

Input

Quality and diversity

The Research Council's perhaps most important contribution to quality in researcher qualification is through the allocation of recruitment positions in high-quality projects. In addition, the goal of strengthening quality and relevance in doctoral education through national research schools is supported. To ensure high quality, solve the major societal challenges and stimulate research to push boundaries, we need a diversity of perspectives and experiences, including through broad recruitment. Expectations that research should be more openly accessible and inclusive, that researchers should collaborate across disciplines and sectors and contribute to innovation require new qualities and skills from our future researchers.

How can the Research Council strengthen the efforts for quality in researcher qualification?

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Capacity

While the Research Council's funding of PhD and postdoctoral man-years have been relatively stable over the past decade, the number of new doctoral degree agreements and the number of postdoctoral positions have increased nationally. The Research Council's funding of recruitment positions thus constitutes a lower proportion of recruitment nationally.

In industry, private and public services, there will be an increasing need for research expertise in the years to come. Some subject areas, including the social sciences, humanities and life sciences, have good applications for doctoral education, while others, including technology, science and some professional educations, have greater recruitment challenges.

Which recruitment positions should the Research Council prioritize the funding of in the future, and why?

Post-PhD positions

How can the Research Council strengthen areas with particularly weak recruitment?

- Could an idea be guaranteed work for i.e. two years after completing PhD. Either in industry or academia
- Anna: make a competitive salary (compared with IT-companies phd salary are too low for people to prioritize academia)

In areas with particularly weak recruitment, it might be a good incentive to enhance recruitment with beneficial conditions such as guaranteed work for a set period of time after the completion of the degree. An approach would be to grant up to two years of guaranteed employment either in industry or academia. Furthermore, recruitment could be enhanced by making salaries more competitive.

Research career

For young talents, a research career will only be *one* of many possible career paths. The status today is that almost all doctors are in work a few years after their defense, at the same time there is an imbalance in that many postdocs experience a high degree of temporary nature over a longer period of time.

Assessment criteria for hiring and allocating research funding are changing, among other things to reflect open research and the need to work in large, often distributed and complex constellations. This makes it demanding for young researchers to make informed choices about career building.

How can the Research Council further stimulate good career development among younger researchers?

- Frame conditions, such as salary and more fixed positions are vital here, although it is a hot potato...
- Expand OffPhD and næringsPhD - make it possible for young professionals to re-enter academia.

Temporary employment is not per se a problem unless it is faced with diminished rights and undeserving frame conditions. While it is difficult to change a whole system of temporary employment, we encourage it to make it less precarious. The establishment of more secure working conditions and rights is vital here as well as setting up frame conditions which are competitive not only to permanent positions but in the case of academia with industrial employment. Another incentive could be to expand OffPhD and næringsPhD and easier possibilities to re-enter academia.

Brain drain

Major and rapid societal changes, complex challenges and new knowledge and technology lay new premises for research and recruitment policy going forward. This will require more people with research and innovation competence in the breadth of working life and increased interaction and mobility between disciplines and sectors.

How can the Research Council further stimulate recruitment in the breadth of working life?

- Expand OffPhD and næringsPhD - make it possible for young professionals to re-enter academia. For instance, does the topic of the PhD (OffPhD/næringsPhD) not necessarily have to be interesting for your current employer, but for other employers. When a PhD completes an OffPhD/næringsPhD, the candidate is guaranteed work for e.g. two years in the company/organization that is cooperating with the Research Council on the PhD.
- diversification of opportunities in the pliktarbeid component of a PhD (see last hearing answer on Strategi for forskerrekruttering og karriereutvikling from UiO from May 2021)
- An obvious prerequisite that needs to be addressed in order to recruit more PhDs from working life is to improve the frame conditions, such as salary and midlertidighet.

How can the Research Council, through its recruitment instruments, contribute to increased mobility between UH and other sectors of working life?

- Same as above.

International mobility

The large proportion of doctoral candidates and postdocs recruited from foreign universities shows that Norway is part of the international labor market and an attractive country for

young researchers. However, young researchers from Norwegian educational institutions do not apply to the same degree. It can be explained in different ways, including less attractive conditions at foreign institutions, family relationships and more. This means greater competition for positions in Norway.

How can the Research Council through its recruitment tools contribute to increased international mobility?

- Guarantee position (long-term temporary or fixed) in Norway in cooperation with Norwegian employer and/or institution.

To increase international mobility of Norwegian young researchers a model could be introduced where phd or postdocs who go abroad to do a part of their degree are guaranteed a position in the future. This position could either be of long-term temporary basis or a fixed position in cooperation with a Norwegian employer or institute.

Summary

If there are specific factors that the institution wishes to highlight, these can be mentioned here.

What are, overall, the most important challenges from the institution's point of view when it comes to recruitment that the Research Council can help solve?

ADD COMMENT

Are the Research Council's measures and instruments sufficient to meet the challenges ahead? Is there a need for new instruments or changes to existing ones?

TOTALLY AGREE

PARTIALLY AGREE

NEITHER NOR

☒ PARTIALLY DISAGREE - I would say this, based on the above input.

COMPLETELY DISAGREE

ADD COMMENT

Other comments?

ADD COMMENT