

- **Iryna Kushnir:** My name is Iryna Kushnir. Today is 28 of April 2023, and this is an online interview with Tetiana. The interview for the project 'Immigrants from Ukraine' in the English higher education sector. Tetiana please tell us a little bit about yourself.
- **Tetiana:** Briefly about myself. I'm from Ukraine. In May last year, due to the events in Ukraine, I moved to London with my two children under the "Homes for Ukraine" scheme. It was initiated by an experienced friend of mine who had been in London before. And there was a family that wanted to support Ukrainians and did not mind that we had children. We had a conversation online with the family several times on WhatsApp, communicated, contacted about this scheme. We came with our children in May. I will say right away that looking at the experience that has already passed, the first two months in Great Britain, the first time in Great Britain, in London, I don't remember much from those months. I just remember that there was a lot of paper documentation, a lot of mail and letters. There were a lot of legislative procedures that had to be passed and accordingly it was a challenge for me, because I was alone with two children. The children were completely silent for the first two weeks, talking only to me. It was a big challenge with the language for them. Of course, because learning English in a Ukrainian school and directly in the environment into which you have fallen are two completely different things. I will say, it was also a big challenge for me, because it is one thing to learn and use the English language somewhere in Ukraine and to get completely into an English-speaking environment here is an extraordinary challenge, extraordinary number one. Regarding settlement... I will say right away that I did not think about higher education at first. Well, that is, what will happen next, was the main issue, the number one issue – to regulate everything legally correctly, our stay, to get biometric resident permit cards, which we did even before that through the application, and directly on the spot we had to take fingerprints, go through the procedure. We received these documents as well. The second extraordinary challenge, I think, for Ukrainians, regardless of the field of activity, if you come with children, and most of the women who came from Ukraine with children, with one or two children, is to settle the issue of their education on the spot. Because, as I have two children of different ages, and the educational component is different in Britain compared to Ukraine, I was hoping that my two sons would get into Primary School, since the age range is similar, but here everything is based on the date of birth. And it turned out that the older son went to secondary school and the younger son went to Primary. We were helped enormously by the program of Ukrainians, famous Ukrainians, who created such a one-month intensive at a school, a private school in London. This is Andriy Shevchenko and other business angels. They didn't name everyone, only Andriy Shevchenko was named, because his 3 sons studied at this school, and one of them is still studying in the 10th grade. They created such a program free of charge for Ukrainian teenage boys, where there were not all subjects, but the main ones, and a lot of English, and this really gave an extraordinary impetus to accelerate the adaptation of the eldest son to school, to culture and to the use of the English language and not to be afraid of using it. They had a lot of sports, activities, mathematics, so I thank such initiatives that help a lot, it helped us a lot. Parents were also involved, every Thursday we had a meeting of parents at this school with teachers where we discussed various nuances, we were shown how our children are growing, teachers came, we exchanged experiences. A lot of attention was paid to the psychological state, to the adaptation of children, and it was really very pleasant, because in this way we integrated with each other, the parents communicated, and saw the children, and we still keep in touch. Even now when everyone is in different schools. With regard to the Primary School, we also got there immediately. As soon as we arrived, the next week we went to get to know the directorate. Why do I focus on it? Because, probably, for the mother, for all the women who come, this is the main challenge, the main challenge is to make arrangements for our children. After that, you can move and think about how to go further personally along the trajectory in a professional or other way. Therefore, I would like to thank all the schools where my children are currently studying for their extraordinary support and adaptation. I really want to note friendship, as they say they are very "friendly" children in

schools. Perhaps this is due to the fact that there are many people of different nationalities, they really all sympathize with Ukraine, know about the events, accordingly, why they came, joined the school. A very good initiative of the eldest son, now they have a Ukrainian club, so they meet with children from Ukraine on Mondays. There are many Ukrainians who lived here until now, before the war, for five years each, and those who studied for 2 years, that is, different ones – secondary and primary school. They meet, also discuss various initiatives, apply, and use their language, although they have a lot of English.

