



MSCA – Marie Skłodowska-Curie Actions

GUIDELINES ON SUPERVISION

Dr. Senem SANAL – ERGINEL
Policy Officer

MSCA - C2 Unit, DG EAC, EUROPEAN COMMISSION

Marie
Skłodowska-
Curie Actions



Guidelines on Supervision

Background:

- Good supervision is essential for successful research
- In line with the **European Charter for Researchers** and **Code of Conduct for the Recruitment of Researchers**, the MSCA already promote effective supervision
- Since 2019, discussions with stakeholders to identify and address challenges and needs in this area

The MSCA Guidelines on supervision address these needs:

- Set of recommendations addressed to MSCA beneficiaries, institutions, supervisors and fellows
- The guidelines are **neither prescriptive nor exhaustive** and should be adopted on a **best-effort basis**



Role of the Supervisor

- **General principles and integration of the researcher**

E.g.: Facilitate access to research equipment, resources, facilities and ensure equal treatment of researchers

- **Research support**

E.g.: Encourage the acquisition of academic, technical and transferable skills, provide support, guidance and monitor and assess progress

- **Career development**

E.g.: Support the networking opportunities and provide counselling and support on career development

- **Mentoring and wellbeing of the researcher**

E.g.: Serve as a role model, raise awareness and direct the researcher towards support systems when necessary

- **Communication and conflict resolution**

E.g.: Ensure a regular, clear and open communication, providing clarity and consistency as regards mutual expectations



Role of the researcher

➤ **General principles**

E.g.: Follow the principles of the European Charter for Researchers and perform research with integrity and high ethical standards

➤ **Research**

E.g.: Manage and sustain progress in accordance with the agreed research plan

➤ **Wellbeing**

E.g.: Raise as early as possible with the supervisor any concerns and commit to preserving a healthy work-life balance

➤ **Communication and conflict resolution**

E.g.: Ensure a clear and open communication with the supervisor and keep the supervisor informed on the progression of the research



Role of institutions

- **General principles and integration of the researcher**

E.g.: Provide a safe, equitable and constructive work environment for researchers and ensure access to research equipment, resources, facilities

- **Research support**

E.g.: Provide training to researchers on transferable skills and the opportunity to acquire interdisciplinary knowledge

- **Career development**

E.g.: Provide adequate career services for researchers, as well as information on career paths, inside and outside academia and support networking opportunities

- **Mentoring and well-being of the researchers**

E.g.: Provide support and counselling mechanisms, create a healthy environment and safeguard a healthy work-life balance

- **Supervision management and conflict resolution**

E.g.: Ensure transparent procedures for conflict resolution and recognise the work of the supervisor



Training and professional development for supervisors

- The host institution should ensure high quality continuous professional development and resources for supervisors, including regular training a wide focus on project management, communication, interpersonal skills, and awareness of mental health issues and include peer-to-peer support