

Competency framework for data management in Norway

Live Håndlykken Kvale

kvalel@ub.uio.no



UNIVERSITETET
I OSLO



Participants

Aili Sarre, UiT The Arctic University of Norway
Agata Bochynska, University of Oslo
Elin Stangeland, University of Oslo and University of Stavanger
Jenny Ostrop and Kjersti Enerstvedt, University of Bergen
Lene Bertheussen, NTNU: Norwegian University of Science and Technology
Nils Pharo, OsloMet, Oslo Metropolitan University
Igor Goncharenko, University of Oslo and University of Agder
Gry-Hege Henriksen, Sikt
Shea Sundstøl, University of South-Eastern Norway
Sondre Strandskogen, Western Norway University of Applied Sciences
Live Kvale (project leader), University of Oslo

The project: <https://osf.io/52zub/>





Competency framework

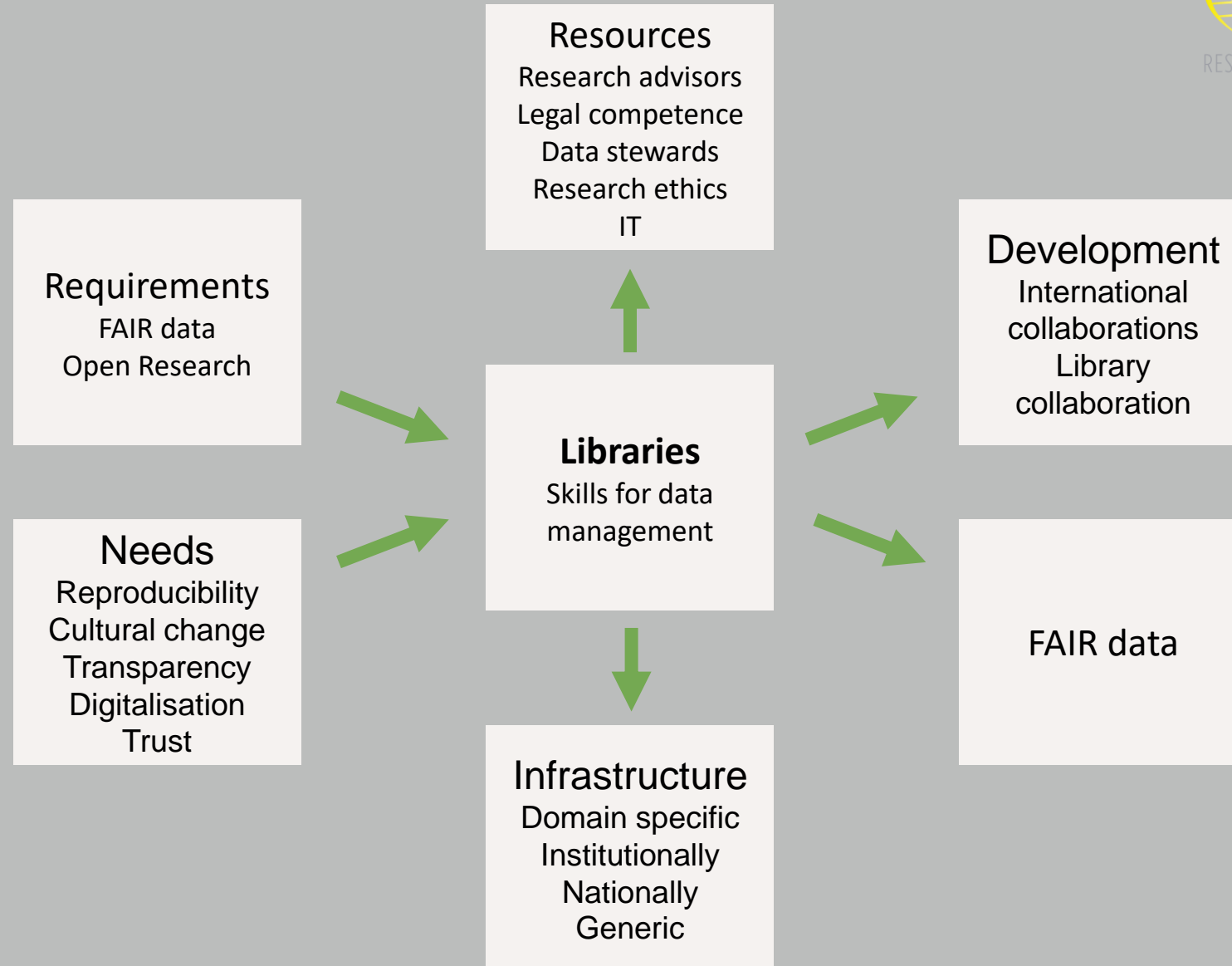
Define a set of skills and competencies.

