

HR Challenges in Distributed Research Infrastructures

September 2014, ELRI Conference, Trieste

Dr. Silke Schumacher, Director International Relations

40 Years of History



4 July 1974

EMBL becomes a legal entity. Sir John Kendrew is appointed as the first Director General.



9 July 1975

The EMBL Headquarters Laboratory in Heidelberg is founded and construction begins.



21 April 1975

An agreement is signed to establish an EMBL outstation at the Deutsches Elektronen-Synchrotron (DESY) synchrotron ring in Hamburg, Germany.



3 March 1976

A second outstation is founded at the site of the Institut Laue-Langevin in Grenoble, France.



1980

The EMBL Data Library is established – the first central depository of nucleotide sequence data in the world (precursor to EMBL-EBI).



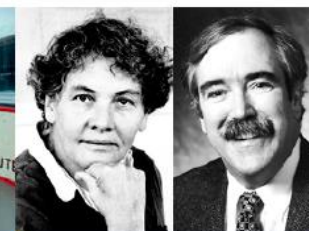
1 October 1983

The EMBL predoctoral training programme is established.



26 July 1994

The EMBL Data Library transitions to EMBL-EBI, located on the Wellcome Trust Genome Campus in Hinxton, UK, alongside the major DNA sequencing efforts of the Sanger Centre



9 October 1995

Christiane Nüsslein-Volhard and Eric Wieschaus receive the Nobel Prize for Medicine for the first systematic genetic analysis of embryonic development in the fruit fly – research conducted at EMBL Heidelberg.



26 May 1999

EMBLEM GmbH, EMBL's technology transfer arm, is established.



29 June 1999

The EMBL Monterotondo outstation is founded, located near Rome, Italy. EMBL launches a new programme in mouse biology at the site.

