



Mutual Learning Exercise on Research Careers: Good practices from Sweden

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Agenda

This presentation highlights key structural features and practices shaping research careers in Sweden.

- Swedish research career landscape
- Good practices supporting research careers in Sweden
- Current state, challenges and ongoing actions

Swedish research career landscape

Key features of the Swedish research system relevant to research careers

- The only European country with the professor's privilege (*läraryrskännet*)
- An established [COARA national chapter](#), with several Swedish organisations formally signed to the agreement
- High and sustained public investment, with around 3.6 percent of GDP invested in research and development

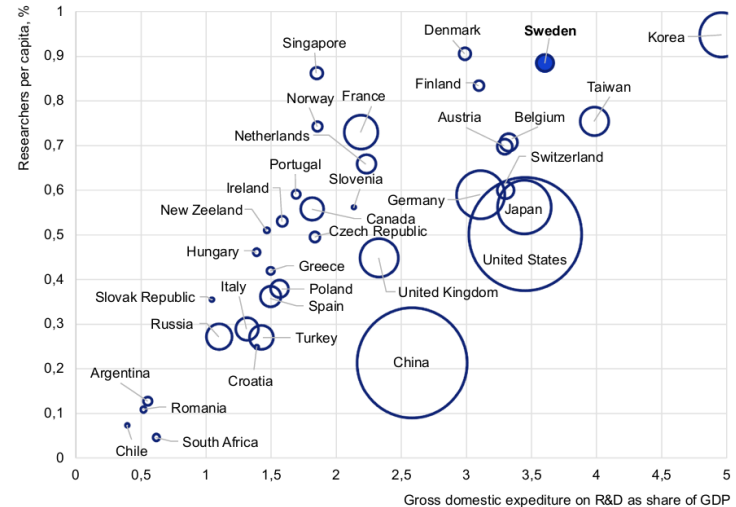


Figure 2. The relationship between R&D expenditure as share of GDP and the proportion of researchers in the population. The size of the circles represents R&D expenditures in 2023 or the most recent year available. All countries with data available in the OECD database and R&D expenditures exceeding 2 billion PPP\$ per year are shown in the figure. Source: OECD

Source (Barometer): [Swedish Research Council](#), 2025

This illustrates Sweden's combination of high R&D intensity and a large researcher base