Regarding my trajectory of development and movement into higher education. When I arrived at the end of May, I was looking for a lot of information about what needs to be done, that is, sponging on the support of the government is not an option. And the vast majority of Ukrainians, whom I know want to develop, and almost all of them came with higher education, educated people, who were successful in Ukraine, stood firmly on their feet or, at least, were somehow set up. Therefore, I began to look for what types of work there are. I found a lot of resources, tried to apply for various vacancies - for an administrator, for an office manager. I thought, maybe, this way I will go. I thought that maybe I should go to work at school, because I understood that my level of English did not correspond to the academic level of English with which it is possible to go to university and try out for a job. Therefore, I thought that I could start with something simpler, adapt and move on. Regarding work, various vacancies, some responded, some did not. With the school, I faced the fact that it was necessary to go through the procedure of obtaining a 'double check', I forgot what it is called, where you have the right to work with children. That is, there is a certain procedure, it is not so easy to get in either. Maybe for an assistant teacher. But then I thought I would structure and correct my CV that I have and will try to send it... First, I will study who is engaged in such a scientific direction as I am; I looked for scientists and universities in London. Because there are a lot of universities, and there are a lot of scientists in this field. I deal with topics at the intersection of business and IT because I worked in the Department of Computer Science in Ukraine. And now it is extremely relevant about digital transformation in business. I started to look for such scientists, structured, in a certain way, a list of such scientists with whom it is possible to communicate. And the family we live with, they are also people from education, they have already entered the business, but also have a PhD degree, they told me that everything is done very simply here - there is no need for any agreements with the administration or anyone else. You can directly write to a person, to his email, and basically, this channel of communication works. Therefore, I also saw that a program was opened... a lot of opportunities for Ukrainian scientists under grant support programs (Fellowship, Internship) specifically for Ukrainian scientists. A lot of universities offer, not only universities, but a lot of programs have just been opened. And I tried to apply for one of these programs named 'Scientists at Risk'. To be honest, I didn't believe it. I think, I don't know how it works. For this you had to find a 'Host Institution' that will accept you and be your basics, that is, you will undergo an internship or complete your program there. The main condition was to find such an institution that is ready to work with you. Therefore, I sat down on this list, which I had structured, with listed scientists and started sending letters to people who work, with whom they have similar articles in the same direction as mine. And I didn't get answers right away, but later I got two answers. One response from Loughborough London Campus who are willing to support me and a second – from Imperial College where they are willing to support but they have no experience of this and need to understand the procedure how it is done. The deadline was in 2 weeks, so we considered these two offers, but since one of the universities said that it was ready already, but one drawback was that it was very far from the place where I lived, it was more than 2 hours one way and the main question was, what if I agree and everything will be fine, then what about the children? Because you need to pick up your children from school and, accordingly, organize their life. But well, first you had to submit this program application. We had a meeting, just like now with you in Teams, we met several times in Teams. They discussed the direction, discussed the program of my research that I wanted, because

