



Navigating Research Careers: Insights from MSCA Alumni and Recommendations

Gian Maria Greco and Fernanda Bajanca
Marie Curie Alumni Association

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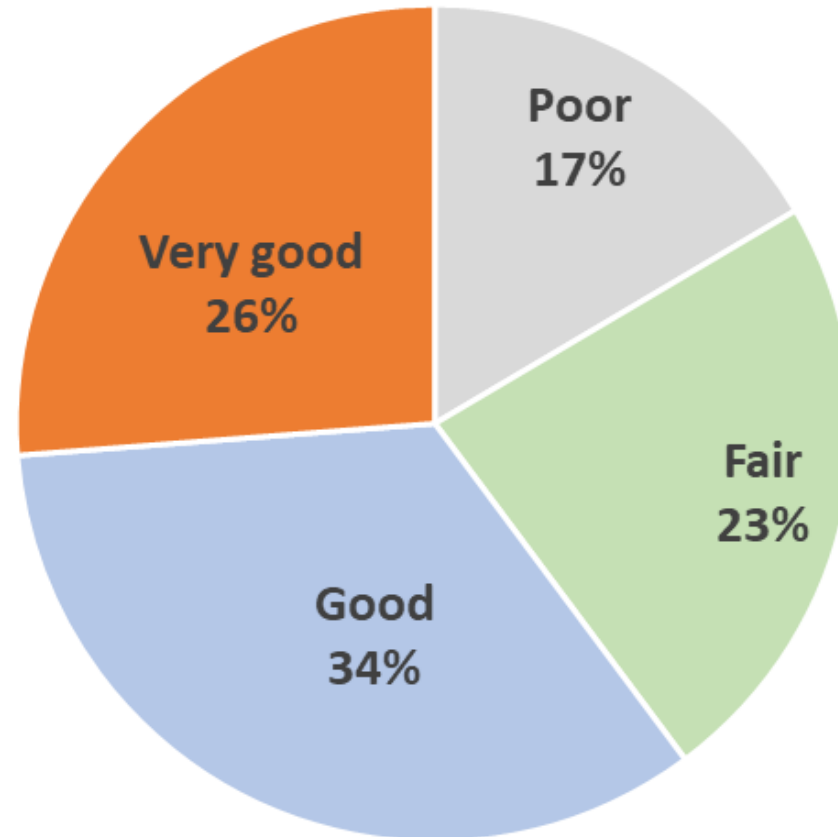


Theme 1:

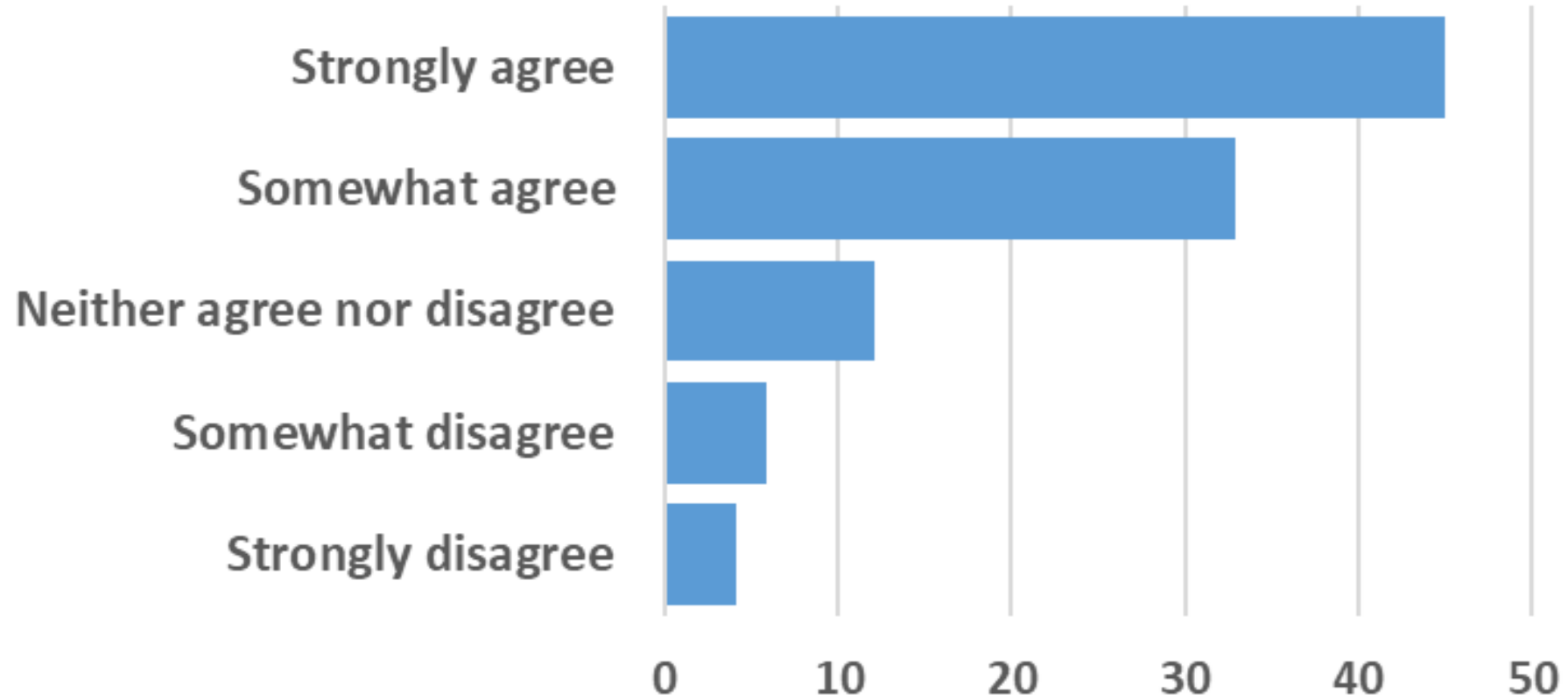
The Effect of MSCA Measures Targeted to the Non-Academic Sector



