

CREMLIN PLUS

Connecting Russian and European Measures
for Large-scale Research Infrastructures

WP9: TRAIN - Staff exchange and training for RI management

Lead: University of Milano-Bicocca (UNIMIB)

CoLead: National university of science and technology MISiS (NUST MISiS)

WP9 covers staff exchange and training beyond the specific trainings WP2-WP7 and comprises the general managerial aspects of Ris

Task 1: CREMLINplus fellowship programme (**NUST MISiS**, UNINIB, DESY)

- To collect information about the programmes, courses, schools, workshops and conferences in the area of RI
- To identify needs and problems in managing RI in Russia
- To grant access to identified courses and workshops to Russian RIs operators and managers

Task 2: Organisation and delivery of staff/knowledge exchanges (**UNIMIB**, NUST MISiS, DESY)

- To identify hosts for staff/knowledge exchange
- To launch host calls for participants

Task 3: Russian fellowships programme to Executive MBA for Management of Research Infrastructures (EMMRI) (**UNIMIB**, NUST MISiS)

- To identify candidates inline with UNIMIB evaluation system
- To grant fellowship to selected candidates for taking the EMMRI programme

Task 4: Pilot mentoring / coaching program for leaders of Russian RI (**UNIMIB**, NUST MISiS)

- To identify candidates from 1st or 2nd management levels for coaching
- To identify coaches for selected candidates
- To organise visits to European RI and / or Russian RI to coach selected managers

Task 5: Development of Russian RI Management Training Academy (**NUST MISiS**, UNINIB)

- To develop a program for teaching
- To establish Russian Management Training Academy at NUST MISiS



Task 9.1 implementation: the information about programmes, courses, schools, workshops and conferences in the area of RI is published and regularly updated

The first list of available thematic and horizontal courses and workshops in European and Russian RIs was delivered 31.07.2020. The List contains of 115 items structured in compliance with ESFRI Roadmap thematic domains

- Energy (8)
- Health and food (21)
- Social Science (13)
- Environment (15)
- Physical Sciences and Engineering (39)
- General managerial issues (19)

The list is monthly updated.

Link to the List:

<http://h2020-infra.misis.ru/en/fellowship-programme>



Task 9.1 implementation: the survey “Identifying the challenges in managing research infrastructures in Russia and urgent training needs” was designed

Section 1. General information about respondent with brief description of organization and a specific research infrastructure and its mission.

Section 2. Information on the challenges in managing research infrastructure of organization and related urgent training needs.

