



# Ensuring Excellent Research by Investing in Researchers Talents and Skills Development

PhD Students as Early Stage Researchers

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# PhD Students as Early Stage Researchers

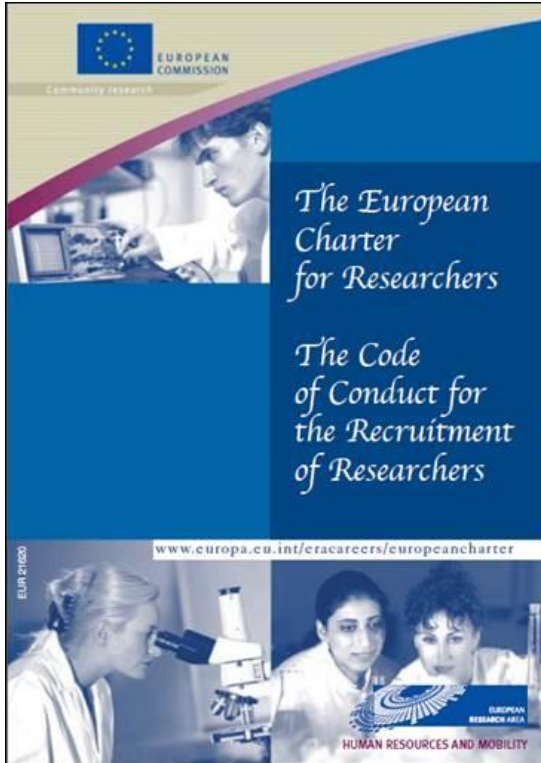


## European Framework for Research Careers

- ➡ ■ R1 - First Stage Researcher (Up to the point of PhD)
- R2 - Recognised Researcher (PhD holders or equivalent who are not yet fully independent)
- R3 - Established Researcher (Researchers who have developed a level of independence)
- R4 - Leading Researcher (Researchers leading their research area or field)

Source: Euraxess

# Human Resources Strategy for Researchers (HRS4R)



## Human Resources Strategy for Researchers (HRS4R)



Aligning research institution's human resources policies with 40 principles of the C&C, based on a customized action plan/HR strategy

Supporting competitive conditions for performing excellent research

## Award by the European Commission



HR EXCELLENCE IN RESEARCH

- ✓ Transparent recruitment procedures for researchers
- ✓ Friendly working environment and conditions
- ✓ Career development

**Faculty of Science, CEITEC:** proud holders of HR Excellence in Research Award  
**Faculty of Medicine, Faculty of Sports Studies:** in process of application

# Development as a part of Charter & Code Principles

## Ethical & Professional Aspects

- Research freedom
- Ethical principles
- Professional responsibility
- Professional attitude
- Contractual and legal obligations
- Accountability
- Good practice in research
- Dissemination, exploitation of results
- Public engagement
- Non discrimination
- Evaluation/appraisal systems

## Recruitment & Selection (Code)

- Recruitment
- Recruitment (Code)
- Selection
- Transparency
- Judging merit
- Variations in the chronological order of CVs
- Recognition of mobility experience
- Recognition of qualifications
- Seniority
- Postdoctoral appointments

## Working Conditions & Social Security

- Recognition of the profession
- Research environment
- Working conditions
- Stability and permanence of employment
- Funding and salaries
- Gender balance
- Career development
- Value of mobility
- Access to career advice
- Intellectual Property Rights
- Co-authorship
- Teaching
- Complaints/appeals
- Participation in decision-making bodies

## Training & Development

- Relation with supervisors
- Supervision and managerial duties
- Continuing Professional Development
- Access to research training and continuous development
- Supervision

# List of Resources

## **The European Charter for Researcher:**

- [https://cdn2.euraxess.org/sites/default/files/brochures/am509774cee\\_en\\_e4.pdf](https://cdn2.euraxess.org/sites/default/files/brochures/am509774cee_en_e4.pdf)

## **Research Profiles Description:**

- <https://euraxess.ec.europa.eu/europe/career-development/training-researchers/research-profiles-descriptors>

## **HRS4R**

- <https://euraxess.ec.europa.eu/jobs/hrs4r>

## **Institutions Acknowledged with HR Award in the Czech Republic**

- [https://euraxess.ec.europa.eu/jobs/hrs4r#show\\_CZECH-REPUBLIC](https://euraxess.ec.europa.eu/jobs/hrs4r#show_CZECH-REPUBLIC)

## **Faculties' HRS4R Websites**

- <https://www.sci.muni.cz/o-nas/hrs4r-hr-award>
- <https://www.med.muni.cz/veda-a-vyzkum/hr-award>
- <http://muni.ceitec.cz/en/hr-strategy-hrs4r/>

