

International Training Seminar "Recruitment of Foreign Scientific and Pedagogical Employees" Is Completed

As part of the International forum "International Polytechnic Week", SPbPU held an international educational seminar called "Recruitment of Foreign Scientific and Pedagogical Employees". About 50 people took part in the seminar, including representatives of all the Institutes, international and HR departments of SPbPU, leading Russian universities (Lobachevsky State University of Nizhni Novgorod; Samara State Aerospace University named for S.P. Korolev; St. Petersburg University of Information Technology, Mechanics and Optics; Higher School of Economics, etc.).





World-class specialists were invited to give the seminar. During the class in the subject of "Foreign scientific and pedagogical employees is a basis of the university's internationalization" the Vice Rector for development and international relations, University of Luxembourg, Frank Leprévost noted that today it is not efficient and counterproductive to narrow the search for talented professors to the national academic market. The leading universities of the world, when filling vacancies, as a rule, announce an international competition, which increases considerably a chance to attract talents. Professor Leprévost shared the experience of the University of Luxembourg in involving foreign experts. He believes this work is exactly what allows his university and the country as a whole to be in one line with the great nations in terms of the obtained scientific results.

Professor Martin Gilman, Director of the Center for Advanced Studies, Higher School of Economics, who is responsible for recruitment of foreign experts in this higher educational institution, spoke about specific features of this job at a Russian university. He noted that to attract really talented scientists into Russian universities it is necessary to involve in this activity such people who foreign experts could trust. Professor Gilman himself worked more than twenty years in executive positions in the International Monetary Fund, was a representative of this well-known organization in Russia, has been working for many years in the Higher School of Economics and lives in Moscow, showing by his own example that Russian universities can be very attractive in terms of career development.

Professor Gilman also shared his opinion on how it is possible to offset a large number of restrictions of the Russian legislation which are not applicable to universities in western countries and how effective recruitment of foreign science and pedagogic employees can be ensured by Russian higher education institutions.





The head of the Academic Career Department of Aalto University (Finland) Hannah Nurmela told us about the specifics of lifelong employment system in her university. As recognized by the world community, Aalto University has one of the best systems of long-term employment of scientific and pedagogical employees in Europe. Ms Nurmela noted that, according to the administration of the institution, this system provides firm guarantees to the foreign experts and allows hiring talented people from all over the world. Ms Nurmela also spoke about the services of professional and social support of the foreign experts at Aalto University.

The leading expert on recruitment of highly qualified specialists of the company of Odgers Berndtson Lyudmila Tobultok shared the secrets of her profession. Odgers Berndtson is the world leader in recruitment of top managers and big scientists and it has branches in 50 countries. Ms Tobultok told us about the nuances of communication with successful people, about mistakes made by inexperienced recruiters, about how to organize such work in an educational institution properly, about when it is time to address recruitment companies and about many other things.

Representatives of the Federal Migration Service Directorate of the RF in St. Petersburg and the Leningrad Region such as head of the labor migration department T.N. Bezlepina, deputy head of legal support and public relations department O.V. Zubrilova, expert of highly qualified specialists department D.V.

Lazutkina spoke about the latest changes in the RF migratory and labor legislation concerning hiring foreign experts by higher educational institutions of Russia, employment opportunities for foreign students studying in Russian universities.

In the end the participants of the seminar were given certificates confirming their training and the monograph "Recruitment of Foreign Scientific and Pedagogical Employees" published in the publishing house of the Polytechnic University.

The participants of the seminar noted in their reviews that the gained knowledge was useful and relevant.





SPbPU Media Center

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