



**IIAS**

International Institute  
of Administrative Sciences

## ***IIAS Research and Professional Development Academy***

*25 February – 1<sup>st</sup> March 2019*

***Call-for-Applications***

*Improve your Skills and your Profile for the Future*

## The Research and Professional Development Academy: The Rationale

The IIAS Research and Professional Development Academy (IIAS Academy) aims to provide PhD Students, young researchers and young professionals (later stage of their PhD thesis or early stage in their professional life) from different regions of the world with an opportunity to develop their capacity to publish, write proposals, seek research grants, establish contact with Brussels-based institutions and start collaborations with other participants.

The **idea** is for participants to share their research experience in Public Administration/ Management (and related domains) and discuss their early plans/experience of integrating professional life. A key vehicle for this integration is how to use the results of their thesis work to set forward their professional **careers**.

Junior participants will have an opportunity to mingle with each other and senior professionals and share their experiences of early stage career development. The key objectives of the IIAS Academy are:

- Orient young professionals towards further developing their careers in different contexts: academia, public sector, and international organisations.
- Provide participants with an opportunity to network with representatives from leading universities, Brussels-based local public organizations (ministries, agencies,..), multinationals (consulting companies);
- Visit with national, regional and international organisations (EC, UN, and INGOs) to have better insights on the inner workings of those organisations, related career opportunities as well as career development paths that harness the link with the different types of organisations.
- Offer participants the opportunity to assess their individual competencies and skills for career development and develop them accordingly

## PROGRAM OUTLINE

### *Welcome and introduction*

The week-long program will start with an introductory session about how the delivery will be organized throughout the week. Participants will present their current standings as PhD students, researchers, young scholars and/or professionals, within a format that will be communicated by the workshop facilitators later on. They will also be called to express their expectations from attending the week-long seminar and career objectives as well.

### *THEMATIC WORKSHOPS*

#### **1) Professional and Career Development Workshop: Preparing for the Future**

The Professional and Career Development Workshop will aim to provide PhD Students at the finishing stage of their dissertation and/or fresh-graduate PhD professionals with advice on getting started in their careers, be they academic or non-academic.

#### **Aims and focus**

The workshop will provide the participants with information on

- Career development opportunities at the national, regional and international levels;
- Mobility Networks/intersectorial mobility/ Organizational mobility;
- Career development.

A panel of experts on “Preparing for the future” will advise participants how to highlight their skills and prop their profile for a career in their field of choice.

- Resume development and dissemination;
- Professional Development Plan;
- Undertaking a Targeted Job Search;
- Networking Skills – Taking advantages of key competences;
- Interview Preparation;
- Finding Jobs.

The goal of this panel is also to discuss strategies, opportunities, and risks that PhD students at the late stage should be aware of as they get on the job search. Given the linkages between government, governmental agencies, non-profit sector, NGOs, universities (academic option), and the private sector, participants will be guided to investigate the different opportunities for career paths in the various sectors – at local, national and international levels. The panel will be composed of academics, researchers, practitioners, and representatives of global organizations who will coach participants on best approaches to job hunting, whether in academia, public

## **2) How to valorise your research?**

In this workshop, participants will share their research agendas and examine means to further develop them within different professional contexts and in light of opportunities that the workshop facilitators will help elicit. The dialectic between the research agenda and the need of governments and societies, as well as market demands, will also be discussed.

The Round Table will offer an in-depth investigation of societal problems and critical challenges faced by organisations - government agencies, not for profits organisations, citizens’ groups, and other entities involved in public value creation. Participants will critically analyse these challenges, how public organisations deal with each challenge, and how their research work can contribute to make public policies work. Participants will be guided to adapt their research agendas to the identified challenges.

### **Aims and focus:**

This workshop will aim to discuss:

- How to valorise your research?
- How to talk to practitioners and to develop your research agenda accordingly?
- How to put to use your research results?
- How to sell your work to policy-makers and practitioners at different levels of governance?
- The roundtable will conclude with a special session “How to get published.”

## **3) Grants and Funding(s)/Projects Management**

This panel will discuss opportunities and strategies to access grants and fellowships. The panel, composed of academics, researchers and members of funding institutions and their programmes (as EU/international institutions, EU/IO frameworks, funding Programme, Social Sciences Foundations, other international organisations...) is designed to provide young researchers with information and basic tools to apply for grants and fellowships.

A number of best practices in getting grants building consortia for collaborative research and projects will be presented.

**Aims and focus**

- Scholarship(s) and Grants : Accessing Post-Doctoral Grants/Fellowships;
- Research funding;
- European and International Projects Management;
- Building consortia for Research Projects;
- The role of different stakeholders in the funding process

**4) Policy Advice and Consultancy**

Governments everywhere are spending substantial sums of public money for advice that will facilitate the formulation and improve the quality of public policy. Advice is obtained from a variety of sources, including consultancies of various types, commissions of enquiry, think tanks and academics, among others.

A policy advisor is a person employed by government “to investigate an area of critical public concern and to recommend a suitable course of action” (Jackson and Jackson 2006, 352)

The workshop will aim to highlight the role of policy adviser and consultants in the public sector.

**Aims and focus:**

This workshop will aim to discuss:

- What is the role of a policy adviser and/or consultant?
- How to be prepared for this role?
- How to get a position as policy adviser?
- How to combine an academic career and the role of adviser?

**5) Individual Competencies and Skills for Career Development**

This workshop will be organised as a personal development session and aims to discuss how to elicit competencies, assess them and use individual competencies and skills for Career Development.