Research careers: academic sector

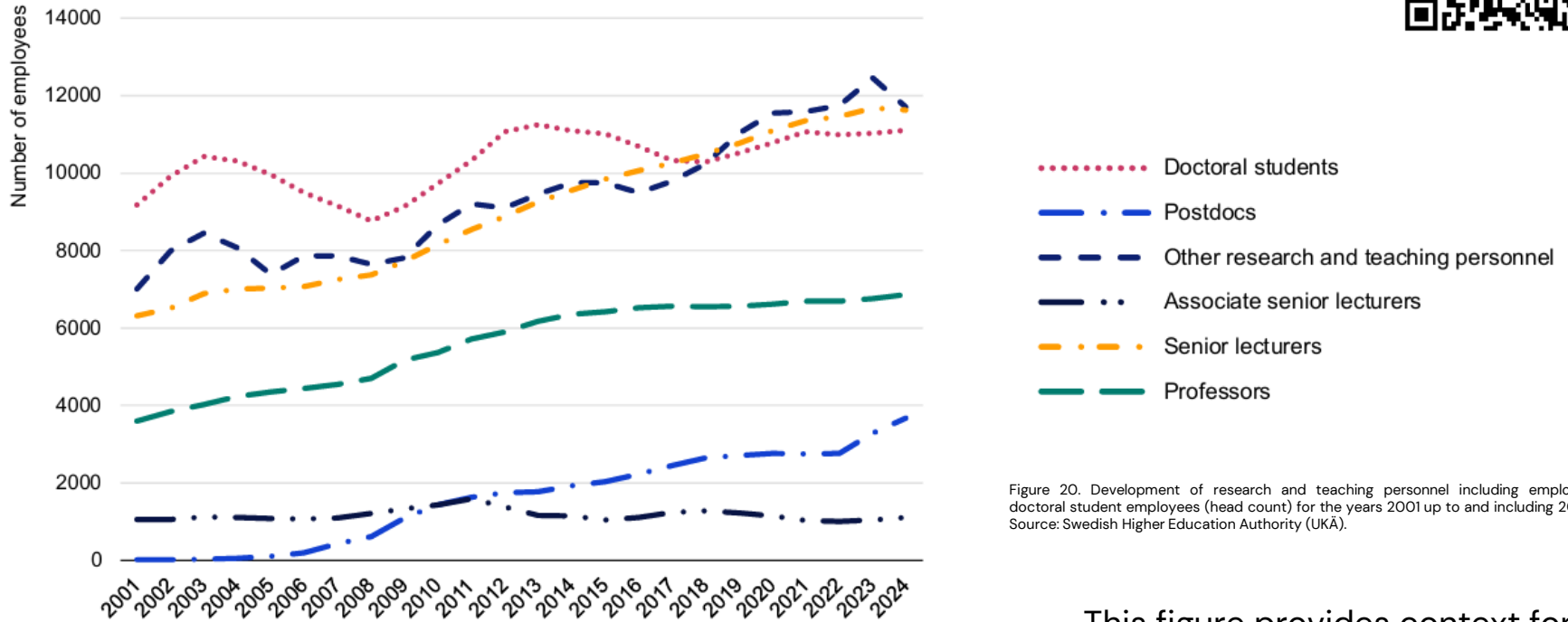


Figure 20. Development of research and teaching personnel including employed doctoral student employees (head count) for the years 2001 up to and including 2024. Source: Swedish Higher Education Authority (UKÄ).

Source: [Swedish Research Council \(VR\)](#). 2025

This figure provides context for understanding research careers in the academic sector

Research careers after the PhD: mobility inside and beyond academia

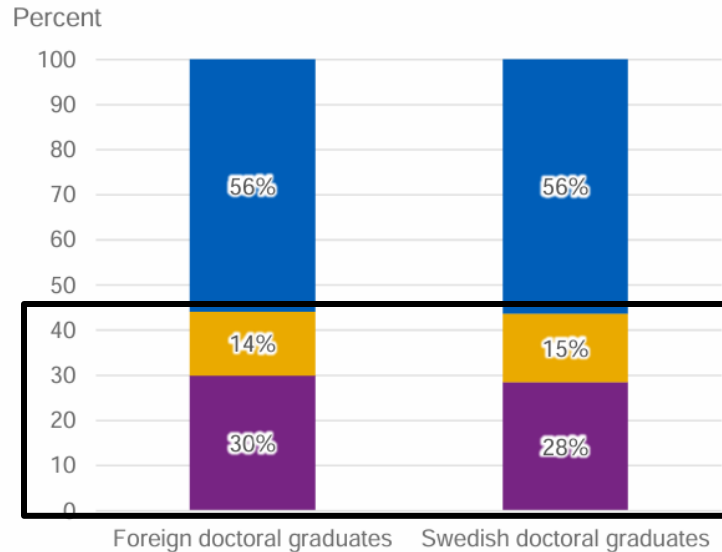


Figure 16. Mobility between higher education institutions (HEIs) and outside academia for doctoral graduates established in the labour market three years after graduation, for foreign and Swedish doctoral graduates. Graduation cohorts 2013–2018.

Source: [Swedish Higher Education Authority \(UKÄ\)](#). 2025

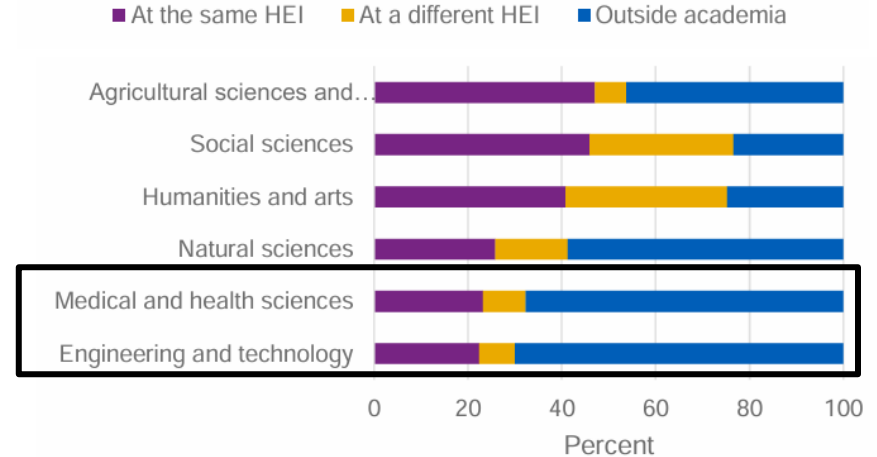


Figure 17. Mobility between higher education institutions (HEIs) and outside academia for doctoral graduates established in the labour market three years after graduation, by field of research. Graduation cohorts 2013–2018.