Balance between academic research and exposure to non-academic sectors during fellowship



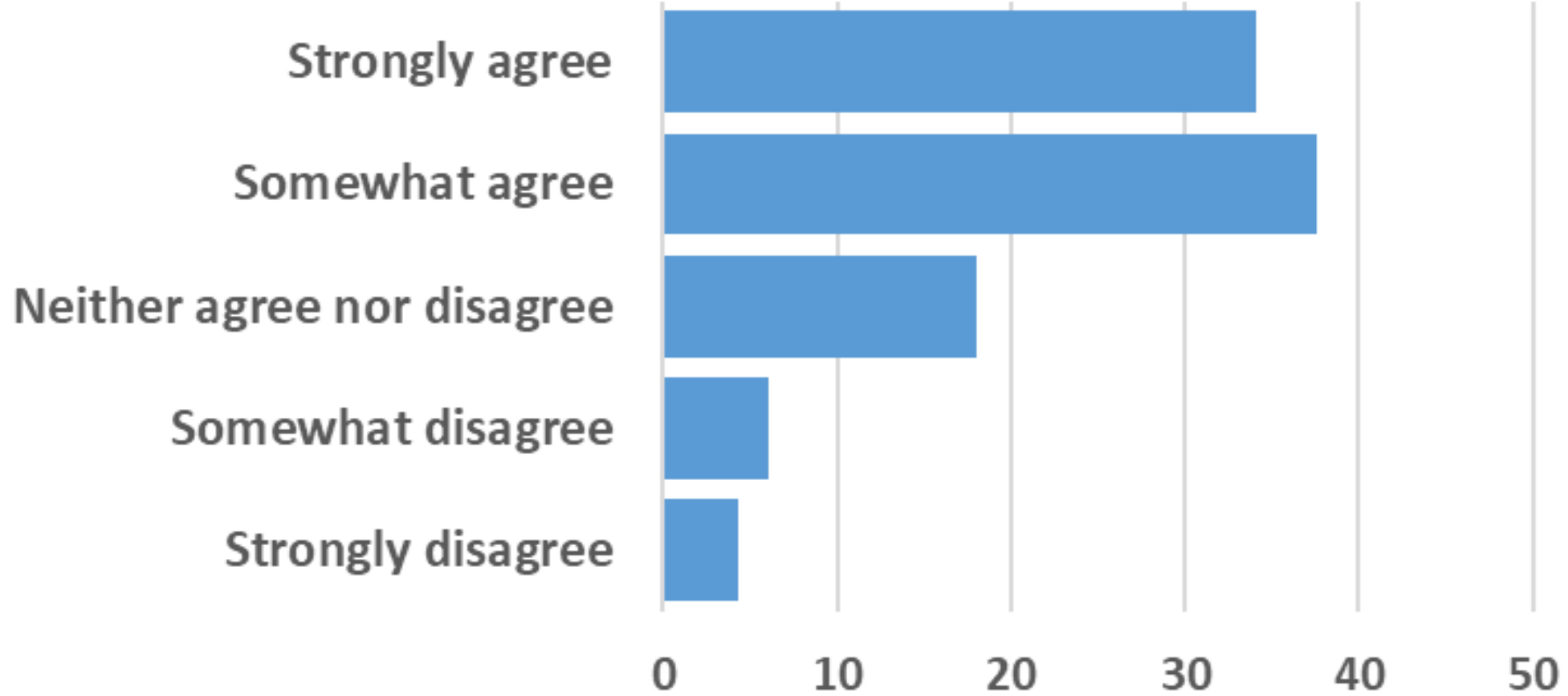
The MSCA fellowship has improved my career plans and/or aspirations