**Organisational  
Skills**

**Public Speaking**

**Research  
Ethics**

**Project  
Management**

**Teamwork**

**Networking and  
Collaboration**

  
**SKILLS  
FOR PHD  
STUDENTS**

**Technology  
Transfer**

**Grant Writing**

**Time  
Management**

**Scientific Writing  
and Publishing**

**Intercultural  
Competence**

**Career  
Planning**





**SELF  
ANALYSIS  
EXERCISE**

# How good are you now?



**SELF  
ANALYSIS  
EXERCISE**

**Why are we  
MOTIVATED to  
perform certain tasks  
and PROCRASTINATE  
others?**




**AUTHONOMY**

**COMPETENCE**

**RELATEDNESS**

**Self-Determination  
Theory**



**Ready to upgrade  
YOUR skills now?**

**...participate in  
CEITEC TRAINING!**

**...be proactive and join PhD committee!**

# PhD Skills Development Opportunities

Tips

# Useful Contacts, Links, Information

## Follow us here:

- Research office [Newsletter](#)
- FB group: [MUNI PhDs](#)
- [web](#) of Research Office
- [MUNI Portal](#) - section „Výzkum“ (info about Ph.D. studies, development activities, grant office support, and other Research Office's services); CZ only for now, but working on ENG translation
- Information sent by Ph.D. officers

## Other useful contacts:

- [Česká asociace doktorandek a doktorandů](#) (Czech Association of Ph.D. students)
- [Czexpats In Science](#) (a platform bringing together Czech scientists living abroad)
- [Euraxess Czech Republic](#)





# Development Activities for PhD Students

## PhD Summer School in University Centre Telč

- pedagogic and communication skills development
- 17th-21st August 2020
- registration: June 2020
- in collaboration with CERPEK and CJV
- CZ (hopefully EN in 2020)
- more info [here](#)



## PREFEKT

- research management and funding
- course for all MUNI PhD students
- spring term
- registration: January 2020
- EN
- more info [here](#)



## Seminar Series + Mendel Lectures



- multidisciplinary lectures of renowned scientists
- Life Sciences;
- Mathematics, Physics & Computer Sciences;
- Social Sciences & Humanities
- autumn & spring term
- option to enroll to the course and receive credits
- more info [here](#) or [here](#)



## Career in Life Science (Industry ShowCase)

- research and work opportunities in private companies presentations
- for PhD students in Life Sciences
- 16th October 2019
- in collaboration with KC
- CZ only
- more info [here](#)





# MU Language Centre

The biggest Language Centre in Czech Republic  
**10+ languages**

## What do we offer?

- **Czech for Foreigners Courses**
- **Language courses** for MU students, employees & public
- Specialized courses for PhD & postdoc students focused on **academic and soft skills in English**

## Follow us!

[www.cjv.muni.cz](http://www.cjv.muni.cz) | [www.facebook.com/cjvmu/](https://www.facebook.com/cjvmu/)

@cjvmu, #cjvmu | [koordinator@cjv.muni.cz](mailto:koordinator@cjv.muni.cz)



## Learn Czech

- **Colourful Czech For Foreigners**

→ register in IS, code [CJVcz01](#)

2 ECTS

→ pay in [MU Shopping Centre](#)

+ certificate

*Beginners / Pre-Intermediate*



## Choose from a variety of language courses

- **English, German, French, Spanish, Russian, Latin**

→ [MU Information System](#)

courses at your faculty | ECTS

- **Chinese, Swahili, Arabic, Portuguese**

→ [MU Shopping Centre](#)

other courses | PAID | taught in English / Czech



## Specialized courses for PhD students (*in English*)

- block sessions
- **English for specific purposes – academic writing**

→ [MU Information System](#), code **DAJ1**

*The aim of the course is to expose students to texts which contain these typical characteristics as well as to practice their own writing style.*

- **Language Skills for Employability**

→ [MU Information System](#), code **DAJ2**

*The seminar focus on CV and cover letter writing, cultural context of English-speaking organizations, building your personal brand and much more.*

