

University of Edinburgh evidence to the Migration Advisory Committee on EEA- workers in the UK labour market

Summary

- EEA staff make an essential contribution to our research and teaching and to maintaining our position as one of the world’s leading universities. EEA staff represent 19 per cent of our staff overall and 26 per cent of our academic staff.
- EEA staff help train and develop the UK’s future workforce ensuring that UK staff and students work and study alongside the world’s leading academic talent.
- World class education and research is dependent on access to and mobility of talent and European nations and universities are key international collaborators.
- Our ability to recruit and attract the best talent from overseas, and from within the UK, is essential to maintain the UK’s position as a world-leader in research, innovation and education. Knowledge is not bounded by national borders and it is essential for us to be able to attract the most talented individuals from anywhere in the world.
- Being able to attract and recruit the best EEA staff means we are able to serve as a global hub of excellence and attract the best academics and students from around the globe, benefitting the UK economy and bringing wider benefits to society as a whole.

Characteristics of EEA staff at the University of Edinburgh

The University of Edinburgh is one of the world’s leading universities and one of the most internationalised in the United Kingdom. Alongside our UK staff and students, the contribution made by our international community is integral to our world-leading position as a centre of excellence for teaching and research.

International researchers and students are essential to the maintenance and development of the UK’s position as a world leading centre of research and teaching excellence. It is no coincidence that universities, including Edinburgh, attracting a high proportion of world-leading international researchers, students and academics, are the driving force behind the UK’s world-leading research performance. Many of the international researchers that universities attract are leading experts in economically important STEMM subjects. They boost the absorptive capacity for knowledge and innovation in the UK helping to underpin future growth and prosperity. International academics play a critical role in educating future generations and producing a highly skilled workforce in the UK.

The table below gives a breakdown of our current staff population showing the percentage of staff from the EEA split between non-Academic and Academic with a further breakdown of Academic staff between teaching and research

Contract type	EEA Staff	Total Staff	EEA as % of total staff
Non Academic	803	6799	12%
Academic			
Research only	650	1992	33%
Teaching only	619	2547	24%

Research and Teaching	446	2127	21%
Other	1	17	6%
Total Academic	1716	6683	26%
Total University	2519	13482	19%

EEA staff make an essential contribution to our research and teaching, helping to train the future domestic workforce, maintaining our position as a world-leading destination for teaching and research, driving EU research collaborations and making a significant contribution to the UK economy. Placing this in context for the University of Edinburgh; 19 per cent of our total staff population of 13,482 is EEA born (2,519); 26 per cent of our academic staff are from the EEA (1,716) and 12 per cent of our non-academic population (803) are from the EEA. Ninety three of our Professors, almost 15 per cent of our Professoriate, are from the EEA and 44 per cent (558) of our postdoctoral fellows are from the EEA. European universities and nations remain our key international collaborators and over the last decade 30 per cent our research outputs have been co-authored with researcher colleagues from other ERA (European Research Association) Institutions.

Our EEA colleagues constitute one-third of our research power, representing 33 per cent of all of our research staff, 24 per cent of our teaching staff and 21 per cent of those involved in both research and teaching. In many science and technology (STEMM) research areas, seen as strategically important for the United Kingdom, our research staff population from the EEA is over 40 per cent, including in our leading Schools of Biomedical Sciences, Biological Sciences, Informatics, Mathematics and Physics and Astronomy.

Informatics where over 40 per cent of the academic staff are from the EEA is one of the world's leading centres for data science and innovation. The Department regularly provides consultancy services for clients ranging from government agencies seeking expert input, to SMEs looking for advice on the application of specific techniques, to large technology companies seeking expert advice on research and development. The Department's knowledge transfer activities include: a range of industry-sponsored PhDs, providing industry with access to collaborative research focused on specific problems; the recently announced joint laboratory with Huawei, a leading global information and communications technology solution provider and the Bayes Centre, a hub designed to foster data-driven innovation within and beyond the University.

Ten percent of our highly skilled technician population are from the EEA, this increases to 15 per cent in laboratory based and research focused technical roles. These staff play a key role in delivering world leading research as well as in teaching and training the future U.K workforce.

Our success is dependent on our best researchers and students being able to collaborate, exchange knowledge and share facilities across international boundaries as well as on our ability to attract the best talent irrespective of where that talent is from. It is therefore of vital importance that Universities can continue to attract the best from across the world and that the open exchange of talent and ideas across borders is strongly supported by the immigration system following the UK's departure from the European Union if the UK is to maintain its place in the premier league of global higher education.

The world of higher education and research is increasingly competitive. New knowledge powerhouses are emerging across the world as nations increase their competitive edge in the global race for talent. We therefore urge the government to work with universities to develop a reformed immigration system that positions the UK's leading universities strongly on the world stage to recruit the very best talent. Research is international and intrinsically collaborative. Easy movement of

researchers, innovators and specialist technicians gives the UK a competitive advantage by opening up access to skills and international networks.

Employment of EEA staff in part-time, short term or fixed term roles

Early career postdoctoral researchers are typically highly mobile enhancing their skills and developing their careers through working in fixed-term research funded roles at different Institutions often in different countries where they have the opportunity to work and collaborate with leading academic colleagues from around the world. UK-born early career researchers benefit from the ability to move freely within Europe to take up these roles as do EEA born early career researchers many of whom come to Edinburgh to work in such roles. We are aware that a number of these postdoctoral researchers, who would often have looked for their next fixed term appointment in the U.K, are talking about planning to “go home” because of the uncertainty around Brexit.

