

## PUBLIC AGENDA

# Conference on Research Careers 2025

10-12 December 2025

## Day 1

### **09:30 - 10:00 Registrations**

### **10:00 – 10:20 Opening and welcome remarks**

#### Speakers:

- Manuel Aleixo, Cabinet Expert, Cabinet of Commissioner Ekaterina Zaharieva, European Commission
- Lidia Brito, Assistant Director-General for Social and Human Sciences, UNESCO (video message)

### **10:20 – 10:50 When science is silenced: researchers share their stories**

#### About this session:

This session brings the human dimension of scientific freedom to the forefront. Through personal testimonies, researchers who have faced harassment, censorship, or persecution share their experiences. Their stories show the real-world consequences of restrictions on academic and scientific freedom, highlighting the fragility, resilience, and significance of scientific work.

#### Speakers:

- Raha Sabet Sarvestany, Postdoctoral Researcher, Åbo Akademi University
- Pius Mosima, Lecturer, University of Leiden

### **10:50 – 11:20 What the data say: expert findings on scientific freedom**

#### About this session:

This session presents recent data and analyses on the state of scientific and academic freedom worldwide. Experts will discuss broader trends identified by independent organisations, providing an evidence-based overview of progress and regressions. The session offers a factual foundation for the discussions that follow.

Speakers:

- Denise Roche, Advocacy Manager with Scholars at Risk Europe
- Mari Elken, Associate Professor, University of Oslo

**11:20 – 12:00 Freedom of Scientific Research in an era of disinformation, surveillance and AI**

About this session:

As the global research environment evolves, scientists face evolving pressures. From geopolitical tensions and the risks posed by new technologies, like artificial intelligence, to complex global crises such as climate change and pandemics, this panel examines the drivers of greater fragility. Speakers will also discuss how disinformation, polarisation, and populism undermine trust in science and the autonomy of researchers. The discussion will highlight how these dynamics intersect and what measures can strengthen resilience and openness in scientific systems.

Speakers:

- Gian Maria Greco, Chair of the Board, Marie Curie Alumni Association
- Sophia Catsambi, Policy Officer, DG EAC, European Commission
- Kader Konuk, Professor, Technical University Dortmund

**13:30 – 14:10 Key Findings from the European Commission and UNESCO**

About this session:

This session presents the ongoing and planned initiatives of the European Commission, the European Parliament, and UNESCO to promote freedom of scientific research. Speakers will outline key instruments, frameworks, and monitoring mechanisms designed to strengthen the intellectual autonomy and safety of researchers worldwide. Participants will gain insight into how international cooperation and normative work translate into practical support for scientists and institutions at risk.

Speakers:

- Slaven Misljencevic, Team Leader, European Commission
- Konstantinos Tararas, Programme Specialist, Social and Human Sciences, UNESCO
- Carl Vannetelbosch, Project Officer, Social and Human Sciences, UNESCO

## **14:10 – 14:50 The EU’s Next Move: Legislation on the Freedom of Scientific Research**

### About this session:

Freedom of scientific research is expected to feature in the ERA Act, and a stakeholder consultation is currently under way. This session will bring together various stakeholders to outline what genuine freedom in research requires. The discussion will offer the audience a concise view of how different stakeholders see the role of the freedom of scientific research in the upcoming ERA Act.

### Speakers:

- Kurt Deketelaere, Secretary-General, League of European Research Universities
- Monika Steinel, Deputy Secretary-General, European University Association
- Martin Winger, Advisor for EU research policy, KoWi
- Mostafa Moonir Shawrav, Executive Director, Marie Curie Alumni Association

## **15:20 – 16:00 Towards stronger protection of scientific freedom: what works in EU and beyond**

### About this session:

Building on earlier discussions, this panel highlights effective models, initiatives and institutional practices that promote and protect scientific freedom in Europe and beyond. From national policies to university frameworks and international cooperation mechanisms, panellists will present examples of resilience, integrity and sound governance. The session aims to draw out lessons that can be applied elsewhere and encourage joint efforts across sectors and regions.

- Frank Albrecht, Alexander von Humboldt Foundation
- Susanne Caarls, European and International Research and Science Policy, the Netherlands
- Malene Nielsen, Deputy Head of Mission, Permanent Delegation of Denmark to UNESCO

## **16:00 – 16:25 Open floor: questions, perspectives, and reactions**

### About this session:

This closing, participatory segment invites the audience and speakers to jointly reflect on the insights of the day. Using interactive online tools, participants will be asked to respond to key questions on the state and future of scientific freedom. Their real-time input will guide the discussion, allowing speakers to react and comment on emerging

themes and perspectives. The format encourages open dialogue and mutual learning across institutional, disciplinary, and regional boundaries, helping to synthesize conclusions and identify shared priorities for action.

