Researchers without borders - Recruitment process in industry

Paris, 11th December 2017

RTDI

4. TESTIMONIALS

3. CONCLUSIONS

2. PERSPECTIVES

1. THE PROCESS

RTDI

INTERVIEWS TO COMPANIES (16)

All of them where innovative companies with active R&I projects:
45% high-tech enterprises +
30% technology-based +
20% sectorial knowledge-based +
1 social Enterprise

Average level of hiring of PhDs (total PhDs / total personnel) = 29%
Only 1 did not hire any PhD or was already in the process of doing it

60% with very strong social focus

88% SMEs, of which
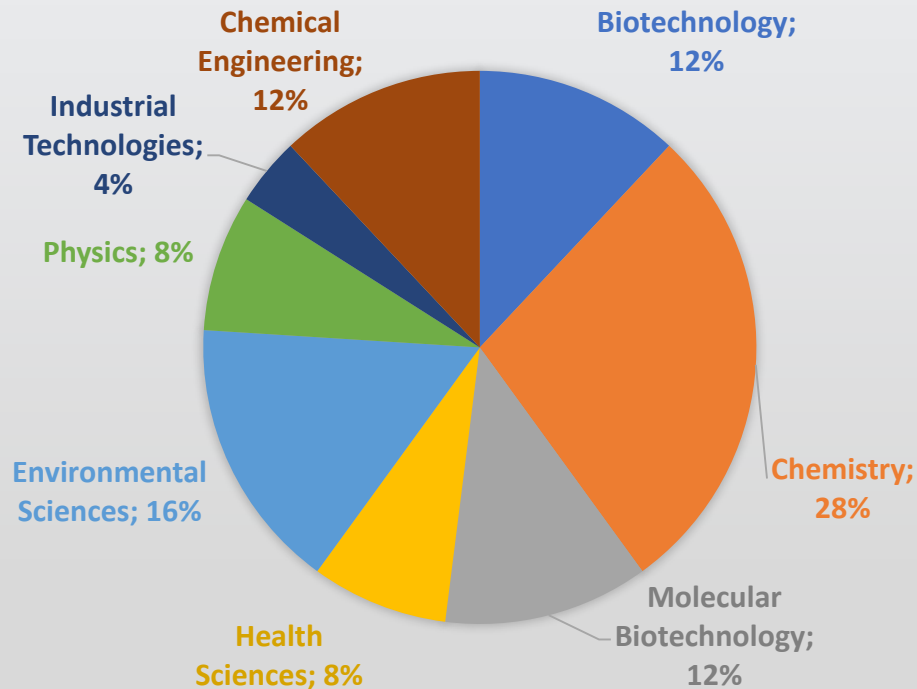70% where start-ups

12% where large companies

INTERVIEWS TO PhDs

From RTDI Innovation School
27 students in 2017
74% are PhDs
(100% scientists/technologists)

Pie chart:
- Biotechnology; 12%
- Chemistry; 28%
- Molecular Biotechnology; 12%
- Health Sciences; 8%
- Environmental Sciences; 16%
- Physics; 8%
- Industrial Technologies; 4%
- Chemical Engineering; 12%

INTERVIEW BY EURAXIND

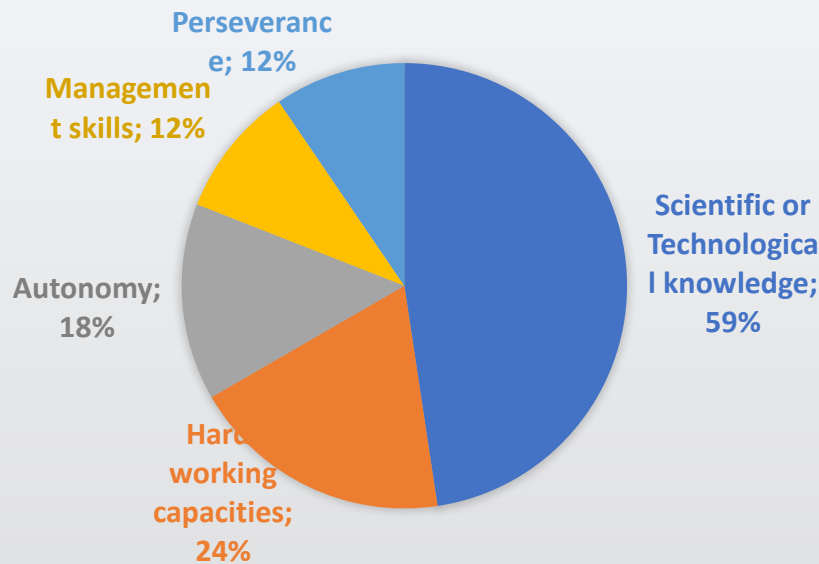111 responses
Equal share of small, medium & large organizations
14 countries (25% Austria, 10% Spain, 10% Netherlands)