% responses



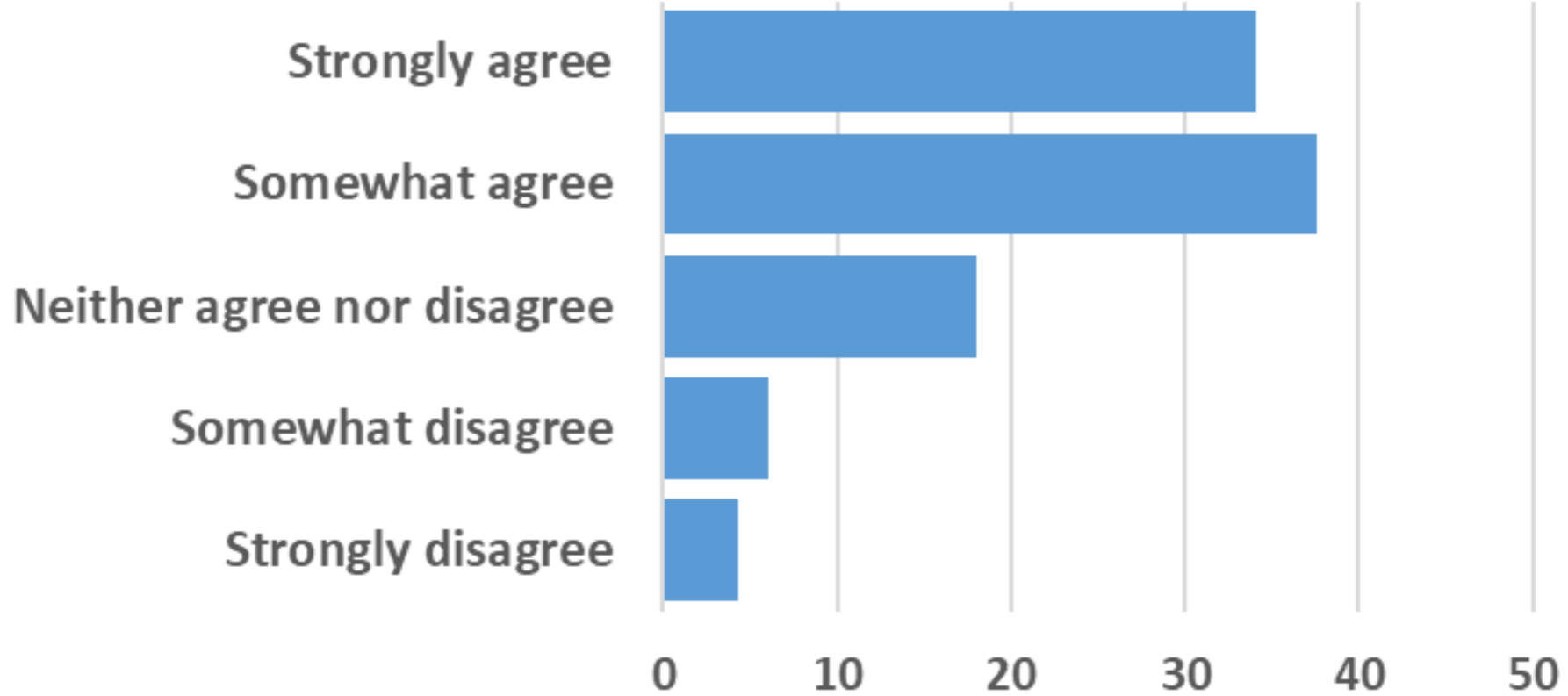
New career directions became more probable and/or possible after the MSCA fellowship



