

The HIRAKU-Global researcher development program:

Concepts and implementation

Jorge N. Tendeiro
HG Program Manager

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Outline

- The HIRAKU-Global.
- Main concepts.
- Implementation.

The HIRAKU-Global



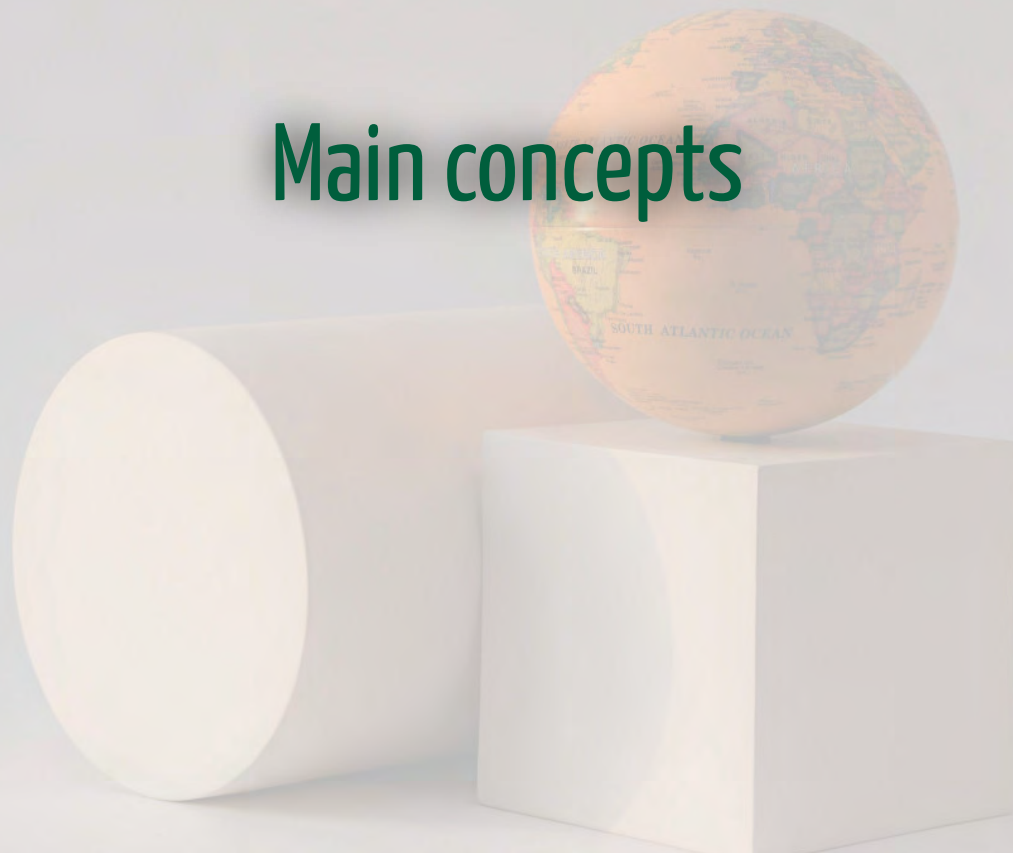
The HIRAKU-Global

Home for Innovative Researchers and Academic Knowledge Users Driving Global Impact

- Part of MEXT's "Strategic Professional Development Program for Young Researchers".
- 10-years program (2019 ~ 2028).
- Support \approx 60 HG researchers (HGRs) into becoming world-class researchers.
- Consortium including four universities: Hiroshima U. (lead), Ehime U., Tokushima U., Yamaguchi U.
- Currently four cohorts are in our program (26 ECRs in total).



Main concepts



Main concepts



1. Internationalization
2. Planning
3. Training
4. Assessment
5. Reflection
6. Communication

Next I explain how we approach(ed) each **concept** in our program.

Implementation

Internationalization



Internationalization

In a globalized world, we need to think beyond our own borders:

- Establish international **networks**.
- Go **abroad** (e.g., research stays).
- **Publish** at relevant international journals.
- **Present** at international conferences.

Of course, money is required.
HGRs have a starter budget available.

The challenge of any Japanese university, moving forward, is to be able to **finance** such activities consistently.

Implementation

Planning



Planning

Develop a **plan** and a **vision**.

Individual Development Plan (IDP)

- Future **goals**, short- and long-term **plans**.
- **Research** plans.
- **Financial** plans.
- **Personal** development.

Mentoring

Each HGR is assigned a **mentor**.

HG mentors provide:

- Guidance.
- Advice.
- Perspective.
- (Constructive) criticism.
- A safe environment.

Implementation

Training



Training

Program

- Not overloaded with training sessions.
- HGRs are invited to request activities.
 - 'Flipped' development program.
 - Power in the hands of the HGRs.
 - HGRs shaping their own paths.
- HGRs are invited to be part of the program:
 - Make presentations.
 - Engage in discussions.
 - Intervene. Ask. Disagree.
- Cater each event to the intended target, as much as possible.

Implementation

Assessment

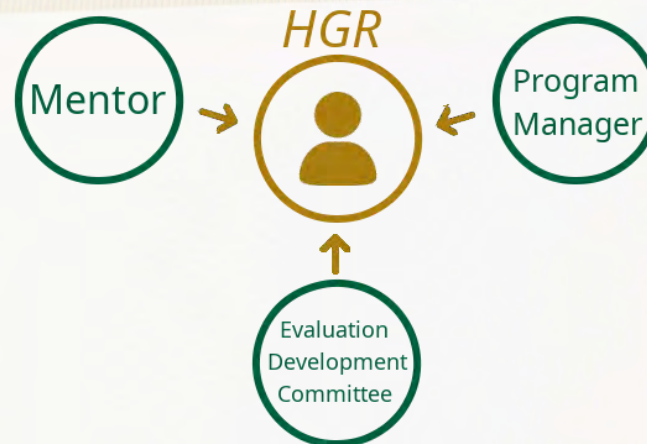


Assessment (1/2)

The HG uses an instrument called the *Achievement Card* (AC).
The AC is used for the mid-term evaluations (first 2.5 years).

Objectives:

- Revisit the **goals** set by the HGR at the beginning of the development period.
- Determine whether these goals were met, are close to be met, or have been updated.
- Identify **problems**.
- **Reflect** and **plan** for the upcoming 2.5 years.



Assessment (2/2)

Quantitative versus qualitative:

■ *We emphasize the **process** over the **result**.*

- We go beyond **quantitative** summaries (e.g., # papers, IFs, etc.).
- We value **qualitative** descriptors.



HGRs are actively involved in their own assessment, without being overburdened (thanks to well coordinated efforts from the HG Office).

Implementation

Reflection



Reflection

We **discuss** our program's set-up with external parties:

- Advisory Board.
- Exchanges with URAs from other universities.

This is very important:

We don't want to miss the forest for the trees.

Implementation

Communication



Communication (1/2)

The HG regularly conveys/collects useful **information** to/from the HGRs, via:

- Starter course
- Annual conference
- HG events (e.g., the HG Retreat, feedback forms)
- Email
- IDP
- HIRAKU-PF
(https://hiraku.hiroshima-u.ac.jp/en/younger_platform/).

Knowing what to expect ahead of time benefits all parties.

Communication (2/2)

HIRAKU-Global = Ehime Uni. + Hiroshima Uni. + Tokushima Uni. + Yamaguchi Uni.
Therefore, the HG holds most of its events online.

Online events work fine in general.
They do allow for different types of interactions.

But, face-to-face events have unique features that are hard to replicate behind a screen.



地方協奏による世界トップクラスの研究者育成

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