Mobility patterns demonstrate that non-academic pathways are common

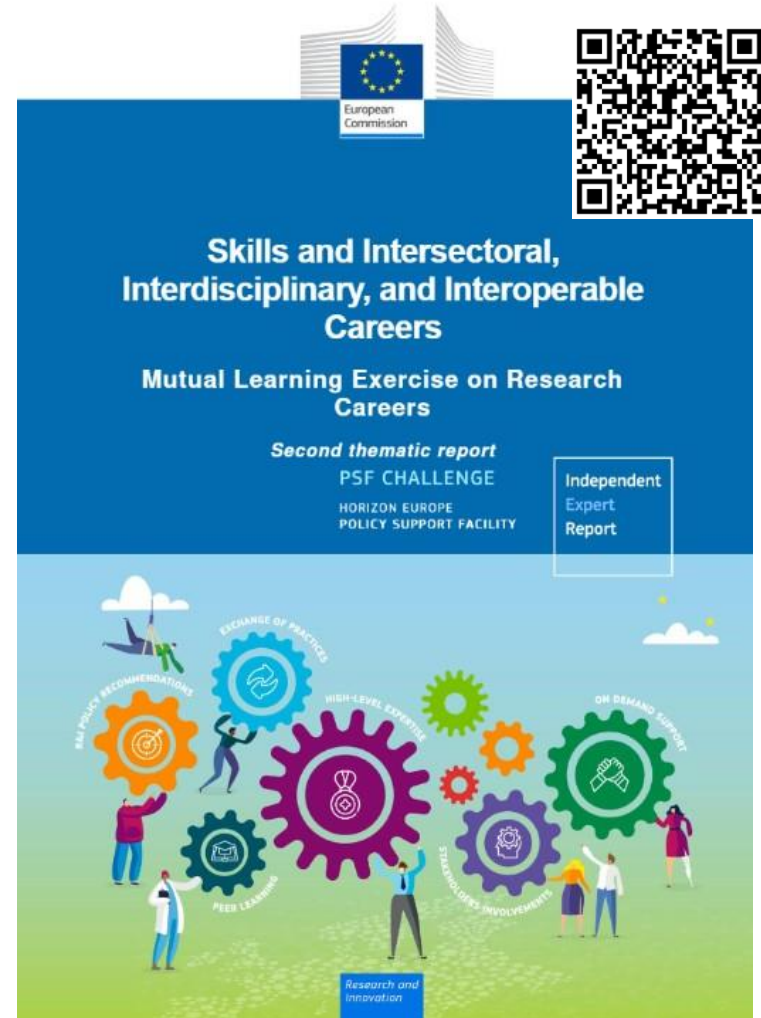
Good practices supporting research careers in Sweden

Topic 2

Support for Research Careers in Sweden

- [A Beginner's Guide to Swedish Academia](#)
- Report: [Can Sweden afford to lose them?](#) Supporting career opportunities for international junior researchers outside academia
- [Switch to Sweden](#) and [International Talent Map](#)
- [SciLifeLab PULSE](#) – an MSCA-COFUND international postdoctoral programme empowering future leaders in life sciences – 48 postdocs; €10m + substantial own cofunding

