



Postdoc Day University of Antwerp

8 June 2023

Welcome!



Postdoc Day University of Antwerp

8 June 2023

Introduction

Prof. dr. Ronny Blust

Vice-rector for Research & Chair Research Board

University of Antwerp

The University of Antwerp is a young, dynamic and research-intensive university in which scientific research with international scientific and social impact is conducted.

It is the mission of the university to provide its researchers with a research environment in which new insights and ideas emerge and are made public.

The realisation of this mission requires funding, support and infrastructure so that creative processes can receive full attention and ideas can be translated into high-quality achievements and collaboration.





University of Antwerp: Facts & Figures

Middle-sized, research-intensive university

700+ professors

3700+ researchers of which 2374 PhD students (46% international) **and 493 postdocs**

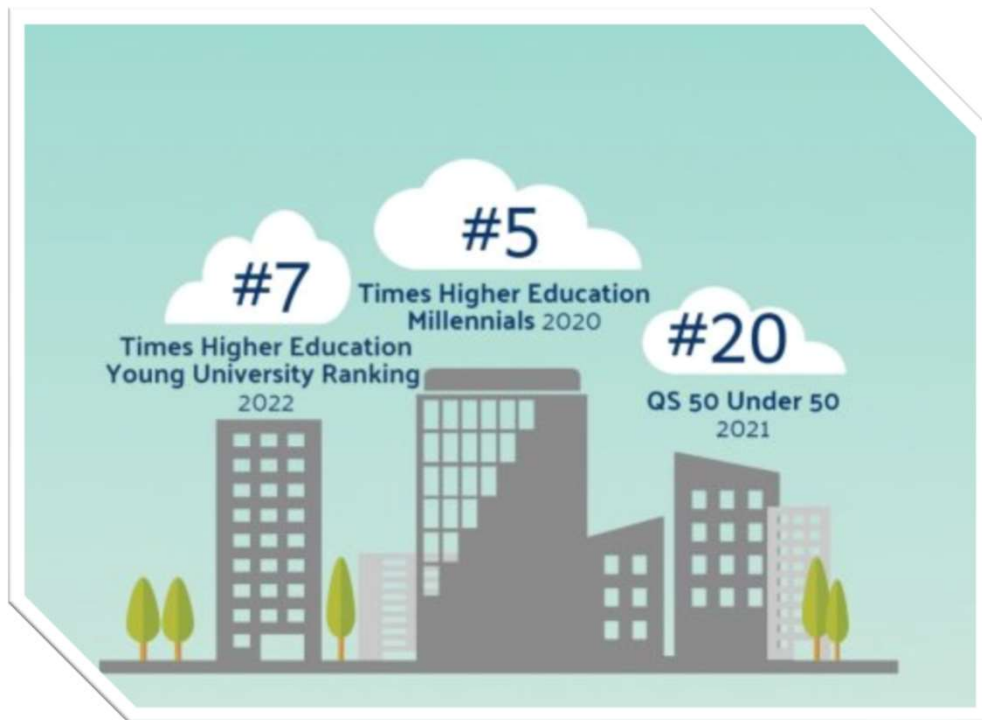
22468 students (16% international)

Traditionally strong emphasis on curiosity-driven and strategic basic research

Since 2013 new faculties and departments (esp. Faculties of Applied Engineering and Design Sciences) gave strong impetus to applied research

University of Antwerp: Facts & Figures

Young University Rankings



World University Rankings

Times Higher Education

THE 2023 – Rank 131 (3rd in Belgium)