Different profiles:
•HR specialists
•Recruitment consultants
•Line managers
•Managing director /Owner
•Other

VALUE SEEKED WHEN HIRING PhDS
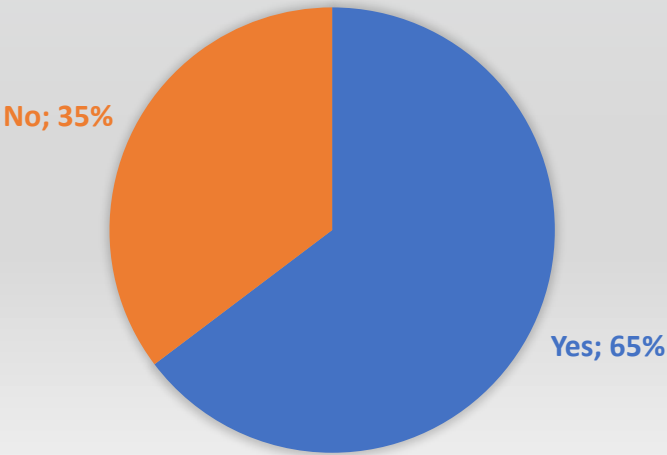
- Perseverance; 12%
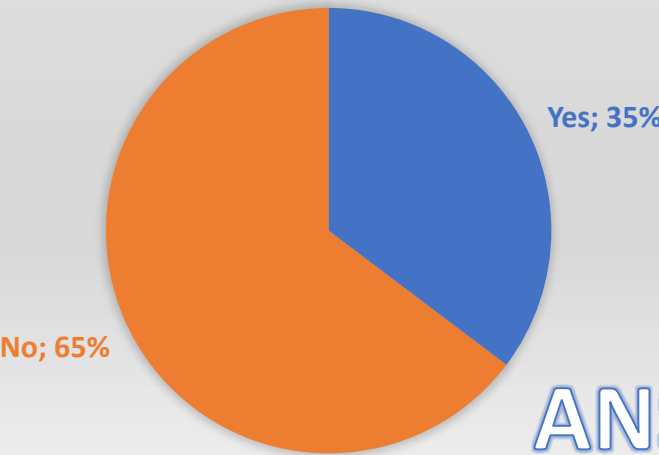- Management skills; 12%
- Autonomy; 18%
- Hard working capacities; 24%
- Scientific or Technological knowledge; 59%

HIRING PhDs IN COOPERATION WITH AND R&D INSTITUTION

- Yes; 47%
- No; 53%

PLANNING TO INCREASE THE TEAM

- No; 35%
- Yes; 65%

WILL HOLDING A PhD BE A REQUIREMENT?

- Yes; 35%
- No; 65%

ANSWERS BY INDUSTRY

ARE THERE PhD STUDENTS IN YOUR TEAM?

Yes; 41%

No; 59%

DO YOU GET ANY SUPPORT IN PROMOTING /MANAGING THIS INTERNALLY?

No; 29%

Yes; 71% Mostly by universities; mostly prescribed
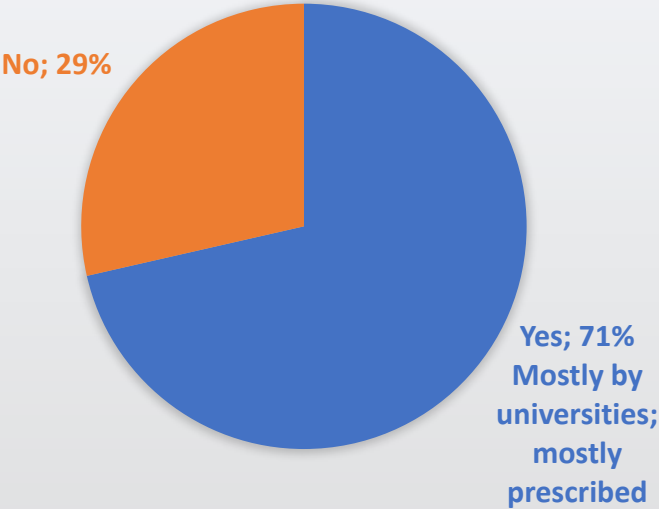
DO YOU KNOW WHAT AN INDUSTRIAL PhD IS?

