



The University management
Deputy Vice-Chancellor Marianne Sommarin

INVITATION
30/03/2015

ReaL

RESEARCH LEADERSHIP 2015-2016

STEP 1 - Researchers in an early stage of the research career

The last day of application is Friday 24/4/2015

Apply to your respective Faculty by filling out a special application form.

Based on the document "Umeå University 2020 - Vision and Objectives", the University has the ambition to develop into an internationally prominent university for education and research, and also play a strong role in terms of regional development. Researchers at the University must dare to take risks that allow for groundbreaking research and can lead to an increase in knowledge. A factor, which will strongly contribute to this, will be our career structure and career options being internationally attractive in terms of resources and stability.

Therefore, activities that support careers are to be implemented, both on a faculty and central level. The currently planned education initiative is an activity, which is being carried out at central level.

Target group:

The programme targets persons who are in an early stage of their careers in research and who seek to become successful researchers. Applicants are preferred to have experience from other research environments, such as a postdoctoral study or equivalent, preferably abroad. The applicant is currently raising his/her own funds with the ambition of securing external financial backing as well as establishing a research network or research group. You still have limited experience as a research leader and a supervisor, as well as concerning working in committees, foundations and research councils. You should have teaching experience. Primarily, the programme targets persons who are currently employed as Assistant Professor/Research Fellow (forskarassistent), Assistant Professor/Associate Senior Lecturers (biträdande lektor), Researchers (forskare), or newly appointed Associate Professor/Senior Lecturers (lektor). You should preferably have held a PhD for at least two years, and preferably for no more than six years.

Background:

2012 - 14 Umeå University carried out the project Future research leaders, which targeted researchers that had received special career grants. In order to capitalize on the experiences gained from this programme, Umeå University will implement additional activities that aim to further develop competence in research leadership. The initiative involves a collective approach regarding competence and career support, which targets current and future successful researchers at Umeå University, and specializes in research leadership.

The project can also be described as a "Talent Management" project, which is a term used to define an organisation's or business's conscious strategy to develop and maintain talent within a competitive market.

"Talent management implies that companies are strategic and deliberate in how they source, attract, select, train, develop, retain, promote, and move employees through the organization".

A Talent Management perspective involves focusing, not only on current performances, but also on the *potential* and on the *future performance* of an employee. This involves supporting the development of necessary qualities, and also offering greater responsibilities and support.

Purpose and objectives

The programme for competence and career support for the University's research leaders aims to provide active, targeted support to prioritised researchers who are expected to become the successful researchers and scientific leaders of tomorrow at Umeå University. The overall objective of the programme is to:

- 1) support the development as a researcher
- 2) develop greater competence in the role of research leader
- 3) develop greater communication skills
- 4) develop greater ability to secure external funding
- 5) develop greater ability to recruit the right person for the right position
- 6) develop greater competence with regard to leading projects, team development, and supervision/coaching
- 7) support the development of the individual career plan
as well as developing the quality of each respective research project
- 8) lead to greater knowledge regarding the University's organisation and the support resources that are in place.
- 9) stimulate the development of interdisciplinary contacts as well as national and international collaboration.

Implementation

The programme is open for all researchers at the University that fit the target group description. It is carried out once a year in a group of 20 participants. Interviews start in August 2015 and the programme begins Tuesday 29/9. The course is carried out eight times, one Tuesday a month. The programme dates are 29/9, 20/10, 17/11, 8/12, 26/1, 23/2, 15/3, 2016, the final date being 19/4, 2016.

Application

The application is submitted to your respective Faculty. The application is carried out on a special form and must contain a concise CV and a self-evaluation (please see the application form). Do not forget that the Head of Department must sign the application.

Selection process

The decision regarding who gets to take part in the programme is decided by the faculty management in consultation with the heads of department. A selection is made based on the criteria research competence and leadership potential (see appendix 1 for selection criteria).

We welcome you to submit your application to your faculty office no later than Friday 24/4/2015.

The decision regarding who will be chosen to participate will be made no later than Friday 22/5, 2015.

Marianne Sommarin
Deputy Vice-Chancellor

Matts Björklund
Course leader
Licensed Psychologist

Petter Gustafsson
Course leader
Professor

Appendix 1

EDUCATION INITIATIVE RESEARCH LEADERSHIP 2015-2016

STEP 1 - Researchers who are starting their careers in research

1. Research competence refers to the assessment of:

The applicant's scientific qualifications:

- Publication success (quality and quantity) since receiving a doctoral degree (publication in recent years should be especially noted) in relation to the researcher's field
- The ability to raise own research funding
- National and international collaboration
- The assessment of research merits should be understood in relation to the applicant's active research time since achieving the doctoral degree.

2. Leadership potential

When it comes to leadership potential, characteristics described in the literature regarding research leadership can be used as support for assessing and selecting candidates.

- Creative problem-solving skills¹
- Openness, curiosity²
- Communication ability³
- Ability to interact/collaborate with others⁴
- Ability to supervise doctoral students (e.g., role model)⁵
- Ability/potential to lead a group⁶
- Potential for development⁷

The application deadline is Friday 24/4, 2015

Apply with a special form and submit it to your faculty's office

Do not forget that the Head of Department must sign your application

¹ Mumford et al. (2002). *Leading Creative People: Orchestrating Expertise and Relationships*. The Leadership Quarterly, Vol. 13, s 705-750.

² Feist, G.J. (1999). *The Influence of Personality on artistic and scientific creativity*. In Sternberg (Red.) Handbook of Creativity, (s.273-296). Cambridge: Cambridge University Press.

³ Mumford et al. (2000). *Development of leadership skills: experience and timing*. The Leadership Quarterly, Vol. 11 s. 87-114.

⁴ Hollingsworth, R & Hollingsworth, E.J. (2000). *Major Discoveries and biomedical research organizations: Perspectives on interdisciplinary, nurturing leadership, and integrated structure and cultures*. In Weingart & Stehr (ed.), *Practicing Interdisciplinary* s 215 – 244. Toronto: University of Toronto Press.

⁵ Carlsson H., Kettis, Å & Söderholm A. (2011). *Research Quality and the Role of University Leadership*. Rapport, SUHF/Experts' Committee on Quality

⁶ Jönsson, S. & Rovio-Johansson, A. (2007). *Forskningsledarskap- en översikt*. [Research Leadership - an overview] Rapport till Stiftelsen för Strategisk Forskning. [Report to the Swedish Foundation for Strategic Research, SSF] GRI-rapport 2007:3. [GRI-report 2007:3] Gothenburg Research Institute.

⁷ Heinze, T. et al. (2009). *Organizational and Institutional influences on creativity in scientific research*. Research Policy, 38 (4), 610-23.