


The Researcher's Journey: From Novice to Expert

The path of a researcher is marked by continuous learning, growth, and the pursuit of knowledge. From the early stages of being a doctoral candidate to the esteemed position of a leading researcher, this journey is filled with challenges, achievements, and the relentless quest for discovery. Each stage of the researcher's career is characterized by specific roles and responsibilities that contribute to the advancement of science and the enrichment of the research community.

 by Marjolaine LE GALLO





R1- First Stage Researcher

1 Doctoral Candidate

Embarking on the path of research, doctoral candidates are at the forefront of exploring new frontiers in their field of study.

2 Junior Academic

As junior academics, researchers begin to establish their presence in the academic world, contributing fresh perspectives.

3 Research Apprentice/Intern

Starting as apprentices or interns, researchers gain hands-on experience and learn the intricacies of scientific investigation.

R2- Recognised Researcher

Junior Research Analyst

Analysts play a crucial role in data interpretation and the formulation of hypotheses.

Postdoctoral Researcher

Postdocs contribute significantly to academic research, often leading projects and mentoring junior team members.

Junior Scientific Officer

Scientific officers ensure the integrity and quality of research, upholding the highest standards.

R3 - Established Researcher

1

Associate Professor

Associate professors are recognized for their scholarly contributions and teaching excellence.

2

Principal Investigator

As principal investigators, researchers lead groundbreaking studies and secure funding for their teams.

3

Senior Research Engineer

Senior research engineers innovate and develop new technologies that push the boundaries of science.

R4 - Leading Researcher

1

Chief Scientific Officer

At the helm of research, chief scientific officers drive strategic decisions and lead scientific advancements.

2

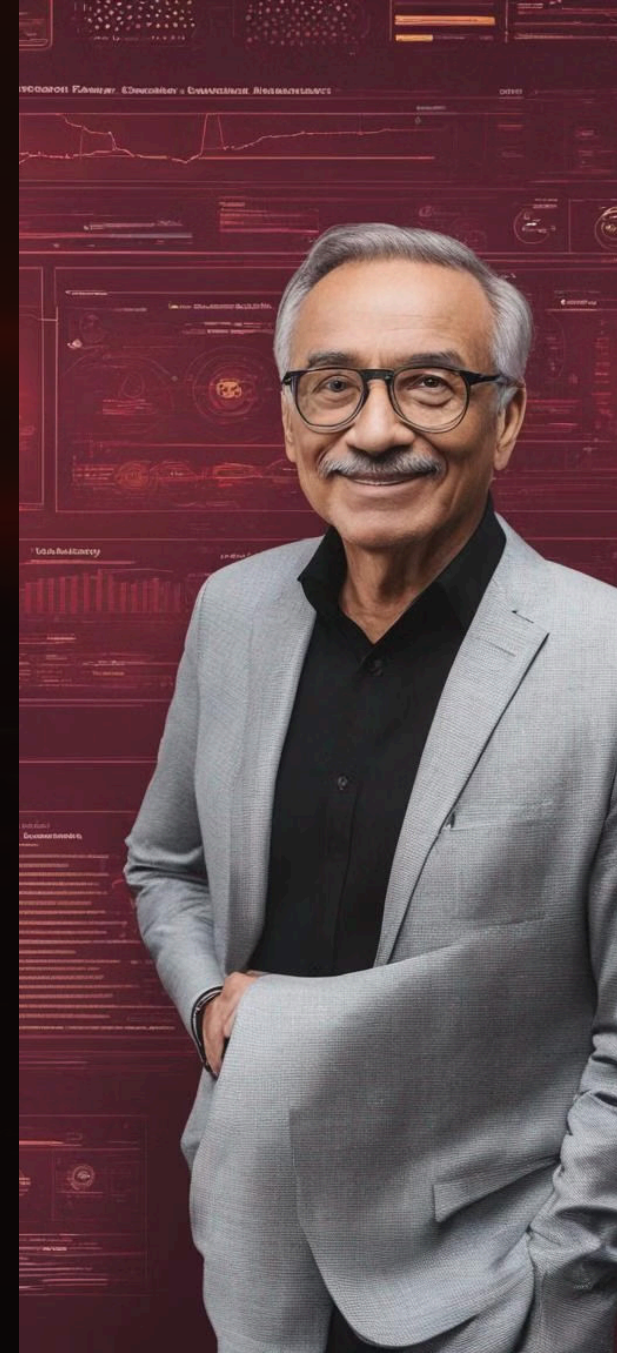
Distinguished Professor

Distinguished professors are celebrated for their profound impact on their disciplines and academic leadership.

3

Senior Scientific Officer

Senior scientific officers oversee major research initiatives and uphold the institution's reputation for excellence.





PILLAR 1- ETHICS, INTEGRITY, GENDER AND OPEN SCIENCE

Ethics and Research Integrity

Upholding ethical standards and integrity is the cornerstone of credible and responsible research.

Gender Equality

Ensuring gender equality in research fosters diversity of thought and innovation.

Open Science

Embracing open science principles promotes transparency and accessibility in the research community.

PILLAR 2 - RESEARCHERS ASSESSMENT, RECRUITMENT AND PROGRESSION

Researchers' Assessment	Objective evaluation of researchers' work ensures recognition and rewards based on merit.
Recruitment	Strategic recruitment processes attract top talent and foster a dynamic research environment.
Career Progression	Clear pathways for career progression motivate researchers to achieve their full potential.

PILLAR 3 - WORKING CONDITIONS AND PRACTICES

1 Working Conditions, Funding and Salaries

Ensuring fair working conditions, adequate funding, and competitive salaries for researchers.

2 Stability of Employment

Promoting stable employment opportunities and job security for researchers.

3 Contractual and Legal Obligations

Protecting researchers' rights and ensuring compliance with contractual and legal obligations.

4 Dissemination and Exploitation of Results

Supporting the dissemination and responsible exploitation of research results.

PILLAR 4 -RESEARCH CAREERS AND TALENT DEVELOPMENT

1

Valuing Careers

Recognizing the variety of research careers validates different paths to success.

2

Development Advice

Providing career development advice helps researchers navigate their professional journey.

3

Continuous Development

Continuous professional development ensures researchers stay at the forefront of their fields.

4

Mentoring

Mentoring is key to fostering the next generation of leading researchers.