Modern doctoral education has to follow the changes in the society, especially those changes related to new requirements for the young researchers at the beginning of their academic or professional career. Doctoral education should not only aim at development of new academic staff but also at development of researchers who will continue their career outside of academia. Ability to embrace changes and new demands of the job market and ability to use knowledge and skills gained through doctoral education in different working environments became indispensable part of the doctoral education and found its expression in term „transferable skills development“.

Transferable skills development is equally important during the doctoral education for conducting quality research and successful defence of doctoral thesis as it is important for career development after the doctorate degree. Project management skills, teamwork skills and ability to conduct research independently are based on the whole spectrum of developed skills that can be used in different working environment. Successful implementation and commercialization of research results depends on intellectual property management, but also on entrepreneurial and communication skills that influence interaction with industry. Transferable skills are fundamental for creating this interaction because, through transferable skills development, doctoral candidates gain better competencies for starting their own business (spin-off) or for using research results through different types of cooperation. Although these are just some aspects of transferable skills, it is important to accentuate that development of transferable skills, together with research excellence and innovation, became one of the priority tasks which is recognized by leading European universities, and it is becoming a priority of the universities in Croatia.

University of Zagreb initiated programmes for transferable skills development in doctoral education in November 2010 within the project „Innovation, Communication and Management in Science: Development of Generic and Transferable Skills of Doctoral Candidates“. The project is financed by the Adris Foundation within the programme „Knowledge and Discoveries“. During this project set of workshops for doctoral candidate were organized – workshop on how to write and publish scientific article, how to present research to different audience, workshop on writing project proposal, project management and cooperation with the industry, workshop on how to commercialize research results, how to build the professional network and career planning workshop. Conference „Transferable Skills in Doctoral Education“ is closing activity of the project „Innovation, Communication and Management in Science: Development of Generic and Transferable Skills of Doctoral Candidates“.

Conference is divided into three sessions – first session deals with the role of institutions in implementation of programmes for transferable skills development during the doctoral education. Second session deals with competencies of doctorate holders and skills important for their academic and professional career development and about self-employment possibilities for doctorate holders. Last session deals with career planning during the doctoral study aimed at career development in accordance with doctorate holders’ high level of qualification, ambitions and potential. After the last session opportunity is given for a major discussion. Conference finishes with the summary given by the conference Chair.

The aim of the conference is to raise awareness on the importance of implementation of the programmes for transferable skills development during the doctoral education and to stress the role of institutions in creating these programmes. Conference is targeted to all those included in the process of doctoral education: vice-deans for science, doctoral study directors, supervisors, research team managers and doctoral candidates.
Transferable Skills in Doctoral Education
University of Zagreb
Monday, October 10th 2011
Trg maršala Tita 14 (Ceremonial Hall)

8.30 Registration
University of Zagreb, Trg maršala Tita 14 (Ceremonial Hall)

9.30-10.00 Opening Word
Melita Kovačević, Vice-Rector for Research and Technology, University of Zagreb
Gojko Bežovan, Adris Foundation

10.00-11.30 I. Session: Institutional Support – Programmes for Transferable Skills Development
The role of institutions in transferable skills development. Example of University of Vienna – Center for Doctoral Studies. University of Zagreb, School of Medicine - current programmes and future initiatives.

Chair: Ignac Lovrek, University of Zagreb, Faculty of Electrical Engineering and Computing
Speaker: Lucas Zinner, University of Vienna, Center for Doctoral Studies
Speaker: Ana Borovečki, University of Zagreb, School of Medicine

11.30-12.00 Cofee break

12.00-13.30 II. Session: Employment of PhDs
Competencies of young researchers. Career development in and outside the academia. Self-employment of young researchers.

Chair: Ignac Lovrek, University of Zagreb, Faculty of Electrical Engineering and Computing
Speaker: Radan Spaventi, Galapagos Research Center /University of Zagreb, School of Medicine/University of Rijeka, Department of Biotechnology
Speaker: Darko Huljenić, Ericsson Nikola Tesla/University of Zagreb, Faculty of Electrical Engineering and Computing

13.30-14.30 Lunch

14.30-15.30 III. Session: Doctorate Degree and After – Career planning
Career development of young researchers according to their qualifications, ambitions and potential. Development of competencies and their presentation to employers. Recognizing new possibilities at the job market.

Chair: Jasenka Gudelj, University of Zagreb, Faculty of Humanities and Social Sciences
Speaker: Paule Biaudet, University Pierre and Marie Curie, Paris

15.30-16.30 Plenary Discussion and Summary
Chair: Jasenka Gudelj, University of Zagreb, Faculty of Humanities and Social Sciences
Gojko Bežovan is a professor of social policy at University of Zagreb, Faculty of Law. He obtained PhD in Sociology. He is Head of PhD programme in social policy. Also, he is founder and president of CERANEO-Centre for Development of Non-profit Organisations as think tank organization dealing with research of social policy and civil society. His research interests are social policy, strategic planning in social policy, housing, urban management, civil society and philanthropy. Currently he is a partner in FP7 “WILCO- Welfare innovation at local level in favour of cohesion”. He is member of Board of Trustees of Adris Foundation.

Paule Biaudet joined University Pierre and Marie Curie as an assistant professor in biology. Besides research and teaching, she rapidly dedicated herself to activities improving students' employability. In order to hold this third mission she completed her hard sciences background in organization knowledge and human resources issues and opened up the start of a new career. After several years working mainly with Bachelors and Masters, she was entrusted by UPMC to create and develop specific activities for the doctoral level. Since 2002, she led the training and career department dedicated to doctoral researchers and their supervisors. Besides the development of a wide training offer, a dedicated documentation centre, and individual counseling, this department works closely with recruiters and regularly organizes communication events involving companies. At the European level, Paule Biaudet has developed contacts with colleagues in EUA and other structures, and has been appointed pedagogical expert, trainer or speaker for different European projects and events.