Yes; 47%

No; 53%

ARE YOU INTERESTED IN IT?

No; 0%

Yes; 100% 67% Say they will need help

ANSWERS BY INDUSTRY

RTDI
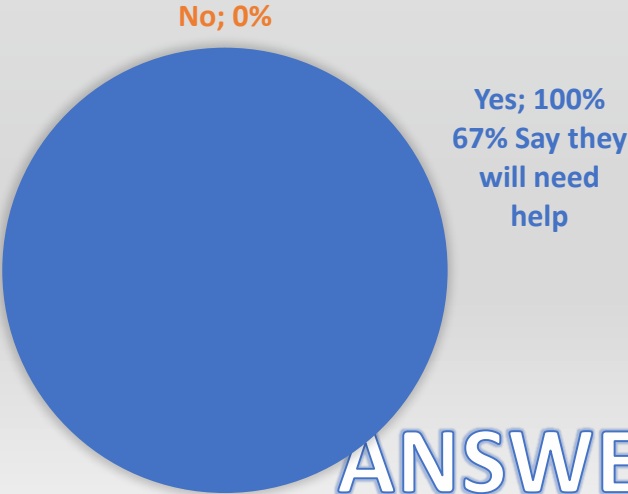
TRAINING OFFERED TO PhD EMPLOYEES?

- Rather, they teach others; 6%
- None, just gaining the experience; 12%
- On product orientation and New Product Development; 12%
- On business orientation; 6%
- On our technology / products / business ("welcome kit"); 53%
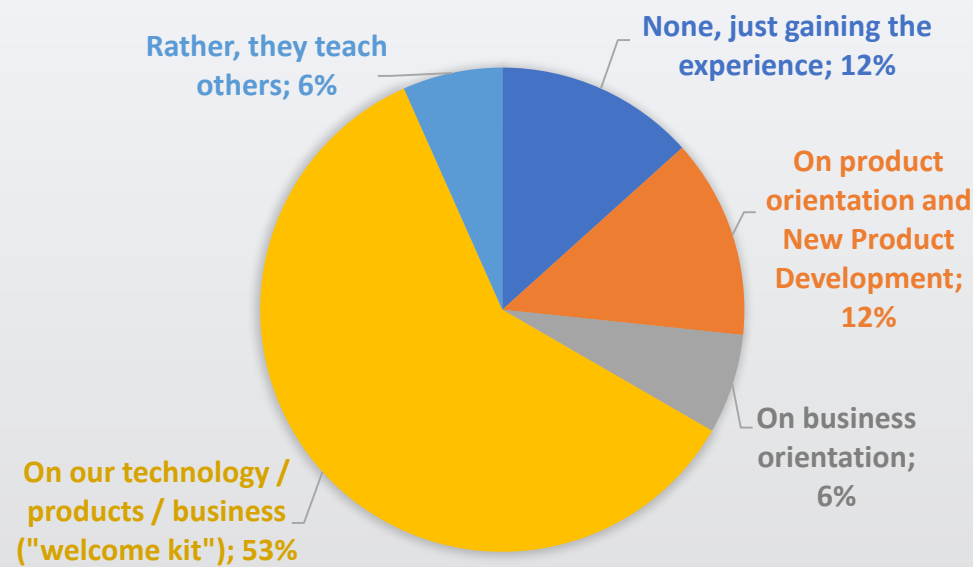
IT HAS TO BE PRACTICAL!

IS IT DIFFERENT FROM OTHER EMPLOYEES?

- Yes; 18%
- No; 82%

ANSWERS BY INDUSTRY

RTDI
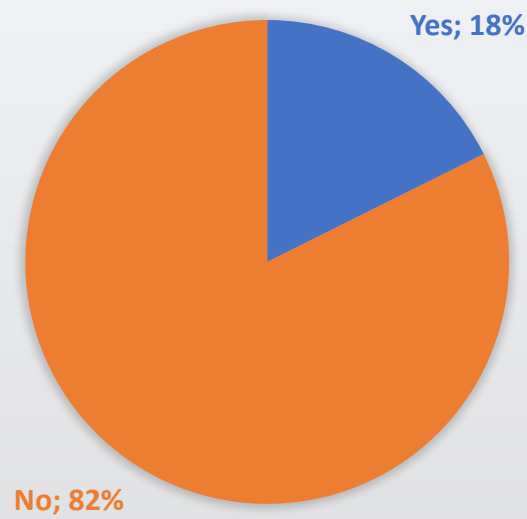
WHAT IS YOUR EXPECTED GROWTH RATE
FOR THE COMING 5 YEARS?