Our Chancellor’s Fellowship scheme, referred to later in this document, provides opportunities for early career researchers whether from the UK, EEA or the wider world to progress from fixed term research focused roles to full academic appointments.

Many of our summer domestic posts critical to the preparation and servicing of our 2,000 bed vacation let accommodation vital to the success of the Edinburgh Festivals which bring in over £300 million to the local economy (BOP for Edinburgh Festivals) have typically been filled by EEA colleagues. Since the Brexit vote we have seen a reduction in the number of EEA staff applying for these posts and despite our highly competitive employment offering including paying the Voluntary Living Wage we have struggled to fill these posts as the local market has become increasingly competitive.

PhD students play an important role in developing our undergraduate population through part-time, term time roles in tutoring and demonstrating. Thirty per cent of these posts are held by EEA-born PhD students.

Trends in patterns of employment of EEA staff at the University of Edinburgh

An international base of highly skilled researchers and academics is essential for universities in enabling access to vital international research funding (both from overseas governments and private companies) and in attracting inward investment to their regions, benefiting the local and national economy.

In line with the University’s internationalisation strategy, the proportion of our staff from outside the UK has been growing steadily. Since 2014 our total EEA-born staff population has increased from 16 per cent to 19 per cent; within this our academic population has increased from 21 per cent to 26 per cent. We believe that our reputation as a Global University delivering high end research is a major contributing factor. Of the 50 European Research Council grants we currently hold 13 (26 per cent) were awarded to EEA staff, 14 (28 per cent) to non-EEA staff and 23 (46 per cent) to U.K

Funding from EU sources accounted for almost 13 per cent of our total income in the year ended 31 July 2017. We have been consistently successful in applying for funding through Horizon 2020 and currently rank 7th in Europe and 5th in the UK in terms of funds awards. Among these projects some 62 are Marie Skłodowska Curie Actions, where researcher mobility is a key requirement, bringing researchers from outside the UK to the University.

Impact of a reduction in availability of EEA staff

Our colleagues from the European Economic Area have a vital contribution to our success across teaching and research and our position as one of the world's leading universities. As governments across the world are acutely aware, access to and mobility of talent within higher education is fundamental to creating and sustaining world class research, education and innovation.

The case studies appended, which highlight only a small selection of the talent we have from across the EEA, serve to illustrate the excellence, impact and contribution that our EEA colleagues make. One third of our research base and a quarter of our teaching base is from the EEA. In addition the 12 per cent of our non-academic colleagues from the EEA contribute to the continued success of our Institution in a multitude of different ways. Any restriction on the attraction and retention of this talent would have negative impacts for the University, students and staff and indeed our local communities in terms of employment and education.

A critical factor in delivering world class research and education is ensuring access and mobility of international talent. Restricting this or possibly reducing this access for the UK within the European Economic Area would be a retrograde step and serve to damage the UK's world class higher education system with impacts for UK staff, students and local communities. It is of national importance that we have clarity as to post-Brexit immigration arrangements for current and future EEA staff and what protection EEA staff have within the UK.

Recruitment Practices at the University of Edinburgh

We recruit based on merit choosing the best candidate for the role. Other than ensuring that we comply with our obligations as a Tier 2 sponsor our recruitment approach and methods do not differ on the basis of nationality.

Recruitment processes for academic appointments may take place over several days and involve candidates delivering a research presentation/seminar, exercises to demonstrate ability in teaching as well as a panel interview, often with a substantial panel, and individual meetings with key staff.

The process for non-academic posts will normally involve a panel interview with a small panel of 3 or 4 members and will generally include a presentation by the candidate for more senior/managerial level roles.

Advantages of employing EEA staff

High quality overseas staff are vital for world-class universities, such as the University of Edinburgh. They help to drive excellence in research and teaching; promote the international reputation of our universities and underpin one of the UK's most successful export industries. Attracting the best global talent, including researchers and technical experts, to UK universities ensures that our research base is continually refreshed. As a result of the investment in their training made by other nations, these staff bring new ideas and knowledge to the UK - driving innovation and our world-leading research performance. Overseas researchers attract vital international research funding to the UK, benefiting the local and national economy. International academics play a critical role in educating and skilling the future U.K workforce. EEA staff make significant contributions across the breadth of academic disciplines at the University as shown by the appended case studies. However their particular contribution in economically valuable and strategically important STEMM disciplines

and modern foreign languages should be highlighted given the UK governments focus on developing this area.

In short, we see no disadvantages in employing EEA staff; they contribute to our impact and reputation as a Global University and play an important and substantial role in research and in learning and teaching helping to deliver the University's vision and mission and to deliver impact for society both globally and locally. A diverse staff body is critical to our success and international visibility; it helps us to attract international students, to build trans-national networks and collaborations which lead to research grant success; it attracts leading researchers from all over the world who bring new ideas from the EEA to Scotland. Without our high quality EEA staff and their successes, we would not be able to employ as many postdoctoral research staff or to support as many postgraduate students to successfully complete a PhD.

Impact of EEA and non-EEA staff on the skills and training of students and staff at the University of Edinburgh

It is the mix of EEA, UK and non-EEA staff and the sharing of knowledge that is key to success. Senior EEA academics play a critical role in developing and upskilling future generations in the UK, both academic and non-academic.