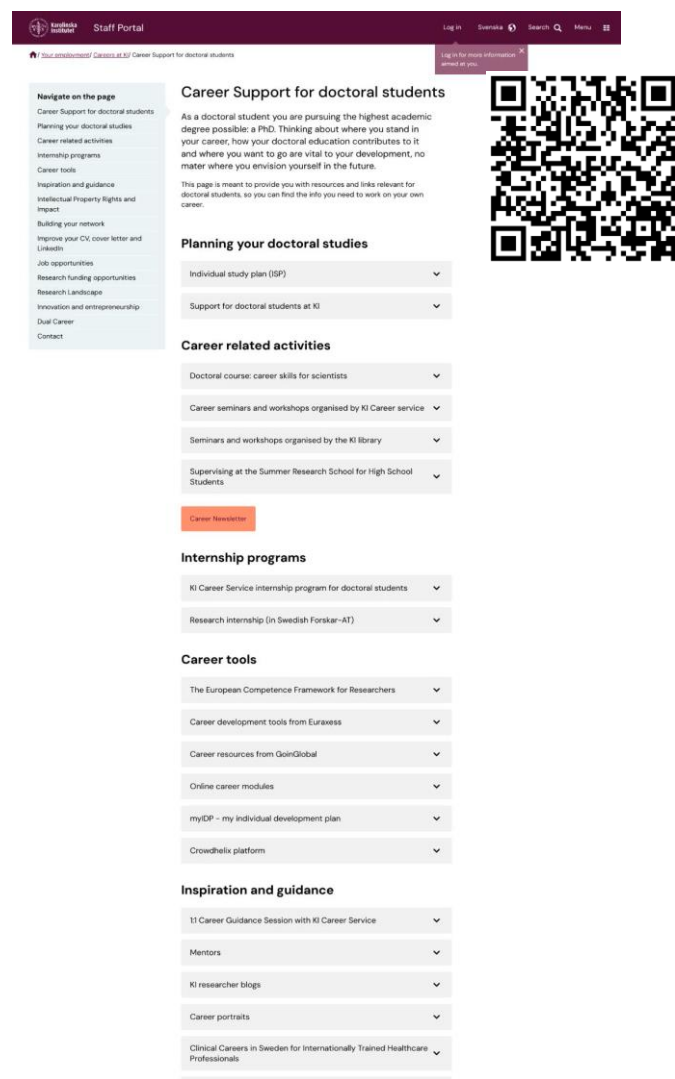
[Second thematic report](#)



Support resources: Career Service

[Career Service](#) works to educate and advise [students](#), [doctoral students](#), [postdocs](#), and [researchers](#) about future career opportunities within and beyond academia.

- Provide 1:1 career guidance.
- Organize the [doctoral course Career Skills for Scientists](#) to prepare doctoral students for a life after dissertation.
- Organize an internship program for [PhD students](#), [postdocs](#) and [ECR](#), supporting intersectoral mobility.
- Oversee the [Researcher Blog](#) featuring posts on research careers and the competences required.
- Offer seminars, workshops, lectures and online support advertised via the [KI calendar](#) and advertised via the monthly [career newsletter](#).



The screenshot shows the 'Career Support for doctoral students' page. At the top, there is a navigation bar with 'Staff Portal', 'Log in', 'Svenska', 'Search', and 'Menu'. Below the navigation bar, there is a QR code on the right side. The main content area is divided into several sections:

- Navigate on the page:** A list of links including 'Career Support for doctoral students', 'Planning your doctoral studies', 'Career related activities', 'Internship programs', 'Career tools', 'Inspiration and guidance', 'Intellectual Property Rights and Impact', 'Building your network', 'Improve your CV/ cover letter and LinkedIn', 'Job opportunities', 'Research funding opportunities', 'Research Landscape', 'Innovation and entrepreneurship', 'Dual Career', and 'Contact'.
- Career Support for doctoral students:** A text block explaining that the page is meant to provide resources and links relevant for doctoral students, so they can find the info they need to work on their own career.
- Planning your doctoral studies:** A section with two dropdown menus: 'Individual study plan (ISP)' and 'Support for doctoral students at KI'.
- Career related activities:** A section with four dropdown menus: 'Doctoral course: career skills for scientists', 'Career seminars and workshops organised by KI Career service', 'Seminars and workshops organised by the KI library', and 'Supervising at the Summer Research School for High School Students'.
- Career Newsletter:** A button labeled 'Career Newsletter'.
- Internship programs:** A section with two dropdown menus: 'KI Career Service internship program for doctoral students' and 'Research Internship (in Swedish Forsker-AT)'.
- Career tools:** A section with five dropdown menus: 'The European Competence Framework for Researchers', 'Career development tools from Euraxess', 'Career resources from GoInGlobal', 'Online career modules', and 'myEP - my individual development plan'.
- Inspiration and guidance:** A section with four dropdown menus: '1:1 Career Guidance Session with KI Career Service', 'Mentors', 'KI researcher blogs', and 'Career portraits'.

