



Project partners in SECURE project



For more information on the project:

✉ info@secureproject.eu  [@secure_eu](https://twitter.com/secure_eu)

 secureproject.eu  [secureeu](https://www.linkedin.com/company/secureeu)

SECURE Key Exploitable Results:

See our SECURE project website for useful tools to navigate the European Framework for Research Careers, SECURE Research Career Framework (RCF), and SECURE Tenure Track-like Models (TTLMs) as well as our SECURE Project Zenodo Community for all key exploitable results and deliverables of the project:

secureproject.eu/rcf



zenodo.org/communities/secureprojecteu



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SECURE Research Career Framework (RCF)

1. STRATEGY

High-level actions to improve the reform of research careers at organisations and align the national reform of research careers.

2. STABILITY

Actions to improve the stability of research careers via permanent/open-ended and fixed-term contracts and tenure track-like models.

3. CONDITIONS

Actions to improve the working conditions of researchers and ensure a fair, safe, equitable, and rewarding working environment.

4. SKILLS

Actions to improve the professional development of researchers to improve their skills/competences and career development.

5. MOBILITY

Actions to improve the international, intersectoral, and interdisciplinary mobility of researchers for better talent circulation and collaboration.

6. ASSESSMENT

Actions to improve the assessment of researchers to recognise a wider diversity of contributions in their grant and career evaluations.

7. PATHWAYS

Actions to improve the diversity of research careers including more career paths, non-linear and hybrid careers, and entrepreneurship.

8. INTER-OPERABILITY

Actions to improve the interoperability and comparability of research careers across career steps, organisations, sectors, and countries.



The SECURE project

aims to support the reform and reduce the precarity of research careers by developing coordination and support measures to establish, test, and implement a common RCF.

The SECURE Research Career Framework (RCF)

consists of a comprehensive toolbox of 80 actions across 8 thematic action areas for research-performing and research-funding organisations to implement the high-level recommendations of the European Framework for Research Careers.

The SECURE Tenure Track-like Models (TTLMs)

consists of a set of 9 principles for research-performing and research-funding organisations to develop and implement new tenure track-like careers for their researchers as well as best practice case studies on tenure track-like models in Europe.

SECURE Tenure Track-like Models (TTLMs)

1. FAIR PAY AND BENEFITS

Institutions should provide commensurate and attractive remuneration and benefits and be open and transparent about these for all tenured positions.

2. STABILITY

Institutions should have adequate and sustained support from internal funds, a funding body, or government for tenured positions.

3. TRANSPARENCY

Institutions should advertise tenured positions externally and make openly available all information that is relevant to them.

4. INCLUSIVE AND HEALTHY WORKING ENVIRONMENTS

Institutions should foster collegiality and belonging among researchers on tenured positions, support good mental health and wellbeing practices, and ensure balanced workloads.

5. PROFESSIONAL DEVELOPMENT

Institutions should ensure the ongoing professional and career development of researchers on tenured positions.

6. RESPONSIBLE EVALUATION

Institutions should implement a formal evaluation process for tenured positions with clear criteria, timelines, and checkpoints.

7. RECOGNITION THROUGH CAREER PATHWAYS

Institutions should consider implementing tenured positions which are sufficiently flexible to acknowledge the diversity of career pathways within academic careers.

8. SUPPORTIVE MANAGEMENT

Institutions should provide structured line management for researchers on tenured positions including regular performance reviews.

9. COMPETITIVE AND INCLUSIVE RECRUITMENT

Institutions should ensure that selection and recruitment processes for tenured positions are competitive, inclusive, and accessible to all.