**16:25 – 16:30 - Closing remarks**

## Day 2

### **08:30 - 9:00 Welcome coffee and registration**

### **09.00 - 09.30 Opening and welcome remarks**

#### Speaker:

- Magda De Carli, Head of Unit and Deputy Director, European Commission

### **09.30 - 10.00 Presentation on the latest policy updates relevant to research careers**

#### About this session

Since the Research Careers Conference 2024, the landscape for research careers has evolved, with new measures, proposals and initiatives reshaping the debate across Europe. This short policy update will give the audience a clear sense of what has changed and why it matters, offering a concise overview without delving into technical detail. It will set the scene for the discussions that follow and ensure that everyone is up to date with the most relevant developments.

#### Speaker:

- Dario Capezzuto, Policy Officer, European Commission

### **10.00 - 10.45 Choosing Europe: creating favourable research careers**

#### About this session

This session will examine how Choose Europe for Science aims to attract researchers to Europe while also ensuring that those already here can build stable and fulfilling careers. It will look at how better employment conditions, clearer prospects and supportive working environments are essential for both drawing in global talent and retaining skilled researchers across the continent.

#### Speaker:

- Anna Grimault, ERA Policy Officer, Ministère de l'Enseignement supérieur, de la Recherche et de l'Espace
- Martha Mayorquín Torres, Postdoctoral Scientific Employee
- Petra Born, Desk Officer Academic Careers, Bundesministerium für Bildung und Forschung
- Slaven Misljencevic, Team Leader, European Commission

## **10.45 - 11.15 Coffee Break**

## **11.15 - 12.00 Building Excellence for the Research Community: ResearchComp and RMComp**

### About this session

This session will showcase the ResearchComp and RMComp frameworks together with the ResearchComp self-assessment tool, bringing them to life through real-world examples and testimonials presented directly by our invited speakers. Through these hands-on insights, the session aims to encourage the wider uptake of the competence frameworks, while encouraging exchanges between representatives of universities, research organisations, projects, and employers on how to best use them.

### Speakers

- Nicola Dengo, President, European Council of Doctoral Candidates and Junior Researchers
- Véronique Larosa, Executive Officer for Research, ULiège RISE - Recherche, Innovation, Support et Entreprises
- Chiara Biglia, Research Manager and Head of Career Center Division, Politecnico di Torino
- Sophie Bouccara, Consultant, Adoc Talent Management

## **12.00- 12.45 Launch of the Research and Innovation Careers Observatory (REICO)**

### About this session:

This session constitutes the launch by the European Commission of the Research and Innovation Careers Observatory (ReICO), a joint initiative with the Organisation for Economic Co-operation and Development (OECD).

ReICO aims to provide reliable evidence on talent and careers in research and innovation, bridging the policy and evidence gap in this field, in response to the need for reliable data on research careers, as outlined in the Council Recommendation on a European framework to attract and retain research, innovation, and entrepreneurial talents in Europe.

The session includes a presentation of some practical data relevant notably to the EU and available in the ReICO platform.

### Speakers

- Magda de Carli, Head of Unit, European Commission

- Fernando Galindo-Rueda, Head of Unit, OECD
- Carolina Cañibano Sánchez, National Expert, European Commission

### **12.30 - 14.00 Lunch**

### **14.00 - 14.35 Launch of EUROPASS – EURAXESS Interoperability**

#### About this session

This session will outline how new interoperability between the two systems will work in practice, showing how linking a Europass profile with the EURAXESS job environment can create a more coherent and efficient route for researchers navigating research opportunities in Europe.

#### Speakers

- Vera Nygard, EURAXESS IS Coordinator, European Commission
- Dimitrios Pikios, Team Leader Europass and ESCO, European Commission
- Christine Voelkl, Policy Officer Europass, European Commission

### **14.35- 15.00 Launch RESAVER Go**

#### About this session

RESAVER, the pan-European Occupational Pension Fund, has become an example of how cross-border pensions can work in practice, overcoming significant barriers along the way. During this session, RESAVER Go will be unveiled, the next major step forward.

#### Speakers

- Beata Cseresznye, Pension Fund Manager, RESAVER
- Agustin Calvo, Engagement and Growth manager, RESAVER

### **15.00 - 15.30 Presentation of recommendations from the Horizon Europe Mutual Learning Exercise (MLE) on Research Careers**

#### About this session

A [Mutual Learning Exercise \(MLE\)](#), supported by the Horizon Europe Policy Support Facility and focusing on the implementation of the new European framework for research careers, concluded in May 2025 with a final report. The MLE allowed 16 interested Member States to exchange good practices and learn from each other, with the support

of a panel of experts. This presentation by the chair of the panel of experts will focus on the main recommendations from the MLE.

#### Speaker

- Conor O'Carroll, Chair of the MLE on research careers

#### **15.30 - 16.00 Coffee break**

#### **16.00 - 16.55 Celebration: 20 years of the European Charter for Researchers**

#### About this session

This session celebrates a milestone in the European Charter for Researchers. The session will discuss the Charter's evolution, its impact on the European Research Area, and its role in shaping research careers. We will reflect on its achievements and considering its future role in promoting excellence, providing a set of shared European values, and attracting and retaining top research talent.