THE 2022 – Rank 143

THE 2021 – Rank 170

THE 2020 – Rank 198

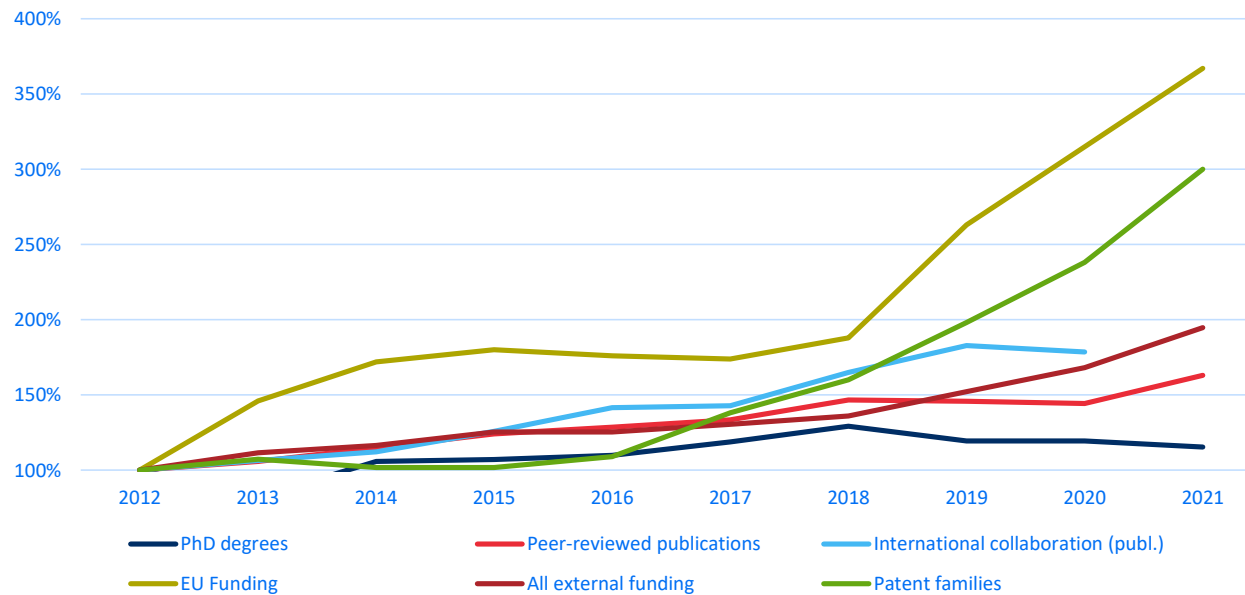
THE 2019 – Rank 201-25

THE 2018 – Rank 201-25



Research @UAntwerp 2012-2022

TREND RESEARCH PERFORMANCE (2012=100%)



20 M€ EU funding (2021)

165 patent families (2021)

173 M€ total external research funding (2021)

256 PhD degrees (2021)

4,423 peer-reviewed publications (2021)

1,988 publications (intern. collaboration)(2020)





Research policy @UAntwerp

Primary objective

'To deliver high-quality scientific research across the full spectrum from ground-breaking and curiosity-driven research to application-based and applied research'

Strategic objectives

- Striving for excellence
- A stimulating research policy
- The BOF as leverage (explicit stepping stone to FWO and Horizon funding)
- **Investing in researchers is investing in the future**
- Responsible research & innovation
- Quality assurance of research

Research Policy @UAntwerp 2023-2028: priorities (*selection*)

1. Our researchers

1. PhD-researchers

- Further alignment of competence profile of PhD training programme to the needs of the labour market
- Expansion of the training offer for PhD candidates, both in content and in the number of courses and activities

2. Postdoctoral researchers

- **UAntwerp as an attractive partner for promising postdocs (website, short term mandates to compete for external funding, focus on employability and employment of postdocs)**

3. Research support staff

- Central and decentralised services for researchers are permanently aligned (Expert groups of Research and Valorisation)
- Strategy to build post-award support for large-scale research projects

4. (Research) professors

- Maximise the (TT)ZAPBOF contingent in the BOF budget by 2026
- (TT)ZAPBOF contingent in ZAP population (now 12-13%) remains stable
- Incentive policy for ERC Grant applications



Postdoc Policy @UAntwerp 2023-2028

- **UAntwerp as an attractive partner for postdoc-researchers**
 - Construction of an external website (*which will be launched today*)
 - Communication campaigns (both internal and external)
- **Strengthening internal communications on existing initiatives**
 - Post-doctoral scholarships
 - The university's Talent Center offer for postdocs (career development)
- **A stimulating and supporting environment for postdocs**
 - Development & training (Dive into Projects, Dive into Business, Talent Center, teaching courses, ...)
 - New BAP career policy - new BAP structure (*see next presentation by Karen Vandeveldde, head HR*)
- **Attracting external postdocs, and empowering internal postdocs to acquire external research funding**
 - Postdoc Challenge (€1M, Research Council, 2022-2023)
 - Small projects (BOF-call, €250k/year) + 'Seal of Excellence' grants (for FWO or MSCA applications)
 - (co-)promotorship in other applications within the BOF?



UAntwerp postdoc policy & EU postdoc policy

UAntwerp is currently chairing the EUA-CDE Thematic Peer Group on “Profiles and institutional support for postdoctoral researchers” (28 institutions involved)

- to discuss the position and status of postdoctoral researchers at European universities
- to reflect on the existing support in place for the postdoctoral community
- to develop and enhance new strategies and activities in order to create a more appropriate environment and opportunities for this population



- ~ support for postdoctoral researchers is in the centre of current European research policies
- ~ UAntwerp plays a leading role in developing this topic
- ~ UAntwerp is already working on several state of the art initiatives to empower its own postdoctoral researchers

UAntwerp postdoc website!





Postdoc Day University of Antwerp

8 June 2023

Welcome!



Postdoc website & Postdoc Day programme

Eva Van Doren

1st University Postdoc Day 8 June 2023



Postdoc website

- <https://www.uantwerpen.be/postdoc>
- Suggestions? Please contact me eva.vandoren@uantwerpen.be



Funding

Are you looking for information on how to get your research funded? This section offers an overview of the various funding channels and opportunities.



Training offer & Activities

Discover the wide range of training opportunities and activities to sharpen your skills or acquire new ones.



Career Paths for Postdocs

Explore career options, job events and support for careers both beyond and in academia.



Wellbeing

The University of Antwerp offers a range of tools and training opportunities to support your well-being. Let's build a caring UAntwerp together!



Going abroad or coming to Antwerp

Find out the opportunities and support for research stays abroad or coming to Antwerp.



Regulations and documents

Consult the key regulations and documents for postdocs at UAntwerp.