Our colleagues from the EEA constitute a third of our intellectual power and account for a quarter of our teaching base. They are a critical ingredient in our success and position as one of the world's leading universities and the benefits that this brings for our city, region and country. The case studies provided highlight the benefits to the UK workforce, local economy, communities and students as a result of being able to attract and retain world class talent across our research and teaching base.

Our international staff are actively involved in knowledge exchange taking part in the Science Festival, delivering lectures in the University's prestigious "Our Changing World" open lecture series, lead students to success in national and international competitions.

The University of Edinburgh's role in developing the skills of the UK workforce

In contrast with other businesses the creation and dissemination of knowledge are integral to the core purpose of Universities. Universities make significant investments to train a highly skilled workforce for the UK, both through the provision of degree-level education and research training, and through the delivery of apprenticeships as employers and as providers of education and training.

22,516 UK students were studying at the University of Edinburgh in 2016-2017 across all programmes of study representing 57 per cent of our student community. UK students benefit from the international talent across our teaching and research community. We rank 6th in the UK for our ability to produce work-ready graduates according to the Emerging Global Employability University rankings with 90 per cent of our graduates in employment or further study six months after graduation.

Over the last 3 years we have awarded an average of 750 PhDs per year, with c. 400 of these awards each year being to UK students. Many of these PhDs have been supervised by academic colleagues from the EEA.

UK students and staff actively participate in Europe's flagship Erasmus+ mobility programme which provides opportunities for working and studying across Europe and beyond. The Erasmus+ programme provides significant benefits for UK students and staff with regards to future employment helping them gain invaluable experience and skills within an increasingly competitive international marketplace. A new report by the Universities UK International Unit reports that students who study abroad earn more on average than those who don't go abroad during their degree. The report's key findings highlight that the majority of students surveyed perceived a relationship between spending time abroad during their studies and their employability, academic success and personal development.

The University of Edinburgh is the UK's largest participant in Erasmus+. We are proud of the fact that we are the top UK Erasmus + sender, and the number one host for Erasmus + students in Scotland. In 2016, we were the UK's largest beneficiary and top institution for Erasmus+ mobility and have more than 500 Erasmus exchange links, with more than 300 partners in Europe.

Our flagship Chancellor's Fellowship scheme invests in the future of academic staff by offering 5-year fellowships across multiple disciplines which support early career researchers at the start of their independent academic careers. The scheme is open to UK, EEA and non-EEA nationals and has supported the development of over 70 UK early career academics since its launch in 2012.

The University has developed a Youth and Student Employment Strategy covering 2017–2021. This details our whole-institution approach for creating, promoting and delivering opportunities that enhance the employability of young people and our students. The strategy aims to embed youth and student opportunities as part of a recognised high-quality talent pipeline for succession planning and to address areas of potential future skills shortages by 'growing our own'. Our Modern Apprenticeship programme which is a key plank of the strategy offers young people, predominantly from the local community, the opportunities to start or enhance a career in administration, accountancy, lab work, Computers & ICT, and many other areas through a combination of paid employment and workplace or College training and learning.

The University is committed to supporting the development of staff in technical roles and has recently signed the Technician Commitment - a sector-wide initiative led by the Science Council and supported by the Gatsby Foundation which aims to ensure visibility, recognition, career development and sustainability for technicians working in higher education and research, across all disciplines. As part of this commitment we plan to increase the number of technical Modern Apprenticeship opportunities we offer, particularly in STEMM disciplines and to develop the future skills pipeline. Growing technical skills in the U.K will take time and in the interim it will be important to be able to continue to recruit skilled EEA technical staff in order to maintain our standing as a world class education and research institution.

The potential impact of the application of current points-based immigration policies to EEA migrants.

If a future immigration system in the UK were to require EEA migrants to meet the same conditions as non-EEA nationals entering the UK under the current points-based system, this could have a very significant impact on EEA staff UK universities. These conditions include:

- meeting the minimum salary requirement for the Tier 2 Skilled Migrant route which has moved to £30,000 in April 2017
- attracting a sufficient number of points based on salary (and on the basis of applying for a PhD level position, where applicable) to be granted a visa should the 20,700 annual Tier 2 cap be over-subscribed

- meeting the minimum skills requirements (NQF6+, meaning a degree-level role)

We share concern with the UK higher education sector that the additional hurdle of having to negotiate the UK's visa systems would introduce other disincentives for EEA staff considering working in the UK. Such an approach could risk losing the best talent to overseas competitors and negatively impact on the UK's economy and research standing.

Dependants

EEA staff being able to bring their family with them when relocating to the UK is very important. Currently, EEA staff can bring their direct and extended family members to the UK. If restrictions on their ability to do so were imposed, the UK's attractiveness to this pool of talent would decrease and many EEA academics and research workers may choose not to take up positions as a result. A significant proportion of academics entering the UK through Tier 2 bring dependants including spouses, partners and also children.

One of the questions most frequently asked by international staff during the recruitment process is about the ability to bring dependants and dependants' rights to work in the UK, indicating the importance of this issue. An international survey has shown that the ability of dependants to work is one of the keys to any country's attractiveness for highly skilled international staff. For respondents from UK universities and research institutes, the same survey found that over 80 per cent said if their spouse or partner did not have the right to work in the UK, it would have had a negative impact on their decision to accept their current post. Of these, over 40 per cent would definitely not have accepted their post if their spouse or partner did not have the right to work. Restricting EEA dependants' right to work would remove their ability to make a positive contribution to our universities and to the UK economy more widely through payment of National Insurance and income tax.