my research was related to the digital transformation of business, the experience of the European Union and Ukraine. Here, the focus shifted entirely to Great Britain, because the experience of Great Britain is very interesting, as it left the single digital market of the European Union and chose its own development, and there are many startups, many small and medium-sized businesses that are active and successful in digital transformation, so we structured together with the mentor the plan of my work, according to which I would move here in Britain. And accordingly, the department, which works with international scientists on internship, for professors visiting the university, helped with filling out all the documents. I only provided what was needed from my side. We submitted together, there was a review of the application of all those who submitted by this deadline, and at the end of July I received an answer that it was successful, that they are ready to support my application, or that I accept it, and again it was a big challenge for me, because I didn't know how long we would stay here. Every day, probably not only scientists, but all of us from Ukraine do not know when the war will end and everyone expects that it will end here, maybe early, maybe in the evening, and therefore when I received that they are ready to support scientists for a maximum of 2 years. For me, this is again a big challenge, because you accept this offer, you understand that you have taken the first step, accordingly, this is a logical second step – to accept this offer and have support, as well as work according to the sector in which you worked in Ukraine and get additional experience, a new vision, new opportunities, but it is clear that this is a challenge, because you stay here with your children. To be honest, I was hysterical for the first time in a long time. And indeed, once again the family with whom we lived, came to rescue and this is a big thank you to them. They said that, well, 'nothing obliges you to sit here for 2 years, you can at any moment, when it ends or you decide that enough is enough, you can't, you can refuse and that's normal too, according to such a scheme that you report and this program just stops, that is, as long as you want, as long as you see interest' - it is very valuable. So, we responded, again, I went to the university. My mentor and I again discussed everything face to face, because in the end, live communication is better. And after that, I started working, and now every time we meet with scientists from Ukraine. Every 3 months, we have a meeting where all of us who have passed the program in the following rounds of this program meet, discuss problems, maybe we share some research on the intersection of topics in groups. Likewise, there are many opportunities at the university. Of course, there are many challenges, but we are working. This is briefly, maybe there is a question?

Iryna Kushnir: Yes of course. I wrote it down here. Regarding this list of scientists that you compiled and sent out emails, were they all people from Britain, different parts of England and Scotland, or local?

- **Tetiana:** I was very interested. First, I opened a list of everyone through Google Scholar, searched by publication request, by keywords, who does what. Then I narrowed it down, because I understood that my children and I came under the 'Home for Ukraine' scheme, and we all did not come for an internship, because now I understand from talking to the scientists who are here, they applied from Ukraine, and they were already settled somewhere near the organization of the institute, which was ready to support. Before the war, someone had joint projects, for example, and had partnership relations, so they turned to those universities. Someone also filed and asked for help. There were scientists who also wrote to e-mails from Ukraine, and already came directly and live, for example, in the housing provided by the university, for example, either for its employees or for students, that is, as the institution that hosts and provides housing. I had a different scheme, because we came with our children initially under the 'Home for Ukrainians' scheme, lived with a family for six months, and when we submitted the application form, it was stated that we had a place to live with our children for six months and that we are asking for the help of scientists, as I wrote, who are already here in London. Because my children and I, the children went to school, and this, as I said, was the number one issue – to provide them with a school, and I am very satisfied with the school. I didn't want to change, even when I found an

institution that supported me and I travel 2 hours, 2.15, 2.5 hours one way. All the same, I am calm, because the children are in place. If I transferred them again to another school, it would be a great stress for them, because I took them from Ukraine. They adapted here, they already had friends here, they were already used to the teachers. If I were to move them again from London to Scotland or somewhere else, it would be quite a challenge. I found institutions, schools that work purely in my direction, but in other cities. I did not write there because I understood that I was not ready to physically move from this point, because I have two children. If I were alone as a scientist, because many scientists came on their own, i.e., young, or already older, who had children left in Ukraine or children who came here on their own, then they were no longer limited by such geography. What was important to me that the children were already in school and that they were here. That's why I sent to London universities.

Iryna Kushnir: Sure, and before you started applying, what were your expectations of working at the university? Because you also said that you were thinking of starting with something easier, like school, so what did you expect, what did you fear?