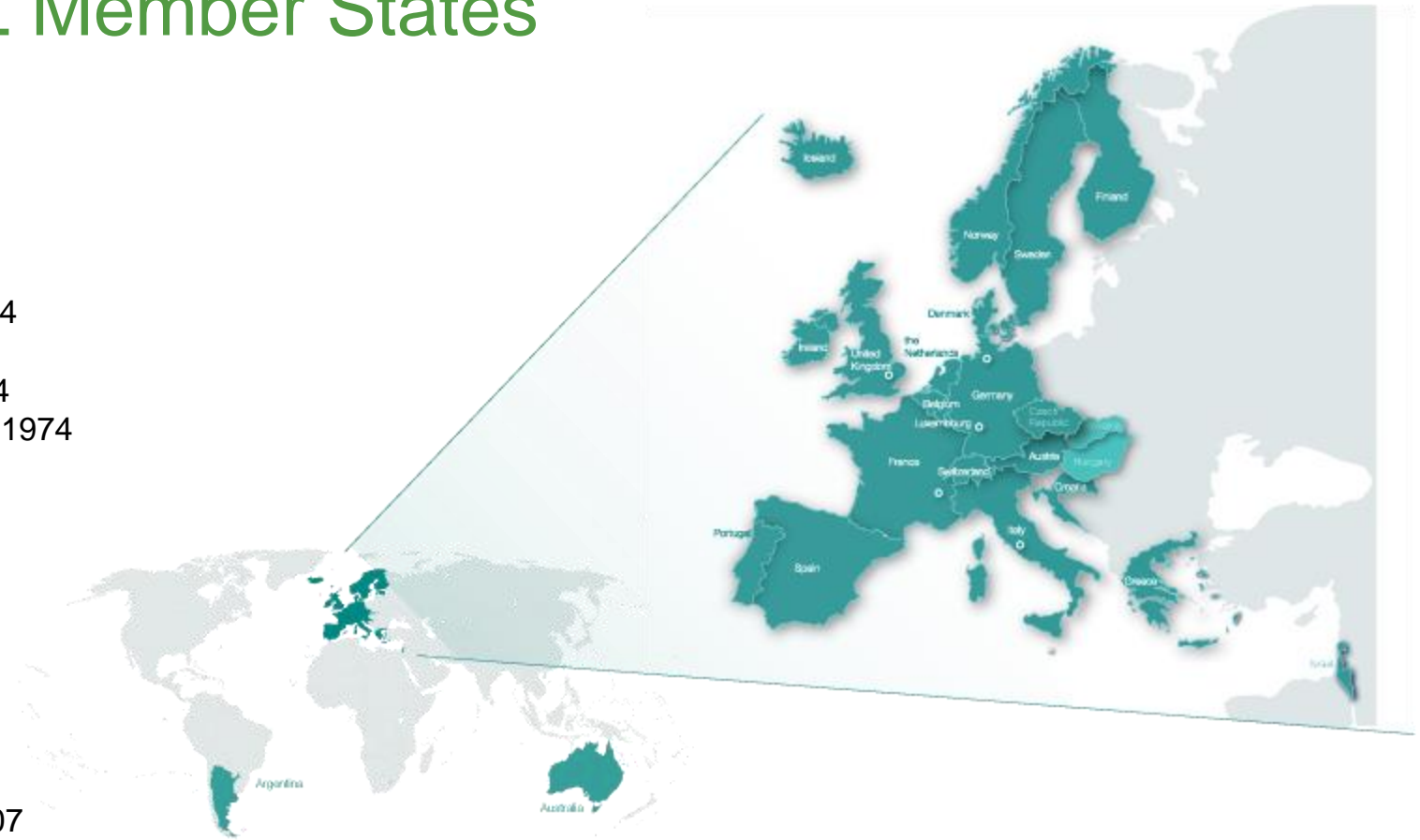


9 March 2010

Opening of the Advanced Training Centre, a European hub for world-class scientific courses, conferences and workshops at the Heidelberg headquarters.

EMBL Member States

Austria 1974
Denmark 1974
France 1974
Germany 1974
Israel 1974
Italy 1974
Netherlands 1974
Sweden 1974
Switzerland 1974
United Kingdom 1974
Finland 1984
Greece 1984
Norway 1985
Spain 1986
Belgium 1990
Portugal 1998
Ireland 2003
Iceland 2005
Croatia 2006
Luxembourg 2007
Czech Republic 2014
Australia 2008 (Associate Member)
Argentina 2014 (Associate Member)
Slovakia 2014 (Prospect Member)
Hungary 2014 (Prospect Member)
Malta – in accession 2014