Academic visitors

If EEA nationals were subject to the current rules for non-EEA nationals there is a risk that many academics and students in the EEA would be unable to undertake short visits to the UK. UK nationals looking to spend short periods of time in the EEA could also face restrictions in doing so. The overall impact could damage the relationship of UK universities with students and academics in the EEA and their research collaborations with EEA institutions.

It could also impact on the attractiveness of the UK to skilled non-EEA academics, who might choose to base themselves in the UK because of the collaborative opportunities afforded by easy short-term mobility between the UK and EEA member countries. There are two principal routes by which non-EEA academics looking to spend short periods teaching, researching or training in HEIs can enter the UK:

- The standard visitor visa allows academics to stay in the UK for up to 12 months.
- The Tier 5 visa for temporary workers allows sponsored researchers to stay in the UK for up to 24 months

Bringing EEA nationals in on these visa routes would represent increased cost and administrative burden to both applicants and universities. Moreover, eligibility criteria might exclude some EEA students and academics from coming to the UK, restricting their interaction with UK HEIs.

Tier 2 visa cap

If EEA staff were required to apply for Tier 2 skilled visas in future, this would place a significant amount of pressure on the current UK Tier 2 cap of 20,700 per year. Such pressure on the cap would affect recruitment of EEA and non-EEA staff employed in important non-PhD positions such as senior

administrative positions, project engineers, software developers and technicians. Furthermore, although PhD-level positions are currently prioritised under Tier 2, and we would want this to continue, we are concerned that pressure on the cap could start to impact on recruitment of overseas staff to these positions.

Skill level

While PhD-level positions are prioritised under Tier 2 and it is essential that this should continue in any new system, a number of important non-PhD positions would be impacted. Technicians are a highly skilled workforce with a diverse range of expertise, providing essential support to research and knowledge transfer.

Immigration skills charge

If something similar to the current immigration charge for non-EEA nationals were applied to EEA nationals in a future system this could impact on the ability of universities to recruit from the EEA. Universities are not-for-profit organisations and, given the funding constraints which they are currently subject to, an additional cost in hiring and retaining EEA staff will be difficult to bear.

As indicated above a restriction on the numbers of low-skilled migrants could impact our role as a main provider of accommodation for visitors to the world renowned Edinburgh Festivals with a consequent impact on the local economy.

Economic, Social and Fiscal Impacts of EEA workers in the UK

Our EEA colleagues contribute to the cultural diversity on campus helping to sustain an innovative approach to teaching and learning and a global outlook.

Anecdotal evidence from our EEA staff suggests that they feel that “foreigners” are less welcome in the U.K. since the Brexit vote and this is exacerbated by the on-going uncertainty regarding the future rights of EEA staff living in the U.K. This causes particular concern for those with families.

The appended case studies demonstrate the impact of our EEA staff in terms of driving research and teaching excellence but also more widely in terms of impact on society and on both the local and the UK-wide economy

Case studies

1. Prof Harald Haas (Engineering) – GER
2. Dr Thomas Bak (Philosophy, Psychology and Language Sciences) – GER
3. Dr Catherina Becker (Biomedical Sciences) – GER
4. Prof Asier Unciti-Broceta (Molecular, Genetic and Population Health Sciences) – SPA
5. Dr Thomas Pierret (Literatures, Languages and Cultures) – BELG
6. Professor Natascha Gentz (Literatures, Languages and Cultures – GER
7. Dr Barbara Bompani (Social and Political Science) – ITA

8. Dr Carlos Soler Montes (Literatures, Languages and Cultures) – SPA
9. Dr Claudia Monteiro (Business School) – POR
10. Sabrina Jenquin (Legal Services) - BELG
11. Dr Theodora Lola-Luz (Research Support Office) - GRE
12. Philippe Gautier (Institute of Genetics and Molecular Medicine) - BELG
13. Kasia Kokowska (School of Informatics) - POL
14. Elisabeth Freyer (Institute of Genetics and Molecular Medicine) - GER
15. Stamatis Kandris (Accommodation, Catering and Events) - GRE
16. Ségolène Gallus (School of Informatics) - FRA
17. Timothe Cezard (Edinburgh Genomics) FRA

CASE STUDY 1

Professor Harald Haas, the University of Edinburgh

Professor Harald Haas is the German pioneer behind Li-Fi - a new technology that has been called the future of communications. Li-Fi is the use of light to transmit data wirelessly. The technology offers higher speeds than traditional wireless technology, greater security and the potential to deliver unprecedented bandwidth and data density.

Professor Haas received his PhD from the University of Edinburgh in 2001 and became a Professor in 2007. He introduced his Li-Fi technology to the world at a TED Global talk in 2011. In 2012 Professor Haas and his team at the School of Engineering created the spin-out company pureLi-Fi with the intention of bringing this technology to market. He established the world's first Li-Fi centre in 2013, when the Li-Fi Research & Development Centre opened at the University of Edinburgh.

He is Chair of Mobile Communications at the University of Edinburgh, co-founder and Chief Scientific Officer of pureLi-Fi Ltd, Director of the Li-Fi Research and Development Centre. In the summer of 2016, pureLi-Fi raised £7.5 million in funding to grow the enterprise. PureLi-Fi now employs 20 people.