Programme

13:00 - 14:00

Plenary sessions

- Welcome speech (prof. dr. Ronny Blust)
 - Research. Courage. Dreams. Skills. (dr. Karen Vandeveld)
 - Presentation of courses and initiatives for postdocs
-

14:00 – 14:30

Coffee break & networking

14:40 - 15:40

Parallel sessions

- Careers beyond academia (Nele Goiris)
 - Wellbeing (Johan Claus)
 - Science communication (Els Grieten, dr. Camille Allonsius)
-

15:50 - 16:45

Plenary session

- Interactive session about the organisation of a Postdoc Community
 - Quiz
 - Questions and closing notes
-

16:45 – 17:45

Reception

Programme



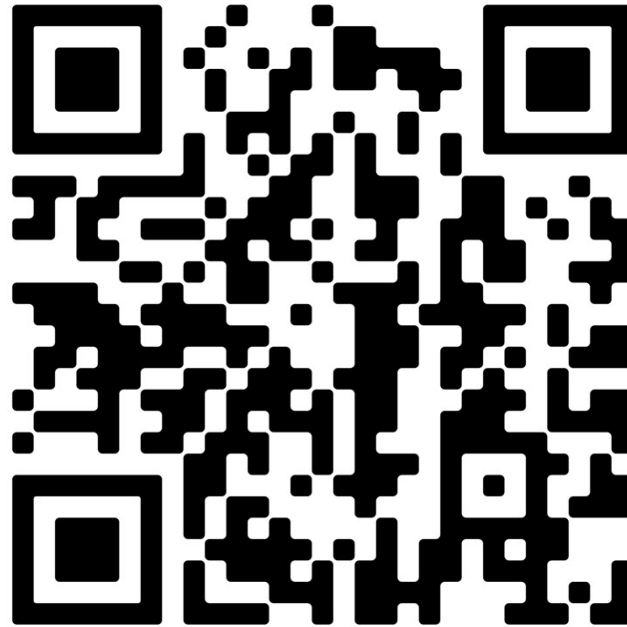
Research. Courage. Dreams. Skills. Recipes to feed your career hunger

Karen Vandevelde

Head of HR, Antwerp University

1st Postdoc Career Day 8 June 2023

Did you know...



pollev.com/karenvandeve496

Did you know... that Antwerp University has introduced a new career policy for BAP?

Yes, I read it.

I think I heard something about it.

No, I had no idea.

Did you know... that your job title may have changed in January 2023?

Yes , I noticed.

I knew but nothing has changed for me.

I might have received an email...

No.

Did you know... that the Talent Center recently celebrated its 5th birthday?

Yes I knew

No I didn't know

Where's the party?

Which % of PhD graduates at a Flemish university pursue a different career than that of professor at a Flemish university?

90% or more

Between 50% and 90%

Between 10% and 50%

Less than 10%

Did you know... that nearly all postdocs are funded through short-term external grants?

Yes

No

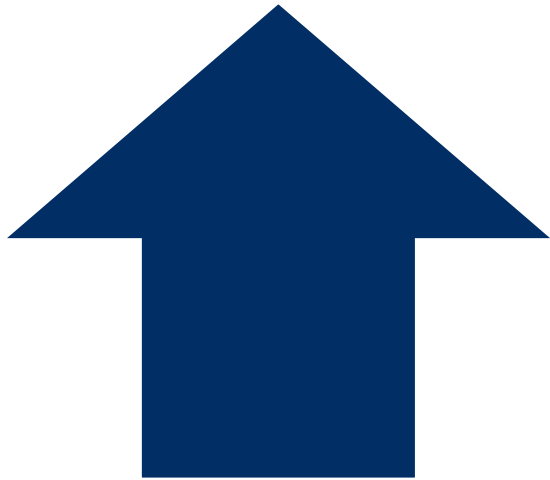
How confident are you that in 5 years' time you will have a job that you will truly enjoy?

Very confident.

Perhaps. I'm hopeful.

Not really.

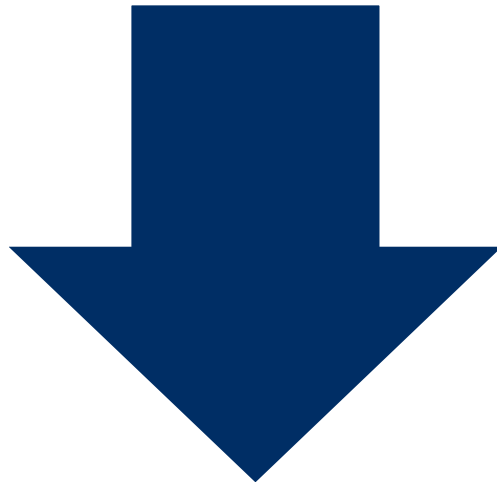
Research



There has never
been a better time
to be a researcher



There has never
been a worse time
to be a researcher



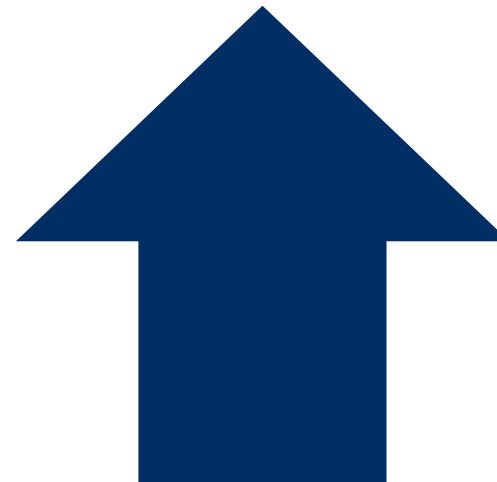
Best possible time

- Flanders: highest salary/bursary of all EU
- More research funding than ever in the history of time
- Government support for research careers (EU, national)
- High demand for highly skilled people



