FISEVI
Fundación para la Gestión de la Investigación en Salud de Sevilla

RESEARCH MANAGERS COMP (RM COMP)

THE EUROPEAN COMPETENCE FRAMEWORK FOR RESEARCH MANAGERS



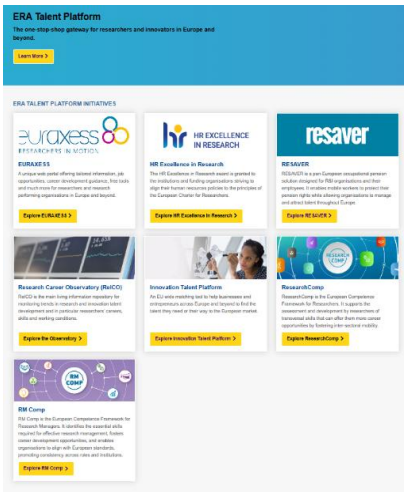
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1. Introduction

The European Research Area (ERA) holds an online platform hosting initiatives dedicated to research talent: the ERA TALENT PLATFORM.

https://ec.europa.eu/era-talent-platform/



Following these initiatives, FISEVI has shown particular interest in the Human Resources Excellence in Research, EURAXESS, and ResearchComp.

Although it is advisable to monitor other related competence frameworks, such as EntreComp, LifeComp, GreenComp, or DigComp, this guide focuses on the research management competence framework designated as RMComp.

- **Access the complete official RMComp document:** RM COMP.

2. What is RM Comp?

Spanish legislation governing science considers the management personnel as part of the Spanish Science, Technology, and Innovation System. It defines them as "*personnel who perform management, administration, and service functions related to research, development, knowledge transfer, and innovation, whose legal framework will be that which corresponds to the general regulations of the civil service applicable in each case*".

The European Commission's RM Comp package **aims to standardise research management competencies** within a single European framework for research managers in the European Research Area. This standardisation distinguishes their competencies from the management competencies directly attributed to researchers, thereby seeking to ensure the effectiveness of research management. Furthermore, RM Comp serves as a reference point to support the professional development of research managers.

Consequently, the RM Comp framework aims to promote professional development based upon common competencies for research managers. Implementing RM Comp ensures consistency in professional practice across management roles. RM Comp supports employing institutions by enabling more clearly defined competency standards for project management positions.

Otherwise Research Comp maintains the focus on the progression of the researcher's role, although it also addresses management skills.

3. Scope

Research managers may utilise RM Comp as a self-assessment reference, as it provides the opportunity to identify necessary training for skills requiring improvement.

From an institutional perspective, research organisations and entities involved in research management may also use *RM Comp* to standardise their human resources-related practices. RM Comp can also be observed when developing their internal policies, such as training specifications or job requirements during selection processes.

4. Structure

RM Comp is structured as follows:



- Competence areas:
  - Cognitive abilities / Personal attributes
  - Technical proficiency
  - Research project oversight
  - Stakeholder engagement
  - Line management and talent development
  - Communication
  - Subject matter expertise / specialised knowledge
- Competencies (up to 50 competencies classified under the different areas)
- Up to 800 learning outcomes, which serve to determine the level of proficiency in every area (*foundational*; *intermediate*; *advanced*; *expert*).

Research Comp and RM Comp reflect the true interdependence of both professions: research and research management.

5. Competencies

Research project oversight
Research project management
Managing research project deliverables
Monitoring and evaluation frameworks and indicators
Establishing research projects plans

Cognitive abilities
Creativity
Critical thinking
Cultural sensitivity
Problem solving
Strategic planning
Decision making
Stress management
Prioritisation, Time Management and Multitasking
Adaptability and Professional Flexibility
Conflict Management
Reliability and Trustfulness

Line management and talent development
People Management and Managing Team Performance
Team building
Change Management
Coaching Skills
Research Talent Identification and Development

Subject matter expertise / specialised knowledge
Pre-award
Post-award
Managing Equality, Diversity and Inclusion (Including Gender, Disability and Racism)
Data Stewardship
Knowledge Valorisation (Technology Transfer)
HR for Research – Employment, Training, etc. of research staff
Research finance
Research Infrastructure Management
Clinical Research Management
Research Ethics and Integrity
Research, Strategy and Policy Development
Managing the Research Grant / Support Office

Stakeholder Engagement
Research Outreach
Academic Community Relationship Collaboration
Community Engagement with Research
Engagement with Key Stakeholders
Building Trust within Relevant Research and Strategic Partnerships
Diplomacy, Negotiation, and Mediation Skills
Handling Difficult Conversations and Partnerships
Business and Commercial Liaison Management

Communication
Building and Maintaining Relationships with Research Funders, Partners, or other Stakeholders
Designing and Implementing Research Communication Plans
Media Liaison and Associated Activities
Preparing and Writing Reports (Including Evaluation Reports and Funder Reports)
Social Media Engagement

Technical Proficiency
Research Data collection and Collation
Data and Statistical Analysis
Legal Skills
IT for Research Activities
Artificial Intelligence