Professor Haas has stressed that over four billion people worldwide do not have access to the internet. Poor energy infrastructure in developing countries results in a lack of support for traditional broadband and Wi-Fi, therefore solar energy can bring transformational change to this situation.

<http://www.eng.ed.ac.uk/about/people/prof-harald-haas>

CASE STUDY 2

Dr Thomas Bak, the University of Edinburgh

Dr Thomas Bak focuses on the relationship between language, cognition and movement in neurodegenerative brain diseases.

Dr Bak is President of the World Federation of Neurology Research Group on Aphasia and Cognitive Disorders. He is a member of the Euan MacDonald Centre for Motor Neurone Disease Research, the Centre for Clinical Brain Sciences, and the Anne Rowling Regenerative Neurology Clinic. He is Deputy Director of 'Bilingualism Matters – a bilingualism and language research group with partner branches around Europe and the US.

Originally from Germany with a Degree in medicine from the University of Hamburg and Doctoral Thesis at the University of Freiburg, he has held posts as Research associate, MRC-Cognition and Brain Sciences Unit (CBU), Cambridge (1996-2006), Departments of Psychiatry and Neurology, Free University Berlin (1991-1994).

Dr Bak has been awarded more than £1 M in research grant funding in the last six years. He is an Invited reviewer for over 20 journals, including Brain, Brain & Language and Linguistic Approaches to Bilingualism, an external reviewer of grants for ESRC, Leverhulme Trust and European Research Council and Chair of the grant panel of the European Union Joint Programme on Neurodegenerative Diseases.

Recent research by Dr Bak has found that that speaking more than one language may delay onset of dementia in humans, learning a foreign language protects brain function in over 70s, and bilingual people are twice as likely to restore some cognitive ability compared to monolingual people.

<http://www.ed.ac.uk/profile/thomas-bak>

CASE STUDY 3

Professor Catherina Becker, the University of Edinburgh

Professor Catherina Becker's research with zebrafish is helping to advance and inform world-leading research into motor neurone disease.

A German neurobiologist, Prof Becker has a PhD Neurobiology with honours from the University of Bremen and postdocs from Centre for Molecular Neurobiology Hamburg (ZMNH), University of California, Irvine and the Swiss Federal Institute of Technology, Zürich.

Prof Becker investigates the cellular and molecular mechanisms underlying successful regeneration of the zebrafish spinal cord. Her research contributes to a better understanding of the factors governing generation of neurons in the central nervous system during development and regeneration. Dr Becker uses the zebrafish model to identify

fundamental mechanisms in vertebrates with clear implications for CNS injury and neurodegenerative diseases in humans.

Prof Becker is leading a £1 million European Commission grant study with experts from France, Germany, Belgium, and Poland. It is hoped the findings will lead to new therapies for spinal injury paralysis, as well as neurodegenerative conditions such as motor neurone disease and multiple sclerosis.

[http://www.research.ed.ac.uk/portal/en/persons/catherina-becker\(e5097141-8e5f-4c01-90b2-38c2cc13617f\).html](http://www.research.ed.ac.uk/portal/en/persons/catherina-becker(e5097141-8e5f-4c01-90b2-38c2cc13617f).html)

CASE STUDY 4

Dr Asier Unciti-Broceta, the University of Edinburgh

Dr Asier Unciti-Broceta is a Spanish scientist with a focus on novel concepts in chemical biology. His integrative approaches in medicinal chemistry are helping to develop innovative strategies for cancer research and therapy.

He is a Reader in Medicinal Chemistry, Edinburgh Cancer Research Centre, Associate Editor of Frontiers in Chemistry, Principal Investigator of the Edinburgh Drug Discovery and Chemistry Director of the Edinburgh Cancer Discovery Unit.

In 2008, Dr Asier Unciti-Broceta was awarded a Scottish Enterprise Proof of Concept grant to translate a novel biodegradable, gene delivery technology into a commercial product. In 2010 he co-founded the spin-out company Deliverics Ltd: a biotech company dedicated to the development and commercialisation of research-enabling toolkits for cell delivery of nucleic acids.

The Unciti-Broceta Research Group focuses on exploring the design, synthesis and biomedical application of functional small molecules and materials to fight cancer. Recent research has found that gold could be used to treat of cancer and metal implants could hold promise for cancer patients.

[http://www.research.ed.ac.uk/portal/en/persons/asier-uncitibroceta\(01e9263f-6777-4d51-a287-5faed98d8368\).html](http://www.research.ed.ac.uk/portal/en/persons/asier-uncitibroceta(01e9263f-6777-4d51-a287-5faed98d8368).html)

CASE STUDY 5

Dr Thomas Pierret, the University of Edinburgh

Dr Thomas Pierret is a Belgian expert on the Middle East with a particular focus on Syria, and the politics and sociology of Islam.

Dr Pierret's expertise extends to various aspects of the politics and sociology of modern Islam, including religious authorities, Islamic activism, state policies in the realm of religion, education, and the media. He has written articles on the issue of sectarianism (Sunni-Shiite relations), the religious legitimisation of authoritarian regimes, and the concept of post-Islamism. He is currently working on the Syrian insurgency and focuses in particular on the

leadership of insurgent movements as well as on the role of the various brands of Salafism in the insurgency.