- **Critical Thinking for Critical Times**

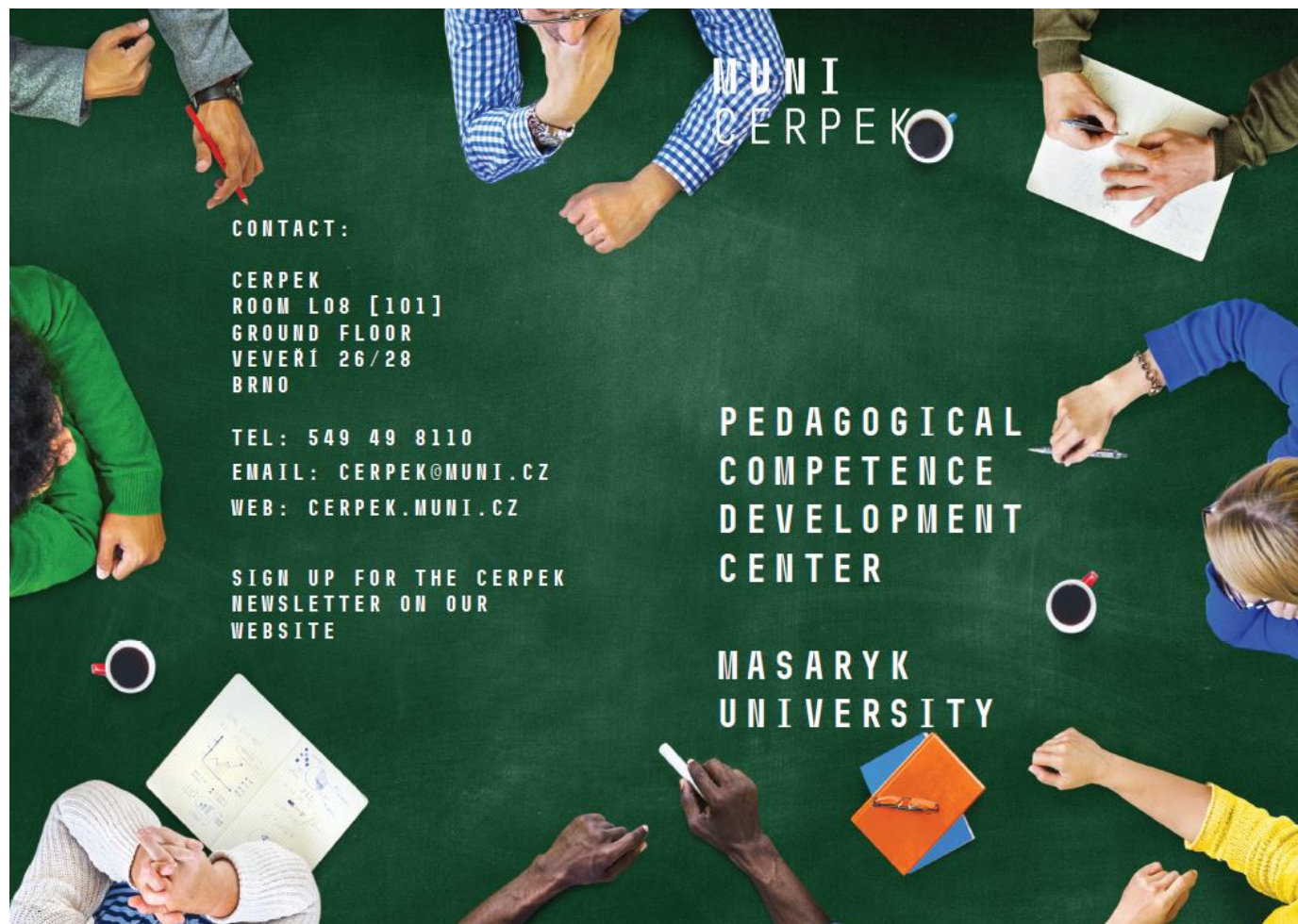
→ [MU Information System](#), code **DAJ3**

*This course is designed to provide you with an opportunity to develop and practice identification, analysis and assessment of arguments using diverse critical thinking skills and techniques.*





# Pedagogical Competence Development Center (CERPEK)





The Masaryk University Pedagogical Competence Development Center (CERPEK) was established in 2017 to provide support and training to university teachers (including doctoral students).

#### What does CERPEK do?

CERPEK offers a range of courses available to all teachers at Masaryk University, and in most cases this includes doctoral students.

#### What kind of courses?

Our courses cover a wide range of topics relating to university teaching, pedagogy and didactics and have various formats.

#### Are the courses offered in Czech or in English?

At the present all of our courses are offered in Czech. Beginning in the 2020 Autumn semester, we will be offering some courses in English.

At present, CERPEK offers three basic types of courses.

#### “Developing Teaching Competence for the University Classroom”

A two-semester course open to all teachers at Masaryk University, including doctoral students, who have a position (*úvazek*) at the university. It consists of 2 one-week intensive seminars plus work online over both semesters, video reflection, as well as working with a mentor. This course is taught in Czech and the next session begins in September 2020.

#### CERPEK01: “Basics of University Pedagogy for Doctoral Students”

A one semester course open to all doctoral students teaching at Masaryk University. It consists of a one week intensive seminar, plus work online and video reflection. This course is also taught in Czech and the next session begins in January 2020.

#### CERPEK Workshops

A variety of half-day and two-day workshops open to all academic staff and doctoral students at Masaryk University. Topics include classroom communication, giving feedback, professional development, and working with a mentor. Five workshops are scheduled for the Autumn 2019 semester and at least five will be offered in the spring of 2020. The workshops are for the most part in Czech. Details are on our website

Further information about CERPEK and its activities can be found on our website.

