

OUS-CAM: Career Assessment Matrix for research careers at Oslo University Hospital – a tool for career guidance

OUS-CAM is a local adaptation of the “Norwegian Career Assessment Matrix (NOR-CAM)”: [NOR-CAM – A toolbox for recognition and rewards in academic careers - Universities Norway \(uhr.no\)](#), which is a further development of OS-CAM “The Open Science Career Evaluation Matrix (OS-CAM)”, see [Evaluation of research careers fully acknowledging Open Science practices](#) published in 2017 by the European Commission.

Area of competence	Results and competencies (examples in non-prioritized order)
<i>Research output</i>	<ul style="list-style-type: none"> • Publications • Datasets, including enabling reuse of data according to FAIR principles • Software • Methodologies/technologies • Research reports, investigations, contributions to textbooks etc. • Research dissemination (including popular science, social
<i>Research process</i>	<ul style="list-style-type: none"> • Participation in research groups • Working across disciplines • Research integrity/RRI • Editorial and peer review activity • Building national and international collaborative relationships • External grants/applications for grants • Development/establishment of research infrastructure • Leadership and participation in clinical trials • User involvement • Arranging meetings and conferences
<i>Interaction between research and clinical/diagnostic</i>	<ul style="list-style-type: none"> • Combination of clinical/diagnostic work and own research • Contributions to developing and updating treatment
<i>Innovation</i>	<ul style="list-style-type: none"> • Contributions to inventions, including DOFIs and patents • Entrepreneurship and commercialisation, including contributions to establishment of companies • Service innovation and improvements of hospital processes and patient/clinical pathways
<i>Pedagogical qualifications</i>	<ul style="list-style-type: none"> • Planning, execution, evaluation and elaboration of lectures and supervision of students and health professionals • Mentoring • Devising and sharing learning materials
<i>Leadership</i>	<ul style="list-style-type: none"> • Line management • Leadership of research groups • Leadership in academic networks and/or projects • Other relevant leadership/management tasks and other committee work
<i>Other experience</i>	<ul style="list-style-type: none"> • Experience and competence from other sectors • Courses and discipline-related development work.