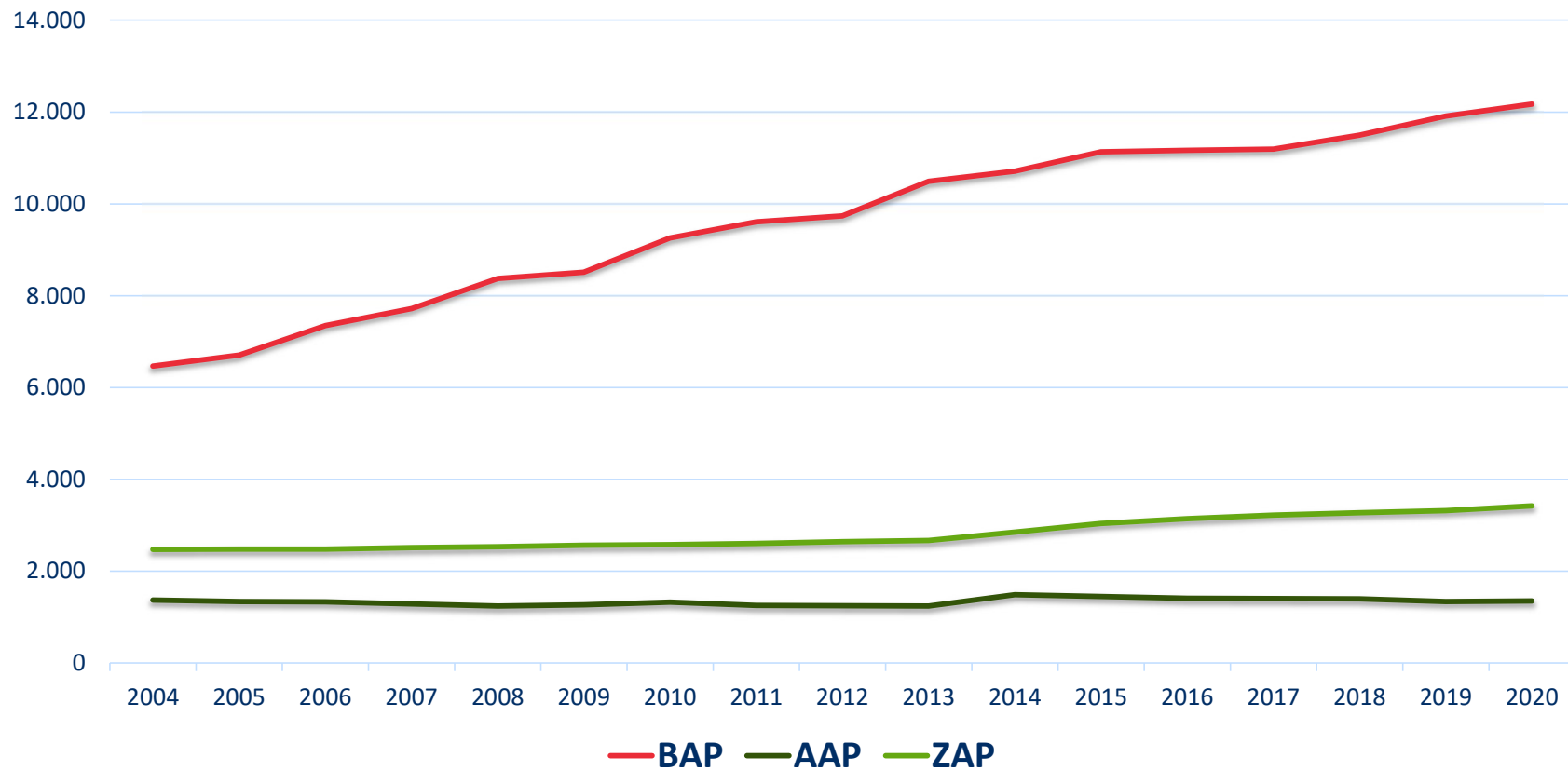
Worst possible time

- More career insecurity than ever
- Fast changing environment: new challenges & changing priorities
- COVID did not lead to a higher level of trust in science



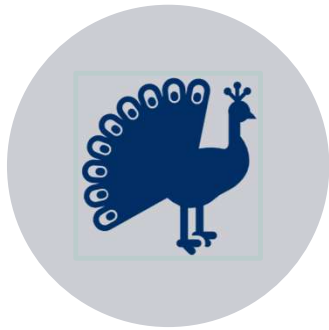
15 years ago... and today

Researchers & Academic staff members at Flemish Universities



Courage

Researchers are the most highly trained people in our society



TALENT

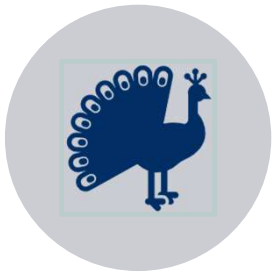


INSECURITY



IDENTITY

Researchers are the most highly trained people in our society



TALENT



INSECURITY



IDENTITY



COURAGE

What do we want to achieve with this BAP reform?



