

**BBMRI-ERIC**

Biobanking and  
BioMolecular resources  
Research Infrastructure

## RESEARCH INFRASTRUCTURE TRAINING PROGRAMME - Rltrain

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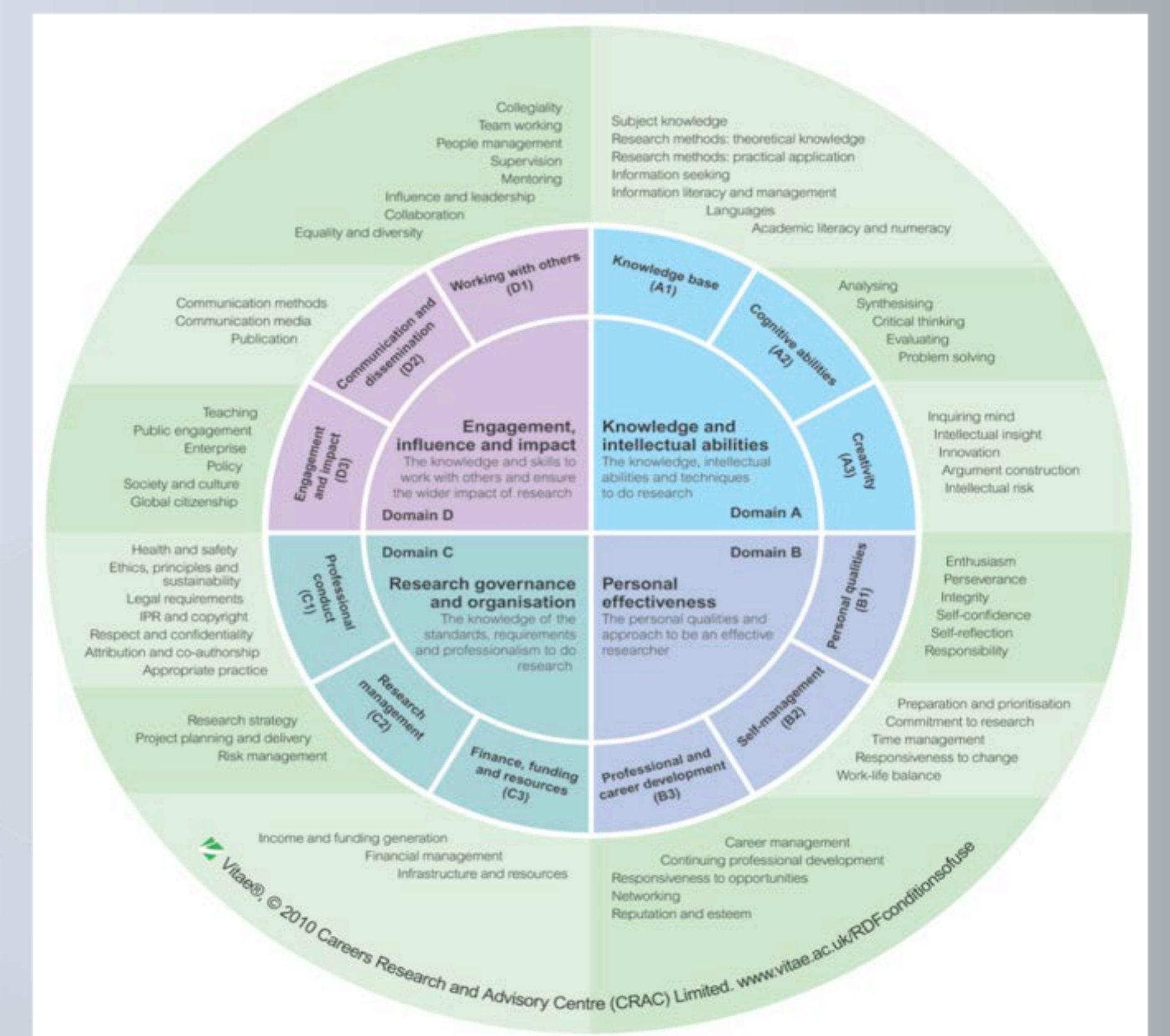
### Abstract

Rltrain will develop a flagship training programme enabling RIs across all domains to gain expertise on governance, organisation, financial and staff management, funding, IP, service provision and outreach in an international context. It will be designed and delivered by experts who have set up and managed RIs from concept to maturity. We will define competencies required by RIs through consultation with their senior managers. The resulting competency framework will underpin a Bologna-compliant degree, the Master in Research Infrastructure Management, with three delivery routes. (1) Professionals working in RIs (or organisations representing them) can dip into the content, focusing on areas where there is most need. (2) Management teams can take the course as an organisation, dividing modules between them to gain a certificate for the RI. This will flag the RI as an organisation that values staff development, improving its attractiveness as an employer. (3) Recent graduates and others wishing to enhance their employability can take a full master's degree. Course content will include webinars led by senior managers of RIs. A staff-exchange programme will catalyse exchange of best practice and foster cooperation to develop a mobile work force effective across many RIs. By the end of the project we will be delivering a master's curriculum funded through course fees. Others with an interest in adopting it will be encouraged to do so, providing a means of expanding the programme. Europe's research community and global collaborators will gain from world-class facilities to support excellent, high-impact research to benefit humankind.

