

Job Profiles of the Researcher in Transdisciplinary Research Groups within the Quadruple Helix

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In the research project Sprong Sure Hanze University of Applied Sciences and Hogeschool Utrecht University of Applied Sciences participated in developing HR tools to identify and utilize transdisciplinary skills and competencies in the career development of researchers. Our goal is to build a strong, future proof research group that collaborates effectively with partners in practise. We inventoried HR tools, job profiles, and development paths at HU and Hanze The goal wasn't to integrate policies, but to learn from each other's approaches and determine what the research group needs to grow.

We compared job profiles of lecturer-researchers based on the 9 result areas from the HU development map: Question articulation; Research design; Research supervision; Research implementation; Project management; Networking & acquisition; Vision and leadership; Implementation; Connecting education, research, and practice.

We also analyzed various frameworks, including: Researchcomp: the European Competency Framework for researchers, developed by the European Commission, in line with ESCO (European classification); Greencomp: the European Competency Framework for sustainability, developed by the European Commission; Practical Guide - Transdisciplinary Process: a practical approach with tips, information, and examples developed by Het Groene Brein and the Community Sociaal Circulair; Teaching in Regional Learning: roles, tasks, and competencies of lecturers in regional learning arrangements, developed by Wageningen University & Research (WUR); Scenarios for professional development and Roles, tasks, and competencies of lecturers in regional learning arrangements.

The results were:

- Result areas for senior researchers at scales 12 and 13 (Hanze University of Applied Sciences);
- Standard-setting process (Hanze University of Applied Sciences) based on HU best practices;
- Career paths for (senior) researchers at Hanze University of Applied Sciences based on interim results from SPRONG SuRE (peer-reviewed) (Hanze University of Applied Sciences);
- Input for revised job classification system based on research at Hanze University of Applied Sciences, including weighting;

- We developed interview guides and tools for career development;
- Overview of the key competencies for lecturer-researchers in the SPRONG SuRE group who collaborate transdisciplinary within the energy transition linked to the quality framework and the nine result areas.