Tetiana: The expectations were... well, you know, to get to Great Britain for the first time, to get to London for the first time, not even to Great Britain somewhere, but to London and the university. Well, I do not know. Who has been to Ukraine, we always taught about London at school, at universities and, for example, we always introduce big organizations: the Boston consulting group, universities, Oxford, Cambridge, we give a sample and there we always say: 'Strive for this'. Well, the expectations were, first of all, to be at least tangential to that matter, to see how education is done in Great Britain, because many camps are summer camps for people who go to study the language, to see how this British culture is. The expectations were high, the fear was that you might not be worthy. That is, how to start, how to communicate. You understand that culturally everything is different. Even apart from universities, cultures are different. First to understand how, basically, people communicate, what traditions they have, what is appropriate, what is not appropriate. Especially in the academic field, where you understand that there are even more challenges, because there is already more internationality there. The second side, that is, with such a high level, you were afraid and still are afraid of the language, that you will not be understood, and how will it be, how will they look at you? That is, you came, you are completely a stranger, you did not have any communication related to this kind. Perhaps, someone who had already worked before that and just went to the new program, maybe has different feelings.

Friends from Ukraine also asked me at first, 'tell me that you have already applied to Cambridge and Oxford'. I will say frankly, it was possible to apply to Oxford and Cambridge on that program. I just, it's my lack of faith in myself, I just didn't apply, because I think, well, it's just high level. And now, judging by my experience, I see how many people have passed, then I would say that Oxford and Cambridge are like Pepsi Cola and Coca Cola, where they compete, but they set themselves the ambition to recruit the most Ukrainian scientists on the list. For example, there we are divided into groups at our meetings. A lot of people from Oxford and Cambridge have been supported. And there are people who have their previous associates, and there are people who just wrote, like me, from Ukraine to scientists on that topic. There were people who came here, went to Oxford, to the department, which is interesting, presented their CV, said what they wanted to do, and they believed in them. This is a big surprise for me, honestly, and I understand that maybe it was easier, because they made a larger selection than, for example, I did with the university here in London on the campus, I am the only one from Ukraine. That is, it is a new experience for them. They really don't have that. But Oxford and Cambridge, they can already unite Ukrainians among themselves. Expectations and realities are completely different.

Iryna Kushnir: Very interesting. How much work experience do you have now at the university...have you already learned a little about how it works, how much did this experience justify your hopes and fears and hopes?

Tetiana: I will say that it is very valuable because I have a program. In most cases, this is a scientific study. I have to work on my research plan. I work, but since I am a scientist and I teach disciplines in Ukraine, I am interested. I am also attached to the Ukrainian Computer science, and here I am attached to the Institute of Digital Technologies. And the subjects I read in Ukraine are also here. And I am interested, as a teacher, to visit such modules as well. For example, I ask the permission of the teacher who leads this module, the permission to attend his classes sometimes as a student, because I find it interesting and enriching. They were surprised at first. It also surprised me. They wondered why a Doctor of Science should visit simple classes, and not, for example, write articles at that time. Well, I told them that it helps me to improve my English, because you are in the environment, and it helps me to develop and see the subject that I use in a new way, especially if it is digital technology. They have different tools here, and they are used differently. And I say, I'm interested, because I write science, I need to understand how it happens directly here. I will have an understanding after that, it also applies to what I write and research. Therefore, they are no longer surprised either. I chose the module and agreed with the teachers, I go to the university, visit classes, sit, and understand. Basically, I obtained more courage and better English, academic level and there is an opportunity...because I see many positions offered by universities, looking for academic staff for various modules. It's not just at my university, that is, I see a lot of offers on LinkedIn. And if the level of English was very good and there was a desire, then you can apply to be a teacher, an academic scientist and try yourself as a teacher here at the university.

Iryna Kushnir: Maybe in future?

Tetiana: Maybe in the future, yes.

Iryna Kushnir: So please tell us a little more about these opportunities that exist? You say that in general, people are quite open to what you want to do, what you want to visit, what experience to gain. What opportunities do you see in your current job? And what opportunities do you think others have, in such a situation as you, who moved to England because of the war, and would like to work in the higher education sector, for example, but there are no opportunities?