Applied in development of education for a profession.

Used by organisations for recruiting and further education.

The competency framework for data management defines a set of expertise needed to deliver research data services.

Different levels of expertise in the described areas are needed to deliver high quality services.





1.

Administration

Policy development

Strategy development

Stakeholder support

Project management

Highlight needs

Apply for funding

Implementation of policy



2.

Mediation

Pedagogy

Instruction

Presentation

Communication

Culture change

Instruction in guidelines

Disclosure of policy

Create space for learning



3.

Data management support

Data stewardship experience

Metadata

Ontologies

Curation

Long-term perspective

Documentation

Persistent Identifiers

Cultural heritage perspective



4.

Ethics & Law

Copyright

Licensing

Intellectual property rights

Privacy and GDPR

Research ethics

The Health Research Act

Contract law



5.

Technical skills

Programming skills

Software knowledge

IT security

Data visualization

System understanding

Operation and maintenance of infrastructure



6.

Domain knowledge

Research experience

Research methods

Experience in curation

Training and Guidance

Terminology

Translate between different subjects



Level of expertise

Specialist Tacit Knowledge

Contributory expertise

Interactional expertise

Ubiquitous Tacit knowledge

Primary source knowledge

Internal Metaexpertise

Referred expertise

(Rethinking Expertise, Collins & Evans, 2007, p. 14)



Personal skills

Exploratory

Network
builder

Independent

Collaborative

Organized

Patient

Ability to
listen & learn

Detail
oriented

Professional
updates



Recommendations for the education of data stewards

Establish study subjects based on the competence areas in the framework in regular education programmes.

Establish offers for further and advanced training based on the six competence areas described in the framework.

Coordinate education programmes with courses and certification work from other actors nationally and internationally



Recommendations to the libraries' management

Regard research data management as focus area in the work with open research and research quality.

Map the competence internally in the organizations based on the six competence areas described in the framework.

Invest in continuing education, recruitment, and collaboration to build expertise in the areas that are not currently covered.



Recommendations to the libraries' management

Invest in subject area knowledge and research experience to build up dual expertise in the subject area and data handling, respectively.

Further develop existing knowledge within subject areas, collection management and metadata in the work with data management.

Act as contact point for data managers who work in the professional environment.

Pilot models for data steward positions, coordinated by the library. Based on models from pioneering institutions in the field.



Recommendations to the libraries' management

Bring in external funding for development of projects that will increase knowledge about data management.

Stakeholder support for responsibility for data management locally at the research libraries and collaborate nationally.

Participate in international networks and contribute to developments in the field.



Challenges

Role and expectations

Accreditation

Career path(s)

Acknowledgement and recognition

Keeping up to speed on multiple domains



Read our report:

Kvale, L., Bochynska, A., Goncharenko, I., Sarre, A., Stangeland, Sarre, A., Stangeland E., Ostrop J., Enerstvedt, K., Bertheussen, L., Pharo, N., Sundstøl, S. A., Strandskogen, S. (2022). Kompetanserammeverk for forskningsdatastøtte i UH-bibliotek. OSF. <https://osf.io/52zub/>