>100%; 35%

<100%; 65%
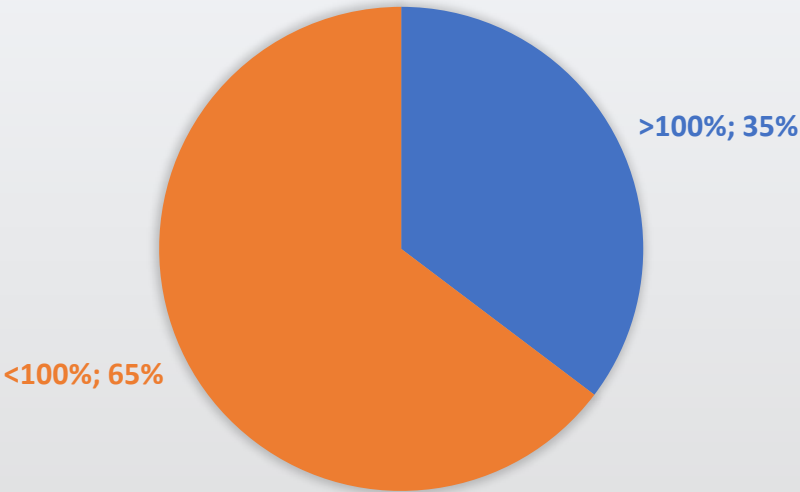
A 70% of interviewed
companies rank themselves >5
in a 1-6 disruptivity scale

WHAT IS THE MAIN DRIVER FOR
DISRUPTIVITY IN YOUR COMPANY?
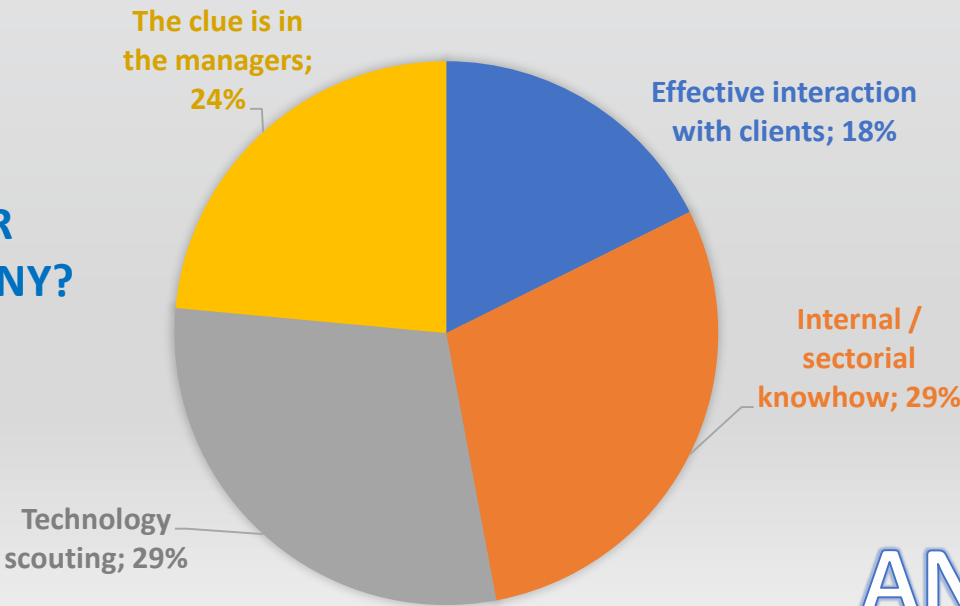
WHAT ARE THE PRIORITIES TO GAIN THIS?

