
Euraxess Nordic Regional Training

Euraxess services to guide Researchers' career development within an innovative ecosystem

26th May 2021



Bilbao
Bizkaia
BE BASQUE TALENT NETWORK
by bizkaia:talent



"We recruit, engage and retain talent in the area of Bilbao-Bizkaia, Basque Country"



Training session structure



- Introduction to the session
- Ice Break – Poll
- Career Plan / Guidance
 - Researcher or Predoc Student (Awareness)
 - Organisation (Knowledge Ecosystem – Tools – Sources)
- Working on real case studies
- Tips & Recommendations

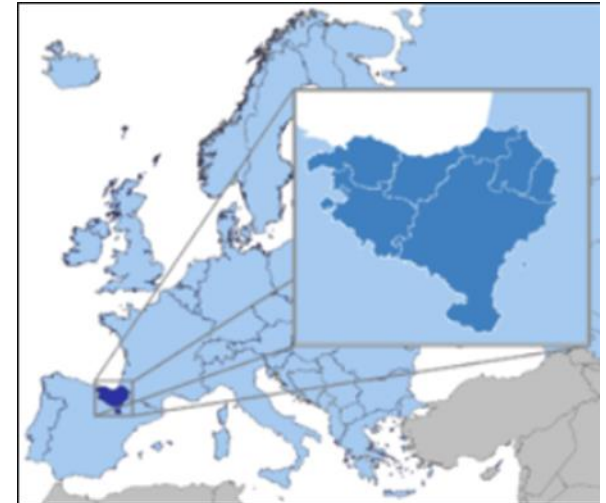
Bizkaia Talent

Since 2005 - Euraxess Service Centre since 2008



Public-private agent that acts as a facilitator.

- ❑ Need for creating an ecosystem for the Talent;
- ❑ Platform to attract, retain and to build stable links with talent, fostering innovation and advanced knowledge in Basque organisations in strategic fields;
- ❑ Mobility, employability, career development and support of researchers and professionals.



Career Plan / Guidance



Expectations

- Inspiration to create a Career Plan
- Inspiration, new ideas
- Requirements to set up a Career Development Centre

Needs as an organisation

- Insight on the needs of the researcher – what they need from us
- No resources, so need to find how to support them
- No idea
- Add what is not done
- Partnership people
- Establish better routines

Interaction with external agents

- To some extent
- No
- Yes



- **Researcher or Predoc Student:**
 - Awareness
 - Think of ideal job
 - Think of their skills
 - [Partnering](#)
- **Organisation** (Knowledge Ecosystem – Tools – Sources)
 - [Career Development Tools](#)
 - Teach them how to network
 - Inspiration
 - Mentoring
 - Role models

CASE 1



I would ask him to contact two organisations, one at the University, and one state organisation that holds webinars about how to start your own company. Then the tax agency etc..

Guide them to people at the university who know about these issues.

Coach him

Two researchers' cases



- ❑ Case 1: Predoc student from Iran obtains his PhD in a research institution, but he would like to create his start up.

- ❑ Case 2: PhD coming from Academia but she moved to Bilbao from Italy. She wanted to analyse her options in the new environment inside and outside academia.

Case 1.- Abolfazl Shirazi



He got his undergraduate and master degrees in Aerospace Engineering. He started his Ph.D. in 2016 at the University of the Basque Country, Spain.



PreDoc working for BCAM - Basque Center for Applied Mathematics

Currently:

Research as a postdoctoral researcher in Machine Learning and Data Science and working on a business Plan for creating a start up

EURAXESS Services & Tools:

- [Career Development](#)
- Networking / Entrepreneurship
- Social Activities

CASE 2



That's one of the things I hope to get inspiration to during this training. At ORU we don't have any career advice for researchers at the moment.

Ask her to contact the state organisation responsible for the job market in our country. You can schedule private meetings with them. We also have another organisation that gives a lot of information, webinar, networking opportunities etc.

Guide them to the mentoring programme for example.

Case 2.- Mayya Sundukova, PhD



Research scientist in **Biophysics and Neuroscience**, originally from Russia. She moved to Bizkaia with her family, to join the Instituto Biofisika in 2020.