Dr Pierret's comments on the Syrian crisis have been featured more than three hundred times by media from thirty-four different countries. He has been consulted about the Syrian crisis by the governments of the United Kingdom, the United States, France, and Belgium. In the spring of 2012, he was also asked to join the team of the United Nations and Arab League's Joint Special Envoy on the Syrian crisis. He has informed policy-makers on Syria by writing papers for US and UN-related think-tanks like the United States Institute of Peace (USIP), the International Peace Institute (IPI), and the International Institute for Strategic Studies (IISS). Dr Pierret's outreach activities have included lectures and talks for Scottish police officers, religious leaders and political activists from the Arab world.

<http://www.ed.ac.uk/profile/thomas-pierret>

CASE STUDY 6

Professor Natascha Gentz, the University of Edinburgh

Professor Natascha Gentz is a German expert on China. She took up the Chair of Chinese Studies in 2006 before becoming the founding Director of the Confucius Institute at the University of Edinburgh. In 2008 she became Dean International China and in 2017 became Assistant Principal China. She became Fellow of the Royal Society of Edinburgh in 2014. From 2012-2014 she served as member of the Area Studies research excellence framework (REF) panel. She is an executive board member of a number of organisations, including the Scotland China Education Network, AREA RUHR Advisory Board (Bochum) and SWIRE Chinese Centre for Excellence Advisory Board.

Professor Gentz studied in Germany at Heidelberg University, where she took her MA (1994) and PhD (1998) degrees. Her studies included residences at Fudan University, Shanghai (1988-1990), People's University, Beijing (1995-6), and Tokyo University (1997). After her PhD she was engaged in various funded research projects and in teaching in the Chinese Departments at Heidelberg and Göttingen University. In 2002 she became Junior Professor at Frankfurt University, from where she came to Edinburgh.

Her publications include a monograph on the history of Chinese journalism and two edited volumes on transcultural knowledge transfer in Late Qing China and on how global media are shaping cultural identities. She has published a book on contemporary Chinese historical drama as well as dozens of articles on Late Qing and contemporary Chinese drama, literature and media. She has also translated a novel and two volumes of short stories by the Chinese Nobel laureate Gao Xingjian.

<http://www.ed.ac.uk/profile/natascha-gentz>

CASE STUDY 7

Dr Barbara Bompani, the University of Edinburgh

Dr Barbara Bompani is an Italian social scientist specialising in African studies. She is the Director of the Centre of African Studies at the University of Edinburgh; Reader in Africa & International Development; Research Associate at the African Centre for Migration & Society (ACMS), the University of the Witwatersrand, Johannesburg.

Her research focuses on African Christianity, religion and politics and sexuality, LGBTI rights in Africa, public morality, Ugandan Pentecostalism and South African politics. Dr Barbara Bompani has been working in South Africa since 1999 undertaking research on public religion with a particular interest on the way religious organisations, religious ideas and religious leaders interact with public and political spheres.

Dr Bompani has analysed the role of faith based organisations in South Africa to support non-citizens during the xenophobic attacks in 2008. In 2012 she was awarded a Leverhulme grant to investigate the role of Pentecostal Charismatic Churches in framing the public and political discourse around morality, sexuality and nationhood in Uganda. In November 2015 Dr Bompani was awarded a three year grant to investigate innovative methodologies to undertake research on urban marginalities in South Africa.

She is currently serving as Academic Director of the Mastercard Scholars Program at the University of Edinburgh. Through the support of the Mastercard Foundation over seven years, 200 talented African scholars will be supported in their studies at undergraduate and postgraduate level at the University of Edinburgh.

http://www.cas.ed.ac.uk/people/core_staff/bompani_b

CASE STUDY 8

Dr Carlos Soler Montes, the University of Edinburgh

Dr Carlos Soler Montes is e-Learning Coordinator at the University of Edinburgh where he also teaches Spanish Language and Linguistics courses. The Spanish national is a trained specialist in teaching Spanish as a Foreign Language, he has developed and directed numerous academic projects in collaboration with various educational institutions in the United Kingdom, Spain, Canada, Mexico and the United States.

Carlos is committed to teaching. He has obtained a thorough training in language pedagogy and has worked as a Spanish language teacher throughout his career, teaching Spanish Language courses and Spanish Linguistics at The University of Connecticut, The University of Calgary and The University of New Mexico. Prior to joining The University of Edinburgh, he worked for ten years at Instituto Cervantes (the Spanish National Cultural Institute) as academic coordinator, curriculum specialist, teacher trainer and quality evaluator. He is also a Fellow of the Higher Education Academy.

In 2017, Carlos won the Edinburgh University Students' Association Teaching Award for Best Feedback.

<http://www.ed.ac.uk/profile/carlos-soler-montes>

CASE STUDY 9

Dr Claudia Monteiro, the University of Edinburgh

Originally from Portugal, Claudia is Head of PR, Communications & Events at the University of Edinburgh's Business School, working with her team to raise awareness of the school through external relations, media activities and high-quality events.

In this role, Claudia has founded the StartUp Festival and social impact hackathon #makeyourmark; she's also a Judge with the Great British Entrepreneur Awards. Claudia is a member of the Marketing and Communications EFMD global steering committee.

With a PhD in Mass Communications (University of Leicester) and extensive experience in project management and media campaigns, Claudia has worked with leading sports and entertainment events. At the 2014 Glasgow Commonwealth Games, Claudia led on communications for the Queen's Baton Relay. Her previous roles include managing a global cultural leaders programme for the British Council and boosting the profile of Edinburgh's Festivals internationally.

