboration between higher education institutions.

SDG 12 Responsible Consumption and Production

SDG 4 Quality education: building the European Higher Education Area



9

universities
8 countries,
one Alliance

SPAIN Universidad de León	**AUSTRIA** Montanuniversität Leoben	**GERMANY** TU Bergakademie Freiberg
GERMANY Mittweida University of Applied Sciences	**GREECE** Technical University of Crete	**POLAND** Silesian University of Technology
ROMANIA University of Petroșani	**BELGIUM** Hasselt University	**FRANCE** Université de Lorraine

What the EURECA-PRO offers a researcher who wants to move

Recognised degree and training

Doctorates completed at one partner are recognised by the other partners.

Joint & dual doctorates

Co-supervision and dual doctoral degrees with other partner universities are supported.

Training: PhD Journey

There are specific PhD training, such as the PhD Journey, to help doctoral candidates develop.

Funded mobility

Funding is available, such as Erasmus+ staff mobility for training, workshops, and research stays.

Networks

Co-authoring, joint projects and thesis supervision with partner researchers.

But **recognising a degree is not recognising a career**: each country still reads research merits its own way.

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2

RE-EURECA-PRO

The Research & Innovation Dimensions of EURECA-PRO

RE-EURECA-PRO: the research arm of EURECA-PRO

The **research and innovation dimension** of EURECA-PRO, funded by Horizon 2020 (2021–2024, 7 universities).

WP5 – New Human Capacity (led by ULE): how research careers are promoted, assessed and recognised in each country.

22

in-depth interviews with researchers (2022)

167

survey responses on career development (2023)

12 h

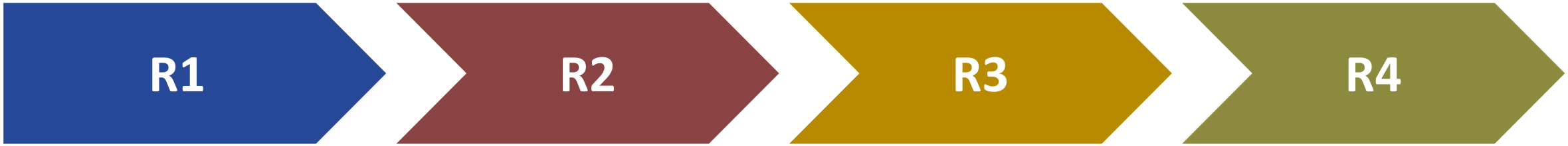
workshop in León with researchers R1–R4 (satisfaction 4.73/5)

370

transversal-skills courses mapped

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Four stages, very different journeys in the partners



First Stage Researcher

Doctoral candidate

≈4 years, fairly standardised in every country

Recognised Researcher

Post-doc; assistant professor

The most unstable stage: temporary contracts, no clear path

Established Researcher

Associate Professor

ES: ≈7 years after starting (optimistic) · DE: ≈12 years

Leading Researcher

Full professor

ES: ≈17 years to full professorship (optimistic)

How countries try to limit the R2 instability:

Germany: max. 12 years R1+R2 (+1 per child)

Poland: max. 8 years in R2

Austria: 6-year contracts with annual review till tenure track

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What is assessed besides publications?

MERIT	WEIGHT	WHAT WE FOUND
Research & publications	● ● ●	The most valued block at every stage and in every country
Projects	● ● ○	Weigh more with a higher budget and EU/international funding
Contracts with industry	● ● ○	Counted from R2 onwards (not at R2 in Spain)
International mobility	● ● ○	Highly valued at R1–R2
Teaching	● ● ○	Less valued than research in all countries
Transfer to society	● ○ ○	Formally present everywhere, but undervalued in practice
Experience outside university	● ○ ○	Mandatory only in Germany (universities of applied sciences)
Interview & lecture	● ● ○	Common to all systems

Source: RE-EURECA-PRO D5.1 (assessment of merits by country and stage) and D5.7.

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Same merit, different assessments

How a publication is measured

Austria	Impact factor (SCI) / Scopus
Spain	JCR & SJR quartiles (Q1–Q2), national lists
Germany	Prestige in the field and interest of the results
Greece	H-index
Poland	Government journal list, ICI, open access
Romania	ISI (Web of Science)

Who decides?

A national body + a scale

ES – ANECA accreditation before applying

PL – Council of Scientific Excellence

RO – CNATDCU and national committees (R3–R4)

The hiring university's committee, whole CV

AT, DE, GR – no external accreditation agency

External members join at R3–R4

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What do you need to work in Spain… or in Germany?