Ana Borovečki is an Assistant Professor at School of Medicine, University of Zagreb where she also works as a Deputy Director of PhD Programme in Biomedicine and Health Sciences. She graduated medicine from the University of Zagreb, School of Medicine in 1998. In 2000 she obtained her Bachelor degree in philosphy and comparative literature from the Faculty of Humanities and Social Sciences, University of Zagreb. In 2004 she got the European Master of Bioethics degree from the Catholic University of Leuven, Belgium. She got her PhD degree in 2007 from Radboud University in Nijmegen, the Netherlands. She is a specialist of clinical pharmacology and toxicology and Master of Public Health. Her field of research is biomedical ethics.

Jasenka Gudelj is Assistant Professor at the University of Zagreb, Faculty of Humanities and Social Sciences - Department of History of Art. She obtained a PhD in 2008 at the Scuola Studi Avanzati Venezia (IUAV& Ca' Foscari), and on the ground of international evaluation of her dissertation she was awarded title Doctor Europaeus. She held post-doc position at the University of Pittsburgh, U.S.A. Her field of interest are Renaissance and 19th century art and architecture. Jasenka Gudelj was a member of Working group of research fellows at the University of Zagreb, and also a member of the Working group for doctoral programmes. She is currently a member of Committee for doctoral programmes at the University of Zagreb.

Darko Huljenić received Ph.D. at Department of Telecommunications at the Faculty of Electrical Engineering and Computing, University of Zagreb. Since 1983 he worked at Ericsson Nikola Tesla on different development, research and managerial positions. At the moment he is responsible for Technology and science activities on the company level. In 2005 he was appointed Assistant professor at the Faculty of Electrical Engineering and Computing at University of Zagreb, at postgraduate and undergraduate studies. Darko Huljenić is leading scientific projects funded by the Croatian Ministry of Science and participates in several FP7 funded projects. He is a member of the Institute of Electrical and Electronics Engineers IEEE – COMSOC and Computer sections, and ACM.
Melita Kovačević is a Full Professor at the University of Zagreb, Faculty of Education and Rehabilitation Sciences. Currently she is a Vice-Rector for Research and Technology at the University of Zagreb, Croatia. Melita Kovačević was a member of different national, international and European bodies and committees related to higher education and Bologna process (i.e. member of BFUG, 2005-2007; member of BFUG WG “Transparency mechanisms”, 2009 – present; member of National Committee for follow-up Bologna process, Higher Education Reform Expert). Presently, she is the SC member of the EUA-CDE and she chairs Rector's Conference vice-rector's committee on doctoral education. She is also coordinator for Committee for Doctoral Programmes at the University of Zagreb.

Ignac Lovrek is a professor at the Faculty of Electrical Engineering and Computing of the University of Zagreb. He is an associate member of the Croatian Academy of Sciences and Arts. His research interests include communication networks and information services, software agent theory and applications, telecommunication system architecture and soft technologies for telecommunications, as well as electronic communications market. Ignac Lovrek is the chairman of the Committee for Postgraduate Studies at the Faculty of Electrical Engineering and Computing and a member of the Committee for doctoral programmes of the University of Zagreb. His activities in doctoral programmes include collaboration with universities in Austria, Croatia, Italy, Slovenia, Sweden, Switzerland, UK and USA.

Radan Spaventi holds a medical degree and a Ph.D. in medical sciences from the University of Zagreb, Croatia. He is Senior Vice President at Galapagos and CEO of Galapagos Research Center Ltd. Before joining Galapagos, he was CEO of GlaxoSmithKline Research Centre Zagreb Ltd, and Vice-President of DPU in Macrolide Drug Discovery. Previously, Radan Spaventi was Managing Director of PLIVA Research Institute and served as a member of the Management Board and CSO of PLIVA, Zagreb for the period of 1999-2006. He also served as Senior Vice President and CSO at the PLIVA subsidiary Odyssey Pharmaceuticals, Inc. Prior to starting his industrial career, Radan Spaventi was Head of the Laboratory for Molecular Pathology, Department of Molecular Medicine at the Ruder Bošković Institute, the largest Croatian research centre in sciences and science applications. During 1990-1991 he was a post-doctoral fellow at the Dana-Farber Cancer Institute and Harvard Medical School, Boston, USA.

He is the author of more than 40 scientific research papers published in international journals, mainly on the molecular biology of cancer, as well as the author/editor of four books. In 2004 he was appointed Professor at the Medical School, University of Zagreb and in 2010 was appointed full-time Professor in the field of biotechnology and biomedicine at the University of Rijeka.

In 1994, he received the award for Outstanding Contribution to Medical Science from the Croatian Academy of Science and Arts.

Lucas Zinner is heading the Center for Doctoral Studies at the University of Vienna. A mathematician by training, he began his career as a researcher and expanded his expertise and gained profound knowledge in research evaluation processes when he joined the Austrian Science Foundation (FWF) as scientific administrator. In 2004 he became Vice-Director of the Research Services and International Relations Office and started to be involved in the re-organization process of doctoral education. He became responsible for the newly implemented programme scheme “Initiativkollegs”, an internal funding scheme to promote structured doctoral programmes at the University of Vienna.