Clarity

Honest expectations
Career path
Tasks & responsibilities
Boundaries



Employability

≠ “employment”
Shared responsibility
Talent Center & PI &
YOU



No flexibility without control

Tools
Support
Some rules &
limitations

New BAP career structure



3 career levels:

junior BAP
senior BAP
leading BAP



3 focus areas:

education
research
research management



2 types of commitment:

project-based
sustainable

BAP career policy: new BAP structure

| | Junior BAP | Senior BAP | Leading BAP |
|------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|
| Project- based focus on education | Academic interim staff predoc Teacher/tutor Language instructor | Academic interim staff postdoc Guest lecturer | Academic interim staff ZAP Guest professor Guest professor external funds |
| Project-based focus on research | Researcher Doctoral scholarship holder Predoc researcher FWO External Predoc researcher (bv VIB, IMEC) | Senior researcher Postdoctoral scholarship holder Postdoc researcher FWO Fundamental clinical researcher External Postdoc researcher (bv VIB, IMEC) | Research leader External Principal researcher (bv VIB, IMEC) |
| Project-based focus on Research Management | Project manager Data manager | Senior project manager Senior data manager | Portfolio manager |
| Focus on sustainable role as knowledge broker | Research officer | Valorisation manager Research manager Research expert | Senior valorisation manager Senior research manager Senior research expert |

Dreams



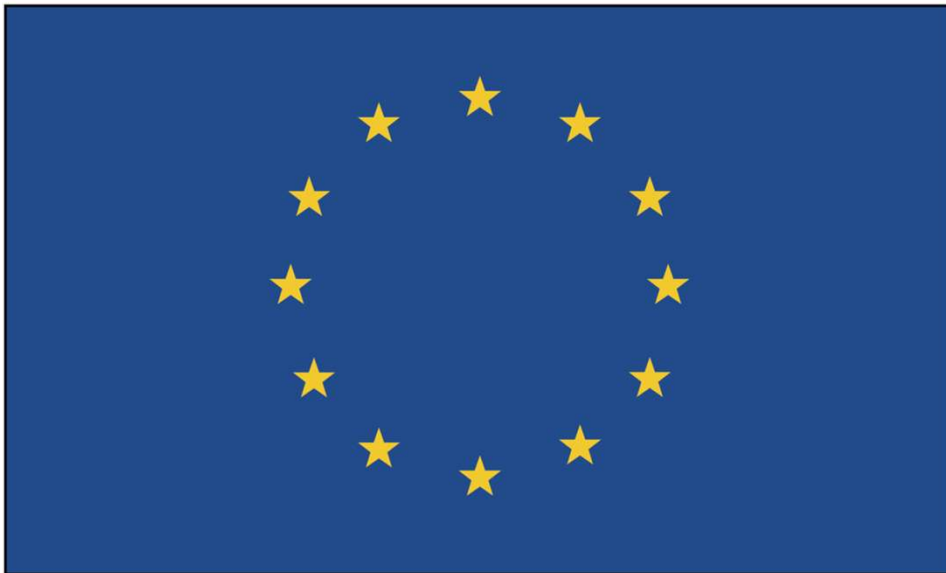
Yes, be a dreamer.





You're not the only dreamer.

- European Commission & Flemish Government initiatives
- “Framework for Research Careers”
- Open Science
- HR Excellence in Research Awards (HRS4R)
- Evaluation of academic careers
- ...



Skills



The Talent Center in 2022 - 3 pillars

Individual career coaching

Training for (post)docs

Networking initiatives



The Talent Center in 2023

- keep doing what we're doing with more focus & a wider reach



EXPANSION OF OUR TARGET AUDIENCE

now: BAP
from 2023 on: also ATP



MORE TARGETED COMMUNICATION

better identification of the sub groups within BAP with more targeted actions based on the new BAP career structure



