
CHARM-EU: Innovative Staff Mobility Best Practices

Strategic Context

CHARM-EU is a **challenge-driven, accessible, research-based, and mobile European University alliance** focused on addressing global challenges and European values, the Green Deal, and the UN Sustainable Development Goals, using them as a compass to foster **transdisciplinary collaboration and embedded mobility**.

To CHARM-EU Staff mobility should therefore:

- Directly support **challenge-led education and SDGs**
- Enable **co-creation across institutions and roles**
- Build a **shared European campus and governance model**

The staff exchanges within the alliance support a more synergic collaboration among the member universities and help the alliance to develop:

- New challenge-based modules or micro-credentials
- Shared administrative frameworks (e.g., joint admissions)
- Cross-alliance research collaborations
- Enhanced student mobility pathways
- Replicable models for the **European Universities Initiative**

Below we list a variety of examples and ideas developed by CHARM-EU member universities that can serve as inspiration for staff interested in staff mobilities as a professional development alternative, as well as for International Offices or Faculties and Schools to develop within their institutions and expand their possibilities for collaboration with CHARM-EU members or other partners and stakeholders.

1. Staff Weeks

Staff Weeks across CHARM-EU partner universities offer a unique opportunity for administrative, technical, and academic staff to connect, learn, and collaborate with other CHARM-EU partner universities. These weeks are an opportunity to bring together colleagues from CHARM-EU institutions to exchange good practices, explore new approaches to transdisciplinary education and support internationalisation. The participants will gain fresh

perspectives while contributing to a shared vision of more inclusive, sustainable, and challenge-driven higher education.

Where to find information about Staff Weeks available: [Click Here](#)

How about innovating?

CHARM Staff Weeks 2.0 (Working Labs, not Events)

Mobility format: Expanded, outcome-driven staff weeks

Tailoring:

- Replace passive formats with **co-creation tracks**:
 - Challenge-based teaching design
 - Mobility & inclusion innovation
 - Digital/hybrid learning tools
- Integrate **CHARM ON series + CHARMing Week events**

Why it fits: Builds on existing CHARM formats while strengthening **collaborative output culture**.

2. Staff Training for Academic and Professional Staff

Short training (2-5 days) for academic and professional staff is a great opportunity to exchange ideas and engage in more in-depth learning and discussion on specific topics of interest to participants.

Hands-on workshops and technical visits are some of the activities that can be included in the agenda to boost collaboration among participants and provide space for follow-ups after the training.

training for Outgoing Coordinators or Student Advisors for Erasmus mobility. The aim of this staff training is to increase the knowledge about our partner institutions in the alliance and their offers for our students, to provide you with more insights for your daily advising tasks.

Find here one of CHARM-EU Staff Training initiative: [Click Here](#)

How about innovating?

"Living Lab" Administrative Mobility

Mobility format: Embedded job-shadowing + co-design residencies

Tailoring:

- Focus on harmonising alliance systems (admissions, micro-credentials, digital campus)

- Staff co-create **shared services for an integrated European campus**
- Work on real CHARM-EU governance and operational challenges

Why it fits: Supports **innovative governance and shared administrative structures**.

Cross-Role Mobility (Academic + Professional Staff)

Mobility format: Joint travel of mixed teams

Tailoring:

- Example teams:
 - Lecturer + learning designer + inclusion officer
 - Researcher + innovation manager + external partner
- Focus on holistic solutions (teaching, support, impact)

Why it fits: Reflects CHARM's **integration of teaching, research, and innovation**.

3. Activity Plan: Curriculum Design Hackathon

CHARM-EU has organised several 'hackathons' for staff of the MSc programme Global Challenges for Sustainability. The goal is to bring together teaching staff and Knowledge Creating Teams (KCTs) members to (re)design, evaluate and align modules in the MSc programme. These types of professional development hackathons have been implemented in CHARM-EU since 2021. They have proven to be an effective approach for making significant progress in module (re)design, alignment, and professional development in a relatively short period of time.

Resource: <https://charm-eu.eu/wp-content/uploads/2025/05/Annex-3.08-Activity-plan-curriculum-design-hackathon.pdf>

Learn more about this initiative and get involved: [Click Here](#)

How about innovating?

CHARM Challenge Hackathons

Mobility format: 3–5 day themed staff exchanges in a variety of areas and topics of relevance for the audience

Tailoring:

- Align with CHARM thematic areas (climate, health, inequality, digitalisation)
- Include **Knowledge Creating Teams (KCTs)** across universities
- Output: teaching modules, research pilots, or innovation prototypes

Why it fits CHARM-EU: Reinforces **challenge-driven, transdisciplinary approach** core to the alliance.

Mobility for Curriculum Co-Creation

Mobility format: Design sprints across partner institutions

Tailoring:

- Develop:
 - Joint MSc modules
 - Micro-credentials
 - Transnational online courses
- Include academics + instructional designers + IT + external stakeholders

Why it fits: Core to CHARM-EU's **flexible, modular, challenge-based education model**.

Micro-Mobility for "Task Forces"

Mobility format: Short (2–3 day) targeted visits or hybrid mobility

Tailoring:

- Deploy rapid-response teams on:
 - New programme development
 - Accreditation alignment
 - Student experience improvements
- Combine with virtual collaboration before/after

Why it fits: Supports CHARM's **flexible, accessible and mobility-embedded model**.

4. Other Innovative ideas:

Mobility for Industry & Society Engagement

Mobility format: Staff exchanges including external stakeholders

Tailoring:

- Engage NGOs, cities, industry partners in mobility activities
- Co-develop challenge pipelines for education and research

Why it fits: Supports CHARM's model of **linking university, society, and innovation ecosystems**.

Digital Mobility Layer (Pre–During–Post)

Mobility format: Blended mobility journeys

Tailoring:

- Pre: shared challenge brief + onboarding
- During: physical mobility sprint
- Post: community of practice + follow-up outputs

Why it fits: Enables a **European virtual + physical campus model**.

Recognition & Career Integration

Mobility format: Institutional incentives

Tailoring:

- Link mobility to:
 - Career progression
 - CHARM leadership programmes
 - Micro-credentials for staff
- Showcase via alliance platforms

Why it fits: Aligns with CHARM's goal of **attractive and innovative staff career pathways**.

For more information, visit the links below:

- [International Mobility Opportunities](#)
- [CHARM ON](#)
- [Opportunities and Calls](#)

INDIVIDUAL STAFF MOBILITY

STEP-BY-STEP GUIDE



For more information and resources, please visit the CHARM-EU website or contact your CHARM-EU Manager.