

Human Resource Development and Inhouse Staff Training



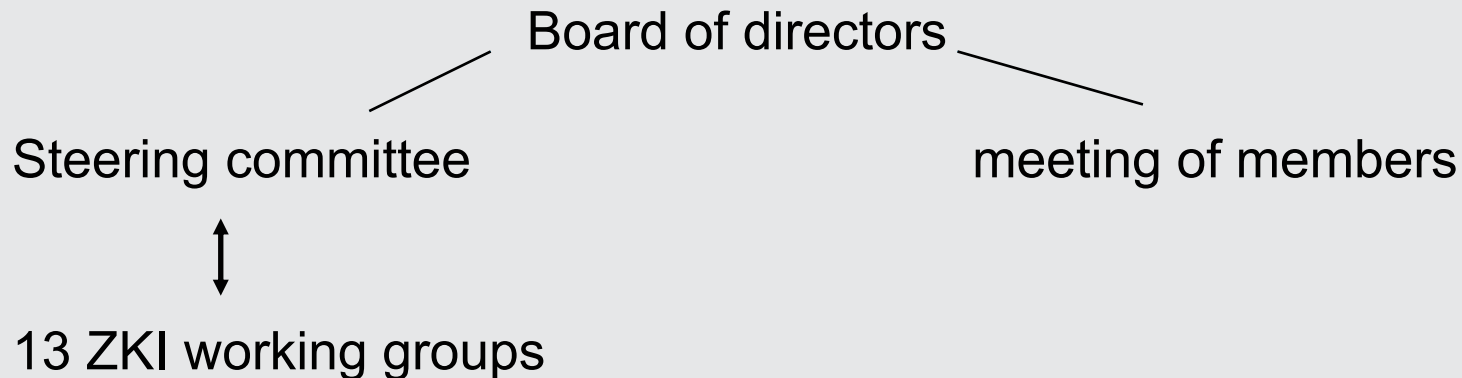
EUNIS 2019
05.-07.06.2019 Trondheim / Norway
Dr. Inga Scheler, stellv. Vorsitzende

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



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

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

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

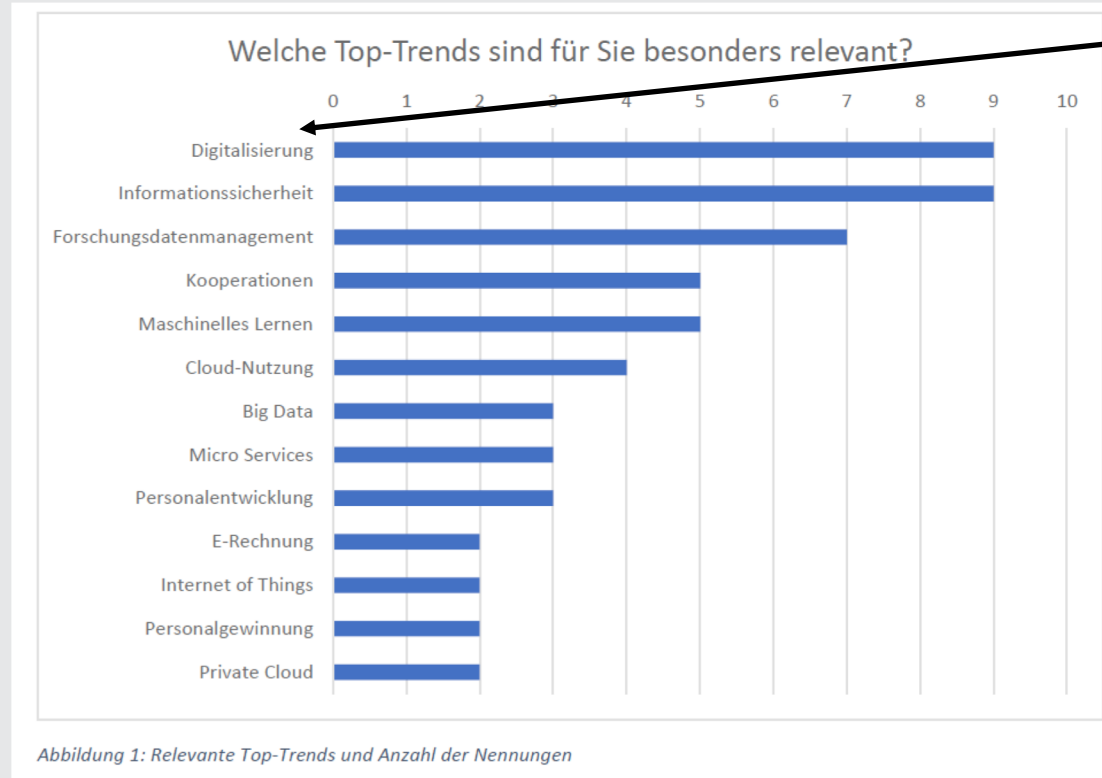
Topics addressed by the board of directors 2018-2021

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

siehe <https://zenodo.org/record/2590659/files/ZKI-AK-SO-Top%20Concerns-Umfrage-2019-Ergebnisse.pdf?download=1>

TOP-Concerns-Survey

ZKI - Survey 2019 - human resources

Was sind derzeit Ihre größten Probleme bei der Besetzung von IT-Stellen?

