

**Poster presentation**  
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# **A community consultation on career tracks for data stewards**

**Recruitment, profiles, training requirements and incentives**

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# Data steward as a career track

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Data stewardship is not yet recognised as a career. In most organisations, responsibilities and tasks of data stewards differ. There are not many examples of what a career track should look like due to insufficient experience. To gain more experience and to develop criteria for a career track, we started a Dutch-German collaboration

## Methodology

- Collecting and comparing case studies
- Having a workshop at FAIR Convergence Symposium 2020 in a World Cafe Style
- Identified the topics recruitment, profiles, training requirements and incentives
- Clustered in challenges, motivations and changes



## If asking the participants about

- **Challenges:** difficulties of getting people with adequate skills and expertise are mentioned
- **Motivation:** personally (being skilled makes people feel more secure) and organisational (it helps if data stewardship is recognised and rewarded)
- **Changes:** organisations have the power to change their structure

## Case studies

- [NL] Cases: various Dutch universities
- [NL] Comparison: location, training, learning on the job and strengths & challenges
- [DE] Cases: German Universities of Technology
- [DE] Location, (coordination) activities, skills & competences, and support from central institutions



## First results

- **Skills:** different skills are needed, from soft skills to general and subject-specific (data) skills
- **Expertise:** research background, from early career to post doctoral researcher
- **Organisation:** facilitating both raising awareness and offering generic & discipline-specific support