



Research specialists at TAU

10 February 2023

Tampere University

Why new role?

- Tampere University started its operations at the beginning of 2019
 - Decision of centralized support services
- Demand from faculties and deans to have research support personnel in the faculties
 - Already HR, Finance, Education had roles in faculties
 - EDU faculty had a research coordinator
 - Discussion who should fund and lead the function – faculties or support services?

Service organisation 1 Jan 2022

President

Vice President for
Research

Research Support

Research and Innovation
Services

Doctoral School

Finnish Social Science Data
Archive

Vice President for
Education

Education and
Continuous Learning

Education and Learning

Working Life Relations and
Lifelong Learning

Provost

Information and
Digitalisation

University Library

IT Services

University Services

Financial Services

Operations Management and
Administrative Services

HR Services

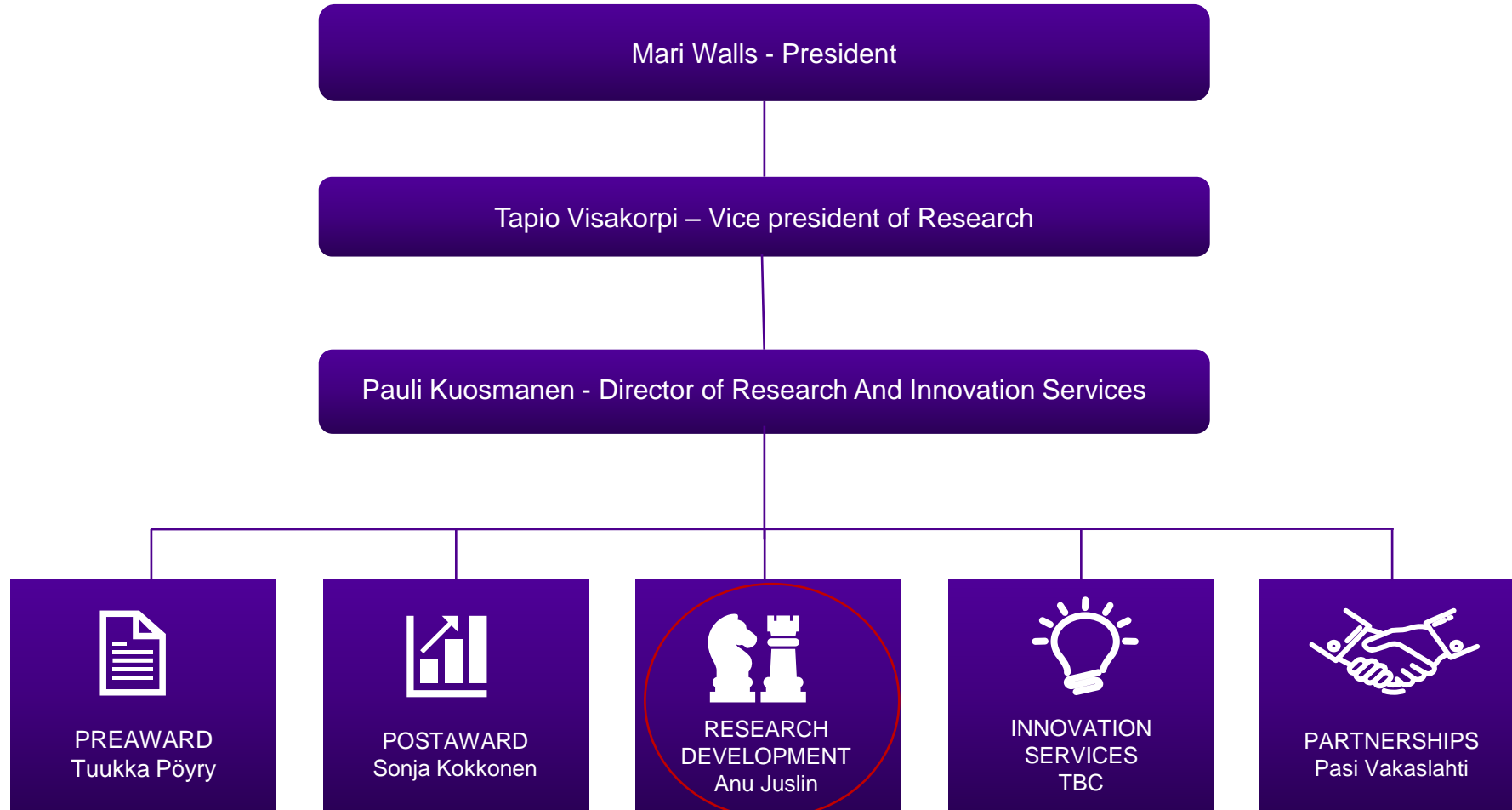
Communications and
Marketing

Functions overseen by the Provost

Coordination of
laboratory functions

Tampere Institute for
Advanced Study

Coordination of
university consortia



Research specialist 2022



BEN
Anne
Tuhkunen

EDU
Anneli
Lehtisalo

ENS
Heli
Lehtivuori

ITC
Maija
Belliard

MAB
Hanna
Salminen

MET
Mariaana
Savela

SOC
Maija
Ojala-
Fulwood

Research specialists

To do what? Job Description

The tasks are handled as a close working pair with the Vice Dean of research

- participation in the annual planning, implementation and coordination of research strategy in the faculty
- support for research funding searches/researchers to apply funding (?) at the faculty together with the Vice Dean of Research and Research Services
- tasks related to strengthening the faculty's international research networks
- support in science communication and other communication tasks related to research in faculties
- management processes related to research related matters

Official supervision from Research and innovation services and organizationally part of support services