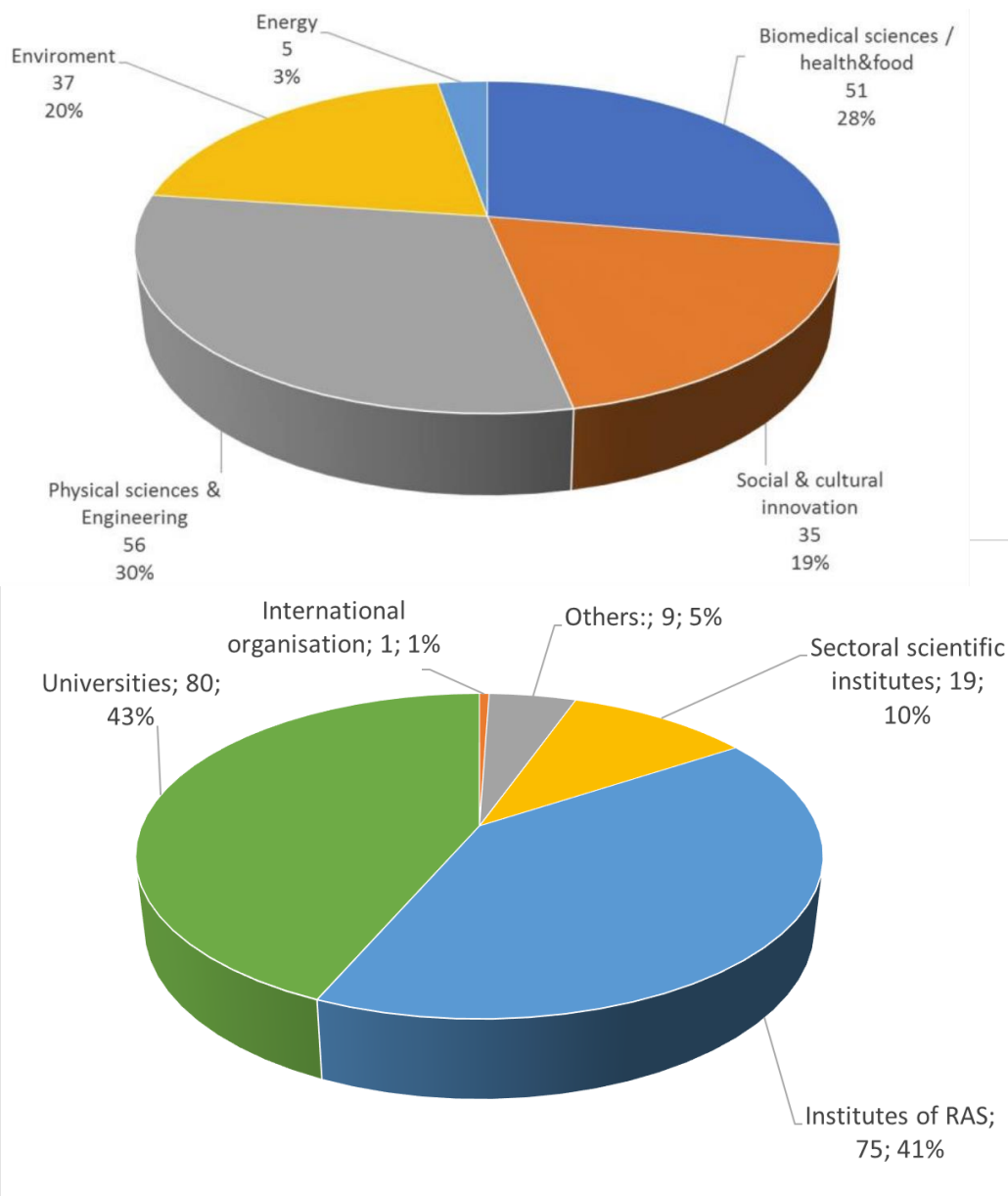
Section 3. Self-assessment of knowledge/skills in the items relevant to different aspects of managing research infrastructures. Topics:

- *Governance and Organization*
- *Strategic Management and Business Innovation*
- *Financial Management*
- *Developing a sustainable funding model for RI*
- *Leadership and Team Management*
- *Service Management*
- *International Law and Compliance*
- *Infrastructure and Resource Management*
- *Raising Awareness*
- *International dimension of research infrastructure*
- *Access to research infrastructure and User communities*

Section 4. Exchange the experience and knowledge.



Task 9.1 implementation: the survey “Identifying the challenges in managing research infrastructures in Russia and urgent training needs” was disseminated among 206 organizations, 184 responses were gathered.