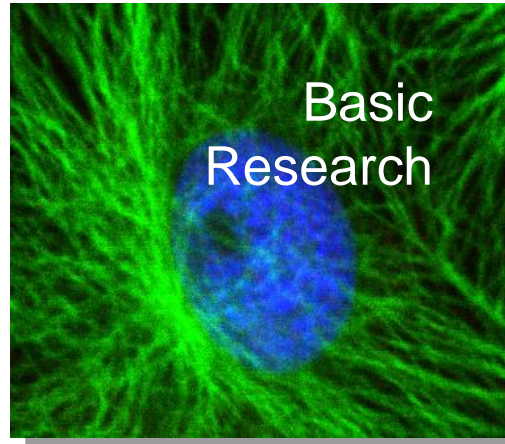
And interest from other countries

The different EMBL sites



>1700 people >80 nationalities

EMBL's Five Missions

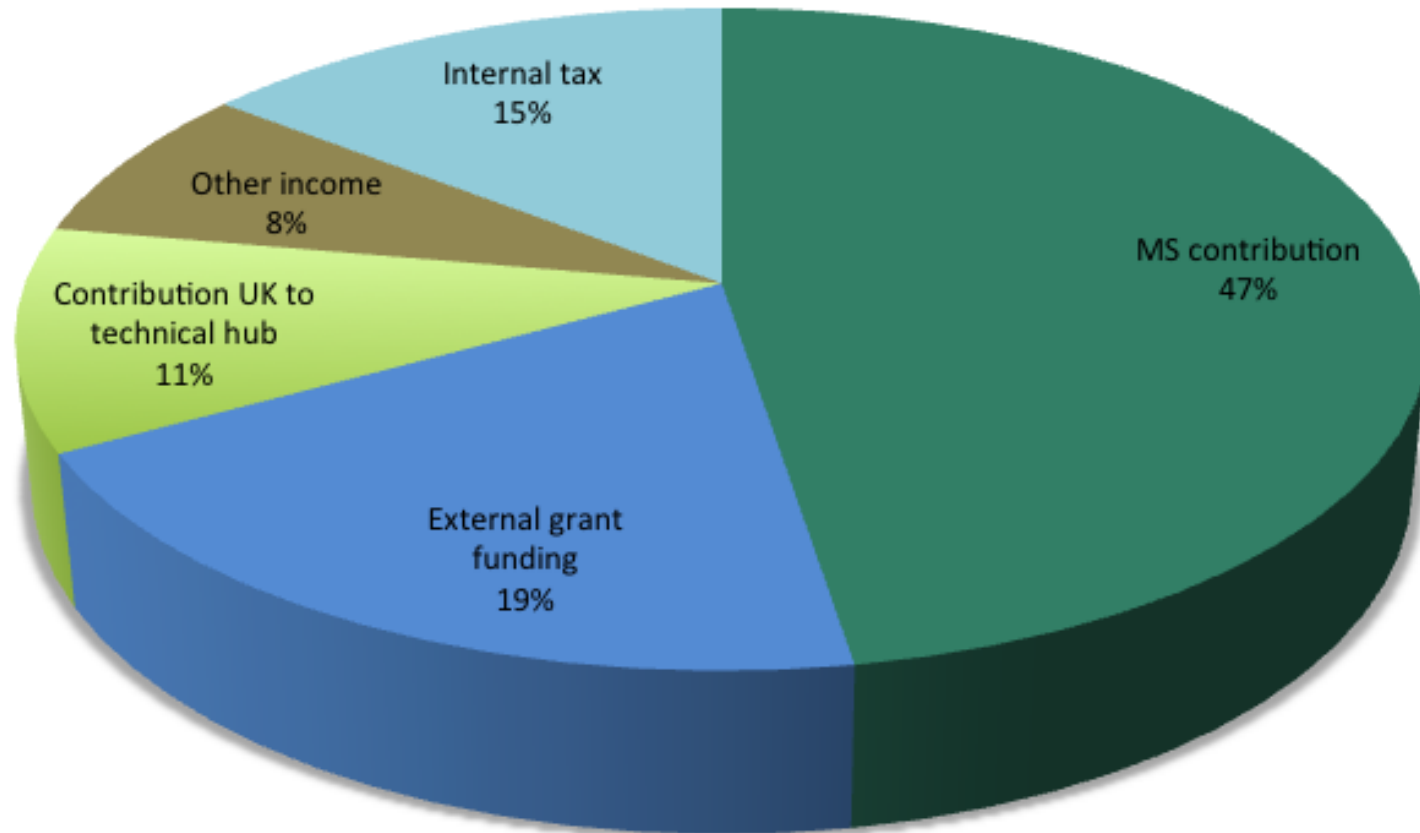


EMBL Budget split - 2013

Income 2013

Total 206 Million Euro

(Excluding pension contribution)