	SPAIN	GERMANY
Accreditation body	National ANECA accreditation first, then a public competition at the university	No national accreditation: the university's appointment committee decides
How merits count	Predetermined scale; every merit must be documented and certified	Whole CV, reputation in the field, interview and trial lecture
Publications	JCR/SJR quartiles (Q1–Q2) weigh the most	Prestige and interest of the results, not only metrics
Teaching	Counts mainly in official degrees; Non-official degrees add little	Valued, but less than research
Industry	Transfer weighs less than papers; confidential work leaves no trace	Applied-sciences universities require professional experience in industry
Career rules	Accreditation for each step: Permanente Laboral → Titular → Catedrático	12-year limit for R1+R2; tenure usually at another university; habilitation optional

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What researchers across the Alliance asked for

Common criteria

Standardised assessment and a normalised CV across countries

Quality over quantity

Less pressure to publish, more weight on real impact

Stable early careers

Support R1–R2, avoid prolonged post-docs, reachable tenure track

Less bureaucracy

Simpler procedures, one platform, more flexibility

More flow with industry

University–industry collaboration and interdisciplinary research

Equal opportunities

Gender gap perceived in leadership, pay, and how caring duties are assessed

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3

Industry, TTOs & research careers

Making industrial collaboration count

The **industrial PhD** disadvantage in Spain

Company funds an industrial PhD → **Results are a trade secret** → **Nothing can be published** → **No measurable merits for accreditation** → **No path to a university position**

Open, trust-based systems (DE, AT)

The committee or your future head can value industrial work directly.

Closed, accreditation-based systems (ES)

Only measurable, documented merits count: industrial work becomes invisible.

"When researchers are funded by industry, confidential clauses do not allow them to publish. In this case the assessment cannot be measured by publications." – D5.1

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Another **Spanish paradox**: transfer is asked for, but barely counted

Official degrees

Teaching in official degrees counts for accreditation

Non-official degree

However, courses co-designed with companies add little or nothing

The system discourages the **knowledge transfer** it claims to want.

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Where Technology Transfer Offices can help?

What TTOs already do

- Protect IP: patents, utility models, software
- Negotiate contracts and Non-Disclosure Agreement with companies
- Licensing and spin-offs

What TTOs could do for careers

- **Certify** transfer outputs as verifiable merits, even when the content is confidential
- **Negotiate publication rights** into contracts from day one (what, when, how much)
- **Keep a shared registry** of transfer activity that all partners read the same way
- **Advise researchers who move** on how their transfer merits are read in each country

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A toolbox of measurable items (proposal for discussion)

Patents & utility models

Counted as research output, not as an extra

Publication windows

Agreed embargo (e.g. 12–24 months), then publish, if the project allows it

Two-layer thesis

Public thesis + confidential annex assessed under NDA

Certified transfer reports

TTO-validated reports with impact indicators

Company training as teaching

Non-official degree with companies recognised as merit

Transfer assessment

Measures to evaluate transfer (ES: six-year transfer period)

Industry stays as mobility

Secondments and co-supervision documented and counted

A common transfer CV

One EURECA-PRO template that every partner reads alike

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Let's talk: which instruments should we build together?

1. Which industrial outputs should **every partner** accept as a merit?
2. Could our TTOs issue a **common, Alliance-wide certificate** of transfer activity?
3. How do we protect company secrets and **still let doctoral candidates publish** something?
4. What would make you **move to another partner** university, and what stops you today?

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4

HI-EURECA-PRO

The Heritage Innovation Dimension of EURECA-PRO

ULE at HI-EURECA-PRO

One of the main outputs of ULE in HI-EURECA-PRO is the deliverable called “Guide on social sustainability”:

