

**Dr Irene Jansen**

**“Crossing Borders: Growing Talent on the Move”**

Talented young academics ready to cross borders claim a right to grow from the experience. They expect to be supported and promoted in order to fully develop their potential. Higher education institutions, funding organizations and government bodies need to take this claim into account when designing internationalisation strategies. This has various consequences in terms of admission, supervision, and curriculum design. Host institutions, for example, need to focus on the expected success of the individual “traveller” and build bridges between his or her past performance and expectations. Tailor made screening and preparatory course modules need to be offered and adjustments need to be made accordingly in the host institution.

The sending institutions or governments who design large scale scholarship programs for the purpose of staff upgrading and institution building need to ensure that the “grown talent” can be suitably accommodated in the future.

Furthermore, mobility allows the individual researcher or student not simply to grow academically, but also to establish international connections, to grow into a global scientist and citizen and thus gives him or her the freedom and the right to choose.

Erasmus von Rotterdam set an example when he claimed: “I want to be a global citizen, at home everywhere, and on my way everywhere.”

(Translation by the author)