Tetiana: Undoubtedly, there are a lot of opportunities at the university where I am interning, where I am doing my internship. You can join all the events that are held at the university, all the activities, or some kind of discussion and the opening of a new program, for example, if you want to discuss with the teachers some curriculum of the educational program, how it happens here and how it happens there. It depends on the individual. They can also be open to communication, you can ask, for example, how you see it happening in your case. It is very difficult to integrate culturally for all who came because the communication is different. For example, in our departments in Ukraine, communication happens differently, because we are different people in terms of communication outside of work and at work, and with students. It's different here, and you have to understand first, see how it happens. There really is a lot to learn, and we have a lot of good things here, too. It is necessary to understand that people are very protective of their individual boundaries. This is both in individual life and at work, that is, there is no such open communication. They won't waste their time on you because you came from somewhere else. It is necessary to understand that everyone does their job. They have a free schedule, they have their classes that they read. Most of whom I have met, they have work and personal balance so as not to be overloaded, so as not to go beyond the scope of thousands of tasks, and in general, a person works at his own pace. You get into the environment; you don't feel very comfortable because you are a stranger. You were shown everything, you were told that you are welcome, you are given a place, you are given infrastructure, opportunities, connections, a choice of subjects, people you can communicate with. Then everything depends on you, that is, if you want you try different ways. Well, that is, you can choose the directions of movement along which you should go, that is, there is no compulsion, but you must understand that people are very careful about their balance and no one there will say that 'please, we need to add something here'. You have to learn this, this

level of balance between work and personal life, and the ability to support, agree that within the limits of that teacher and understand the understanding of culture. It is necessary to look closely at people, at the environment. This is not only in the university, but also on the streets. Everything is different and happens differently.

Iryna Kushnir: Basically, this can be considered as an obstacle, if a person has not yet understood how such cultural moments work.

Tetiana: If you don't understand culturally, you come to an institution where you don't understand what the rules are, and you're used to the rules in your country. That is, you must understand, because this is country of rules, as with documents, as with procedures 1, 2, 3, 4, 5, basically you need to understand them and then, if you understand, you will be more or less calm about it, that is, not such a shock for you. There will be a shock immediately, of course, but it is clear that these are the rules here. Maybe there are exceptions, but you just have to understand it.

Iryna Kushnir: Yes, thank you. And what other obstacles do you see in front of you, and do you think that other Ukrainians, who are in your situation may experience the same?

Tetiana: Well, I will tell you that I came to a conclusion for myself, if it had been in peacetime in Ukraine, for example, if there had been peace, there would have been no war and I would have ended up in Britain, I would have done everything differently, perceived and, perhaps, would move faster towards what I want. Probably, most Ukrainians are in higher education, perhaps it depends on the emotional content or worldview of a person. But, for example, all the events that are happening in Ukraine...it doesn't mean that you came here, and you completely excluded your emotional worldview. I was advised not to read social networks, not to read the news about events. This is impossible, because if you came from Ukraine, you have people left there, I have a husband, brother, family, friends, many people left there and you understand that they are there, and your day starts with the news of what happened in Ukraine. Whether you want it or not, you open social networks or take the smartphone. You are constantly alerted by an air alarm, or something happened today. And if something extraordinary happens, like today, for example, in the morning, then it just completely knocks you out. For example, you had a plan to do something tomorrow, to prepare something and you know how to do it, but you can't emotionally put yourself together, you constantly look at the smartphone, that is, you try to distract yourself there. I simply hear from most Ukrainians that Ukrainians are recognized by the fact that they just sit on the smartphone and look at its screen and do nothing, they may not even scroll, because you are emotionally constantly there, those events hurt you, and maybe if you were here in peacetime, you would perceive everything that is happening differently. Events that take place here, even if they are joyful, you went somewhere, you seem to perceive this event, consume it, but at the same time you stuck at that moment on February 24 and you became more cold-hearted emotionally. Maybe not cold-hearted, but emotions are not perceived as they are used to and, accordingly, everything you do in professional life, in academic life, maybe you would have some ambitions and take more from life. I would not just take, but simply consume those emotions and move on, because there would be more effect. Sometimes you notice that you are doing something, you are doing it, but there is no result. Because you probably separate yourself, you don't focus on that moment, on the English, on the professional component. Maybe it gets in the way, like an obstacle.

