MAKING AN IMPACT

1. Participateinthepublicationprocess

Submit,reviseandpublishacademic researchthroughthe most appropriate dissemination means and participate in peer review processes, including open peer review.

FOUNDATIONAL	INTERMEDIATE	ADVANCED	EXPERT
• Understands the processes of publication both in the traditional and in the Open Science paradigm • Understands how academics communicate research results • Is aware of the diverse outlets for publications and publishes research results with supervision	• Produces publishable material of high standard • Collaborates and co-authors with other researchers • Peer reviews publications. • Disseminates in a range of research outlets (research, professional and public).	• Regularly publishes in, and is involved in the editing of, academic journals • Actively seeks co-authors and collaboration • Is lead author on co-authored outputs. • Supports less experienced researchers to publish.	• Is well-known for involvement in editing academic journals • Has multiple high-ranked publications • Serves on influential editorial boards • Has published internationally and publicly renowned articles.

2. Disseminate results to the research community

Publicly discloseresearchresultsbyanyappropriatemeans,includingtraining, conferences, workshops, colloquia and research publications.

• Engages in knowledge exchange • Understands the different ways that research results can be disclosed • Presents at academic conferences	• Communicates research in an accessible way to a diverse research community • Engages in interdisciplinary knowledge exchange.	• Publishes scientific results of high-quality and promotes them to other researchers. • Educates, advises, and guides others on the process of publishing scientific results. • Is known within the research community for disseminating high quality scientific results.	• Chairs and leads scientific associations and conferences. • Actively promotes the reputation and esteem of the field. • Is a globally renowned authority on own topic and related interdisciplinary areas.

3. Teach in academic or vocational contexts

Instruct students inthetheoryandpracticeofacademicorvocational subjects, transferring the content of own and others' research activities.

• Contributes to teaching at undergraduate level • Assists in the supervision of undergraduate projects • Is aware of how research interacts with education	• Develops own teaching style • Assists in the development of student research skills • Co-supervises postgraduate research projects • Seeks ways for own research to influence teaching	• Constantly seeks to improve own teaching with different techniques and approaches • Manages educational programmes • Advocates for the teaching-learning-research connection and interaction • Supervises postgraduate researchers	• Pursues opportunities to develop research-informed education • Leads educational pro-grammes and their quality assurance procedures • Is recognized as an inspiring educator and supervisor

MAKING AN IMPACT

4. Communicate to the broad public

Communicate aboutscientific findingsto a non-scientific audience, including the general public. Tailor the communication of scientific concepts, debates, findings to the audience, using a variety of methods to different target groups, including visual presentations and various forms of written, spoken and digital communication.

FOUNDATIONAL	INTERMEDIATE	ADVANCED	EXPERT
• Understands and appreciates the value of engaging with the public. • Listens with attention and speaks with intention. • Knows the basics of non-scientific argumentation and the differences between scientific and non-scientific arguments. • Presents own research at small-scale events.	• Recognises the mutual benefit of public engagement in research. • Contributes to promoting the public understanding of own research area. • Knows how to present the value of own research and the evidence it is based on, to a non-scientific audience.	• Creates a climate where public engagement activity is valued. • Leads major public engagement projects. • Contributes to shaping the public's conception of own research area. • Uses different communication forms tailored for different audiences.	• Gives strategic support for the setup of public engagement campaigns • Occupies specific public engagement post(s) or personal chair. • Is renowned for communicating scientific concepts in a clear, charismatic, and attractive manner, using appealing communication tools for the target audience

5. Increase the impact of Science on Policy and Society

Increasethe impactanduseof researchfindingsinpolicymaking,byprovidinginput to and maintaining professional relationships with policymakers and other stakeholders.

• Understands the policy-making processes relevant for own field of research • Presents findings in a policy friendly format. • Understands the wider contexts in which policies are situated.	• Recognises the mutual importance of policy making and research. • Engages in dialogue with, government institutions, stakeholders, and other key organisations. • Is aware of different approaches to knowledge brokering • Contributes to science-for-policy outputs	• Writes science-for-policy outputs cited or used by policymakers • Advices and supports colleagues in writing science-for-policy outputs • Builds networks to inform policy making by evidence.	• Informs political priorities by presenting compelling evidence of challenges, or reframing of challenges. • Is called upon as knowledge broker in crisis/urgent situations. • Is called upon to work directly with high-level policy makers.

6. Promote open innovation

Applytechniques,models, methods, and strategies that contribute to the promotion of steps towards innovation through collaboration with external people and organizations.

FOUNDATIONAL	INTERMEDIATE	ADVANCED	EXPERT
• Understands the role of innovation, creativity, and collaboration with external partners in research. • Can engage in inter-disciplinary research. • Is open to collaboration with external partners.	• Develops new ways of collaborating with external partners on topics related to own research. • Pursues interdisciplinary research. • Identifies promising ideas which stem from external partners.	• Establishes collaboration platforms for research problems and co-creation activities. • Leads innovative collaborations with external stakeholders from industry, public and third sectors.	• Challenges traditional viewpoints for how to practice research by steering it towards innovation generating external collaboration projects. • Has a track-record of successful innovation projects developed in collaboration with external partners.

7. Promote the transfer of knowledge

Deploy broadawarenessand knowledge of processesof knowledge valorisation aimed to maximise the two–way flow of tools, content material, technology, intellectual property, expertise and capability between the research base and relevant stakeholders within the research field.

• Understands the process of commercial exploitation of research results. • Recognises the value of embedding academia in innovation communities. • Appreciates the importance of knowledge exchange within society.	• Develops research ideas with the aims to commercialise them. • Contributes to knowledge exchange within society. • Is aware of different methods to commercialise research.	• Turns research into ventures. • Advocates for increased engagement with the innovation community. • Builds networks to influence change through knowledge exchange. • Recognises research projects' potential for new products and novel applications.	• Provides strategic leadership and support to others' commercialisation projects. • Has reputation for successful engagement with innovation stakeholders. • Stimulates, creates and builds extensive relationships in entrepreneurial/business/commercial context. • Has a track record of successful adoptions of new technologies and/or new ideas.