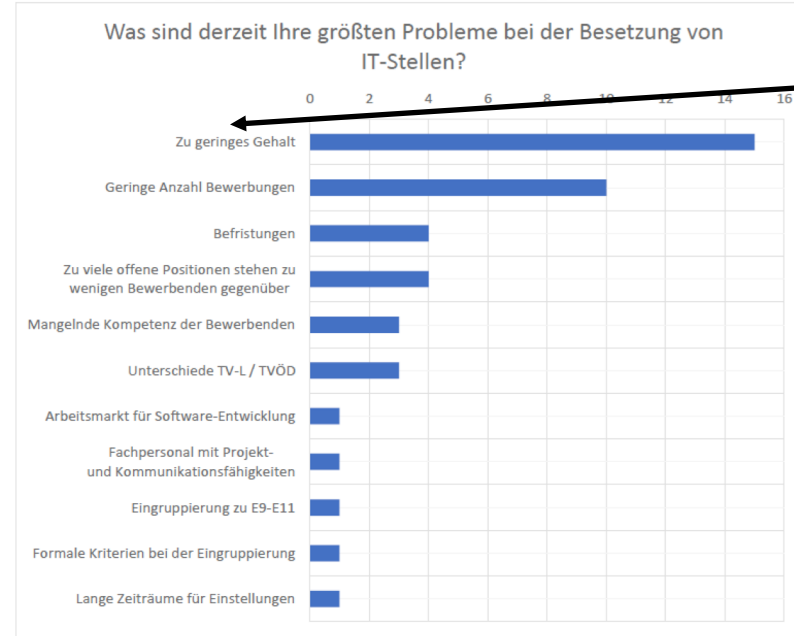


Abbildung 17: Antworten zu Problemen bei der Personalbesetzung

Recruiting problems

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

siehe <https://zenodo.org/record/2590659/files/ZKI-AK-SO-Top%20Concerns-Umfrage-2019-Ergebnisse.pdf?download=1>

TOP-Concerns-Survey

ZKI - Survey 2019 - human resources

Welche neuartigen Rollen besetzen Sie derzeit?

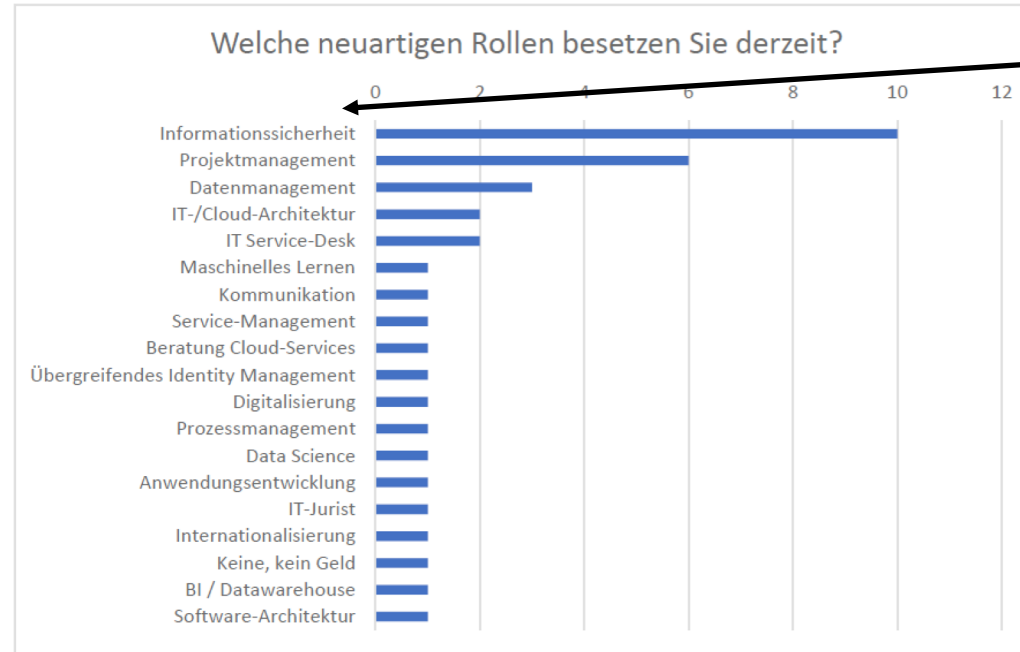


Abbildung 16: Antworten zu neuartigen Rollen im Rahmen der Personalbesetzung

Upcoming business cases

1. Information security
2. Project management
3. Data management

siehe <https://zenodo.org/record/2590659/files/ZKI-AK-SO-Top%20Concerns-Umfrage-2019-Ergebnisse.pdf?download=1>

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)
 - ▶ Autumn 2019 HS Düsseldorf (09. – 11.09.2019)
topic: IT-Governance
 - ▶ Spring 2020 University Leipzig (26. – 28.02.2020)
 - ▶ Autumn 2020 University Dresden (07. - 09.09.2020)
topic: Data Management and Artificial Intelligence
- ▶ **Publications: <https://www.zki.de/publikationen/>**



hartmut.hotzel@zki.de
scheler@rhrk.uni-kl.de
gudrun.oewel@uni-paderborn.de

ZKI-Geschäftsstelle, c/o Hochschule Heilbronn
Max-Planck-Str. 39, 74081 Heilbronn
Telefon: +49 30 2062262 0