EMBL: worldwide quality recognition

EMBL is rated as one of the world's best

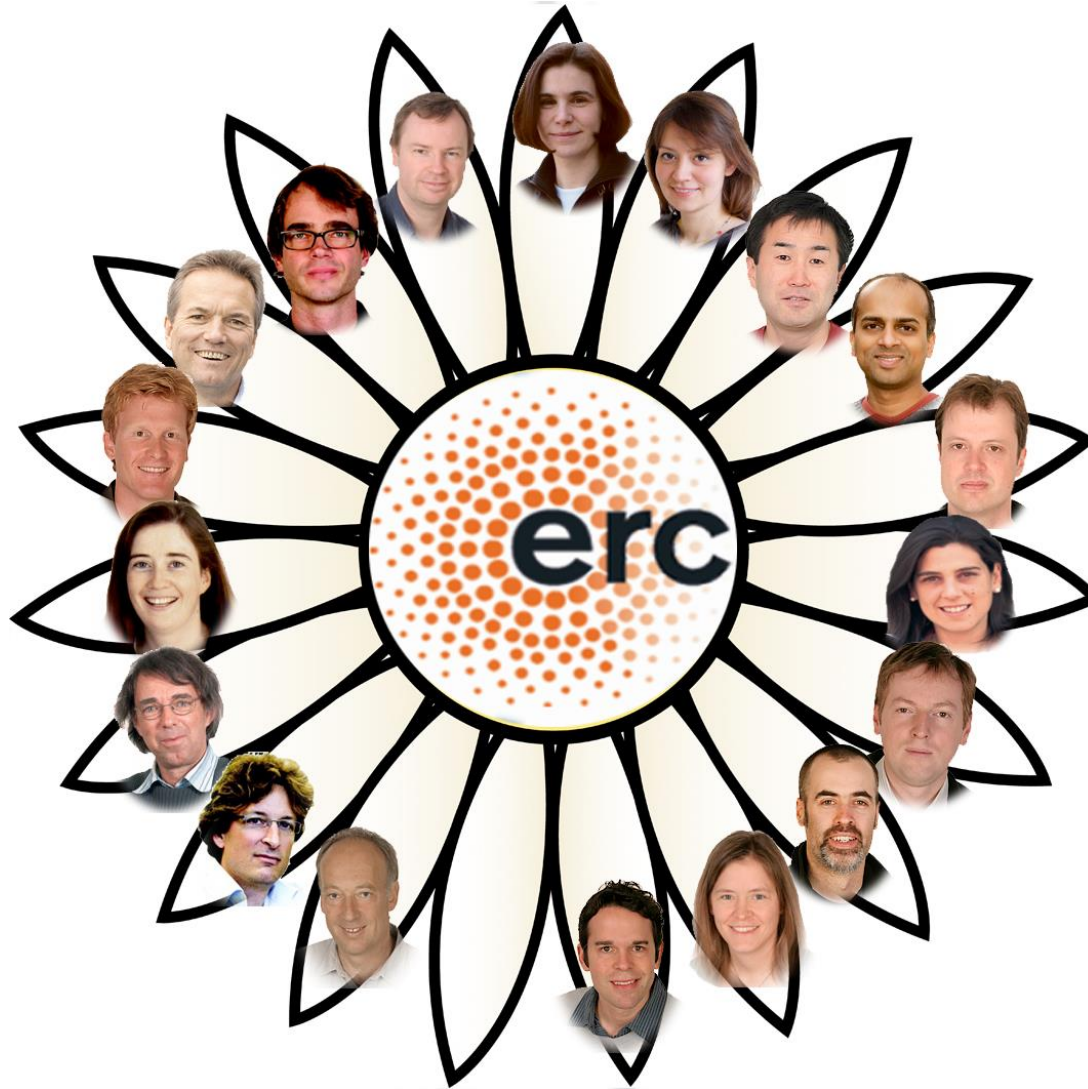
| | Name organization | Country | % Q1 |
|----|---|---------|-------|
| 1 | Whitehead Institute for Biomedical Research | USA | 100 |
| 2 | Broad Institute of MIT and Harvard | USA | 99.18 |
| 3 | J.David Gladstone Institutes | USA | 97.46 |
| 4 | Cold Spring Harbor Laboratory | USA | 97.37 |
| 5 | Institut de Biologie de l'Ecole Normale Superieure (CNRS,INSERM) | FRA | 96.98 |
| 6 | Friedrich Miescher Institute for Biomedical Research | CHE | 96.17 |
| 7 | European Molecular Biology Laboratory (HD) | DEU | 95.60 |
| 8 | Wellcome Trust Sanger Institute | GBR | 95.35 |
| 9 | Laboratoire de Glaciologie et Geophysique de l'Environnement (CNRS) | FRA | 95.08 |
| 10 | Salk Institute for Biological Studies | USA | 95.04 |
| 11 | Centro de Regulacion Genomica | ESP | 94.47 |
| 12 | Max Planck Institut fur Entwicklungsbiologie (MPG) | DEU | 94.30 |
| 13 | Stowers Institute for Medical Research | USA | 93.95 |

Q1 Ratio of publications that an institution publishes in the most influential scholarly journals

* Scimago Institutions World Report 2014 (Period 2009-2013) downloaded on 28 August 2014

Albert Einstein: “Not everything that can be counted counts
and not everything that counts can be counted”

ERC Investigators at EMBL



Came with grant



What makes EMBL special?

