

Breaking the Barriers: Embracing the challenges of **Intersectoral Mobility**

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Outline

What is Intersectoral Mobility (ISM)?

Challenges of Intersectoral Mobility

Breaking the Barriers

Summary

What is Intersectoral Mobility

- ◆ Intersectoral mobility refers to the movement of individuals or organizations between different industries or sectors



Provides new career opportunity, professional growth



Exposes to different cultures, and new approaches



Increases the potential **impact** of research

Challenges of Intersectoral Mobility (ISM)

Demand side factors

- ◆ Lack of absorptive capacity in industry
- ◆ Misconception or lack of awareness on the value of PhDs
- ◆ Lack of structural links between academia and industry

Supply side factors

- ◆ Individual preference for academic research career and lack of awareness of opportunities
- ◆ Low recognition of intersectoral mobility in academia for evaluation or career progression
- ◆ Lack of insight in own competences and lack of training for diverse career paths
- ◆ Low overall availability of intersectoral mobility options for researchers, with low sharing of practices among EU Member States

the Knowledge Ecosystem Study presented in the policy brief on [talent circulation & intersectoral mobility](#)

Challenges of Intersectoral Mobility (ISM)

- ◇ Societal and cultural biases
- ◇ Researchers' workings conditions
- ◇ Visa & immigration regulations
- ◇ Limited professional networks
- ◇ Personal and family situation
- ◇ Language
- ◇ Inadequate mentoring
- ◇ Gender biases
- ◇ Geographical constraints

Understand

◇ Personal Level

- ◇ What do you want?
- ◇ What's your definition of success?
- ◇ Find your why?

◇ Useful tools

- ◇ Ikigai concept
- ◇ 16 personalities survey
- ◇ 360 degree feedback
- ◇ HBDI
- ◇ MBTI

◇ Understand the context

- ◇ What are norms in your field/country?
- ◇ Which sectors can use your expertise?
- ◇ What are the challenges?



Analyze your current level of skills

- ◇ What do you know now?
- ◇ What level of skills do you have now?
- ◇ Know how to translate your skills

Activity during PhD

Skills and Competences

Published Paper

Writing Skills

You had 3 supervisors

Negotiation Skills

Proposed solutions

Problem Solving Skills

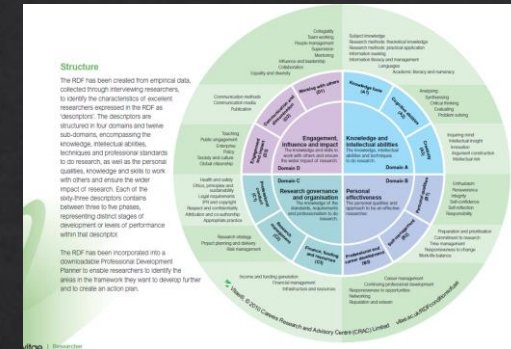
Organized Conference

Event management skills

EURAXESS

Develop transferable skills

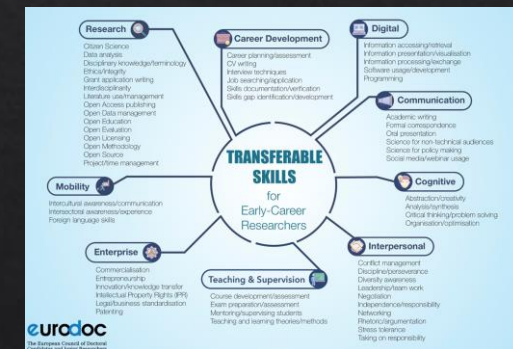
- Which skills are necessary for your sector?
- Check the European Competence Framework for Researchers
- Plan to develop sector specific transferable skills with a realistic timeline



Vitiate RDF



Strength	Weakness
Opportunities	Threat



Eurodoc Report

Power of mentoring and Network

- ◆ Find mentors who have successfully navigated intersectoral mobility
- ◆ Join formal mentoring program
- ◆ Seek guidance from career development offices
- ◆ Join or collaborate with professional organizations
- ◆ Collaborate during your research with different sectors



Summary



Understand
your goal



Plan the time



Map your Skills



Get Training



Build
Network



Look for
opportunities

Thank you very much!

Useful Resources

- ◇ [EURAXESS Career Development Resources](#) (This is an interactive tool with lot of information based on different modules, please explore those modules, [especially Industry and Entrepreneurships](#) as well as [tools & resources](#), [Career handbook](#), [E-tool](#) and other sections)
- ◇ [myIDP Science Career](#)
- ◇ [European Competence Framework for Researchers \(ResearchCOMP\)](#)
- ◇ For career in Policy: [Competence frameworks for policymakers and researchers](#)
- ◇ Entrepreneurships: The [European Entrepreneurship Competence Framework \(EntreComp\)](#)
- ◇ Marie Curie Alumni Association (MCAA) [Events](#) & [training](#)
- ◇ [REBECA](#) mentoring program