





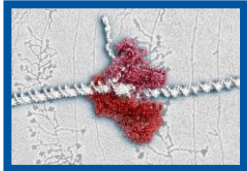
1954



1962



1967



1974



1975



1989



2009



Previously EFDA  
(1999)  
2014

# What is EIROforum?

Partnership between eight of Europe's largest intergovernmental scientific organisations



# European locations of EIROforum organisations

**EUROfusion** – Culham

**EMBL:**  
EMBL-EBI – Hinxton

**ESA:**  
ECSAT – Harwell

**EMBL** – Grenoble

**ESA** – Paris

**ESRF** – Grenoble

**ILL** – Grenoble

**ESA:**  
ESAC – Madrid

**EMBL** – Monterotondo

**ESA:**  
ESRIN – Frascati

**ESA:**  
ESTEC – Noordwijk

**EMBL** – Heidelberg, Hamburg

**ESA:**  
ESOC – Darmstadt  
EAC – Cologne  
Col-CC – Oberpfaffenhofen

**ESO** – Garching

**EUROfusion** – Garching

**European XFEL** – Hamburg

**CERN** – Geneva

# EIROforum organisations – worldwide locations



**ESO Chile:**  
Santiago  
La Silla  
Paranal / Armazones  
Chajnantor

**ESA French Guiana:**  
CSG – Kourou

**ESA ESTRACK:**  
New Norcia (Australia)  
Perth (Australia)  
Redu (Belgium)  
Kourou (French Guiana)  
Cebreros (Spain)  
Maspalomas (Spain)  
Villafranca (Spain)  
Kiruna (Sweden)  
Santa Maria (Portugal)  
Malargüe (Argentina)

# EIROforum organisations – common threads



# EIROforum Working Groups

Working Groups have a mandate and propose and implement activities which are common to all EIROforum members

- International Affairs
- Instrumentation
- Information Technology
- Technology Transfer
- Training and Career Development
- ...

# WG: Training and Career Development

- Idea for this working group born at the 2022 EIROforum Conference in Heidelberg
  - Working group established and kicked off on 4 December 2023
- Organisation of the working group
  - Meetings scheduled bi-monthly to discuss topics of common interest
  - + topical workshops for wider audience

# Training and Career Development Working Group Activities

- Presentations and exchange of information on “competency models and benchmark jobs” during WG meetings
  - Feb: EMBL, April: CERN + EUROfusion
- Workshop on “Effective Knowledge Capture”
  - Organised by Eva Belonohy/EUROfusion,
- Next steps:
  - Document on best practices in training and career development
  - Stocktake and sharing of training activities among the EIROs

**EIROForum working group**  
Ground up development and challenges in deployment of a behavioural competency based development framework and EMBL-EBI

Andy Yates - EMBL  
15th February 2024

### The seven competencies

<b>Core</b>	<ul style="list-style-type: none"><li>• Organisation</li><li>• Communication &amp; collaboration</li></ul>	<ul style="list-style-type: none"><li>• organising themselves, their work and the work of those they manage.</li><li>• building and maintaining productive relationships with those they work with and beyond.</li></ul>
<b>Specialist</b>	<ul style="list-style-type: none"><li>• Continuous improvement</li><li>• Quality</li><li>• Technical specialist</li></ul>	<ul style="list-style-type: none"><li>• continually looking for ways to improve personal, departmental and organisational processes.</li><li>• striving to produce work of the highest quality.</li><li>• looking for ways to develop and build knowledge in their own area of expertise.</li></ul>
<b>Leadership</b>	<ul style="list-style-type: none"><li>• Professional</li><li>• Management &amp; leadership</li></ul>	<ul style="list-style-type: none"><li>• representing themselves and the organisation in a professional manner.</li><li>• actively managing their own development and where appropriate the development of others.</li></ul>

EMBL-EBI



# Thank you

Stefan Roiser (CERN)  
Working Group Co-Chair  
Training and Career Development

