

# Welcoming researchers at risk: considerations for new employers and host organisations in Europe

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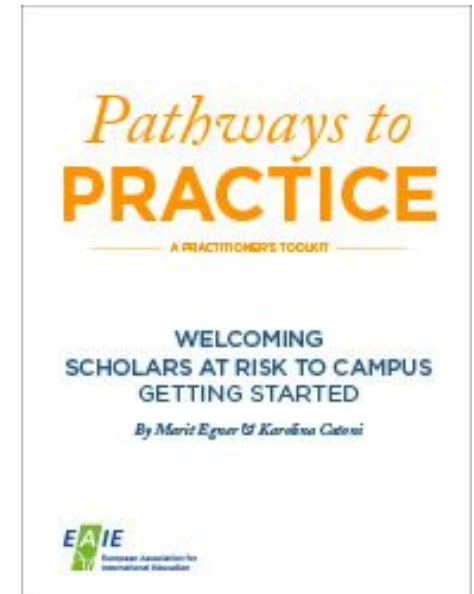
# Speakers

- Sarina Rosenthal, Senior Program Officer for Protection Services, Scholars at Risk
- Marit Egner, Senior Adviser, Department of Research Administration, University of Oslo
- Bodil Stelwagen, Foundation for Refugee Students (UAF) in the Netherlands
- A researcher at risk now based in Europe
- Orla Duke, Programme Manager, Scholars at Risk Europe



# Topics

- Introduction and vocabulary
- Getting started
- Selecting and welcoming the researcher
- Making the most out of the stay
- Various arrangements and services
- Preparing for next steps
- Answers to Questions



## Project Facts

Title: Initiative to Support, Promote and Integrate  
Researchers at Risk in Europe

Call: H2020-MSCA-RR-2018

Project dates: September 1, 2019 to August 31, 2022

Website: <https://www.maynoothuniversity.ie/sar-europe/inspireurope>

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## Objectives

1. Groundwork for a long-term, cross-sectoral, European support structure
2. Contribute to informed policy-making in Europe
3. Bridge the gaps between national and European support mechanisms, between academic and non-academic sectors
4. Improve career development opportunities for researchers at risk
- 5. Prepare the work environment**
6. Grow the diversity of actors supporting researchers at risk



**Researcher:** *“a person active in research, including at a training level, of at least post-graduate or equivalent level”, and includes “all stages of researchers’ careers—be they doctoral candidates or highly experienced researchers”, early stage and more experienced researchers.”* (MSCA definition)

**At Risk:** *“researchers who are at risk in their countries of origin (due to discrimination, persecution, suffering and/or violence), or are seeking refuge out of these reasons or have recently found refuge in Europe”.*  
(in line with definition in MSCA work programme)

**Host organisation:** Organisation, institution or business welcoming a researcher at risk to do relevant activities in the organisation through employment, fellowship or internship.



## External networks and programmes

1. [Scholars at Risk](#) (university network and support programme, international with country sections)
2. [Scholar Rescue Fund](#) (Funding scheme, international)
3. [Philipp Schwartz initiative](#) (Funding scheme, Germany)
4. [PAUSE](#) (Funding scheme, France)
5. [UAF](#) (Coaching and funding scheme, the Netherlands)
6. [CARA](#) (University network and support programme, UK)
7. [Bridge I and II](#) (European projects 2017-2020)
8. Various national programmes for refugee integration
9. various fellowships not particularly for researchers at risk incl. MSCA



# Getting started - Resources

1. Raise awareness and garner interest among colleagues
  - Establish a committee; assign and share responsibilities
2. Identify internal financial resources
  - Central administration, department, fundraising, etc.
3. Discuss academic needs on campus
  - Consider responsibilities for at-risk researcher
  - Set parameters for potential visiting research positions
4. Explore external resources
  - Alternative funding sources
  - Connect with organizations/ universities about best practices





## Selecting and inviting the researcher

To ensure a **strong academic match**, some aspects to consider include:

- Purpose of hosting an at-risk researcher
- Geography/ diversity of candidates
- Discipline/ field
- Risk
- Academic training/ experience
- Publications
- Language
- Family



# Welcoming the researcher



## Practical preparations

- Contract
- Immigration and travel
- Housing
- Security preferences
- Administrative set-up

## Welcome phase

- New employee orientation
- Connect with mentors
- Meet international office
- Allow time for adjustment
- Guidance on resources/  
benefits on campus



## Making the most out of the stay

- Academic activity and networking
- The academic mentor
- Updates and filling academic gaps
- Competence and career development
- Safety and well-being
- Academic and social networking



## Various arrangements

- Look into the available (career) services at hosting institute
- Difference between:
  - International employment (contract university)
  - Guest researchers fellowship (guest agreement)
  - Refugees with asylum status
- Connect with diversity/ international programs



## Various services

- Expectation management towards researcher
  - Background (personal circumstances, family conditions, housing)
  - Do wishes and needs meet the possibilities?
- Extras: Time for adjustment, guidance in intercultural communication, appointment with immigration lawyer, mentor and guide



## Next steps

1. Important to start planning early!
2. Some alternatives:
  - Return to home country if safe
  - Normally announced position in the same organisation or another organisation/ inside or outside academia/ in the same or another country
  - Obtaining external research funding e.g. MSCA
  - A new position/fellowship for researchers at risk
  - Apply for asylum and continue job search



# Questions and Answers

## Topics of the webinar

- Introduction and vocabulary
- Getting started
- Selecting and welcoming the researcher
- Making the most out of the stay
- Various arrangements and services
- Preparing for next steps



# Comments and suggestions

Do you have:

- Ideas for new webinar topics?
- Questions or comments?

Contact us at

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