% responses



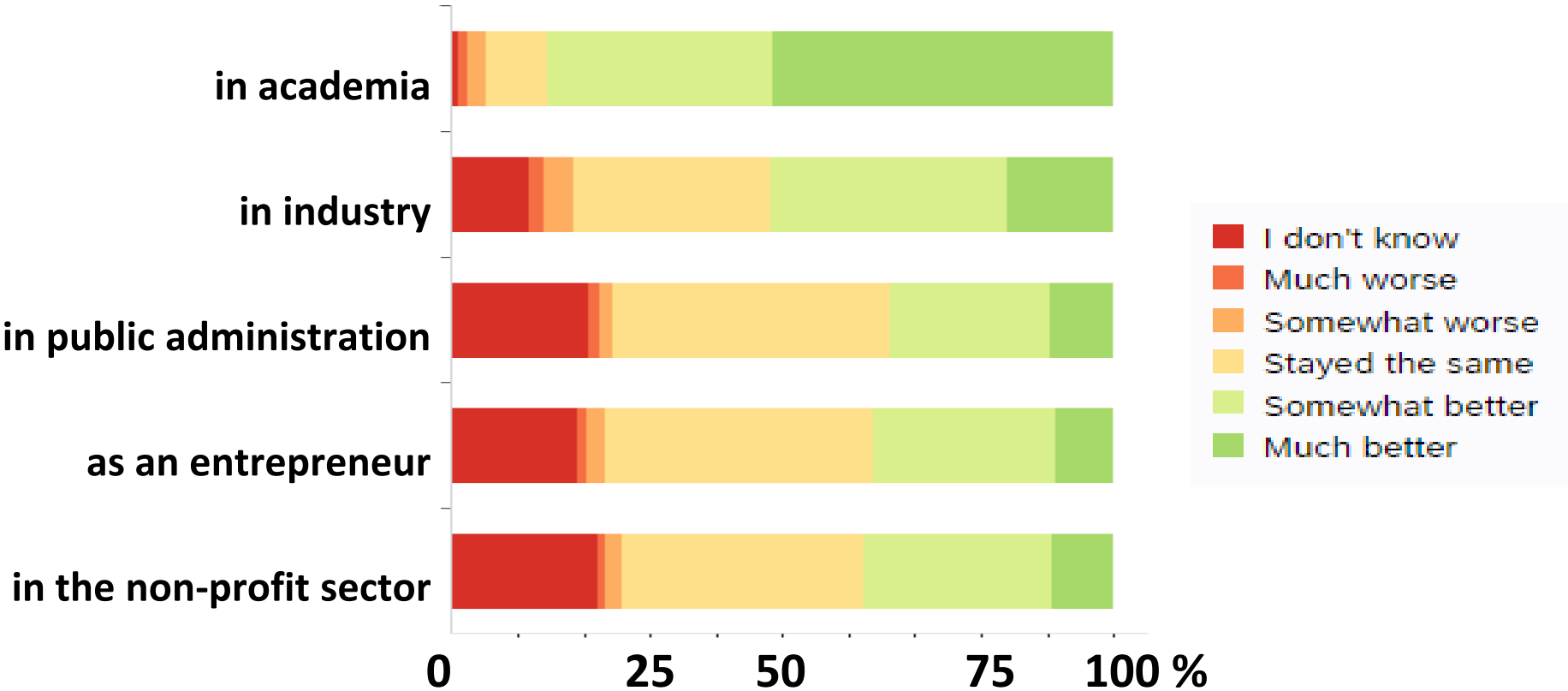
New career directions became more probable and/or possible after the MSCA fellowship



% responses



Prospects of employability after their MSCA fellowship as evaluated by fellows



Recommendation 1: It is imperative that policymakers continue to support and invest in initiatives that bridge the gap between academia and industry as well as in other sectors, ensuring that researchers have the tools and the support they need to thrive in a rapidly evolving landscape.