Current state, challenges, and ongoing actions

Institutional level

Dissemination

- Gabriele Messori (Swedish Young Academy) at the MLE in Stockholm – [Research policy news](#)

Research engagement

- ResearchComp webinar – [Maria Mecenero \(European Commission\) at the DSA PhD Conference \(KI\)](#)
- Stepping stones to expertise: The European Competence Framework – [Researcher blog](#)
- 5 steps towards preparing your Marie Curie application – [Researcher blog](#)

Institutional recruitment initiatives

- [Lund University](#) hiring 50+ assistant lecturers and guest professors
- [Chalmers](#), [Malmö University](#) and more following with 10–20 hires each
- [Karolinska Institutet](#)

National level

- New migration legislation, making it easier for researchers to come and get established in Sweden
- Conference in January 2026: The work of HEIs with attracting, retaining and integrating international talents
- Work in Sweden – an government assignment coordinated by the Swedish Agency for Economic and Regional Growth (*Tillväxtverket*), in partnership with nine government agencies and Business Sweden.
- Industry collaboration through industrial PhD
- EURAXESS pilot on labour market connection for students and researchers



Global Knowledge, Local Impact – International Industrial PhD Students and Internships for a Stronger Sweden

A report to highlight how collaboration via international industrial PhD students and internships for early career researchers can strengthen Sweden's competitiveness and role as a leading knowledge nation

EURAXESS
RESEARCHERS IN MOTION



LINKÖPING
SCIENCE
PARK

Swedish Agency
for Economic and
Regional Growth

National level

Recruitment, career development and progression

- Strategic recruitment of associate senior lecturers – [Swedish Research Council \(Vetenskapsrådet\)](#)
 - 20-25 positions each for 4 calls 2026-2027

Attracting and retaining international talent

- Grants for recruiting international researchers – [Swedish Research Council \(Vetenskapsrådet\)](#)
 - 15 visiting researchers á €200K

European mobility and career continuity

- MSCA Seal of Excellence national funding – [Swedish Research Council \(Vetenskapsrådet\)](#)
 - Seven reserves who applied for funding from the EU's MSCA programme

Intersectoral careers and skills

- Industrial post docs – [Swedish Foundation for Strategic Research](#)
- Industrial PhD and digitalisation programmes – [Swedish Innovation Agency \(Vinnova\)](#)
 - €29M - 38 projects to help industry with digitalisation opportunities

18 EURAXESS Service Centers (ESC) + 15 non-ESC

Universities

- Chalmers University of Technology (independent) 5
- Karolinska Institutet 6
- Karlstad University 13
- KTH Royal Institute of Technology 6
- Linköping University 8, 9
- Linnaeus University 14, 15
- Luleå University of Technology 10
- Lund University 3, 4
- Malmö University 29
- Mid Sweden University 17, 18
- Mälardalen University 30, 31
- Stockholm School of Economics (independent) 6
- Stockholm University 6
- Swedish University of Agricultural Sciences 1, 7, 11, 12
- Umeå University 7
- University of Gothenburg 5
- Uppsala University 1, 2
- Örebro University 16

Other Independent Education Providers

- Swedish Red Cross University 6
- World Maritime University 29

Source: [EURAXESS Sweden](#)

Source (HEIs): [Swedish Higher Education Authority \(UKÄ\)](#). 2025



University Colleges

- Blekinge Institute of Technology 19
- Halmstad University 24
- Jönköping University (independent) 25
- Kristianstad University 26
- Swedish Defence University 6
- Swedish School of Sport and Health Sciences 6
- Södertörn University 6
- University of Borås 20
- University of Gävle 23
- University of Skövde 27
- University West 28

University Colleges of the Fine, Applied, and Performing Arts

- Konstfack University of Arts, Crafts and Design 6

*The Swedish Museum of Natural History

Bright Head Organisation

VINNOVA
Sweden's Innovation Agency

19 HEI have received the HR Excellence in Research award

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European level

- Sweden is sponsoring the action on Research Careers in the ERA Policy Agenda, supported by the Swedish Innovation Agency (*Vinnova*)
- Joint coordination by Sweden and Slovenia of the Working Group on co-created guidelines for implementing the Council Recommendation on Research Careers
- EURAXESS Sweden study visit to the European Commission in Brussels



Science & SciLifeLab Prize for Young Scientists

- Science/AAAS and SciLifeLab, a coordinated effort of four universities, have joined forces in creating the Science & SciLifeLab Prize for Young Scientists.
- Entrants for the 2026 prize must have been awarded their Ph.D. between 1 January 2024 and 31 December 2025.
- Categories:
 - Cell and Molecular Biology
 - Genomics, Proteomics and Systems Biology Approaches
 - Ecology & Environment
 - Molecular Medicine



Hvala



REPUBLIC OF SLOVENIA
MINISTRY OF HIGHER EDUCATION,
SCIENCE AND INNOVATION



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