Added value
services; 29%

A 50% of these,
chosed High
Skilled Personnel
as second priority

Financial
support,
either public
or private;
71%

Impact on innovation capacities

The clue is in
the managers;
24%

Effective interaction
with clients; 18%

Internal /
sectorial
knowhow; 29%

Technology
scouting; 29%

ANSWERS BY INDUSTRY

RTDI

MAIN BARRIERS ➡

Hard to keep them engaged in a results-oriented context; 12%

Hard to find them; 35%

Fear from the company to be meet to keep expectations / To consolidate the worker; 6%

Only interested in research work, sometimes in extremelly specific areas (mostly the youngest PhDs) / % of research work you can offer; 29%

Hard to convince them to work in the private sector / PhDs not interested or willing; 29%

Even harder to convince them to work in an SME; 18%

Salaries; 6%

Cooperation with R&D institutions; 29%

MAIN DRIVERS ⬅

"Prescription"; 59%

Lack of opportunities in R&D institutions; 12%

Financial public support; 29%
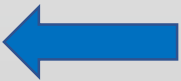
ANSWERS BY INDUSTRY

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In the long term, **78% want an academic career**

57% would consider working outside academia – of these…:
- 70% would still want to do research
- 37% in research/grant management
- 35% in research/science policy

70% would be interested in short-term work outside academia +
48% would like internship/placement in business +
52% to do joint research +
59% valorisation of research knowledge

65% think it would be hard to get a non-research job in business: <30% think businesses value what researchers offer working in non-research roles

What would help more interactions with business?
- more knowledge of opportunities (>60%)
- greater recognition of value to an academic career (45%)
- more training in skills valued outside academia (43%)
- better understanding of those skills (41%)

Barriers preventing interactions:
- 45% uncertain impact on career (& reduction in research outputs)
- - 35% lack of experience/skills valued by business
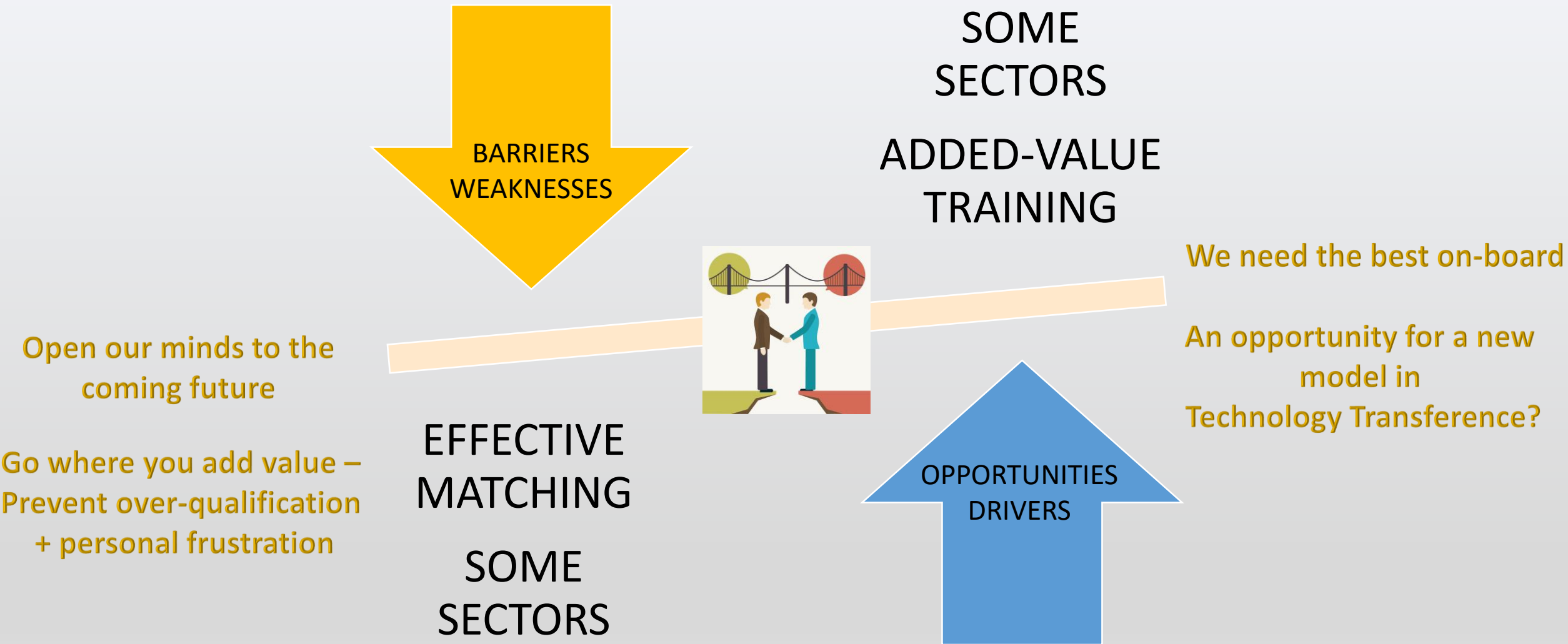- - 26% lack of confidence

