

# Professional Research Managers

Lyubov Kostova

Winter School: Innovation and  
Sustainability

Twin4Eco.eu



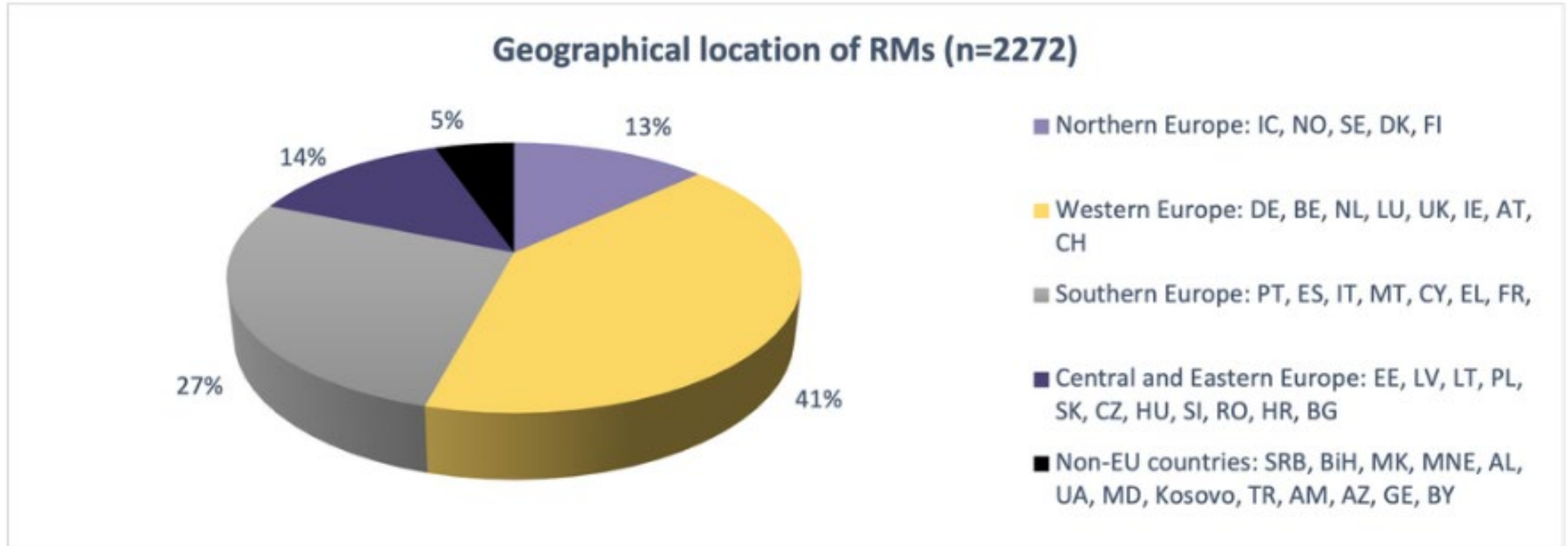
## Co-creating the future of Research Management

### What do Research Managers do?

- oversees the planning and execution of research projects, ensuring they align with organisational objectives.
- coordinates with various teams, optimising resources and timelines to ensure research quality and efficiency.
- not defined by laws and rules - emerges in response to real and intrinsic needs in the R&I system



# Why it is particularly relevant for Bulgaria



# RM Comp

## 7 Main Competence Areas

European Research  
Manager Competency  
Framework



# Main competencies and skills

## Transversal skills

- problem-solving, written communication, interpersonal skills and multitasking.

## Soft skills

- prioritisation, time management, efficiency and effectiveness, reliability and trustworthiness, planning and strategic thinking

## Hard skills

- language proficiency, knowledge of the rules and regulations of funders, and an understanding of research and the research and innovation (R&I) ecosystem

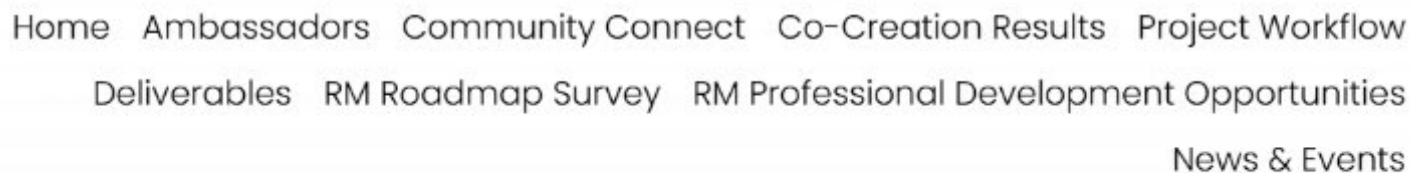
## Specialisation and role-related skills

- dependent on the specific role and area in which Research Managers work.

# Next steps

- Recognition of RM as a profession
- Professional training and development
- Capacity building
- Networking





Together we w  
management

Bulgaria 

**Ambassador(s):**

- Lyubov Kostova, Beautiful Science Foundation, [lyubov.kostova@gmail.com](mailto:lyubov.kostova@gmail.com)
- Albena Vutsova; Sofia University "St. Kliment Ohridski", [avutsova@yahoo.com](mailto:avutsova@yahoo.com)

**RM Roadmap Contact Partner:**

- Michael Papadopoulos, CYI, [m.papadopoulos@cyi.ac.cy](mailto:m.papadopoulos@cyi.ac.cy)