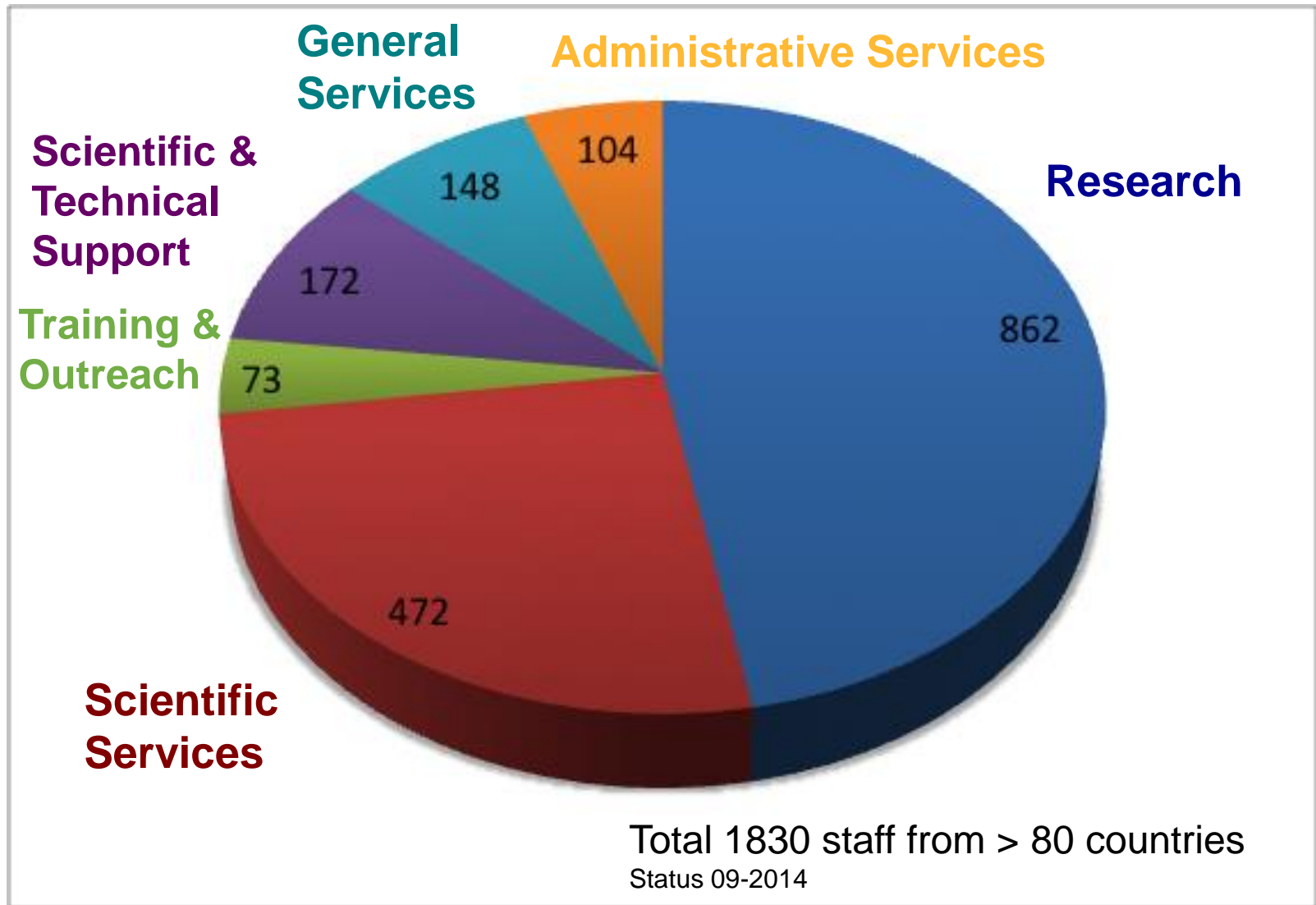


Outstanding science

- A combination of synergistic missions
- ‘Hire the best’
- Adaptability & flexibility
 - Youthful (average age 37)
 - International (> 80 nationalities)
 - Continuous turnover
- Stringent quality control
 - Scientific Advisory Committee
- Financial, intellectual and technical support



Overview – staff



HR – EMBL, a unique employer

- EMBL – International Governmental Organisation
 - Staff Regulations
 - Conditions of employment and benefits comparable with other international organisations thus →
 - Not subject to national labour law of our Member States where our Headquarters and Outstations are based
 - A permanent turnover in order to ensure scientific excellence and regular inflow of fresh ideas: Fixed term contract of max. 9 years
 - Open ended contracts are an exception (only 11% of all staff)
 - Training of people is essential



Human Resources – Key aims while recruiting

- Transparent recruitment policy to guide applicants and hiring managers
- Further development and use of EMBL e-recruitment tool
- Working with Communication and Outreach Team to raise profile for non scientific recruitments at career fairs
- Enhanced coordination and development of relocation and transition services
- EMBL career website to increase visibility of EMBL as an employer of choice