She has consulted for the National Theatre of Scotland, Scottish Opera, the Edinburgh International Book Festival and the Wigtown Book Festival. Her previous experience includes a stint as the London correspondent for the leading Portuguese financial daily *Diário Económico*, and work in public affairs with the US State Department.

<https://www.business-school.ed.ac.uk/about/people/981/Claudia/Monteiro>

CASE STUDY 10

Sabrina Jenquin, the University of Edinburgh

Sabrina Jenquin is a solicitor with the University of Edinburgh's Legal Services team.

Sabrina provides legal support and advice to schools, colleges, support groups and services within the University, focusing on international work, strategic projects, procurement and commercial contracts.

Originally from Belgium, Sabrina started her career as an advocate in Brussels. She is dual qualified in Belgian and Scots law and speaks French, Dutch and English. Sabrina has experience working in both civil and mixed civil and common law systems and provides an international outlook to the advice that the Legal Services team provides.

Sabrina's legal support role extends across the University, supporting research activities, student matters and larger strategic projects and procurement contracts. Her knowledge of Belgian law has proved invaluable when reviewing EU funded research grants and collaborations, which are all written under and interpreted by Belgian law.

As the Chairwoman of the European Lawyers Association, Sabrina also connects the University's Legal Services team with Scottish Advocates, Queens' Counsel and Judges as well as a vast network of more than 700 lawyers across Europe.

CASE STUDY 11

Dr Theodora Lola-Luz, the University of Edinburgh

Dr Theodora Lola-Luz is a European Proposal Coordinator at the University of Edinburgh's Research Support Office.

Theodora delivers and implements the University's EU research funding strategy and is directly involved in the University's applications for funding from Horizon 2020 and other EU schemes.

Originally from Greece, Theodora gained a BSc in Agriculture and an MSc in environmental protection at Edinburgh before working in Denmark then returning to Edinburgh to take up her current position with the University.

As one of the University's funding proposal writers, Theodora is the first point of contact for academics regarding EU funding. She helps academics to draft, compile and strengthen their EU proposals. Theodora directly impacts future EU collaborations, fostering co-authoring of publications between researchers and their European partners. She helps academics to maximise their funding success in highly competitive programmes such as H2020.

Theodora's input has a direct impact on the University's international research funding and wealth of international partnerships and ensures that the University keeps advancing knowledge and has a positive impact in people's lives both within the UK and globally.

CASE STUDY 12

Philippe Gautier, the University of Edinburgh

Philippe Gautier is a Bioinformatician at the Medical Research Council's Institute of Genetics and Molecular Medicine at the University of Edinburgh.

Based in the Bioinformatics Analysis Core Service at the MRC, Philippe provides advice, training, computational tools and expertise to more than 70 principal investigators and 500 staff and PhD students.

Originally from Brussels, Philippe gained a PhD and a Masters in Molecular Biology and Biotechnology from Brussels Free University before moving to the UK in 1995. He has been part of the University's bioinformatics service group since its creation in 2001.

Philippe's role is to provide assistance to researchers with bioinformatics-related questions, along with the analysis of data from large studies requiring complex data handling and analysis. His teaching activity is integrated into the post-graduate students teaching

program, helping students develop the skills necessary for their PhD. He organises courses and workshops on bioinformatics tools and methods for new students and staff at the IGMM.

Bioinformatics has become an essential part of Biomedical research. Genome sequencing facilities produce large datasets that require analysis and close collaboration between academic research teams, clinicians, the NHS and the University's bioinformatics support team. This interaction is crucial to the University aims for multidisciplinary approaches and research translation.

CASE STUDY 13

Kasia Kokowska, the University of Edinburgh

Kasia Kokowska is the Communications and Outreach Manager for the School of Informatics at the University of Edinburgh.

Originally from Poland, having graduated from the University of Warsaw with a master's degree in journalism, she moved to the UK in 2005. Kasia leads a team who are responsible for external and internal communications for the University's School of Informatics.

The School of Informatics is one of seven schools in the College of Science and Engineering at the University of Edinburgh. Informatics is the study of the structure, behaviour and interactions of natural and engineered computational systems. The School has more than 450 academic and research staff and more than 850 students, making it the largest of its kind in the UK and one of the largest in Europe. The School of Informatics produced more world-leading and internationally excellent research than any other university in the UK in the REF 2014 assessment for computer science and informatics.

Kasia's role is to promote Informatics research through media relations and public engagement, student recruitment activities, web and social media and alumni relations. She oversees the organisation of student recruitment events and communication with prospective students. Kasia is responsible for school's online strategy, alumni relations strategy and helps to co-ordinate public engagement activities for the school's researchers.

CASE STUDY 14

Elisabeth Freyer, the University of Edinburgh

Elisabeth Freyer is a flow cytometrist at the Medical Research Council's Institute of Genetics and Molecular Medicine at the University of Edinburgh. The IGMM is one of the largest human molecular genetics and biology research centres in the UK, with more than 70 Principal Investigators and 500 staff and PhD students.

Elisabeth, original from Germany, has held the role of Flow Cytometry Manager for more than nine years, following her graduations from the University of Applied Sciences FH Weihenstephan in Germany.

Flow cytometry, a widely employed tool in biomedical research, is a technology that analyses the physical and chemical characteristics of particles in fluids as they pass through lasers.

Elisabeth provides specialist technical support to researchers around theory, teaching, operation, organisation and maintenance, which can be employed in their research and applied to other situations and experiments. In 2016, Elisabeth was awarded the IGMM Achievement Awards for Excellent Scientific support.