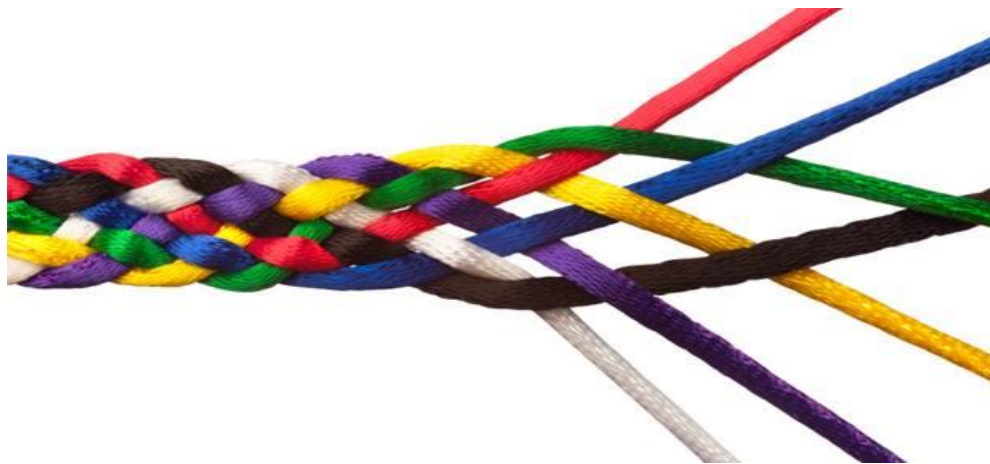
She is experienced in **making transitions** and adopting new identities through years of life and research in different countries.

Professional interests: **scientific entrepreneurship; mastering the practices for sharing knowledge in the community, connecting and empowering researchers.**

EURAXESS Services & Tools:

- [Dual Career](#)
- [Job Offers](#)
- [Career Development](#)
- [Rebeca Mentoring Programme](#) / Networking
- Social Activities

Recommendations for Researchers



Self Knowledge

Identify soft skills

Analyse the opportunities the environments offers

Identify Contacts - Network

Long-term vision

Adaptability

Correct Use of Euraxess & Other HHRR Tools

Recommendations for organisations



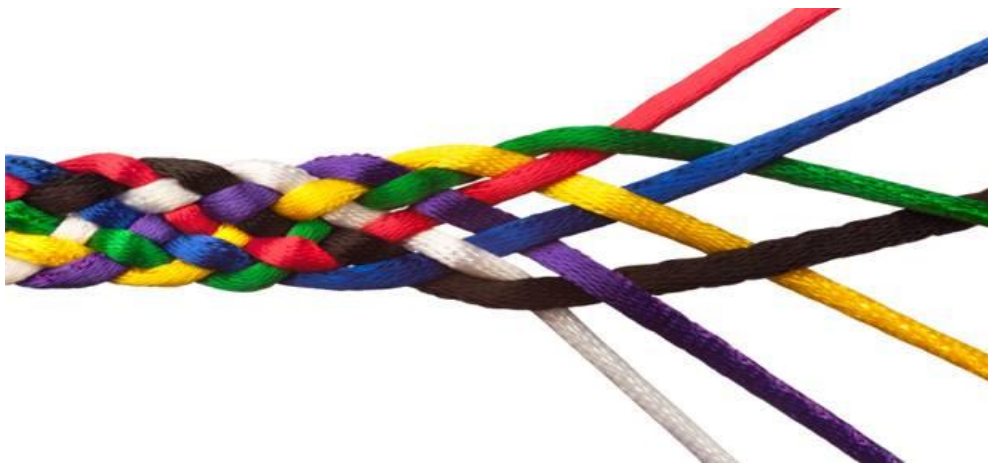
Identify External & Internal Agents

Organise thematic workshops with experts

Ad hoc coaching

Network

Create inter departmental work meetings



Organise visits

Use of Euraxess & Other HHRR Tools



Carmen Méndez de Castro



Bilbao
Bizkaia
BE BASQUE TALENT NETWORK
by bizkaia:talent



**Takk!
Tachuela
Takk fyrir
Kiitos
Thanks a lot!**

Email: carmen.mendez@bizkaiatalent.eus

LinkedIn: www.linkedin.com/in/carmenmendezdecastro

"We recruit, engage and retain talent in the area of Bilbao-Bizkaia, Basque Country"