Participants will work with a coach to evaluate their competencies and draft a competency development plan according to their career plans. Some of the common competencies that will be examined include:

- Acquiring knowledge;
- Skill and competency assessment (transferability)
- Leadership;
- Functional and technical competencies;
- Managing ;
- Communicating;
- Team work;
- Cultural empathy;
- Capacity to innovate and to use knowledge in an innovative way;

- Adaptability to various contexts;
- Other competencies for specific sectors.

The sequence of professional development from doctoral education (PhD) to first job represents a period of remarkable professional and personal evolution for each candidate. Nevertheless, this career plan also contains a variety of barriers and obstacles that delay progress through the “pipeline” for getting a job and/or advancing her/his career.

By enabling participants to better identify their skills and potential for academic and institutional/organizational career development, this session will provide them with a platform to prepare their future as experts in Public Administration and Public Management.

## 6) International networking and engaging in international community

Participants will be informed on how to get involved and engaged in international networks for research and practice.

### *Aims and focus*

- National, regional and international networks;
- Opportunities to get involved in these networks;
- How to develop and maintain networks built throughout the PhD process and upon starting a career?
- How to harness networks to develop one’s career/

The panel will highlight the role of learned societies like IIAS to build and maintain networks.

## 7) Site visits

A number of site visits will be organised to IIAS institutional partners and consultancies to introduce participants to world-class professional environments and discuss with hosts the relevance of their career and professional development plans

Institutions that will be visited include:

- Key European Institutions (A General Directorate of the European Commission for instance)
- Global Consultancies (How global consulting projects are managed)
- Leading Universities (How research collaborations are managed)

Three visits are planned. Within each institution, a liaison person will work with the IIAS Academy to prepare the visit and adapt it to the objectives of the seminar.

## APPLICATION

The application package will include the following information:

### 1. Personal details:

- a. Name and Surname(s) of applicant;
- b. Institutional affiliation (university/department/company/ministry/other);
- c. Name(s) of supervisor(s) of doctoral work;
- d. Area and topic of the PhD thesis and application sector (practice);

- e. Area of your current job activities;
- f. Year in which you started your doctoral work and/or you started to work in your current institution;
- g. Affiliation with a PhD school or program (if applicable).

**2. Summary of your PhD thesis (500 words max.):** Please provide details of your proposed paper: title, underlying problems, clear research questions, research design and methodological orientation, relevant theories and theoretical/analytical approaches, hypotheses and propositions, expected findings and results, problems and challenges the author may face in the research. Demonstrate how your PhD research will be pertinent for the practice – for getting a job in public sector/private sector if applicable.

**3. Letter of motivation (300 words max.):** What do you want to get out of this Research and Professional Development Academy? How advanced is your PhD project and/or your professional insertion/your career development path?

**4. Could you kindly describe three main competences/skills you have? How you would like to develop them in the future?**

**5. Could you kindly inform us about your career choice(s) (multiple options) and motivate them?**

- academic research and teaching;
- administration and management of academic programs or institutions ;
- non-profit sector management;
- communications & media ;
- consultancy;
- government or public affairs;
- other (please specify)

## SUBMIT YOUR APPLICATION

The pre-registration form is available in the following link:

[Registration form](#)

The complete application file (in PDF) will be sent to [academy@iias-iisa.org](mailto:academy@iias-iisa.org)

Deadline for submission: February 4, 2019

Deadline for decision: February 8, 2019

## REGISTRATION

Registration Fee: 800 € (+ VAT)

Participants will be invoiced upon confirmation of participation.

## PRACTICAL ASPECTS

**Venue:** Brussels Headquarters

IIAS-IISA

Rue du Commerce, 96

6th Floor – Block C

B- 1040 Brussels, BELGIUM

Phone: + 32 2 536 08 80

E-mail : [info@iias-iisa.org](mailto:info@iias-iisa.org)

Contact for the IIAS academy : [academy@iias-iisa.org](mailto:academy@iias-iisa.org)

**Dates:** 25 February 2019 – 1st March 2019

Number of Participants: Max 30 participants

Accommodation: A list of hotels is available on IIAS Academy webpage/upon request

Target Group: later stage PhD Students/recent PhD-young researchers/young professionals in academia and in other organisations

## ORGANISATION/ORGANISERS

### *Conveners and Speakers of the IIAS Research and Professional Development Academy*

- Prof Dr Geert Bouckaert, IIAS President, KU Leuven University, Leuven, Belgium
- Prof Dr Eckhard Schroeter, German University of the Police, Germany (Chair)
- Prof Dr Anne Drumaux, Université Libre de Bruxelles (ULB) – Solvay School, Belgium
- Prof Dr Taco Brandsen, Radboud University, The Netherlands
- Prof Dr Andrew Massey, IRAS Editor in Chief, Exeter University, UK
- Dr Alan Cross – European Commission – Directorate General for Research & Innovation, EU, Belgium
- Nick Thijs – Public Sector Expert – Public Sector Development Institute, Belgium
- Prof Dr Louis Meuleman – UN CEPA Vice Chair/EU – Professor, Brussels, Belgium
- Noortje De Boer – PhD Candidate – Department of Public Administration – Erasmus University Rotterdam The Netherlands

and ...

Other High Level Speakers from IIAS partners, universities/schools and institutes of PA, consultancy agencies, and international organisations.

## IIAS Team in Brussels in charge of workshop facilitations and visits

- Dr Sofiane Sahraoui - IIAS Director General
- Dr Fabienne Maron – IIAS Scientific Director
- Dr Steve Troupin – IIAS Executive Secretary
- Mr Bardhyl Dobra – IASIA Executive Secretary
- Ms Nilufar Lebasi – Operational Support Officer
- Mrs Hafida El Ouaghli - IIAS Operational Assistant