EXPANSION OF OUR DEVELOPMENT INITIATIVES

wider reach

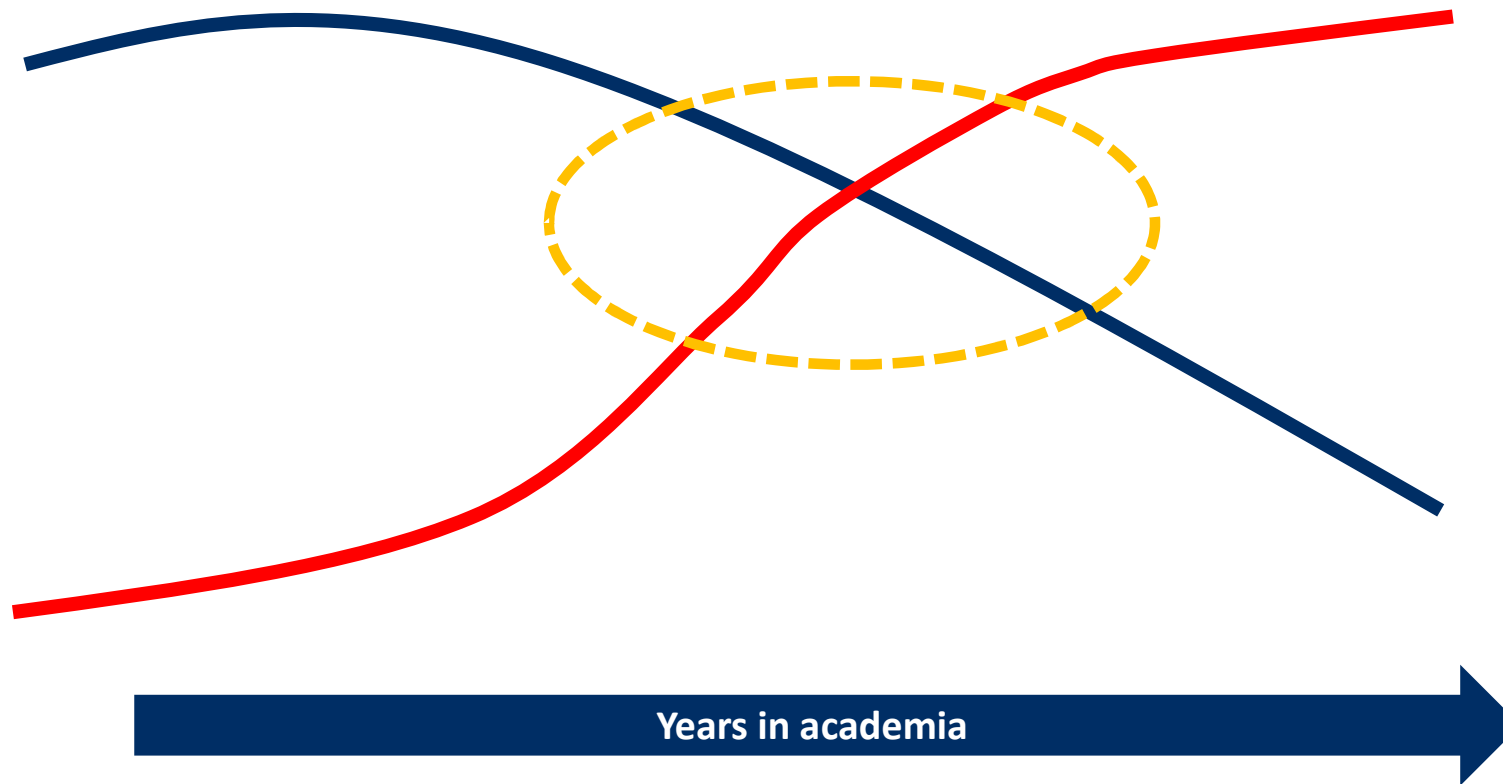


FURTHER FOCUS ON...

visibility
mentoring for postdocs (focus: academic careers)
networking/ intervision for postdocs

Employers interested in hiring you

Gaining broader skills



**Be inspired.
Inspire.**

**Enjoy Antwerp University's first
Postdoc Day!**



Presentations of courses and initiatives for postdocs

1 min. pitches each

1st Postdoc Career Day 8 June 2023

Dive-into-Projects

A framework for supporting researchers on different levels

Grants Office

Dept. Research, Innovation & Valorisation Antwerp (RIVA)



BASICS

Generic Project Writing

ERC Grant Proposal Writing

Preparing collaborative projects in
Horizon Europe

Developing a publication strategy

Dive-into-Open Science



TRAJECTORIES

Personal Grants

FWO Postdoc fellowships

FWO Senior clinical investigator
fellowship

VLAIO Innovation Mandates

MSCA Postdoctoral fellowships

Projects

Fundamental Research Projects

Strategic Basic Research Projects

Clinical/Societal Research Projects

Deep-dive: Dive-into-PhD



ON REQUEST

Communication, Dissemination
and Exploitation in EU projects

Funding in cooperation with
companies

European funding opportunities

Funding opportunities for
specific faculty/department

> Research, Innovation & Valorisation Antwerp (RIVA) ||| Nederlands

Infosessions & Training Calls Funding Policy & Regulations Publishing & Data Valorisation About us

Start > Mijn Subsites > Research, Innovation & Valorisation Antwerp (RIVA) > Infosessions & Training > Dive into-training programme

Infosessions & Training

Dive into-training
programme

Dive-into-Projects

Dive-into-Business

Presentations Infosessions
& Training

Discover our Dive-into-training programme!

Research, Innovation & Valorisation Antwerp (RIVA) offers you one comprehensive training and support programme with two major pillars:

Dive-into-Projects

Are you looking for information, advice or support on Research & Proposal Writing?



What are the different steps involved in project writing and how can I find funds for my project? Dive-into-Projects includes basic training on research and proposal writing, as well as specific courses, workshops and guidance (Deep Dive-into-Projects).

Dive-into-Business

Are you looking for information, advice or support on Business & Valorisation?



This pillar focuses on the creation of impact through the valorisation of research. The basics programme is a customized offer to meet the valorisation needs of researchers. It supports researchers in creating impact through translating their research to society. This impact can either be economic, societal, or both.

For spin-off teams in the making, the trajectory Deep Dive-into-Business was developed in collaboration with Antwerp Management School.

The courses fit in with the competence profile for PhD students and counts as a valid activity in the doctoral study program. It should be stressed that these courses are an unique opportunity for self-development as well.

Contact

- **Dive-into-Projects**

Email:

research@uantwerpen.be

- **Dive-into-Business**

Email:

valorisatie@uantwerpen.be

Types of training

1. Basics

This basic cycle consists of general, informative sessions that provide an overview of the need-to-know information. These are short, but powerful sessions that provide you with the necessary general insights in a few hours.