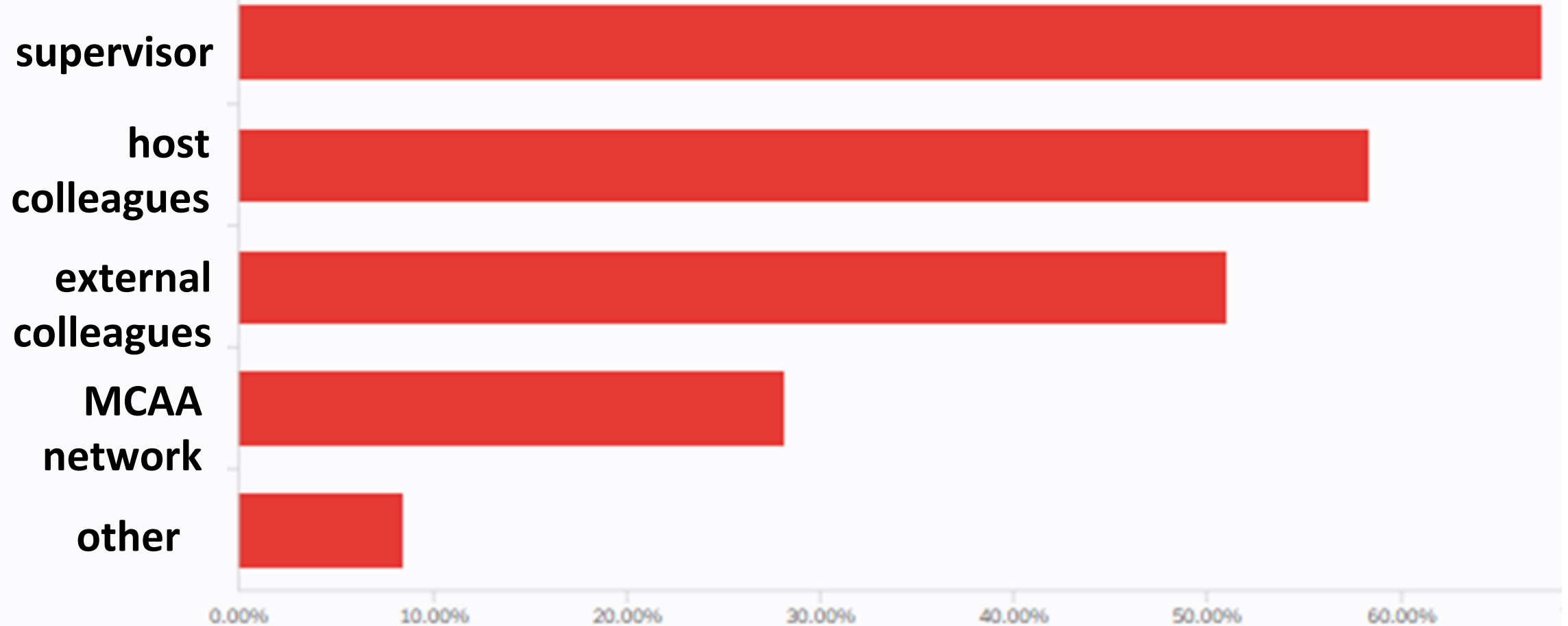


Theme 2:

After Your PhD, What's Next?



Which individuals have been particularly supportive in your career development journey?

