

# Differentiated career paths and team work

## Creating impact by working together

Erasmus  
University  
Rotterdam



Erasmus University Rotterdam wants to offer its academic staff an environment and career paths that encourage them to develop their unique talents and choose the direction that suits them. Differentiated career paths allow academics to focus on one or two key areas of activity rather than almost all (research, education, impact, leadership/management and patient care).

This differentiation is accompanied by a move towards working in teams, not only through team science, which we see as collaborations within and across institutes, but also via team-based working in which academic and support staff in a department effectively and intensively work together to obtain the goals of the team, department, school, and organization. Shifting the focus of evaluation from only the individual to individual and team performance allows to mix people with different career paths, and therefore talents. This avoids the need for everyone to be a jack-of-all-trades, since people complement each other, and creates the opportunity to compose teams that possess all the qualities necessary to complete the required tasks at high levels of performance.



- Education focus
- Leadership focus
- Patient care focus
- Research focus
- Impact focus
- Support staff