

Publishable Summary

From Talent Scouting To Real Talents Support

The TANDEM project aimed at understanding current trends and best practices associated with issues related to Dual Career and Integration Services (DCIS) offered to mobile researchers and using and proving this knowledge in the development of new ways to optimize the support for mobile researchers throughout Europe thus facilitating the implementation of the Innovations Union's commitment and supporting the EU in its efforts to become a smart, sustainable and inclusive economy.

The main objective of the TANDEM project consist in analyzing the mobility obstacles of researchers and their respective partners and family members and in showing various strategic institutional ways of minimizing them. With a tandem of activities between the Dual Career Advise and Integration Services (ETH Zurich, Faculty Office and University of Copenhagen, IMS) and the Euraxess Service Centers (in Bratislava, Tartu, Thessaloniki and Zurich) we pooled the experiences of supporting researchers talents and their families. The talents support is absolutely crucial for postdoctoral researchers. It provides a powerful instrument for keeping women researchers in their academic careers. The project will pool the activities of DCIS and the Euraxess Network and thus multiply their efforts.

The more specific objectives included

- an analysis of the current DCIS and how they can be adapted to the researchers on their different career steps and thus their varying needs,
- a creation of a modular system adaptable to different institutions and their characteristics,
- a focus on member states with a trend to brain drain with a study of how DCIS could strengthen a brain circulation.

Because

- it is one thing to recruit the best brains but another to integrate them and to make them stay and contribute.
- the attractiveness of an organization is no longer defined just by an excellent research environment, but by additional practical integration factors and most of all career prospects of all partners.

In work package 1, the modularisation of Dual Career and Integration Initiatives DCIS, we analysed the obstacles that mobile, international researchers face focusing also on the partner's and family's Integration. The analysis was very fruitful and concluded in a summary in national reports that are published on www.euraxess-tandem.eu

Additionally in work package 1, we drafted our modules (which service helps the Researcher and Partner/Family in which setting), definded them and wrote recommendations (D1.3)

In Work package 2, the national mobility trends per Country were analyzed and brought to a synthesis. Understanding these trends is crucial for the understanding of the services needed.

In Work Package 3, we organized the seminars, the twinnings and the working meetings in Zurich, Thessaloniki and Bratislava. They were all successfully organised and brought us to the reports and conclusions. Project management, coordination and supervision - the last work package 4 – went smoothly.



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