

## PEP-CV — “A peer exchange platform for narrative-style CVs: Broadening what is recognized in research and innovation”

A coalition of funders is partnering with the Marie Curie Alumni Association and the Young Academy of Europe to create a peer exchange platform to enhance researchers’ ability to present and valorise a broad range of experiences and achievements in the format of narrative-style CVs.

We want to promote peer-to-peer exchange around activities, responsibilities, and competencies that can be difficult to articulate in funding proposal evaluation, institutional hiring, and promotion processes, to support the broader recognition of all research and innovation-based activities and career pathways. In this way, we aim to contribute to a research culture based on the values of collaboration, collegiality, diversity, and inclusion.

Mentees will be able to find mentors based on a range of traditional and non-traditional career experiences and achievements, to support how these outputs can be articulated in evaluation, hiring, and promotion processes.

This platform will be officially launched in Spring 2024, and we are currently looking for mentors to join the platform. If you have experience in writing a narrative-style CV or presenting a broad range of career experiences, outputs, and achievements in evaluation, hiring, and promotion processes, sign up on our website to contribute to the development of others as a PEP-CV mentor.

### About PEP-CV

#### What are we creating?

- A platform for everyone active in the research and innovation sector to engage in simple peer mentoring exchange to discuss how to best present diverse experiences, achievements, and career paths in narrative-style CVs.
- A space for discussion around a broader range of career pathways and research outputs to ensure they are adequately articulated in narrative-style CVs.
- An open resource supplementing existing local, national, and international initiatives around narrative-style CVs helping to broaden what is presented, recognised, and rewarded in research and innovation.

#### Why are we doing this?

- Narrative-style CVs should be personalized and tailored for the application and providing examples of “good” narrative-style CVs is thus counterproductive.
- Peer exchange around the contents and structure of narrative-style CVs will provide better support for the reflection and writing process.

- We want to provide an open resource for the community to support the ongoing shift towards narrative-style CVs and advancing research assessment (in line with [DORA](#) and [CoARA](#)), further developing the use of the narrative-style CV format across different research and innovation ecosystems.
- We want to support the research community in the learning process related to effectively presenting achievements in a narrative style CV, and to support everyone based upon their varying needs.
- We want to promote peer-to-peer exchange around non-traditional outputs and contributions (e.g. engagement and experience in different sectors, teaching, mentoring, leadership, public outreach and engagement, etc.) in relation to funding proposal evaluation and institutional hiring/promotion processes.
- We want to support the broader recognition and rewarding of all research and innovation-based activities and careers.
- To help foster a research culture based on the values of collaboration, collegiality, diversity, and inclusion through meaningful peer-to-peer exchange.

### **How will it work?**

- All users will complete a profile, giving details on different aspects and influences of their career experiences.
- Mentees will search for mentors based upon these experiences, to match with someone who fits their needs.
- The mentee will send a mentoring request to the mentor, who will accept or reject the request based on their profile match.
- Email addresses will be sent to both the mentor and the mentee, who will conduct a discussion outside of the platform.
- Mentors and mentees will provide feedback to improve the platform and keep PEP-CV positive and helpful for the community.

## Why should I join? What's in it for me?

### **As a mentor:**

- Mutual learning from others from the research and innovation sector through global networking and peer-to-peer collaboration
- Helping others become more aware of their abilities and achievements, guiding them during important career steps.
- Fostering a more equitable, diverse, and inclusive research and innovation system through promoting the recognition of different people and experiences
- Building your CV by providing mentoring to peers — gaining experience in and being recognized for developing others, contributing to the research and innovation ecosystem, and giving back to the community.
- Supporting innovation in research assessment and the recognition of a broader range of careers and research outputs in evaluation, hiring, and promotion.

### **As a mentee:**

- Gaining support from peers in presenting your broad experiences and achievements in narrative-style CVs or other evaluation processes.
- Learning how to highlight the strengths of your individual profile to others, focusing on what you can bring to your project, institution, and research field.
- Receiving insight from experienced colleagues, which can be invaluable for career growth.
- Expanding your national and international network around broadening the recognition of diverse career paths and research outputs.

### **As an institution supporting PEP-CV through promotion and/or financial support:**

- Enhancing the reputation and credibility in supporting diverse and inclusive research practices, as well as responsible research assessment.
- Supporting researchers and other staff in developing their CVs, supporting existing or upcoming institutional guidance.
- Promoting a more diverse research and innovation ecosystem through recognizing more diverse groups of people and careers.
- Helping to create a culture of collaboration and mutual learning and expanding the national and international networks of R&I staff.
- Recognising the contributions of staff and advocating for change in the academic research system, to make it more inclusive.
- Contributing to the broadening of what is recognized and rewarded in research and innovation — aligned to international best practice, consistent with DORA and the Agreement on Advancing Research Assessment (CoARA).