



UMEÅ UNIVERSITY

## INVITATION

### ReaL Research & Leadership

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

#### Group A6 – 2020-2021

**The last day of application is Monday November 30<sup>th</sup> 2020**

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

The leadership programme ReaL Step 1 for researchers early in their career will be offered during 2021. The programme aims to provide active targeted skills and career support to researchers with the aim of becoming successful researchers and scientific leaders at Umeå University. The programme is open to 21 participants from all faculties. Send the application no later than November 30 to your respective faculty office.

Umeå University's goal is to advance its position as an internationally leading research and educational university, which also plays a prominent role in regional development. The university's researchers should be encouraged to take risks that enable ground-breaking research moving our frontiers of knowledge. As part of this aim, Umeå University carries out targeted activities to support research careers with a focus on research leadership. The ReaL programme is one such activity aiming to encourage and actively support researchers in their careers. ReaL is carried out at three levels. The first level, Step 1, invites researchers at an early stage in their career. The second level, Step 2, aims at researchers who are already established research leaders and the third level, Step 3, targets distinguished research leaders.

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

#### **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 participating in committees, foundations and research councils. You should have teaching experience. Primarily, the programme targets persons who are currently employed as Assistant Professor/Associate Senior Lecturers (biträdande lektor), Researchers (forskare), Assistant Professor/Research Fellow (forskarsistent) 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.

#### **Purpose and content**

The overall objective of the programme is to give young researchers support in the development as a researcher, an increased competence in the role as research leader and developing your communication skills. The programme aims to provide knowledge about external grant funding and recruitment, learning about project management, team development, mentoring and coaching, developing interdisciplinary contacts and national

and international collaborations. You will receive information about the organization of the University and its resources for support. You will also formulate your own individual career plan where one of the goals is to help you develop your own research project.

## **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 21 participants. Interviews for Step1 group A6 start in February 2020 and the programme begins Tuesday, February 23, 2021. The programme consists of eight course occasions. The following dates are 18/3, 14/4, 18/5, 31/8, 28/9, 26/10, and the final date 25/11, 2021.

***NOTA BENE!** Today, we are experiencing a global pandemic with many insecurities involved. We hope for the best and will plan the programme as if meeting opportunities will be more or less normalized. However, if the pandemic prevails we will have to change our planning to be able to offer the programme as safe as possible and in line with official recommendations.*

## **Application**

Submit the application to your respective Faculty on a special form, which 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 faculty management after consulting the heads of departments takes the decision, regarding the selection of participants. The selection focuses on 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 November Monday 30<sup>th</sup> 2020.

The decision date regarding participation will be communicated to the applicants, latest December Wednesday 16<sup>th</sup>, 2020.

Your will find more information on

<https://www.aurora.umu.se/en/Education-and-research/Support-for-research/real/>

Dieter Müller  
Deputy Vice-Chancellor

Katrine Riklund  
Pro-Vice-Chancellor

Matts Björklund  
Course leader  
Licensed Psychologist

Britta Lundgren  
Course leader  
Professor Emerita

# Appendix

## Real Research & Leadership

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

#### **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 skills
- Openness, curiosity
- Communication ability
- Ability to interact/collaborate with others
- Ability to supervise doctoral students (e.g., role model)
- Ability/potential to lead a group
- Potential for development

**The application deadline is Monday, November 30, 2020!**

**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**

## References

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