

# PROFESSIONAL DEVELOPMENT AND RECOGNITION

## What's next for RMAs?

Preparing today's RMAs for tomorrow's challenges

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**Does your organisation offer a growth pathway – or just courses?**

### The gap in professional growth for RMAs

- Competence frameworks like RM-COMP define the profession across career.
- But training remains fragmented, local, and stage-specific, leaving:  
→ Limited support for progression

### A structured model for career-long development

An example of a structured model:

- Multi-level design supporting progression
- Aligned with RM-COMP
- Adaptable across contexts

### Research Manager Intensive Training:

A deliberately designed, in-person intensive learning format.  
Built for reflection, trust, and deep peer exchange.



From competence → to professional judgement

### Design principles

- Aligned across all levels
- Applied learning through real cases
- Learning through doing
- Hackathon-style problem-solving
- Peer exchange across contexts
- Focus beyond competence

### Takeaways

- Build pathways, not isolated courses
- Design for career transitions
- Develop judgement, not just competence
- Support growth and leadership
- RMA development is treated as a *strategic asset!*

Interested in designing better training for RMAs?  
Scan the QR code to explore principles, frameworks, and examples



EARMA Annual Conference 2026:

## What's next for RMAs? Preparing today's RMAs for tomorrow's challenges

**Format:** Poster Presentation

**Topic:** Professional Development and Recognition

### Abstract

Research Management and Administration (RMA) has been the focus of several European initiatives, including [RM Roadmap](#), [CARDEA](#), and [foRMAtion](#). These projects mapped the profession and provided the foundation of the European Commission's European Competence Framework for Research Managers ([RM-COMP](#)), which now provides a shared reference point for RMA career development. Yet, despite many available courses, training opportunities often remain fragmented, nationally focused, or limited to a single career stage. The profession needs approaches that are international, structured, and tailored to progression from entry-level to strategic leadership.

This poster presents the [Research Manager Intensive Training \(RMIT\)](#) programme as a case study of how such an approach can be designed and delivered. This multi-tiered training model is aligned with RM-COMP, supporting career-long progression, from foundational skills to advanced leadership. It combines case-based learning, peer exchange, and hackathon-style problem solving to connect knowledge with practice.

Drawing on two years of implementation, the poster will share:

- Design principles for building multi-level professional development in the RMA field.
- Methods for fostering peer-to-peer learning and applied skill-building.
- Indicators of impact based on participant feedback.
- Lessons learned for adapting the model to different institutional or national contexts.

The poster is designed for RMAs at all stages, as well as managers and HR professionals supporting their career development. It will present a concise visual framework and a QR code linking to additional free resources for reuse.

By distilling tested methods into actionable takeaways, the poster offers RMAs and their institutions concrete tools to strengthen professional development and leadership capacity.

## Comments

This poster contributes directly to the “Professional Development and Recognition” topic by showcasing a practical, replicable model of multi-level, competency-based training for RMAs. It aligns with the EARMA 2026 theme “*Empowering RMAs as Leaders for Impact*” by showing how to design structured, stage-specific training that allows RMAs to drive institutional impact and assume leadership roles throughout their careers.

The content is:

- **Practical:** The poster distils real delivery experience into concrete design principles, peer-learning methods, and impact indicators.
- **Relevant and timely:** It responds to the profession’s growing demand for advanced training, complementing initiatives such as RM Roadmap, CARDEA, and RM-COMP.
- **Clear:** Organised around a real-world case study, with concise visual tools and a QR code linking to further and free, open resources (not promotional material for RMIT).
- **Action-oriented:** Attendees will leave with ready-to-use approaches and adaptable models for their own institutional or national context.
- **Novel:** The integration of RM-COMP, the tiered model, and hackathon-style peer learning represents an innovative step beyond existing RMA training formats.

Both presenters are highly experienced RMA trainers and practitioners with an established record of successful EARMA contributions, ensuring quality and relevance for participants across all career stages.

**Note on commercial interest:** This poster presents RMIT purely as a case study to share methods, lessons learned, and adaptable models for RMA training. While the training is delivered through our independent consultancies, the poster is not promotional and aligns with EARMA’s policy of fostering diverse, high-quality training opportunities for the profession.