Motivate young researchers

Hot topics and PhD ideas to attract new R1 researchers

Reinforce gender equality

Make female researchers visible and recognised

Build research networks

Connect senior and new researchers, and society

254

heritage articles reviewed

83

hot topics: 63 cultural, 10 industrial, 10 mining

4

key research areas

46

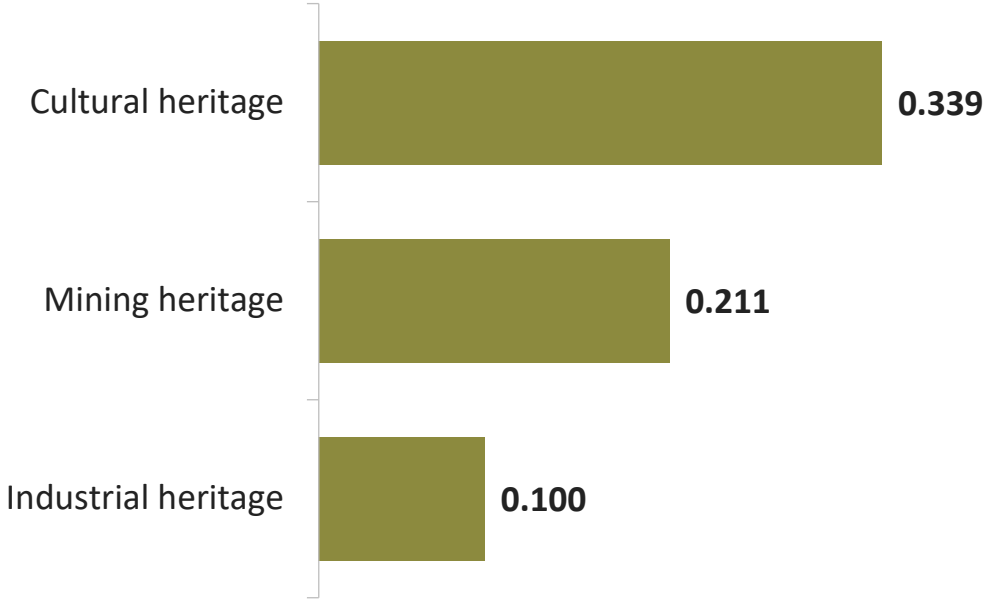
researchers interested in the network

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Gender equality: from measuring to making visible

Gender Equality Ratio in authorship

(1 = only women, 0 = none, 0.5 = equality)



Key finding

Women are proportionally present as first authors but **under-represented as last authors**, the leadership position.

What we would do in the future about gender gap?

- Highlight female researchers and their thesis topics in the network
- Invite women, especially from widening countries, to lead workshops and hackathons
- Recognise their careers: visibility on HI-EURECA-PRO website as the prize

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What can the HI-EURECA-PRO website offer?

1. Challenges: heritage organisations ask, researchers answer

Heritage organisations & companies
Museums, heritage sites and firms post a real need

Researchers
Multidisciplinary, international answers

https://www.hieurecapro.eu/contact/



Contact Info

Our Email
info@hieurecapro.eu

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SOCIETY



Connecting real-world needs with research

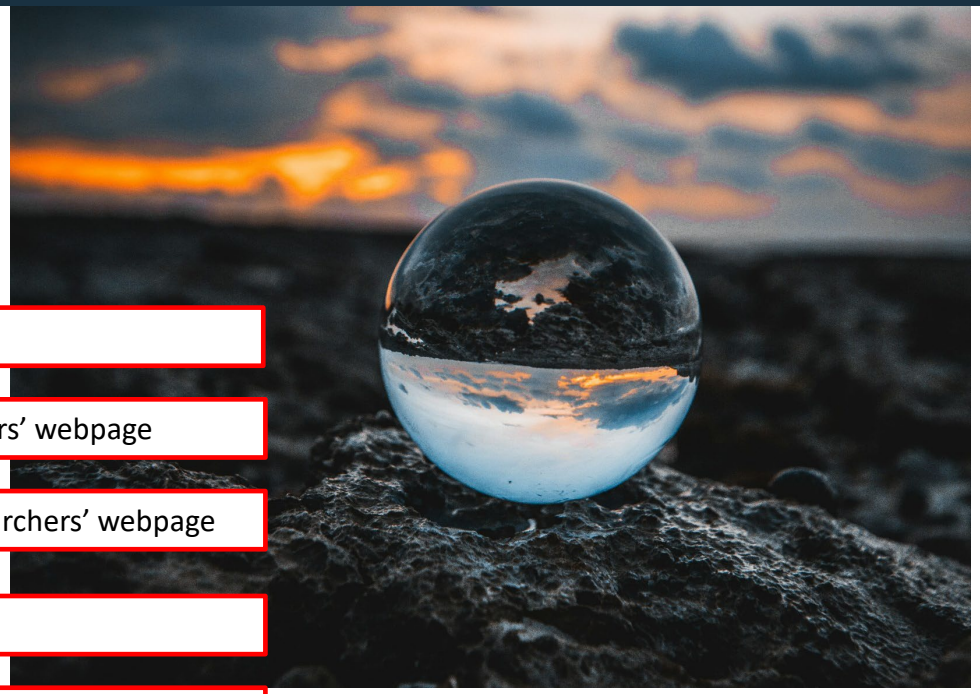
Are you a company, institution, or professional with a challenge that could benefit from HI-EURECA-PRO research?

