

Bridging the Gap: How EU Climate Projects Can Better Support Early-Career Researchers



Precarity & limited funding



Fragmented networking



Limited mentoring

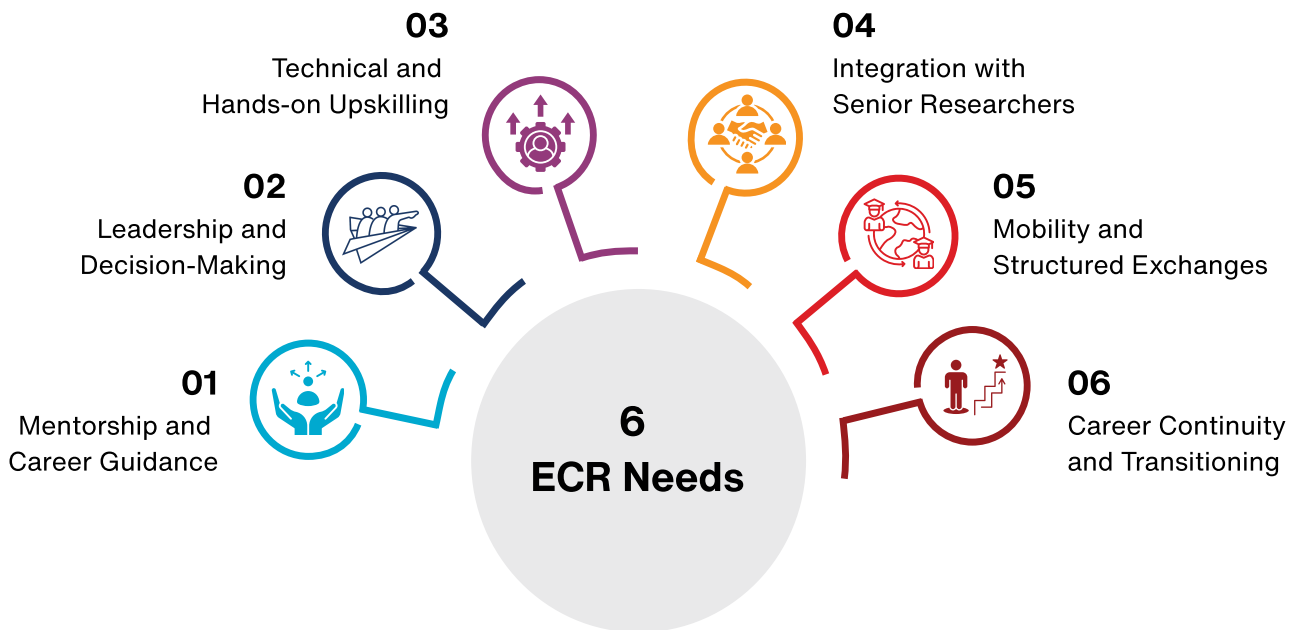


Low recognition



Unclear career paths

These challenges are well documented in the literature – but what can projects realistically do?



RECOMMENDATIONS*

		Feasibility	Cost
01	Formal cross-institutional mentoring, incl. career planning, proposal writing and follow-up. Recognition for senior researchers that provide support. ECRs 0–5 years		
02	ECR co-leadership of tasks/WPs, participation in boards, proposals and strategy. Encourage leadership based on merit rather than formal status. ECRs 3+ years		
03	Hands-on technical training (software, data analysis, modelling, field/lab) through workshops/training schools. Upskilling in early project phases. All ECRs, especially 0–5 years		
04	Embed ECRs in mainstream project activities rather than separate tracks. Regular, informal interactions with senior researchers, at family-friendly times. All ECRs, especially 3+ years		
05	Funded, short research stays/secondments at partner institutions, with clear objectives (e.g. method learning, collaboration) and support mechanisms. All ECRs, especially 3–5 years		
06	Funded inter-contract bridging (time to write proposals, publish, apply for long-term roles). Pair with career coaching. Plan post-project transitions early. Mainly ECRs 6+ years		

*Based on surveys of ECRs and EU climate and geoscience projects.



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Read the full white paper
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