#### Speakers

- Manuel Aleixo, Cabinet Expert, Cabinet of Commissioner Ekaterina Zaharieva, European Commission
- Conor O' Carroll, Independent Consultant on Research and Higher Education Policy and Funding
- Fulvio Esposito, IT Representative OECD/OCSE Committee for Scientific and Technological Policy (CSTP), IT Alternate Representative at ERAC
- Bogna Hryniszyn, Director of the Excellence in Science Department at the Polish Academy of Sciences

#### **16.55 - 17.00 Closing remarks**

## Day 3

### HR Excellence in Research info day

The HR Excellence in Research Award Info Day is held annually, bringing together a diverse audience of stakeholders, including research institutions and funders, to discuss the implementation of the European Charter for Researchers (formerly Charter & Code). This year's edition is especially noteworthy, as it coincides with a major milestone: the 20th anniversary of the European Charter for Researchers.

The event will feature presentations that highlight the progress, successes, and lessons learned over the past 20 years, as well as best practices in implementing the European Charter for Researchers.

This hybrid session offers a unique chance for stakeholders to convene, reflect on past achievements, and envision the future of research careers in Europe. As part of the 20th anniversary celebration, the session will delve into the implementation of the European Charter for Researchers as a vital tool for enhancing the attraction and retention of top research talent, ultimately driving excellence in research.

#### **08:30 - 9:00 Welcome coffee and registration**

#### **09:00 – 09:30 Opening remarks**

#### **9:30 – 10:00 HR Excellence in Research: state of play**

##### About this session

This session will look into the transition from the Charter & Code to the European Charter for Researchers and will present an update of the HR Excellence in Research process and its development.

- Presentation  
Michele Rosa-Clot  
ERA, Spreading Excellence and Research Careers European Commission

#### **10:00 – 10:30 Implementation of the European Charter for Researchers at REPSOL**

##### About this session

This session will feature REPSOL, a Spanish multinational energy and petrochemical company, sharing their experience as an awarded organisation in implementing the Charter for Researchers. They will discuss the challenges and opportunities of integrating the Charter's principles into a private company's operations.

- Intro  
Laura GARCIA DIEGO  
Open Innovation Sr Analyst, REPSOL
- Presentation  
Alexandra USON PEREZ  
E&P central areas Business Partner, REPSOL

### **10:30 – 11:00 International best practices: the Royal Melbourne Institute of Technology**

#### About this session

the Royal Melbourne Institute of Technology will share its expertise and experience in implementing the Charter for Researchers, highlighting successful strategies and lessons learned from an international perspective

- Presentation  
Jane Holt  
Executive Director, Research Strategy & Services, Royal Melbourne Institute of Technology (RMIT)

### **11:00 – 11:30 Coffee break**

### **11:30 –12:00 Universität Siegen: an interdisciplinary best practice**

#### About this session

The session will discuss how Universität Siegen successfully implemented the Charter for Researchers through an interdisciplinary approach, fostering collaboration across departments and faculties.

- Presentation  
Daniel MULLER,  
Head of the postgraduate centre, University of Siegen

### **12:00 – 12:30 HR Excellence at CERN, aligned with European Values**

#### About this session

CERN will present how they aligned their action plans with the European Charter for Researchers and the HR Excellence in Research process, demonstrating their commitment to European values and excellence

- Presentation  
Anne KERHOAS  
Risk Manager and HR Excellence in Research manager, CERN

### **12:30 - 14:00 Networking Lunch**

### **14:00 - 14:45 IT Developments and the revamped e-Tool**

#### About this session

Get an insider's look at the revamped e-Tool with one of its developers, who will provide an overview of its architecture, recent developments, and key changes

- Intro  
Philip BABALIS  
Senior Project Manager, Netcompany
- Presentation  
Savvas TSAROUCHAS  
Lead Engineer, Netcompany

### **14:45 – 15:15 The initial and the interim phases: what to do and how to prepare!**

#### About this session

Expert guidance on getting started with the HR Excellence in Research award: an experienced lead assessor will offer practical advice and tips on navigating the initial and interim phases, helping you prepare and take the first steps towards achieving the award

- Presentation:  
Silvia Zabeo  
Senior Research Advisor - International Research Office, and member of the Ethics Committee, Ca' Foscari University of Venice and  
HR Award Senior Lead Assessor

## **15:15 – 15:45 Renewal Phase and Site Visits**

### About this session

An experienced lead assessor will provide insights into the Renewal phase of the HR Excellence in Research award, sharing expertise on the process and requirements, as well as offering guidance on preparing for and navigating site visits.

- Presentation:  
Justin Synnott  
Research Partner, University College Dublin, Research and Innovation  
HR Award Senior Lead Assessor

## **15:45 - 16:00 Closing remarks**