- The vice president of research defines the strategic directions jointly with the senior management team
- The head of unit acts as an official supervisor and supports the daily work of the whole team

Recruitment process

First call spring 2020

Three Faculties participated
(MAB, ITC, ENS)

Totally 24 applicants

Covid19 started

Three new persons started
their job remotely Spring
2020 and autumn 2020

Due to the structural
changes the research
coordinator from EDU was
moved to be 4th Research
specialist

Second call spring/summer 2021

Rest of the three faculties
(SOC, MET, BEN)

Totally 19 applicants

Remote interviews and start

Three new persons started
in autumn 2021

NEW organization structure
beginning of 2022

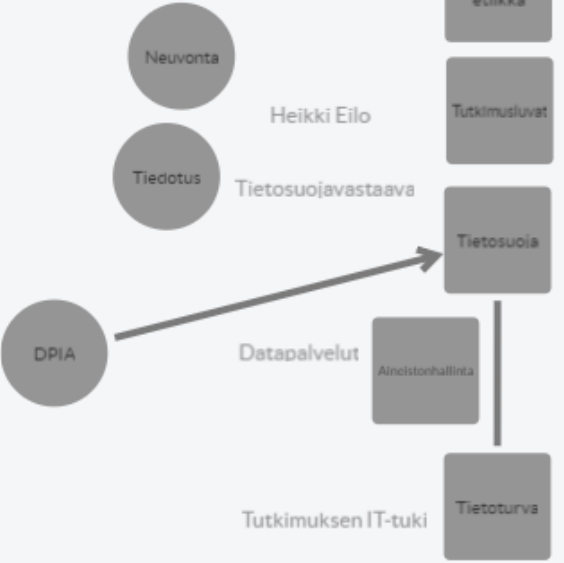
**Research development
team**

What the job is in practice, some examples

- Searching, filtering, editing and delivering information from various sources and via different channels and platforms
- Discussions, planning and implementation with faculty staff (dean, vice dean(s), administrative staff)
 - Daily tasks and processes
 - Forthcoming events
 - Annual planning of the faculty
- Organising and participating meetings dealing with central functions in the faculty
 - Doctoral education in the faculty
 - Professors meetings in the units
 - Infrastructure data collection
- Coordinating research development group and certain ongoing exercises or development projects in the faculty
- Activating and sparring researchers (also in cooperation with Preaward team)
 - Screening forthcoming funding possibilities and sparring with research setting and idea (all funding instruments)
 - Commenting research funding proposals (for example, MSCA PF and AoF)
 - Strengthening researcher skills
- Collaboration with, and producing data for, other functions in the university
 - Other teams in the Research and Innovation services
 - Library (Open science, publishing, metrics, data management)
 - HR
 - Communication
 - Legal counselling, contracts
 - Ethics
 - IT
 - University management



