

FRAMEWORK OF APPLIED RESEARCH & INNOVATION COMPETENCES FOR STAFF MEMBERS

Type	Related competences	Definition
General skills	Creative and critical thinking	Ability to think creatively outside the general framework and to question the research results and outcomes
	Practical research skills	Ability to apply the knowledge and methods relevant to a discipline
	Academic writing	Ability to write scholarly publications
Project management skills	Budgeting, Reporting	Ability to manage the project budget in an accurate and transparent way. Ability to report the project activities, finances and outcomes in a clear way according to the reporting rules
	Process management	Ability to plan the processes for the research and to manage the research project according to the institutional processes
	Risk management	Ability to recognise the possible project risk factors in advance and to provide solutions on how to resolve any possible or immediate risks in projects
	Quality management	Ability to ensure that the project activities are done in accordance to the quality framework
	Grant/proposal writing	Ability to write text funding application texts for future project ideas in order to get funding
	Funding and application skills	Ability to construct future project ideas into successful applications. Knowledge of different funding programmes for own research area and ability to find the suitable fundings.
Research skills	Technical skills	
	Qualitative	Ability to prepare script, conduct research interviews and to analyze the content
	Quantitative	Ability to prepare and administer a questionnaire, knowledge of survey sampling techniques and multivariate analysis, strong and defendable research methodologies

Type	Related competences	Definition
Business cooperation skills	Networking skills, partnership skills	Ability to work in strategical cooperation with a wide range of partners and stakeholders
	Knowledge transfer (skills and knowledge)	Knowledge of the business environment and trends and the ability to transfer own knowledge and skills into the business environment
Innovation skills	Development of products/services	Ability to further develop the project results and outcomes into projects and services to be offered to different
	Intellectual property management	Knowledge of the intellectual property rights, what they are and how and when they can be applied to own research
Incorporating projects to curricula	Developing student skills	Transferring project management skills to students and encouraging the students to learn and use the skills by incorporating them in the courses and curricula.
	Promotion of student entrepreneurship	Knowledge of entrepreneurship and the ability and will to embed entrepreneurial thinking into the curricula and to encourage student entrepreneurship
	Supervising student project tasks	Ability to supervise, evaluate and support research related student project tasks
Communication	Communicating/dissemination of research results (journal/conference, paper submission)	Ability to clearly communicate and disseminate both the project objectives and results/outcomes to peers, stakeholders and other target groups through different channels
	International communication	Ability to communicate in the international environment and with different cultures
	Publications writing	Ability to write appropriate professional research text for different types of publications

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