Advancing Research Careers through Organizational Excellence

Welcome to the inaugural Newsletter of the **ARCOE** project WHERE YOU CAN:

- Find out what **challenge** ARCOE is addressing
- Read about **the ARCOE solution**
- Know more about the **impact** and **opportunities** generated by the project
- Get information on **work packages** and key **activities**
- **Stay connected** with updates and networking opportunities

What is ARCOE?

ARCOE is a Horizon Europe project dedicated to create a virtual talent innovation ecosystem hub to improve HR practices, career development and research collaboration

Meet the ARCOE project team

The consortium of ARCOE consists of 13 partners from 9 countries in Europe (BE, BG, CY, GR, IE, IT, MT, NL, RO).

The consortium includes partners from universities, research centers, technology companies, innovation hubs, communication and social innovation experts, as well as clusters and SMEs operating in bioeconomy, education, and digital transformation.

Kick-off meeting in Rome

The project officially kicked off with an in-person meeting on **June 23-24**, **2025**, in **Rome**, **Italy**, hosted by the coordinator **Fondazione E. Amaldi**.

Partners from 9 countries gathered to:
- Align on shared goals and methodologies.
- Plan the upcoming deliverables and activities.
- Build synergies among the partners.

This successful meeting laid the foundation for a strong and collaborative implementation phase!

The Challenge:
Bridging Gaps in Research Careers and Institutional Support across Europe

Europe's research landscape is rich and diverse, yet significant challenges persist when it comes to creating attractive and sustainable career paths for researchers, especially for early-stage researchers. Key issues include:

- **Fragmented HR Practices:** Many research institutions still lack structured frameworks to support researcher careers, making career progression and development uncertain.

- **Limited Mobility and Cross-Sector Collaboration**: Only a small percentage of EU researchers gain experience across sectors or countries, limiting the exchange of knowledge and the practical application of research findings.

- **Slow Uptake of the HR Excellence in Research Award (HRS4R)**: Despite the importance of the European Charter & Code for Researchers there is still a low percentage of eligible institutions that have obtained the HRS4R recognition, limiting institutional alignment with ERA priorities.

- **Skills Mismatch with EU Strategic Priorities**: A growing gap exists between the skills researchers acquire and the competencies demanded by the EU's green, digital, and deep-tech transitions.

These barriers not only limit individual career opportunities but also hinder Europe's broader goals of research excellence, innovation, and competitiveness within the global research ecosystem.
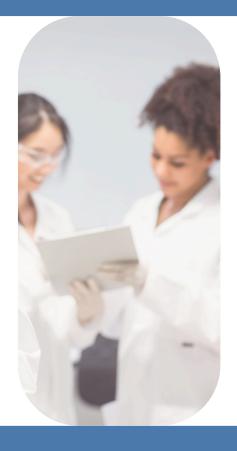
The ARCOE Solution

Support Institutional Excellence in Research Careers:

- Guide research organizations in obtaining or advancing their **HR Excellence in Research Award (HRS4R)**.

- Provide tailored support to align HR policies with the **European Charter for Researchers**, improving working conditions and career development frameworks.

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Build a Virtual Innovation Talent Ecosystem Hub:

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- Develop an interactive **online platform** to connect researchers with research institutions, HR professionals, and non-academic employers.

- Facilitate **Meet&Match opportunities**, job postings, training modules, and networking tools to boost career mobility across sectors.

The ARCOE Solution

Deliver Targeted Career Services and Training:

- Offer **career coaching**, **mentoring**, and **skills-development workshops** tailored to the needs of early-stage researchers (R1-R2).

- Focus training on emerging EU priority areas such as the **Green Deal**, **digital transformation**, and **deep-tech sectors**.

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Foster Cross-Sector Collaboration and Mobility:

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- Promote **transdisciplinary and inter-sectoral researcher mobility** by creating new partnerships between academia, industry, and HR bodies.

- Organize **cross-sector networking events**, **online conferences**, and **joint projects** to strengthen knowledge circulation across the European Research Area.

Impact and opportunity

Improving institutional capacity empowering universities, research centres, and HR bodies to align their practices with ERA standards, ensuring more supportive, inclusive, and attractive research environments.

Supporting to obtain the **HRS4R certification**.

A Virtual Hub acting as a central point for training, mentoring, and job matching.

Better connection between research and labour market needs, in particular ARCOE will build bridges between academic training and market demands by facilitating collaborations between research institutions and employers from the private sector, public bodies, and non-profits.

Activities

The project is structured around the following strategic priorities:

Analyzing current HR practices and research career frameworks across participating institutions. This includes institutional self-assessments, baseline mappings, and a gap analysis to identify areas for improvement in alignment with the European Charter for Researchers.

Development of the Virtual Innovation Talent Ecosystem Hub
This Virtual Hub will serve as a one-stop space for career services, training modules, networking tools, and the Meet&Match system, connecting researchers with employers across sectors and countries.

Delivering a comprehensive package of online and live workshops aimed at enhancing researchers' skills in areas like digital transformation, deep tech, green economy, and career planning. The goal is to strengthen the employability and intersectoral mobility of researchers.

More information will be sent in our next ARCOE newsletter scheduled for October 2025.

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