Research permits, gdpr, ethics



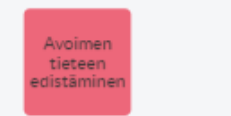
Contracts



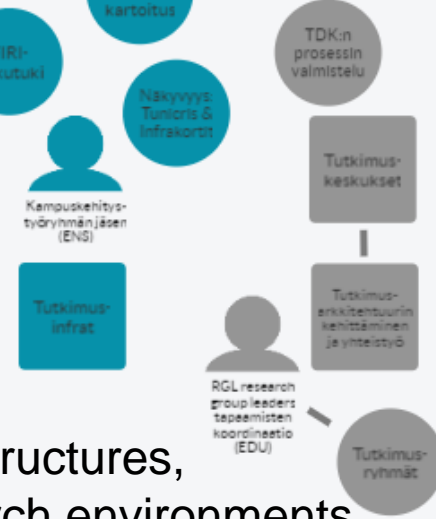
Lakimiehet



Open science



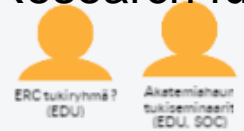
Infrastructures, research environments



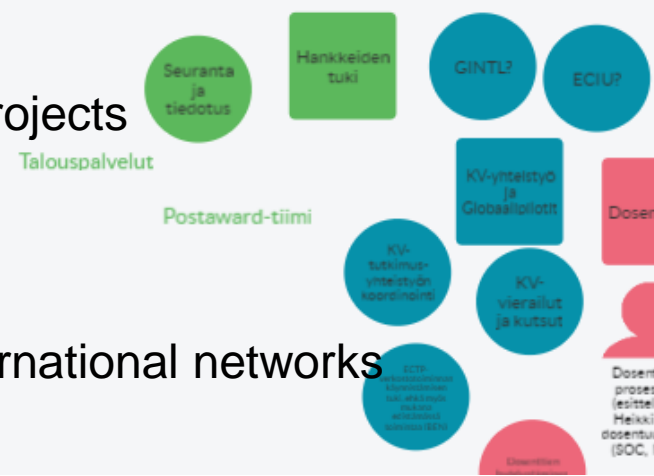
Research specialists



Research funding



Support for projects



International networks

Yhteistuumiin kuntoon laitettavia asioita -sivumuistilista

Viestintä
Johdon assistentti
Tdk-päällikkö/ Johdon erityisavustaja

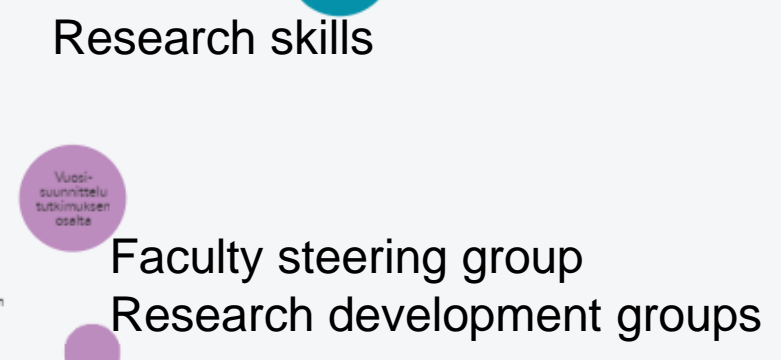
Communication



Doctoral education



Research skills



Faculty steering group

Research development groups

Case MSCA PF and AoF proposals

- Collaborating with Preaward team before the calls are open and during the "September rush season"
- Activating potential supervisors in the faculty
 - For example, to contact promising researchers to be MSCA PF candidates
 - Organising info sessions on the funding instruments with Preaward team
 - Delivering and producing information on the different stages of the call to faculty
- Supporting Preaward team by commenting MSCA PF and AoF proposals, and sparring the applicants if needed
 - Written comments and quality check
 - Research specialists comment especially applicants incoming to their own faculty
 - And perhaps some others, if one is able to find time and/or the research background of the applicant matches well

Lessons learned

Needed and missed part of faculty management

- Right and left hand of vice dean and dean
- Support for steering groups and research development in faculties
- Contact point to researchers

Network over the faculties

- Joint processes and well functioning information flow
- Shared good practices
- Collegial support, Friday coffees ☺

Contact point to all services

- Connecting people and processes
- Connections within the university and collaboration to other universities

Lessons learned

One person cannot do everything related to research support

- How to balance between different demands and tasks
- How to balance between centralized services and research specialists e.g. Pre-research services (case example MSCA and AoF)

New tasks all the time

- Research permits and GDPR

Enough knowledge to be able to support researchers

- Research specialists have to be well informed on the topical issues, professional skills must be kept up to date and appropriate
 - Funders, stakeholders
 - Faculty
 - University level

Different sizes and styles of faculties

- Leadership style of the Dean and the Vice Dean of research effect daily basis on the tasks
- The size of the faculty and the number of units are differentiating the content of the job
- The maturity of the researchers and academic staff to apply and win research funding cause different needs on the services and on the job content in the faculty

Thank you!

Questions?