Iryna Kushnir: How about your English? You said at first that maybe the level wasn't as high as you think it to be. How do you feel with all that you do and communicate, and do you feel that the level is rising because you are constantly communicating with people?

Tetiana: Probably, it also depends on the individual. When I first arrived, it was also a shock, we communicated mostly with the family in which we lived and it was very helpful, because there was daily communication, both with me and with the children. Then, every time you went out, you were worried. You have to solve something in the shop, you got lost in the transport, you went the wrong direction, or you have to solve some problem at school when you came to apply for children.

They talk to you and, thank God, you understand, because there are people who came and don't understand at all.

So, I understand the whole situation. You understand, but the question, you constantly think, maybe because you are a teacher. If you were just a normal person, you wouldn't think, but if you are a teacher, you constantly think about the use of tenses, whether you said the right thing or whether you were understood. And while you are thinking, turning to the Ukrainian, to the database, it seems that the person will leave, and you wanted to say something. Over time, you live in that environment and, as it can be compared, the process moves, you have to solve many problems, and you stop constantly worrying about what you will now come and have to say. You just go and understand that you will speak that language, because there is no other language. And you just use it every day. You already understand that, basically, you can solve everyday problems every day. In the beginning, you still thought about how to solve the problems or their complexity, then you understand that you have to talk on the phone, you have to solve this and that, and this is another challenge, because different nationalities with different language levels are calling. And then one thing helped me, well, it didn't really help to solve my question yet, but I study English and went to classes, and I have an online teacher with whom we work, with whom we emphasize and talk a lot about grammar, but I just said that I had such a desire that I would like, for example, from my professional activity to visit and work with the Boston Consulting Group, because it is the guru of all gurus for me. Because we always started classes with Ukrainian students by looking at trends and what the group recommends, and I say that I have already met a person from this company at a meeting at the university, I asked a question, but I do not move on. I cannot write to that person that I would like to visit the company, to be interested in their methodology. The teacher says to me, 'Why can't you write the way you just described?' I say, 'Well, you see, I can't write because I don't have a sufficient level of English to join the company. They are all gurus there, and what can I say to them...' He says, 'Well, I understand what you want, although I am not from your professional sector'. I say, 'But you are my teacher', he says, 'I am a teacher who does not know Ukrainian. And how long will you wait until you have a high level of English?' This made me to think about it. Then he says, '10 years? In 10 years, you will already be in Ukraine, you won't need it anymore. Maybe later you will come to this company. Just make up your mind and write to them. Basically, it depends on the personality, if the person does not want to write you back, so what, you have nothing to lose, but just write to them, because now you are here, there is such an opportunity, and you wanted to do it!' I listened, I understand it, but I'm still with the level of English, I don't know.

Iryna Kushnir: You are in between...

Tetiana: Yes. This process is not easy, it requires strength, time, and a lot of work.

Iryna Kushnir: And what are your plans for the future?

Tetiana: Everyone asks for future plans because this is a country of rules. And generally, people plan for a long time ahead. They also asked what the plans are and often ask what the expectations and plans are? Well, how to say? Well, it's hard to say. Similarly, in Ukraine, they ask what the plans are and what the expectations are. I think it sounds strange now, but it's hard to plan because we can't predict what will happen in Ukraine. We don't know every day what will happen, and this is very frustrating, because you are constantly waiting for something, specifically for the victory and peace in Ukraine. Although you understand that even when victory comes, things will not change quickly. These needs time. Six months ago, when my internship began, there were expectations – fear, I didn't know what would happen next. Now there is an understanding that you are here, you have come a long way, you communicate, you have opportunities that you use. While you are here, use these opportunities for your professional growth, for the program that you are carrying out scientifically, research, and after you come to Ukraine, implement it, share this

experience, apply a lot of things, both in the scientific component and in education. Because this is, I think, an invaluable experience that can be gained by being here.