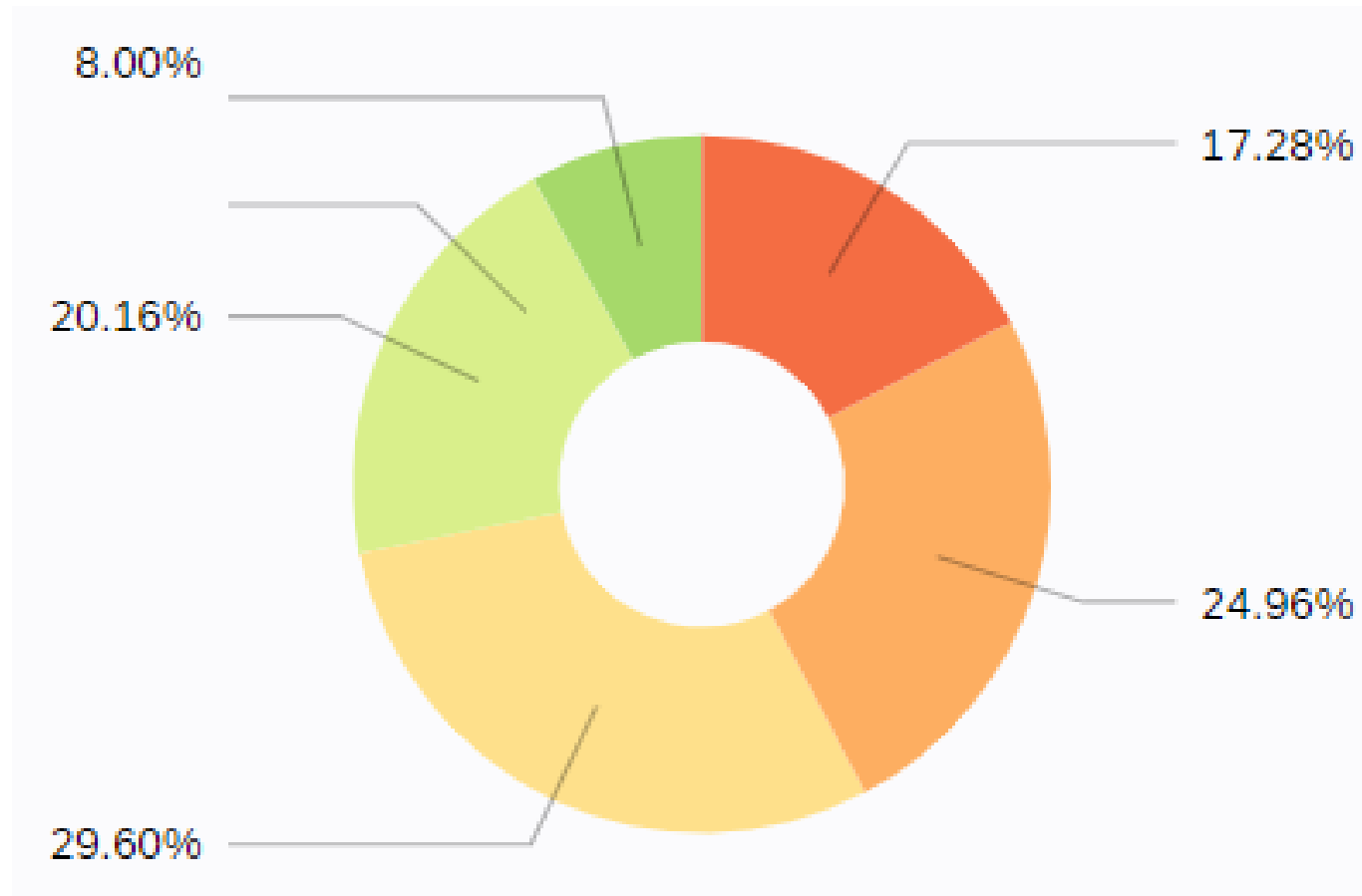


Recommendation 2: To address this, it is necessary to prioritise mentorship and career development programs as well as resources that will empower doctoral and postdoctoral researchers to make informed decisions about their future. Providing support at this critical juncture can ensure that researchers are equipped to thrive in whatever path they choose.



How useful it was to make your Career Development Plan?

Not at all useful Slightly useful Moderately useful Very useful Extremely useful



Recommendation 3: Guidelines on the Career

Development Plan should be developed so as to provide clear guidance on its design, set clear goals that can be used as checkpoints and benchmarks during the life of the projects, devise specific mechanisms for monitoring the CD Plan implementation, and devise a system of training and mentorship on how to design, implement, and use the CD Plan.



Theme 3:

Assessing Nonlinear Careers



In the realm of research careers, **nonlinear trajectories are increasingly frequent**. Unexpected detours happen whether to adjust to increasing difficulties in the job market or as unexpected opportunities arise.

While **non-linear paths present challenges**, they also offer opportunities.



Recommendation 4: Policymakers, and the research community, must recognize and embrace the diverse career pathways taken by researchers, providing the support and resources needed to navigate these nonlinear trajectories. By fostering a culture that values flexibility and adaptability, we can empower researchers to chart their own course and reach their full potential.