2. Trajectories

Trajectories consist of a number of connected training sessions and services. You will gradually work towards specific goals. These sessions run over several days and in different phases.


3. On Request

A research group or group of researchers with the same question can also request specific training courses. Research, Innovation & Valorisation Antwerp (RIVA) can check whether a tailor-made training is possible if there is sufficient demand.

Training offers Valorisation Office: Dive-into-Business

* Purpose: supporting researchers in creating impact through translating their research to society

* Focus on Valorisation: *“Using the knowledge from innovative research for the benefit of the economy and society by means of a product, process, organization or business model”*

| TYPE | TRAINING MODULES |
|---------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  <p>BASICS</p> | <p>Basic information or general, generic topics or courses on Business.</p> <ul style="list-style-type: none"> • Jump-start your spin-off idea: tips & tricks • IOF POC Projects/ Service Platforms • To IP or not to IP, an introduction • EU funding for innovation projects: from research to business • Funding for collaborations with companies • Developing and Valorizing Software in the Social Sciences and Humanities • Founding spin-offs in the Social Sciences and Humanities |

| | |
|----------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  <p>TRAJECTORIES</p> | <p>Information related to a specific funding scheme and advice or support for this</p> <ul style="list-style-type: none"> • VLAIO Baekeland Mandates • VLAIO Innovation Mandates • Deep Dive-into-Business • Dive-into-IP |
|  <p>ON REQUEST</p> | <p>Very specific topic-wise, specialised off-the-shelf material or aimed at a very precise target group.</p> <ul style="list-style-type: none"> • More info |

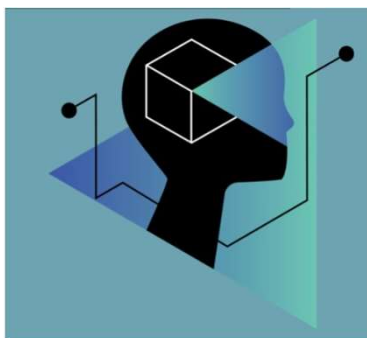
OJO call

- **Grants for activities that support young researchers (PhD researchers & postdocs)**
- **Five categories**
 1. Interuniversity initiatives
 2. Domain-specific trainings
 3. Career development initiatives
 4. International research visits
 5. Faculty initiatives
- **Yearly OJO call: launched ca. mid October, submission deadline ca. mid November, for activities that take place in the following calendar year**



OJOcall@uantwerp.be

PhD Talent Pool Flanders



Recruitment platform available for PhD-holders and employers in search of PhD talent.

The platform is designed to better and faster align the supply and demand for PhD talent.

Find us on: phd-talents-be.jobteaser.com

Interuniversity training offer for young researchers



Interuniversity training offer available for Early Career Researchers of all five universities.

Find us on: phd.vlir.be

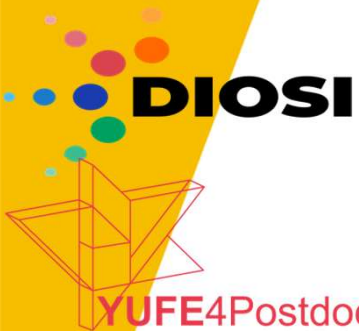




<https://yufe.eu/>

➤ [Staff Development Opportunities](#)

