Human Resource Development and Inhouse Staff Training

EUNIS 2019
05.-07.06.2019 Trondheim / Norway
Dr. Inga Scheler, stellv. Vorsitzende
Overview

1. Introduction
2. Working Program
3. Top-Concerns - Survey
4. Activities
5. Spot On
ZKI – Introduction and Structure

- German equivalent to EUNIS
- Needs of IT Centres of HE and public funded research organizations
- Exchange of experiences
- Outlook on upcoming topics

Board of directors

Steering committee

Meeting of members

13 ZKI working groups
ZKI – Board of Directors

President
Hartmut Hotzel

Vice presidents
Prof. Dr. Gudrun Oevel, Dr. Inga Scheler

Financial Chair
Torsten Prill

Board members
Dr. Rainer Bockholt, Daniel Bündgens, Dr. Karl Molter
Working program

Topics addressed by the board of directors 2018-2021

Digitalization

- focus on research data
- funding program NFDI – aim:
  - manage scientific and research data
  - provide long-term data storage
  - backup and accessibility
  - and network the data
  - build up a coordinated network of consortia *
- ZKI handed in proposal with partner organizations DINI and DFN

*https://www.dfg.de/foerderung/programme/nfdi/konferenz/index.html
Working program

Topics addressed by the board of directors 2018-2021

German Higher Education organizations’ IT Centres 2025
• Change of structures - Hardware, Software and governance structures
• Cloud opportunities
• Cooperation in-between IT-Centers
• This is a not yet finished discussion with a political character
Working program

Topics addressed by the board of directors 2018-2021

Human Resource Development

• About ten years ago ZKI indicated the human resource problem
• Organization ZKI places point of view as neutral partner on different levels
• Two working groups taking care of the topic human resources
  • Working group apprenticeship, Working group strategy and organization
  • Coordinate their work – scheduled workshop in December
• Additional part of the survey - facing human resources
TOP-Concerns-Survey

ZKI - Survey 2019

Top concerns
1. Digitalisation
2. Information Security
3. Research Data Management

TOP-Concerns-Survey

ZKI - Survey 2019 - human resources

Recruiting problems
1. Low income
2. Few applications
3. Temporary contracts

TOP-Concerns-Survey

ZKI - Survey 2019 - human resources

Upcoming business cases
1. Information security
2. Project management
3. Data management

Job postings within the last year

- IT-architect
- IT-lawyer
- public relations
- software-development
- traditional jobs
Results

• Need of regrading the labour agreement in the public sector

• Employees
  • need increasing knowledge
  • need communicative competencies
  • need to network beyond own organization
Conferences (twice a year)

  topic: IT-Governance
- Autumn 2020 University Dresden (07. - 09.09.2020)
  topic: Data Management and Artificial Intelligence

Publications: https://www.zki.de/publikationen/
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