Iryna Kushnir: But you plan to come back as soon as you get the chance, right?

Tetiana: There is a lot of research now, we have already talked with colleagues that it is extremely interesting to measure this component at the beginning, when a scientist starts and not only a scientist, probably in any professional field, and then when there is a victory ask them again. Because a lot of people might not come back. I think that I plan to return with my family, because my whole family is in Ukraine and I see myself in Ukraine, I feel differently in Ukraine and I love what I do, and I see we're coming back. That is, I have a maximum of 2 years of the program, which I would like to use for professional development and return. It's not easy. Perhaps, if we were a whole family, there would be a different understanding and perception of everything that is happening. I understand that many young people who went on their own, for example, on the same scheme, may stay here. Considering the fact that they are culturally integrated, speech-wise, that is both culture and language. And in the future, if they see in the future some opportunities for development, perhaps they create a family here. It all depends on how you feel completely in the environment. Many questions. Probably, in different ways, for everyone.

Iryna Kushnir: Sure, well, if you... if you had to, or if it happened, it would be possible to stay here when the visa scheme expires, what would be your next steps here? You mentioned once that you might apply to be a teacher, or you have other options?

Tetiana: Well, if we decide to stay, not only to stay, but in general there is a great opportunity for professional development. First, this is an opportunity, even though in Ukraine I am a candidate of sciences, a Doctor of Sciences, and I applied for a professorship, because we have a lot, step by step of acquiring this scientific VAK (Higher Attestation Commission) confirmation of all these courses. Everything is easier here. For example, I would be interested in obtaining a PhD degree in Britain in my field. I would go to doctoral studies, accordingly, get an education, prepare a job there according to my course, defend it, because the defence process is easier here. I understand, I was interested, I observed. There are various opportunities in universities and in the university, I am in, annual recruitment programs, there are also grant programs for scientists from different universities. You can be improved professionally, that is, get a real diploma. It is not necessary to confirm a Ukrainian diploma, for example, but to really get an education here, because it would be valued in the future in Ukraine, and in general for personal growth. This is the first, and the second is to teach, because this is the same activity that you do in Ukraine, and to have the diploma here as a graduate. Although you can try with a Ukrainian

diploma as well, there is an opportunity for a person to stay, to stand firmly on his feet, but, of course, a lot of effort must be made. That is, again, legality, rules. There are rules, if you understand what the rules are, you can follow them, you have clarity, desire, and then you can move step by step and advance.

Iryna Kushnir: And one last question regarding contacts with the Ukrainian university where you worked. Are you continuing to work in some way or keeping in touch with them in case you can come back soon?

Tetiana: Yes, yes. Undoubtedly, I could not apply to this program simply as a person, as an average Ukrainian who wants to apply. In order to apply for the program here for Ukrainian scientists, you must have a scientific degree. Accordingly, the fact that you work in a Ukrainian higher education institution, that is, you officially transferred from the higher education institution to the higher education institution for an internship, received a support program, and there in Ukraine I am officially on an internship, as a scientist, as a Ukrainian Doctor of Science. I keep in touch with Ukraine, because there is an international project in Ukraine, and I am the coordinator and executor of it. We have a team with whom we wrote a grant application that received support in 2022. The project cannot be paused. It is three years, respectively, by students, masters, and since I am the coordinator, if the coordinator refuses, the university loses the project. Accordingly, we have a

team with whom we are also in online communication, with students with whom we conduct training sessions, prepare materials, draw up a work plan, report, processes that cannot be launched in one day... On the other hand, there is still a mission for the students remained in Ukraine. Most of the students are male who can't leave, and would even like to do an internship, because now there are a lot of opportunities, we always share with students the opportunities that are available here at universities for Ukrainian students. And it is necessary to support them, to share what is acquired here in the same subjects, to share, to show them that it all works, that the same thing is taught in the world and that is the basis, and that is why we work. That's how I keep in touch.

