EARMA

EUROPEAN ASSOCIATION OF
RESEARCH MANAGERS AND ADMINISTRATORS

The future is now

2024-2028

Research management and administration in a changing world

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Introduction

In our rapidly changing world, the role of research managers and administrators (RMAs) has never been more critical. The need for our roles and the important work we do in strengthening the strategic capacity of Europe's research performing, innovation and funding organisations is becoming clearer. While we celebrate the growing recognition of our profession by key stakeholders, including the European Commission, we are acutely aware of the disparities in recognition, expertise, and value across European RMA communities. Recognition must be accompanied by targeted professional development and increased peer to peer collaboration opportunities to fully realise the potential of our community. EARMA's Strategy: *The Future is Now* outlines our vision and mission for the period from 2024 to 2028. Developed in consultation with our active membership, our strategy is informed, responsive, resilient, agile, and aligned with future best practice developments.

We are fully committed to implementing and delivering upon our strategic goals in partnership with and for our members.

Our vision

"To be a diverse, resilient community of research management and administration professionals with the core purpose of enabling excellent research, committed to professional development, best practice sharing, and advocacy. We will foster recognition as a key stakeholder and valued partner within the research and innovation ecosystem."

Our mission

Our mission at EARMA is to empower and unite research managers and administrators across Europe and beyond by fostering an inclusive community that values diversity, collaboration, expertise, and innovation. Our core goal is to enable and support the development of excellent research and innovation.

At EARMA, we are committed to achieving recognition of the profession by:
1. Driving societal impact in the R&I ecosystem.
2. Engaging the community through networking and sharing best practice.
3. Enabling career pathways through continuous professional development.
4. Influencing European and national policy and practices via national RMA associations and practitioners.

Strategic goals

Community engagement

Our association thrives on the strength and diversity of our membership community. We are fully committed to placing our members at the heart of everything we do while working towards our mission to make a positive impact in the research and innovation ecosystem. As a member-centric organisation, we continue to value our member´s insights and to listen, identify, and respond to their needs. We will build upon and expand our portfolio of services to exceed member expectations and provide excellent value. Our aim is to foster a sense of belonging and create opportunities for growth and connection, building a vibrant, empowered, engaged community where every member feels valued and supported.

We will continuously strive to innovate and actively seek opportunities to demonstrate our commitment to corporate social responsibility. We aim to make a positive impact not only within our association but also in the broader community by embracing inclusivity, equality, adopting modern practices, and fostering collaboration. Environmental stewardship will be a key consideration in our activities.

Professional development

Investing in the continuous professional development of our members is at the forefront of our strategy. Our aim is to cultivate a futureproofed thriving community where skills development is prioritised, and continuous learning enabled. By setting robust standards and promoting their adoption across the research management community, we will ensure our members are equipped to achieve their full potential. We aspire to be at the forefront of professional development for all career stages.

We will continue to build upon on the professional development offerings, mentoring and member driven initiatives. These initiatives have been invaluable in building capacity, enhancing expertise and career advancement. To further increase the impact, outreach, and accessibility of these programmes, we will develop innovative delivery modes.

Strategic goals continued

Recognition

EARMA will continue to support our community to achieve recognition of the research management and administration profession as essential contributors and core partners within the research and innovation ecosystem.

EARMA is committed to influencing policy and driving positive change for and within our profession. We will adopt a proactive and external advocacy role to effectively represent our community at a European and member state level thereby amplifying our impact and contributions to policy development and successful implementation.

EARMA is committed to promoting, shaping, and enriching our profession by increasing the diversity of our membership base across Europe and internationally.

Implementation

To bring our strategy to life, we will develop a dynamic and evolving Implementation Plan. This plan will serve as the foundation for the EARMA Board's efforts to further refine our strategic goals, key activities, deliverables, and success metrics. It is designed to be reviewed on an annual basis with the potential to adapt to changes in our internal and external environments. The EARMA Board, Standing Committees and thematic groups will provide regular updates on our progress which will be included in the Annual Report and presented to the General Assembly.

Acknowledgments

We would like to thank EARMA's core members, who provided their input to the document during previous EARMA Strategy Meetings. This process is essential in ensuring that EARMA's members are placed at the core of the association's objectives.

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