



MSCA

Marie Skłodowska-Curie Actions

Developing talents, advancing research



MSCA Supervision Guidelines

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MSCA Supervision Guidelines

- ❖ The guidelines constitute a set of recommendations to be adopted on a best-effort basis by participants in the programme in order to promote effective and enriching supervision throughout the duration of MSCA research projects.
- ❖ The annex to the guidelines contains a collection of best practices to support individuals and institutions in implementing the MSCA Guidelines on Supervision.
- ❖ The MSCA Supervision guidelines were revised in a collaborative process and launched at the MCAA 2025 annual conference in Krakow

Link to supervision on the MSCA website



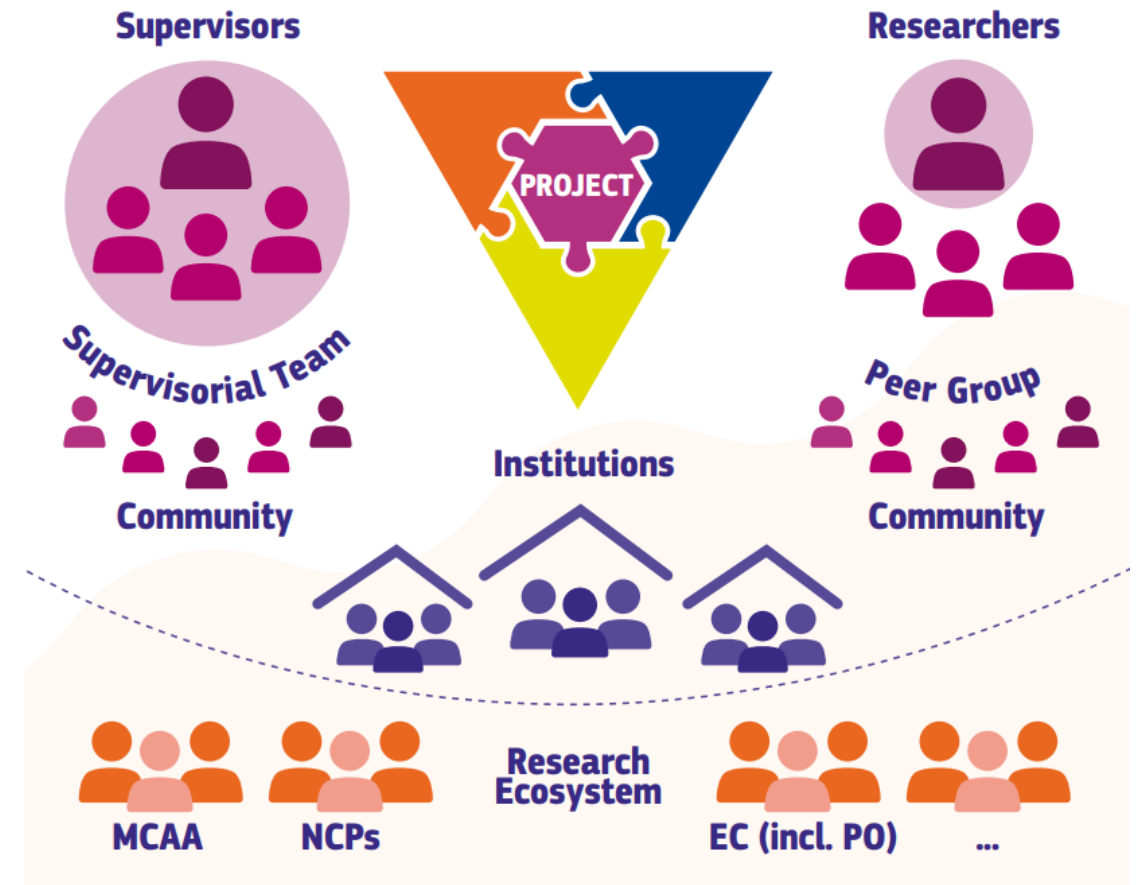
MSCA Supervision Guidelines

☐ Quality and effective supervision is key for MSCA vision of excellence

- Expand on the MSCA Guidelines on Supervision (2021)
- European Charter for Researchers (2023)

☐ Major novelties

- Supervision ecosystem as a dynamic triangle
- Collaborative nature of supervision
- Institutional resources and support structures
- Recognition
- Supervisory relationships
- Training in supervision



Structure

☐ **Supervision in Perspective**

- Supervision frameworks
- Shared supervision
- Recognising and safeguarding excellence

☐ **Supervisory Relationships**

- Communication
- Setting Expectations
- Conflict Resolution
- Collaborative Environments

☐ **Institutional Support Structures**

- Onboarding
- Dedicated Support Structures
- Equity, Diversity and Inclusions

☐ **Training in Supervision**

Supervision in perspective

☐ **Supervision Frameworks...**

- Are necessary to ensure quality and clarity
- Set expectations and responsibilities for all parties
- Provide resources for supervisory relationships
- Processes to use and regularly review

☐ **Shared Supervision...**

- Recognises the collaborative nature of supervision (e.g. co-supervision, joint supervision...)

☐ **Recognise and safeguard excellent supervision...**

- Through fostering a culture of self-reflection
- Through ensuring appropriate assessment structures
- Through rewarding good practice

Supervisory relationships

☐ **Communication...**

- Should be clear, open and respectful
- Should encompass supervision and research process, training & career development
- Is part of transparent structures and healthy work environments
- Incorporates a mindful and respectful approach to intersectional differences

☐ **Setting expectations...**

- Is an essential foundation for a positive supervisory relationship

☐ **Conflict resolution...**

- Must be encompassed by a multi-layered and well-communicated procedure

☐ **Collaborative environments...**

- Provide opportunities for individuals and projects to thrive

Institutional support structures

☐ **Onboarding...**

- Provides researchers with the necessary information, documentation and resources to hit the ground running
- Ensures that projects proceed according to relevant codes, regulations and ethical standards

☐ **Dedicated support structures...**

- Should complement the work of the supervisor
- Should be accessible to researchers and supervisors regardless of discipline, background, etc.
- Ensure the success of the research project as well as the development of the researcher's career

☐ **Equity, diversity and inclusion...**

- Should be fostered by all parties to ensure a favourable research culture for all

Training in supervision

❖ **General advice on training on supervision**

- ✓ Consider a targeted, contextualised, tailor-made approach in training that meets the institutional needs as well as the needs of the supervisors and researchers
- ✓ Plan a training in supervision that
 - ✓ Is mandatory
 - ✓ Is flexible and open
 - ✓ Covers inclusive supervision and reflective practice
 - ✓ Is seen as investment in supervision
 - ✓ Have a wide focus of coverage
 - ✓ Raises awareness on research integrity
 - ✓ Provides safe space for peer-to-peer sharing and learning opportunities
- ✓ Allocate necessary resources for training and support



*Nothing in life is to be feared, it is only to be understood.
Now is the time to understand more, so that we may fear less.*

Marie Skłodowska-Curie



Thank you



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