euraxess
RESEARCHERS IN MOTION

FECYT
FUNDACIÓN ESPAÑOLA
PARA LA CIENCIA
Y LA TECNOLOGÍA

ANSWERS BY RESEARCHERS

Employer Survey – barriers to engagement

- 47%: Lack of compatibility of researchers in working environment

- 30%: Not enough opportunities to meet researchers
- 27%Low awareness of researchers as potential employees

- 16%: Researchers lack experience in writing CV, writing applications and/or interview skills
- 11%: Lack of understanding on qualities of researchers

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BARRIERS
WEAKNESSES

SOME
SECTORS

ADDED-VALUE
TRAINING

We need the best on-board

Open our minds to the coming future

An opportunity for a new model in Technology Transference?

EFFECTIVE MATCHING

Go where you add value – Prevent over-qualification + personal frustration

OPPORTUNITIES DRIVERS

SOME SECTORS

RTDI

RTDI offers integral services in R&I Project management through 2 channels: **Consultancy** focused in corporations and institutions seeking expert advice and support in making their R&I ideas come true. And **Training,** for corporations, institutions and professionals interested in gaining specialized skills in relation to R&I integral management (from concept to exploitation).

Consultancy services
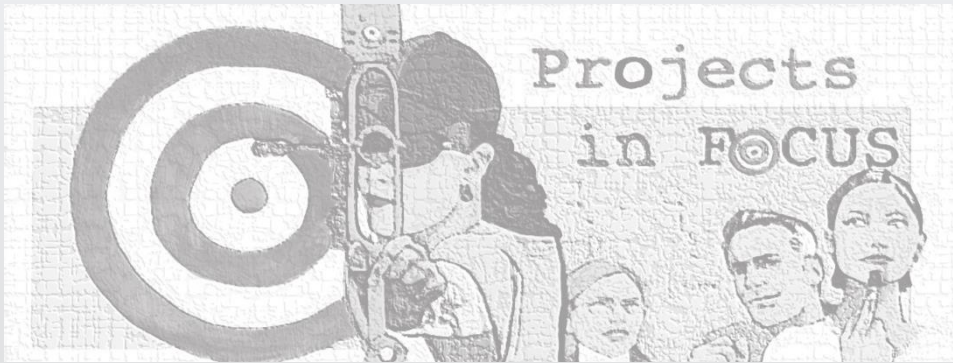
From 2008, RTDI helps its clients develop new Products/Services/Processes with strong competitive advantages based on technological innovation, mainly disruptive SMEs. From the idea seed, we generate a strong Project concept, seek for financial support and strategic alliances and accompany our clients along the complete Project lifecycle.

We also give advice in designing new business models, the commercial strategy around the results and financial forecasts to companies engaged in an innovation process.

Training

In 2014 RTDI became the 1st Spanish Company in launching a skill-building programme focused in the integral design and development of R&I projects, building on the expertise of our consultants and professors, with the objective of transferring our knowhow, methodologies and tools to the markets.

Our aim is to make innovation more dynamic and effective, and prepare professionals with a strong S&T background for becoming R&I managers competitive at international level.

ADDED VALUE TRAINING

RTDI

RTDI Innovation School

PhDs
Work-based learning with practitioners

✓High-level S&T education
✓Language skills (English)
✓Research experience (PhD)

✓Work organization
✓Analysis skills and problema solving
✓Team management, written communication

✓Knowledge & **Experience** in processes for the development of new technollogy-based **PRODUCTS**
✓Methods & Tools for **results-oriented** management and planning
✓R&I funding opportunities
✓Innovation integral marketing: **Taking Technological Innovation to societies and markets**