Iryna Kushnir: Very good, very good. Well, that's basically all my questions, and I wonder if there's anything else that you didn't mention that you think should be added?

Tetiana: I can only add what I say to both students and our scientists, that the main thing is faith. For some reason, whether it is the mentality or something else, that we have feeling of inferiority. Not at all. It is necessary to learn the language, I always say that it is necessary to learn it, but it is more likely to happen in the environment. To believe, to try the opportunities that are available, moreover, nowadays there are a lot of opportunities for Ukrainian scientists. To try and simply understand that this is an opportunity to grow, grow and then integrate it in Ukraine.

Iryna Kushnir: If there were any such advice by the university, for example, what else could they do for support? What else could you suggest?

Tetiana: Well, I also want to add that I am very grateful, basically, to the entire government of Britain, to all scientific institutions that respond, and this is not a simple job. I say once again, it was not in peacetime that a scientist came, who just... a lot of foreign scientists come, it's not just another scientist came from Ukraine, for example, and exchanges experience. Here it is necessary to understand that when the university accepts, they also do not know how to react, because they understand that there is a war in Ukraine. I will say more, we ourselves understand that the war is going on every day, but we cannot believe that this is happening in our country at this time. And this is a lack of understanding. What to advise? Maybe it's different for everyone because everyone has their own story about how they got there. Someone came alone, someone came with a family. For me, the biggest challenge is that I came with children, and I got into the program with children too. And the biggest challenge here is not so much to adapt yourself professionally, but to organize a normal life for everyone, because you are responsible for all the family members who came with you. Well, maybe you shouldn't put such immediate pressure, maybe someone wants the opposite, so that a person gets into the work, but a person simply can't. My mentor said to me on our meeting. That's what he said: 'First you solve the issues with the children, the household, so that you have the opportunity to work.' I'm very grateful for that, because if I had to go, and the children, I would... well, it's not professional to take the children to the university, they sit by your side, you can't focus, because you're already behaving like a mother, even here you don't know how to behave, how to answer when you are torn from English to Ukrainian. So, I am very grateful, I would recommend understanding when a person came, what kind of person it is. In the same way that we understand their culture, in the same way, to understand their background so that they can do that job, and after that... After that, it all depends on how you build your relationship with the mentor. You tell him in a structured way what you want, and so does he. If he is in your profession, he says, look there, or you prepare this, and where you can go, and how it happens here. Because I also thought that conferences and articles are the main duty of a scientist. A little different is happening here. They explained to me that conferences are held for the community, networking, it is not for the sake of publication, and it is not necessary that you make 100 publications, a bundle every year, it is optional. That is, how you see it, how you are professionally... This is again cultural aspect, how it happens here, what laws are in effect here and this is all study, communication, maybe individual communication with a mentor and understanding, because it is also not easy for them, because they do not know that you are not just a scientist who came back from the war and they understand that you have a part of your family left there and they don't know anything about

you, just your CV and that's it. Individual communication, understanding of two cultures and progressing step-by-step.

Iryna Kushnir: I thank you very much, thank you very much. It was very interesting, very necessary for the project.

Tetiana: And I thank you for the project. I hope that there will be different stories, and they will be different indeed, because everyone is different. Everyone came here in a different way, and everyone feels and lives in a different way, and I think that just such a project will provide an opportunity to develop various recommendations that will help the next scientists, not only from Ukraine, but also from other countries.

Iryna Kushnir: Yes, especially those from the war zone.

Tetiana: Yes, because there is a very big psychological aspect here.

Iryna Kushnir: That's it, thank you very much.

Tetiana: Thank you very much, thank you very much.