

MOBILITY	Supporting the researchers' ability to move freely and easily.
Dual career	A situation in which both the researcher and his/her partner pursues a career.
Legal and administrative issues	Information and access about working and residence permits for the whole family including housing information which is a critical factor for the mobility of researchers.
C: Cultural courses	Information on unwritten working and cultural rules including how to act in various cultural settings will be important for successful mobility.
C: Language courses	Learning the local language can be key in moving to or staying in a particular country.
Mobility coaching	Seeking information about new opportunities in specific countries. What should one do to be able to move, are there limitations, are there any available contacts, available grants etc.?
Social Events	Welcome meetings and events can be key to adapting in a new country and establishing a new network.

NETWORKING	Interaction with others to exchange information, provide support and develop professional and or social contacts.
Interdisciplinary collaboration	Creating an association that can stimulate interdisciplinary collaboration. This network could help open new career options in other disciplines (e.g. PhD/Postdoc association).
Mentor	Mentoring of researchers to create the possibilities of sharing knowledge between peers, seniors, inside and outside academia, across borders (countries or disciplines).
Alumni association	Association of former students of a university. These usually are well structured organisations which create events and establish valuable contacts. Often there is a database available with useful contacts.
Network with former colleagues	These informal networks are sometimes formalised giving researchers' valuable information within their area of interest.
Conferences	Networking with others at conferences provide the option of interacting with different networks on many levels.
Building an international network	An international network widens career possibilities immensely.

CAREER ADVICE	Helping and encouraging researchers to create opportunities for progress in their current and future work, incl. tools for career clarification.
External Career Support	Organisations such as labour unions and job centres assist researchers in their career development.
Career coordinator	A person whose job is to organise events or activities and to negotiate with others in order to assist researchers' career support.
Performance and development review (PDR)	An annual or bi-annual review session with a senior research manager/supervisor where researchers will review the past year identifying successes and challenges. In addition to planning for the future, also taking into consideration objectives of the department and possibilities, whilst identifying learning and development opportunities including dialogues around career development/paths.
Career centre	A career centre is a place consisting of counsellors specialised in various career development and self-assessment tools. They help individuals make informed career choices.
Career planning tool	Tests, programmes, models and assessment tools which help researchers to reflect on their career and create new perspectives.
Career coach	A trained person who guides and coaches' researchers in planning and managing their careers.
W: Job search	A workshop where researchers are informed on how to look for a job: where to look, how to write an application and construct their CV, how to network, how to use transferable skills etc.
W: Introduction to early career dialogue	A workshop where researchers with temporary contracts will be able to get information about career options, limitations, and possibilities on where and how to get career support, listen to experiences of peers and former colleagues etc.
Overview to career development	A clear overview of what and where researchers can expect help to support their career development. Depending on the institution and country there are several possibilities in different institutions some of which could be the ones mentioned under 'Career support', presented in a visual and comprehensive way.
Facts and statistics	Information on the job market, researchers' career paths, options where to work, salary in different sectors etc.
Gender/Equality Advisor	An advisor who is able to focus on gender and equality issues in relation to job search.
W: Funding & grants	A workshop on how to write a successful application and how to apply for research grants.

ACADEMIC SKILLS & DEVELOPMENT	Writing, teaching, applying for grants, planning, managing, publishing etc. are all academic skills which researchers need to master and to develop in order to continue a successful researcher career.
W: Supervisor Development	Courses on supervision skills and how to assist others in their development progress.
W: Project planning & management	A course to support researchers' project management skills and ability to implement and evaluate projects with concrete tools to assist researchers in their future project work.
W: Information on academic publishing	A workshop for researchers on how to publish their articles, how to lobby, who to contact and eventually how to submit a successful publication.
W: Academic writing	How to write a good and solid research paper, what techniques to be used, who is the target group, what is your key message, how to use references etc.
C: Leadership course	Course on leadership skills and how to lead project partners, how to manage a research group, and how to manage people focusing also on the researchers own development as a manager, e.g. strengths and development points.
C: Teaching course	Course on how to transfer scientific knowledge to a class room, how to teach different generations and differentiate your teaching methods, how to teach in an intercultural setting, in addition to developing pedagogical knowledge etc.
Teaching competency profile	A pedagogical competency profile is a description of a number of areas that are important for mapping teachers' overall teaching competences. Focus is on the teacher's mapping of his/her own basic knowledge of the subject as well as academic and teaching qualifications.
External teaching (open university)	Researchers to experience teaching for example in an open university
Branding of academic skills	Academic skills are useful in many different settings. These transferable skills need to be communicated to different organisations and companies. Researchers' strengths need to be branded outside the walls of universities and research institutions.
Overview on researcher career paths or options	A document where it clearly states what the career options are within an institution and what the requirements are to reach these positions, not just in legal terms but also in more concrete terms.

COMPANY & ORGANISATIONAL INTERACTION	Many researchers will have a career in a company, in industry, or create their own business. Information about these options, contacts to this network, practical information about specific companies is needed by many researchers to support their career development.
Company visit	An event where researchers visit a company to get insightful information that can help them decide on their future career paths.
Technology transfer	The transfer of new technology from companies to researchers and vice versa in an attempt to create future collaborations.
Employment panel	Collaboration between universities and companies and industry where the latter will explain what their needs are in connection to knowledge and research.
Company/Job fair & matchmaking	An event for employers to meet with job seekers, also called career fair. Attending a job fair is an easy way to connect to numerous employers quickly. Researchers and companies can "speed meet" to get acquainted and find out if they can collaborate together in the future.
Internship (industry + academia)	The position of a trainee who works in an organization, sometimes without pay, in order to gain work experience or satisfy requirements for a qualification.
W: How to be attractive for the labour market	A workshop where researchers get concrete information on how to apply for jobs while being a researcher. What transferable skills are needed, how to communicate specific detailed research knowledge in a comprehensive way to people who do not know the specifics and what extra courses to take to qualify for a specific career.
W: How to become an entrepreneur	A course on a how to start a company or sell your knowledge as a consultant. Practical information on how to create a business plan, create funding, register your business, how to deal with taxes, how to get customers and how to sell a product or service.
W: Business understanding	A workshop on what it means to work in a company or industry and what issues might be important to know of and be able to contribute to (e.g. cost benefit understanding, market value, image and branding, sales and profit. etc.).
W: Leaving academia – career paths beyond the university	A workshop about concrete options on where to work outside academia. Company representatives will explain their needs and show how researchers can be valuable in academic jobs in organizations outside academia, where and how to apply etc.