✓Creativity
✓Proactivity
✓Perseverance
✓Adaptability
✓PASSION

ADDED VALUE TRAINING

RTDI

Consultancy services

- 10 Years giving service
- 13 Professionals
- 100+ Clients
- 80+ Designed projects
- €180M financial support achieved for our clients
- Advanced proprietary toolkit for integral R&I management www.innowizard.eu
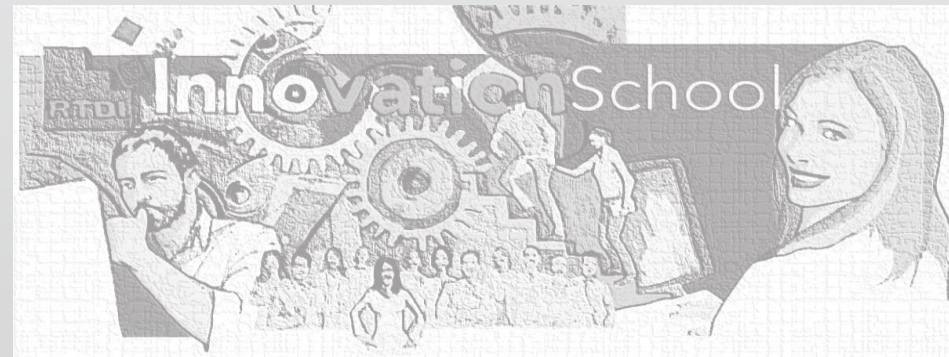
Practitioning
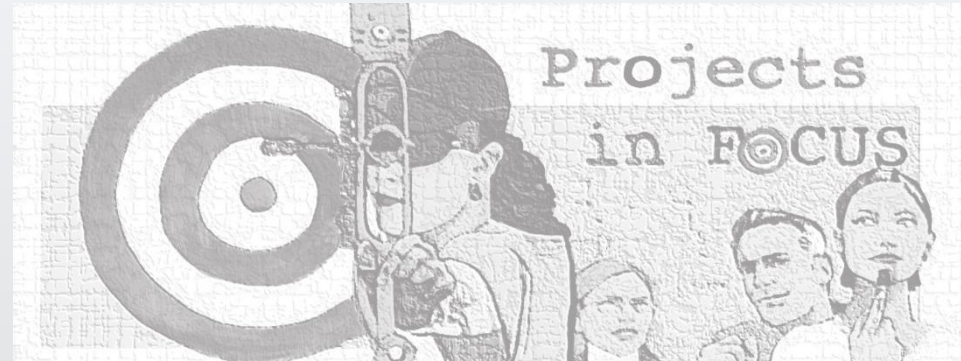
Training

Training

- 3 Years helping skilled professionals
- Disruptive pedagogical instruments
- 12 Mentors and professors
- 60+ Students (75% PhDs)
- 50+ Real projects built
- 94% employment rate

ADDED VALUE TRAINING

Employer Survey – future tools supporting recruitment

MOST IMPORTANT
1. Network between organization and university

IMPORTANT
1. CV database
2. Information about skills of researchers
3. Information on local research talent
4. On-line researcher communities or networks

NOT IMPORTANT
1. Career events
2. Alumni networks
3. Meet & greet sessions
4. Newsletters (recruitment, events, etc.)
5. Special recruitment

3. CONCLUSIONS

RTDI

Insulclock
https://insulclock.com/

marsi-bionics
http://www.marsibionics.com/

Linknovate
www.linknovate.com

appentra
Software for guided parallelization
www.appentra.com

"Hiring PhD is a great opportunity to reinforce technological-vision of a company, and be able to implement it, as long as the commercial strength of the company is clear"

Biomedica
molecular medicine
http://biomedicamm.com

A R A T E C H
lifestyle technology
www.ara-tech.es

SAVANA
www.savanamed.com

"The added value PhDs can bring to innovative / high-tech SMEs has just started. It is important to find the mechanisms to motivate them; and universities could consider this as a new way of tranfering technology (via PhDs hiring)"

mytherapytools
www.mytherapytools.com

NEUROFIX
https://neurofixpharma.com/

"Our capacity to solve problems is what distinguishes a leader from the rest"

"For PhDs taking the risk is worth it - Dare to jump!"

ITC
Ingeniería y Técnicas Clínicas
http://www.itcsal.com/

"There is not a legal market that really rewards the hiring of PhD by private corporations, nor to the company not to the PhD. For them a career at a university is better (in terms of safety, income...)"

"TO PhDs: We are looking for you"

InterGrupo
www.intergrupo.net

EUROB CREATIVE
Intelligence on the move
http://www.eurob.com/

BLOQUES
Barruca
PREFABRICADOS DE HORMIGÓN
http://barruca.es/

ferrovial
www.ferrovial.com

Tragsa
Grupo
www.tragsa.es

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4. TESTIMONIALS