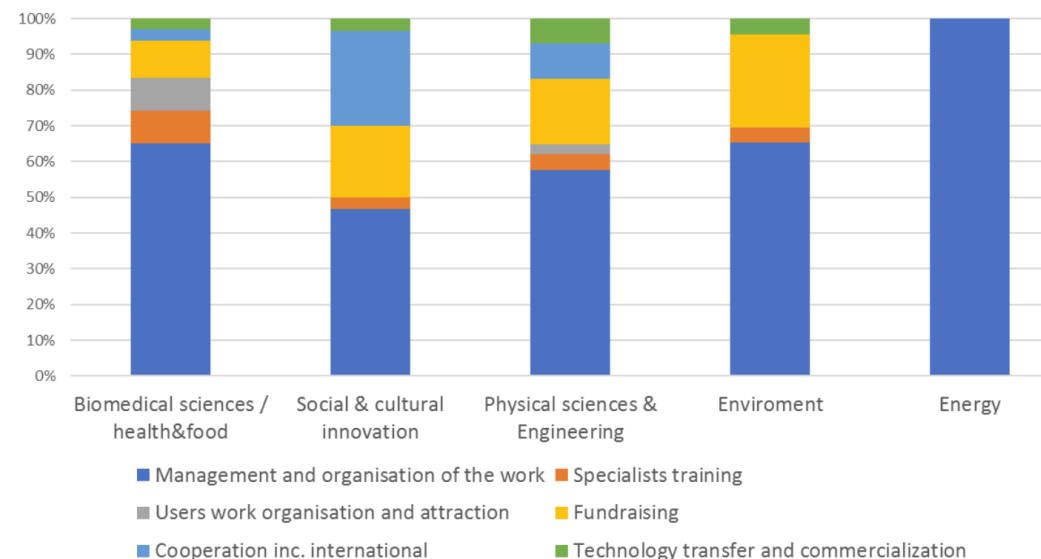
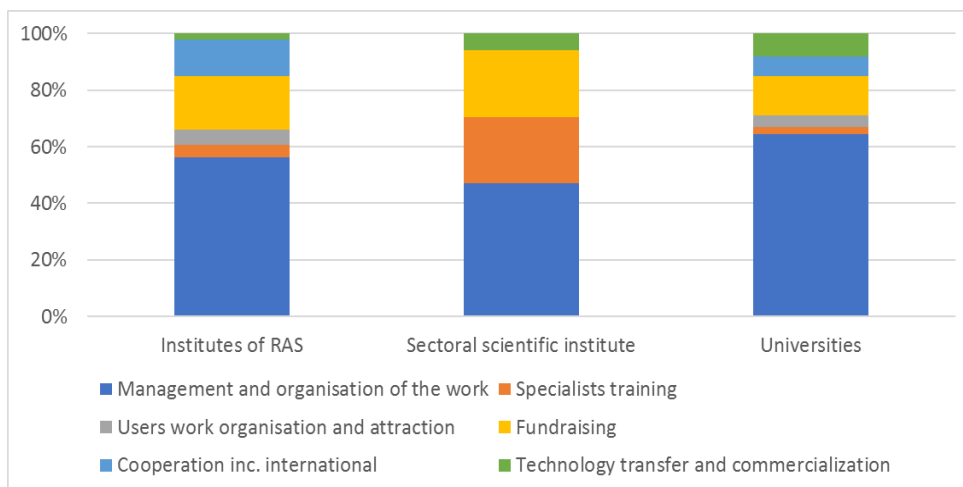
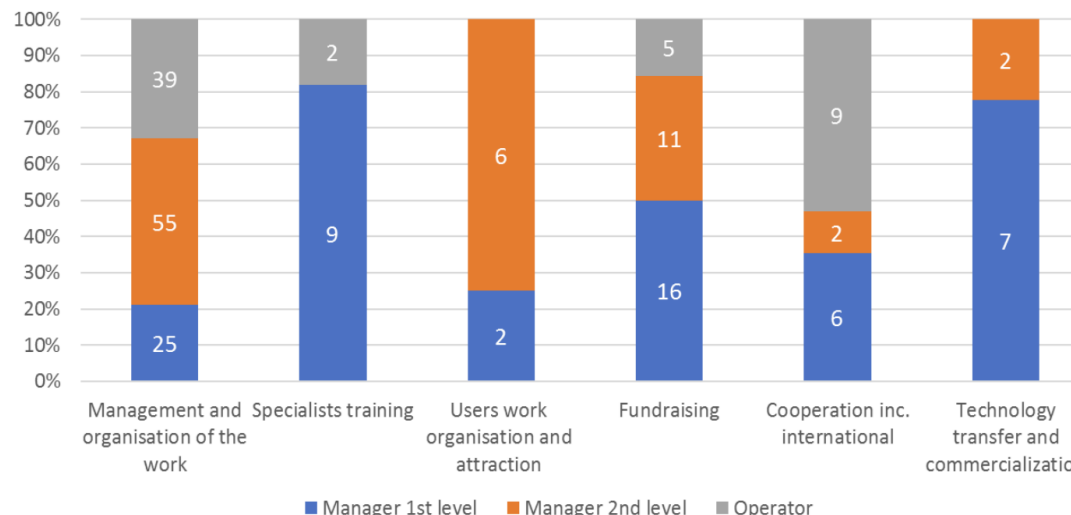
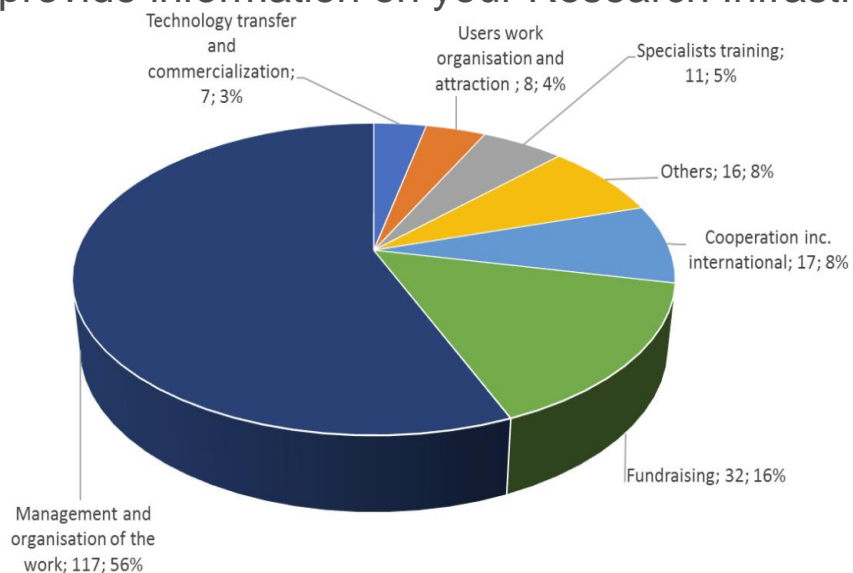


