

OUS-CAM - tool for competence assessment and career guidance for researchers in OUS

About the career guide/competence assessment matrix OUS-CAM (OUS Career Assessment Matrix)

The attached matrix, which we have chosen to name OUS-CAM, has been prepared based on NOR-CAM: Norwegian Career Assessment Matrix, see

<https://www.uhr.no/temasider/karrierepolitikk-og-merittering/nor-cam-veileder-for-vurdering-i-akademiske-karrierelop/> . NOR-CAM is based on "The Open Science Career Evaluation Matrix (OS-CAM)", cf. the report [Evaluation of research careers fully acknowledging Open Science practices](#) prepared in 2017 for the European Commission.

An important point with this tool is to place emphasis on a wider set of competences than has often been done in the past assessment by researchers, and there is a lot of work going on nationally and in Europe on this front under the auspices of university and the higher education sector, the European Research Council ERC and the various countries' research councils, including the Research Council of Norway. OUS want to take part in this development.

Process in OUS

In 2022, a working group set up by the Research Committee at OUS has adjusted the content of NOR-CAM and adapted it to the competence needs found most relevant in the health institution, or in combination with career path between the health institutions, academia and other businesses where there are relevant career opportunities. Such adaptation is also recommended in NOR-CAM. The overview thus includes qualifications that are particularly relevant for translational and clinical research and innovation. The research committee has given its approval to this adaptation, including removing the columns "Documentation" and "Reflection" from the original NOR-CAM matrix. This is to focus on areas of expertise, and to simplify the overview to a 1-page document. Columns for reflection and desired

documentation can easily be added again if those who use the tool finds it appropriate, or a corresponding reflection can be entered in the relevant part of the form for the development interview (plan for competence development).

Potential utility and possible applications of OUS-CAM.

A particularly relevant area of application is in career guidance/development interviews for employees in OUS who wish to invest in a career in research - either in combination with clinical/diagnostic work, or in a more refined way researcher position/academic position. It will be voluntary to use this tool, and it must therefore be considered a supplementary tool. It can also be useful when environments have to design job advertisements and assess the desired competence. Many younger researchers at OUS are temporary employees. OUS-CAM will be particularly important for these, who want an extra need for career guidance as their career path is more unpredictable than for permanent employees. It is therefore particularly encouraged that OUS-CAM is used for temporarily employed researchers including postdoctoral fellows.

Potential Applications:

- An offer of a structured framework for career guidance, in line with the national policy for Open Research
- Help younger researchers/clinicians to understand their own value in relation to research in OUS.
- Make the researchers aware of their own competence and their important contribution to research – there are different experiences and competences which is in demand in interdisciplinary research
- Emphasize academic competence also for support staff - this is becoming increasingly important in interdisciplinary teams
- Basis for job analysis before announcing positions in research. **Everyone must not do everything**, as is also emphasized in NOR CAM, and the **content/order in the matrix therefore does not reflect a weighting/ranking of competences that are relevant**. This must be assessed based on the needs the position will cover, and

important qualification requirements/desires should then appear from the job advertisement.

- Strengthen awareness of the importance of scientific work in clinical operations
- Strengthen awareness and implementation of the patients' and relatives' contribution to research projects (cf. competence in user participation).
- Contribute to more structured choices and efforts for the units' research The matrix has also been translated into English, cf. separate appendix with English version.

Attachment

[OUS-CAM tool for career guidance](#)

[OUS-CAM english version](#)