

Draft definition of staff mobility

The main features of staff mobility are the following:

- Staff mobility should comprise **all groups of staff**: academic, administrative and technical staff that are mobile between **higher education institutions** on the one hand, and **research institutions, enterprises and other organisations** on the other hand.
- While relevant international experience of all three groups is desirable, the **aims of mobility** can **differ depending on the position and field of work** of a member of staff in a higher education institution as well as the **type of receiving institution**.
- To pursue the above mentioned aims of staff mobility in the EHEA, the mobility should be linked to **higher education institutions**, i.e. at least one of the institutions involved (sending or receiving institution) should be a higher education institution.
- It should **be embedded in a comprehensive institutional strategy**, comprising staff and student mobility as well as internationalisation and research activities. In addition, mobility periods not linked to an institutional strategy but sought after by individuals and developed at their own initiative should also be taken into account.
- High quality mobility of staff should further be **physical cross-border mobility**.
- The mobility can be on a **temporary basis**, i.e. with an intended return to the home institution or for an **indefinite period**, i.e. including a change of employer. Its minimum duration must be **eight teaching hours or two days of training or work**.