For example, if you are a museum director aiming to make your institution more sustainable, you can submit your specific challenge to our network. Your request will then become a potential "hot topic" for our researchers to explore. This could be a great opportunity to find a relevant topic for doctoral theses, applied research, and large-scale European projects.

Contact now

SOCIETY

Check what we can offer at HI-EURECA-PRO



News	Link
Researchers wanting to help	Link to researchers' webpage
New researchers looking for opportunities	Link to new researchers' webpage
Training courses	Link
Deliverables' results	Link
Hackathons' results	Link

What can the HI-EURECA-PRO website offer?

2. Helping young researchers

Preferred access to training

Priority, discounted or free courses and workshops

Collaboration

Joint projects, co-authoring, dual doctoral degrees

A real-world partner

Test and implement ideas with a heritage institution

Stay updated

Conferences, seminars and events across the Alliance

PhD topics & supervisors

Hot topics, thesis ideas and contacts with possible directors

We listen

Contact us for doubts, hot topics and PhD proposals

https://www.hieurecapro.eu/contact/

Our Email

info@hieurecapro.eu

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What can the HI-EURECA-PRO website offer?

2. Helping young researchers

Heritage researchers directory at our DTH website

- 28 profiles (R2–R4), search by name, position and partner
- Each profile shows the **ORCID**: the way to reach the researcher



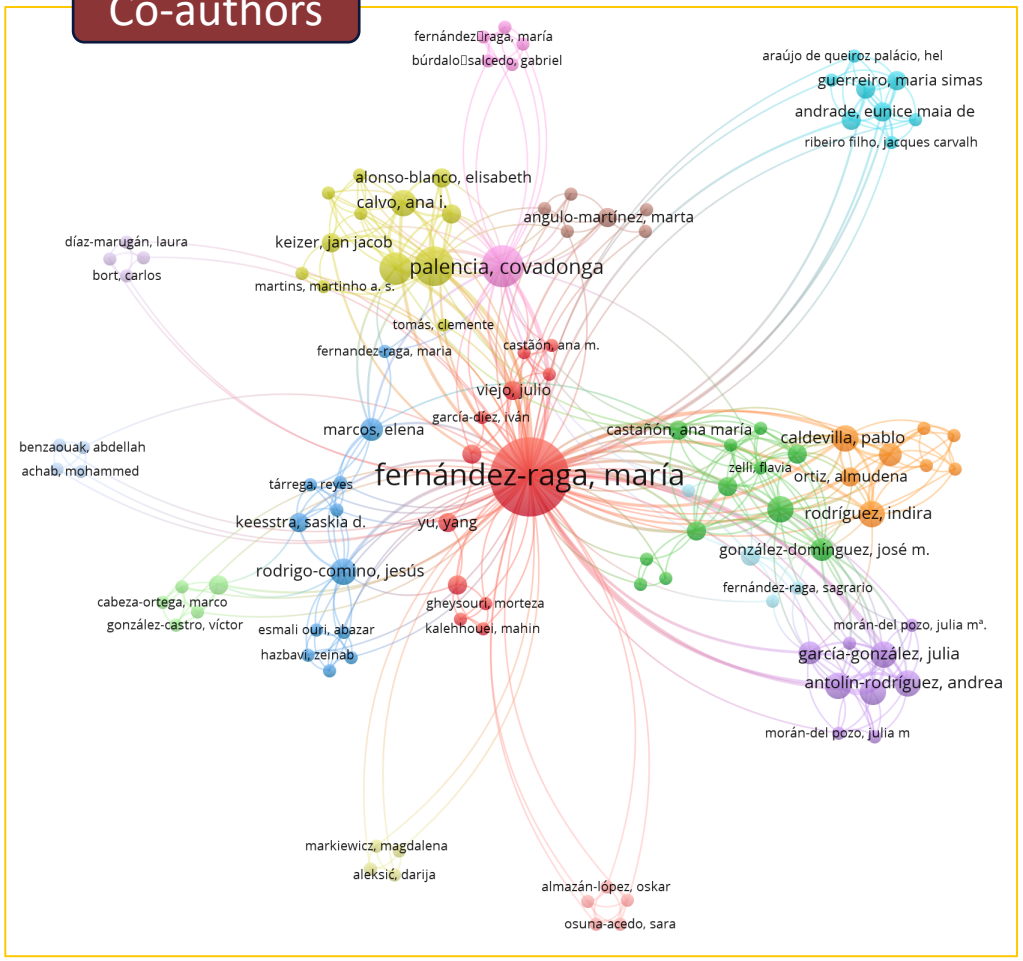
https://dth.hieurecapro.eu/hi-eureca-pro-heritage-researchers/