Human Resources – Key aims during employment

- Social security matters
- Overview and registration of compulsory and voluntary insurances
- Advise on payroll schedules
- Advise or guidance on any other administrative matters
- Create and maintain personal records on SAP
- Administration of benefits and entitlements
- Performance assessment procedures
- Support During Change
 - Change in family circumstances – Maternity, Marriage, Birth etc
 - Change in position at EMBL – Unit/Assignments, Working schedule, Duty stations, Promotions, Category of employee
- Advice upon leaving EMBL



Human Resources – Training and Development Opportunities

- Vocational Training with the aim to support the Staff Members in their development:
 - Founded in 2007 and since then the demand has increased each year
 - 95 courses in 2013
 - Courses on: personal skills, presentation skills, communication skills, leadership skills, project management, language skills, IT training



Career development opportunities in brief

- Courses, conference and lecture programme
- Personal skills & complementary scientific training
 - Language training (German, English, French)
 - IT courses (Microsoft Office and more)
 - Project & time management, personal effectiveness
 - Team building & conflict management
 - Communication skills
 - Interviewing skills
 - Grant applications
 - Writing skills, etc
- Sponsored Study Scheme
- Career Day: Insight into science-based careers outside of academia
- *Postdoc specific*: Second mentorship programme and Personalized workshop - Preparing for the academic job market



Encouraging Interdisciplinarity in Science

Biology

Chemistry

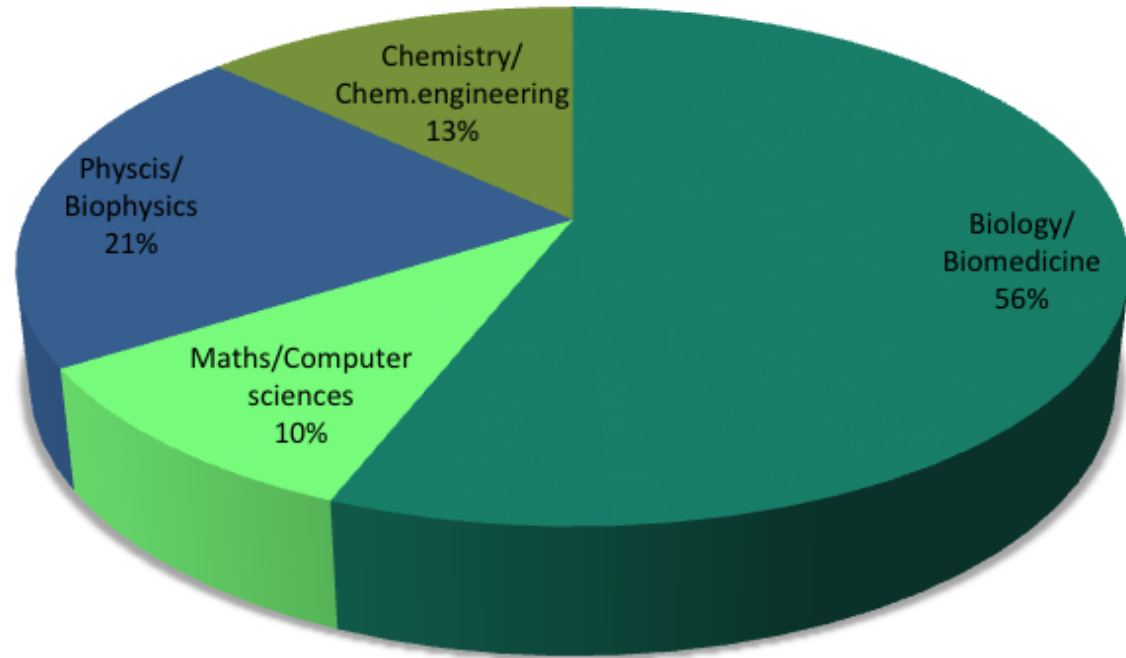
Physics

Mathematics

Informatics

Engineering

Molecular Medicine



Group leaders' background

HR Strategy for Researchers



HR EXCELLENCE IN RESEARCH

- Project started end 2011
- Gap analysis was performed
- Remaining actions are being implemented
- EC logo was awarded 24 June 2013

All EMBL Alumni: 6220



Thank you!