The global competition for talent: Life science and biotech careers, international mobility, and competitiveness

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The Global Competition for Talent: Life Science and Biotech Careers, International Mobility, and Competitiveness

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Prof. dr. D.C. van den Boom

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door

Aimee Nicole Kuvik

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Many people and institutes have helped shape this project and me as a researcher, and I am truly indebted to the time they spent, their knowledge, and the experiences together.

I first became aware of what a PhD entailed as a Sociology Bachelor’s student, and am indebted to one of my first Sociology instructors and academic advisor, Dr. Michael Katovich at Texas Christian University, for inviting me to present at an academic conference and broadening my mind to new ways of looking at the world and theories.

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Additionally, I would especially like to express my gratitude to the Young European Biotech Network (YEBN) and those who partnered with me to launch the Careers in Life Sciences (CiLS) scientist survey, as well as the Nature group who hosted a link to the survey online on Naturejobs. Special thanks goes to those who volunteered as part of the core team of our Careers in Life Sciences (CiLS) project – Emilia Daniłowicz-Luebert, who took on the role as CiLS project leader within YEBN, and also Tabea Dierker, Dominik Heinzmann, Alba Olivares Polo, and Olga Goncharova – for providing a truly perfect, international, interdisciplinary partnership.

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Thinking back at the names listed of those that helped me during this project, individuals from more than 15 different countries, worked closely with me and influenced. Additionally, people from 69 countries took the time to share their thoughts and experiences through the CiLS survey. People may debate what global skilled, scientific, or student mobility will or should bring, but it is evident that changes are happening! My greatest wish is that at least one person will be inspired by this research and advance the research topic further than I ever could alone.
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### TABLE OF ABBREVIATIONS

**Abbreviations related to this research study:**

- **CiLS**  Careers in Life Sciences survey and study
- **YEBN**  Young European Biotech Network

**Geographic abbreviations:**

- **BRIC**  Brazil, Russia, India, and China
- **CEE**  Central and Eastern European
- **EEA**  European Economic Area
- **EFTA**  European Free Trade Agreement
- **EU**  European Union
- **OECD**  Organisation for Economic Co-operation and Development

**Abbreviations related to policy:**

- **ERA**  European Research Area
- **GATS**  General Agreement on Trade in Services
- **HRST**  Human resources in science and technology
- **IT**  Information technology
- **MINT**  Mathematics, information sciences, natural sciences, and technology
- **R&D**  Research and development
- **S&E**  Science and engineering
- **SET**  Science, engineering and technology
- **STEM**  Science, technology, engineering and mathematics