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María Fernández Raga

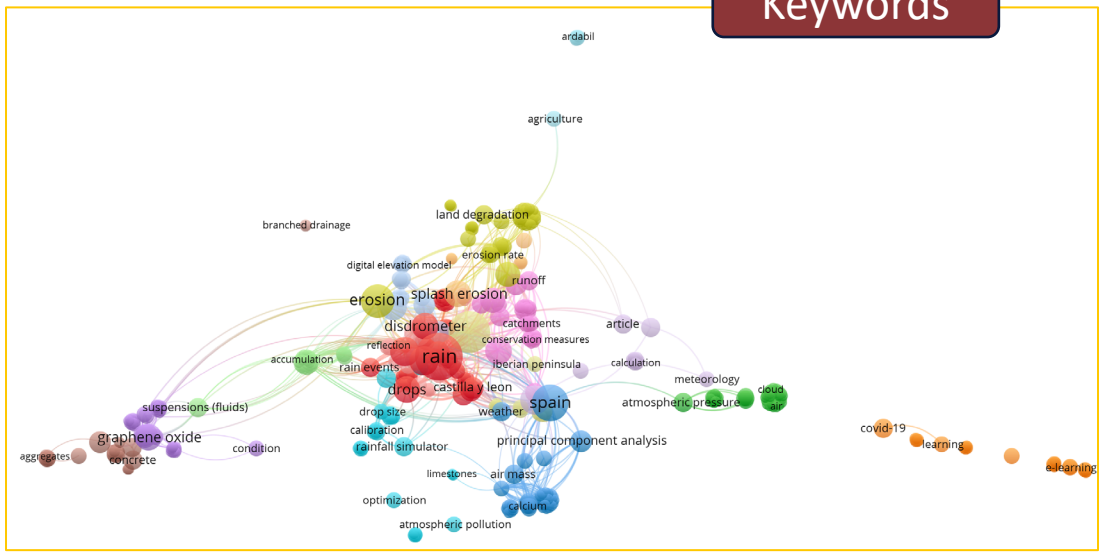
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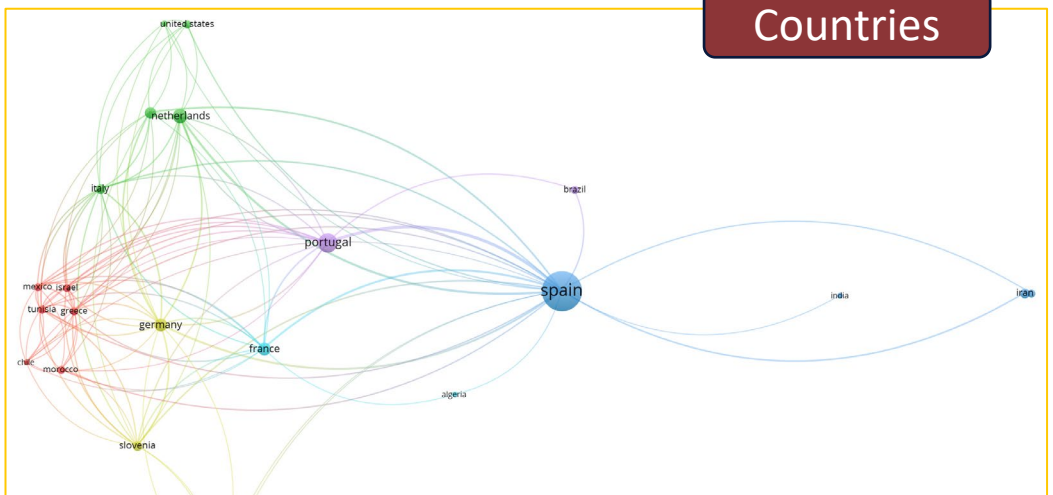


[Description of the researcher's topic in the notes]

Keywords



Countries



Three ideas to take home

1

Rethinking research career development

The Alliance recognises studies, but careers are still assessed nationally. Let's agree common criteria.

2

TTOs can make transfer count

Turn confidential industrial work into measurable, certified merits.

3

Same opportunities for all

HI-EURECA-PRO networks and challenges put females and young researchers on the map.

Contact us: **info@hieurecapro.eu**

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Thank you!

Questions and ideas welcome

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