The goals of the centre are to carry out genetic, genomic, cellular and clinical science in order to contribute to the understanding of human development, physiology and disease, and apply this knowledge for the benefit of patients and society. The centre aspires to be world class, bringing innovation to IGMM discovery.

CASE STUDY 15

Stamatis Kandris, the University of Edinburgh.

Stamatis Kandris is Residence Life Coordinator at Holyrood.

Student accommodation at the University of Edinburgh is managed by Accommodation, Catering and Events (ACE). ACE manages residential accommodation for over 9,500 students at over 40 different locations.

Originally from Greece, Stamatis worked as a Resident Assistance throughout his studies in the USA, during his postgraduate studies at University of Edinburgh and beyond graduation. His accumulated experience and interest in this work led to his decision to pursue a career in student support.

Working at Holyrood since it opened in 2013, Stamatis manages a team of 30 Assistants, and ensures that high quality pastoral care is provided to its 1,200 resident students. Stamatis and his team are responsible for all aspects of the residents' welfare. This group of residents, which contains 80 different nationalities, require complex support to help them make the transition to a large UK university without impact on their studies. Stamatis is focused on delivering the type of support that matters to students, while motivating his team to work actively and creatively towards meeting the strategic goal of providing excellent student experience.

Initiatives that Stamatis has introduced include the creation of a programme of activities, events and projects which support the University's strategies around Diversity & Inclusion, Excellence in Teaching, and Leadership in Knowledge. As a result, Holyrood residents have unique opportunities to develop soft skills that support their studies, encourage them to act as a community of future leaders and explore, create, and apply their skills outside the classroom. Residents have engaged in a huge amount of charitable work, raising thousands of pounds and providing practical opportunities by building partnerships with charitable organisations. Award winning sustainability projects have influenced the running of the Residences and impacted daily resident life for the better. Cultural events have facilitated knowledge and cultural exchange across the University, enhancing community cohesion and ensuring students feel they are in a welcoming and inclusive environment.

Holyrood is also home to the University of Edinburgh's Mastercard Foundation Scholars (postgraduate). The Mastercard Foundation is a prestigious partner of the University of Edinburgh which has provided the University with \$27 million to fund 200 full scholarships for students from Africa who have great academic and leadership potential but few educational opportunities. Stamatis

was involved in the successful bid to secure the Mastercard funding, and now plays a key role in providing day-to-day support for the Scholars, easing their transition and assisting them to become confident members of the University community. As a result of his work with this group, Stamatis founded key initiative 'G-Connect' which supports and encourages cultural exchange.

CASE STUDY 16

Ségolène Gallus, the University of Edinburgh

Ségolène Gallus is the Web and Social Media Coordinator for the School of Informatics at the University of Edinburgh.

Originally from France, Ségolène came to the University of Edinburgh to study as an exchange student, later returning to the University to attain an MSc in Design and Digital Media. She has worked as a graphic designer and in digital marketing prior to joining the Communications Team at the School of Informatics.

Ségolène's role is to refresh and manage the digital content and channels which the School publishes, including the public-facing website, intranet, research institutes' websites and the social media channels. Ségolène is also responsible for developing guidelines for managing website content and creative assets and ensuring compliance with University and UK-wide guidelines in relation to digital content which affect University brand, user experience and privacy.

Overall objectives for Ségolène's team include building the University's reputation for teaching and research in Informatics by highlighting and promoting the innovation and successes achieved by staff attached to the School. Ségolène promotes the University to prospective students and uses School channels to communicate with on-course students to create a sense of community and connection with the University.

The School of Informatics is one of seven schools in the College of Science and Engineering at the University of Edinburgh. Informatics is the study of the structure, behaviour and interactions of natural and engineered computational systems. The School has more than 450 academic and research staff and more than 850 students, making it the largest of its kind in the UK and one of the largest in Europe. The School of Informatics produced more world-leading and internationally excellent research than any other university in the UK in the REF 2014 assessment for computer science and informatics.

CASE STUDY 17

Timothe Cezard, the University of Edinburgh

Timothe is Lead Informatician at Edinburgh Genomics at the University of Edinburgh.

Edinburgh Genomics is a world leading genomics and bioinformatics facility delivering high volume data and cutting-edge analyses to collaborators and customers across academia, government, and industry. The facility is embedded in the University of Edinburgh, spanning medical, veterinary and biological realms.

Originally from France, Timothe started working as a Bioinformatician in Canada in the new field of High Throughput Sequencing. Later he joined Genepool at the University of Edinburgh. In 2013 Genepool and Ark-Genomics merged to become Edinburgh Genomics and Timothe took on a lead role to develop the Clinical Division.

Edinburgh Genomics Clinical has the capacity to generate about 160 human genomes a week each containing 100Gb of data. Timothe ensures the data is of the highest quality to provide state of the art analysis the Facility generates. Timothe reviews the data, then designs and implements further analysis. The data generated by Timothe and his team is used in hundreds of projects, impacting the success of research across the University of Edinburgh, the UK and beyond.

Edinburgh Genomics is currently in the process of being accredited by the United Kingdom Accreditation Service (UKAS), a process which Timothe has co-ordinated. He's also written the Standard Operating Procedure to ensure the team work within ISO guidelines. UKAS accreditation will allow the data Edinburgh Genomics generates to be used in clinical trials and will open up potential collaboration with the pharmaceutical sector.