Respondents

1. *Managers of the 1st level* – Directors, deputy-directors, vice-rectors, scientific secretary.
2. *Managers of the 2nd level* - Heads and deputy heads of centers / departments, heads of laboratories.
3. *Operators* - senior researchers and associate professors.

Task 9.1 implementation: the survey “Identifying the challenges in managing research infrastructures in Russia and urgent training needs” analyses was reported 30.10.2020

“Please, provide information on your Research Infrastructure's highest priority management/leadership problems”



Task 9.1 implementation: the Procedure for CREMLINplus Fellowship program is designed.

- The application process within CREMLINplus Fellowship Programme step-by-step
 1. Call announcement for CREMLINplus fellowship applications
 2. Application for available training courses/schools/workshops/conferences to the course provider.
 3. Submission of an application to CREMLIPplus FP
 4. Evaluation by the internal CREMLINplus experts and SRP
 5. Notification of the applicant on the evaluation results
 6. Participation in the training course/workshop/school/conference
 7. Reimbursement of the successful candidate's eligible training costs by NUST MISIS
- Eligibility criteria
 - must be a manager or operator of the Russian RI.
 - must have a **motivation letter** with all of the relevant information that tells the candidate is the right person for fellowship.
 - **must have the Employer support letter** .
 - must provide a **cost estimate** for participation in the event, including all eligible costs for a further reimbursement,
- Application Requirements (document requirements)
- The Selection Process
- The main selection criteria
 - the degree to which candidates fit into the target group of the training courses.
 - the relevance of training courses to needs of the research infrastructure of candidate's organization.
 - the extent to which the employer is interested in supporting participation of the candidate in training courses.
 - the extent to which a successful candidate would be able to implement the newly-acquired knowledge in the daily work.
 - justification of planned costs for participation in the event.

Task 9.1 implementation: the Scientific Review Panel (SRP) Terms of references is designed.

Role and Purpose

- general strategy for providing fellowships within WP 9;
- review and approve the short list of applications;

Members, Chair, Attendees, Secretary, Terms of Office

- up to 16 members.

Duties of the SRP

- To advise on general strategy for CREMLINplus;
- To advise on general evaluation criteria for individual fellowship applications;
- To advise on the selection process of applications;
- To review and approve the results of the preliminary applications' check;
- To approve the launch of the call and the call documentation.

Meetings: Frequency, Notice, Quorum

- 4 times per year, virtually

Minutes and Reporting



THANKS FOR YOUR ATTENTION!

MERRY CHRISTMAS!