➤ **YUFE Approach to
Doctoral and Postdoctoral Training**

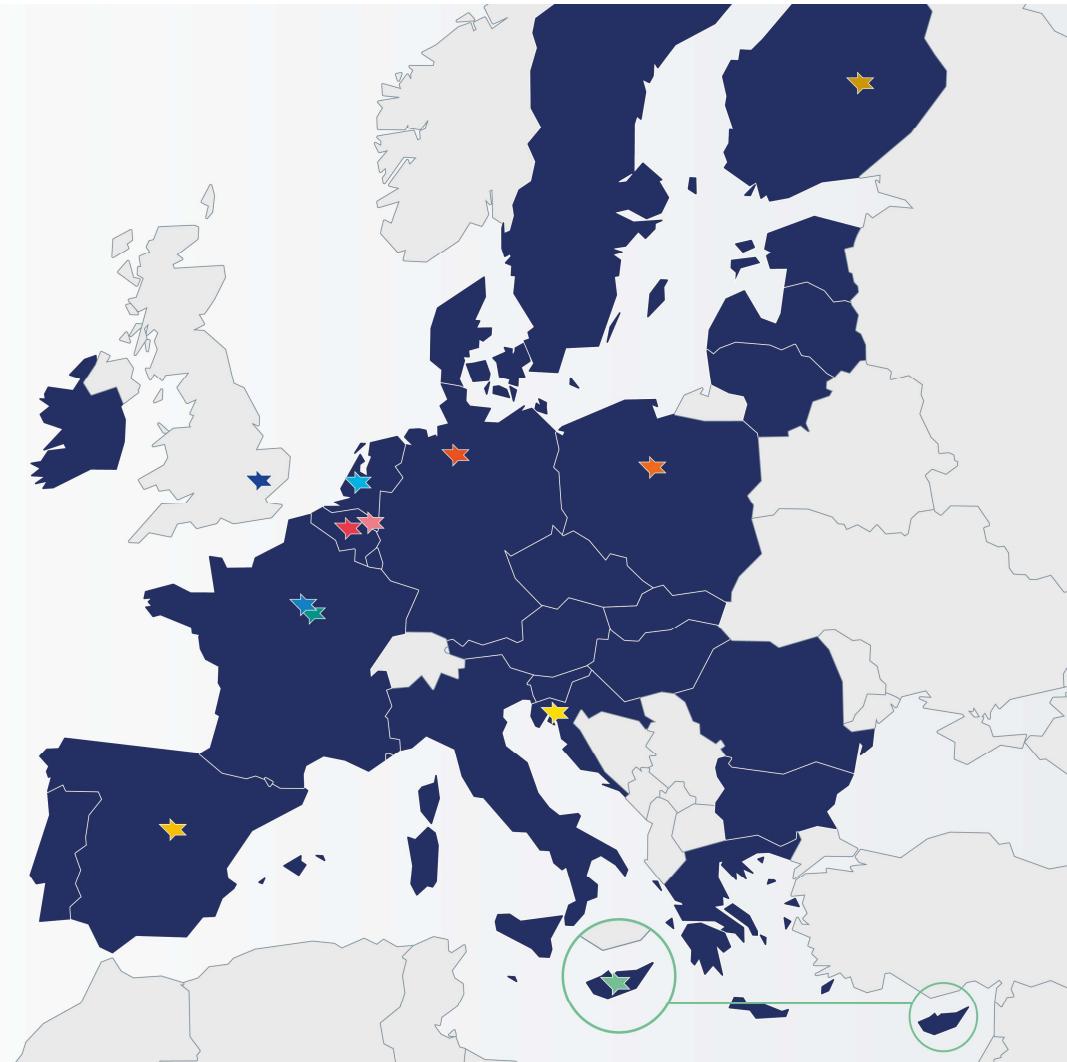


<https://diosi.eu/>



YUFE Partners

-   University of Antwerp
-   Maastricht University
-   University of Bremen
-   NICOLAUS COPERNICUS UNIVERSITY IN TORUN
-   uc3m | Universidad Carlos III de Madrid
-   UNIVERSITY OF EASTERN FINLAND
-   UNIRI
-   University of Cyprus
-   Sorbonne Nouvelle université des sciences et lettres
-   University of Essex
-   ETS | GLOBAL A Subsidiary of Educational Testing Service
-   THE ADECCO GROUP



YUFE4Postdocs <https://www.yufe4postdocs.eu/>

Questions?

 Margaux.Kerschot@uantwerpen.be (YUFE & DIOSI) - Karla.Tersago@uantwerpen.be (YUFE) - Hannah.WhittleLetchford@uantwerpen.be (YUFE4Postdocs)

MONDO

A social network for international staff and students and their family members to create cohesion at our university

a joint initiative of:

- the International Staff Office
- the International Students Office
- the Antwerp Doctoral School

To help to get to know better our country



Monthly activities
Bi-monthly newsletter



mondo@uantwerpen.be



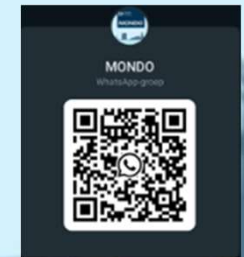
Mondo by UAntwerp



www.uantwerpen.be/mondo



Whatsapp group



Antwerp Summer & Winter University (ASWU)

PARTICIPATE?

- 1-2 weeks of academic courses (February & June – September)
#researchskills
#methodology
#networking
#datacollection
- Since 2010. In 2022: +600 international participants & guest lecturers in 25 programmes
 - 2/3 students
 - 1/3 professionals
- Fun & insightful

ORGANIZE!

- ASWU office support
- Transferable skills:
#projectmanagement
#teachingexperience
#datacollection
#extrafunding
- Communication, logistics, academic supervision; networking,...
- Fun & useful

WHY? Convergence between

- Academia | Industry | Societal & Cultural partners | Theory | Policy | Case-based | Community-based learning
 - www.uantwerpen.be/aswu
 - summeruniversity@uantwerpen.be
 - [Pintra](#) & [MS Teams](#) & [Instagram](#) & ...



Well-being, that means ...

... feeling good **mentally** and **physically**, but also feeling **accepted**, being able to do **your job** well and feeling good **with your colleagues**.

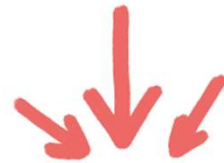
We give you an overview of how we work together on your well-being and that of your colleagues, and what you can do yourself.

This is how we build a caring UAntwerp **together**.

pintra.uantwerpen.be/wellbeing

**"THERE IS NO GREATER POWER
FOR CHANGE THAN A
COMMUNITY DISCOVERING
WHAT IT CARES ABOUT"**

**DO YOU CARE ABOUT CHANGE AT THE
UNIVERSITY OF ANTWERP?**



[PINTRA.UANTWERPEN.BE/VABAP](https://pintra.uantwerpen.be/vabap)

[VABAP@UANTWERPEN.BE](mailto:vabap@uantwerpen.be)



Dorien Luyckx (FSS)
co-chair VABAP





Postdoc Day
University of Antwerp

8 June 2023

Enjoy the coffee & networking break!