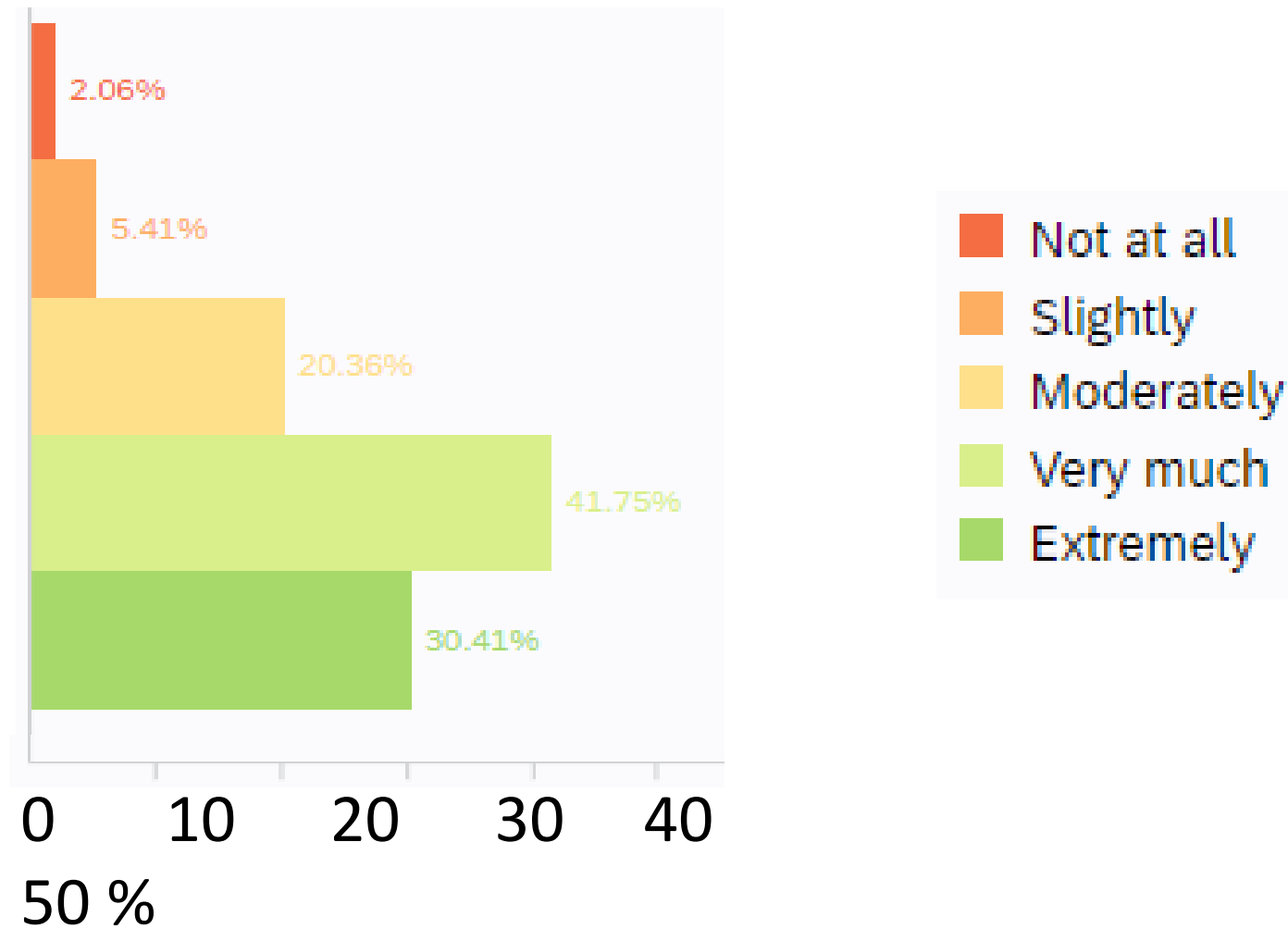


Theme 4:

The Value of MSCA Transferable Skills for Non-Academic Sector



Are your transferable skills adapted to the requirements of your job?



Recommendation 5: promote the development of a set of hands-on training programmes on transversal and transferable skills. Such training programmes should be structured at a higher level, so as to provide training that is systematic as well as scalable and adjustable on the specific needs of each MSCA researcher.





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