### Competency: at the core of curriculum design for professional development

For the purpose of this project the chapter on access to research training and continuous development is especially important: *'Employers and/or funders should ensure that all researchers at any stage of their career, regardless of their contractual situation, are given the opportunity for professional development and for improving their employability through access to measures for the continuing development of skills and competencies. Such measures should be regularly assessed for their accessibility, takeup and effectiveness in improving competencies, skills and employability.'*

The European Science Foundation has worked with Vitae ([www.vitae.ac.uk](http://www.vitae.ac.uk)) to perform a feasibility study for developing a pan-European professional development framework for researchers, trialling the RDF in six countries. This study concluded that there is demand from researchers to develop a more structured approach to their professional development



and active career planning. It recommended that the creation of a European Researcher Development Framework would facilitate mobility and contribute to the construction of the European Research Area, and calls for action from funders and policymakers to make this happen.

The RDF defines competencies in four broad domains:

- Knowledge and intellectual abilities
- Personal effectiveness
- Research governance and organisation
- Engagement, influence and impact.

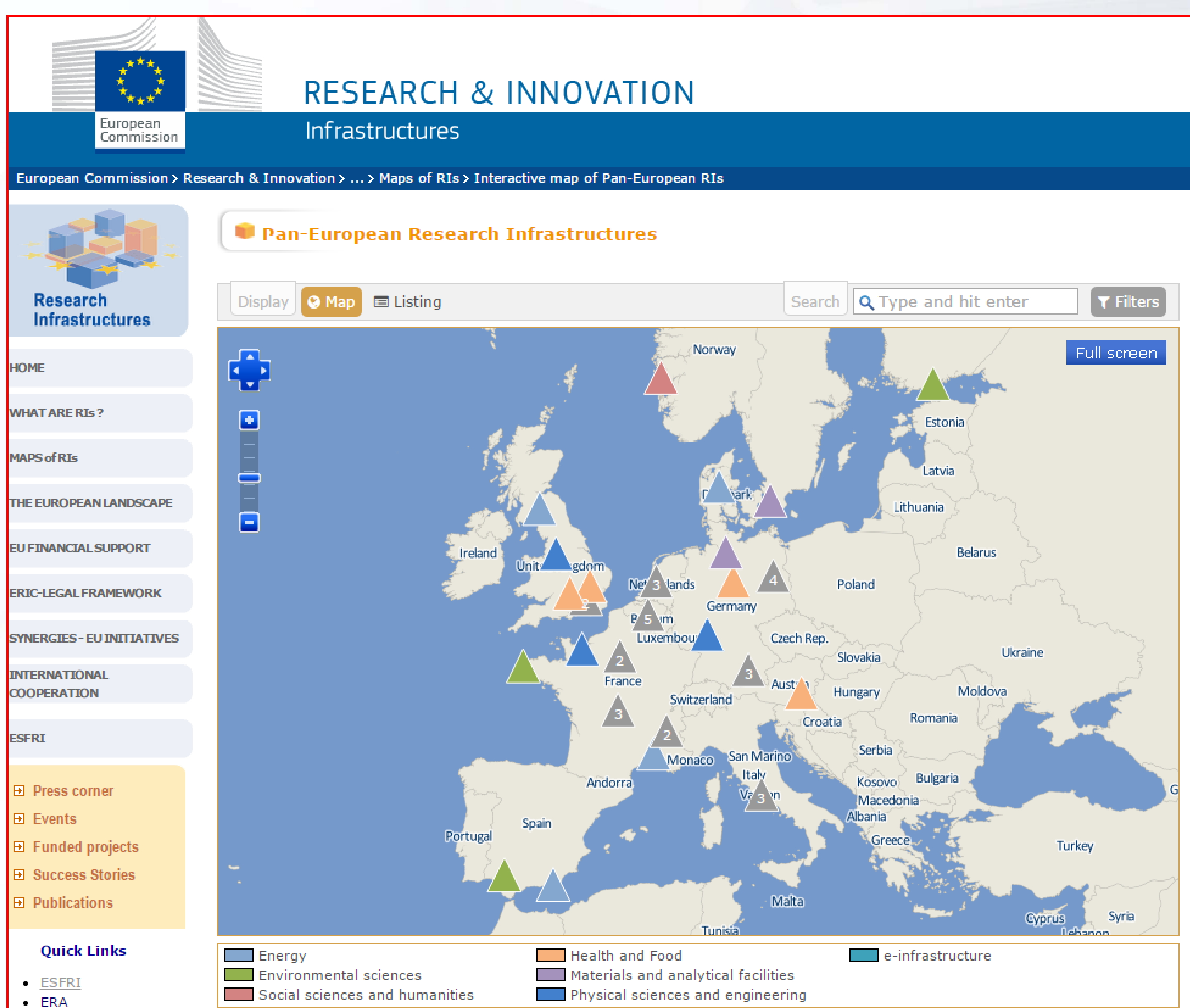
### IMPACT

Rltrain will professionalise the training of both current and future managers of RIs. To ensure that the training delivered is successful, i.e. improves the capacities of RI management teams and thus the RIs, Rltrain will rely on four activities:

- The basis of successful training lies in the definition of required competencies.
- The competency profiles will be mapped to existing training courses and programmes.
- Our curriculum design process incorporates several measures to maximise the impact of the training that we develop.
- The training delivery will contribute to the impact not only by building the desired competencies in our trainees, but also by creating a network of RI managers with a shared language and a better understanding of areas in which specific RIs excel.

### Project Consortium

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### Major objectives

- Definition of required competencies in distributed RIs throughout the lifecycle of an RI, from the initial preparatory phase through to operational maturity.
- Mapping of these competency requirements to existing training courses and programmes.
- Development and piloting of a comprehensive curriculum, at master's level, incorporating existing training opportunities and creating new content to fill the gaps.
- Development of continuing professional development, including a series of webinars based on how real challenges in research infrastructures have been overcome, and a staff-exchange programme.