Career Development Programme for Postdoctoral Researchers

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Career Development Programme for Postdoctoral Researchers

New programme, first systematic approach on the university level

Three pillars:

1) **Training**
2) **Mentoring**
3) **Career Development Plan tool**

1) Training

- new training scheme

- pilot phase to start in Autumn

- tailored to the needs of the postdoctoral community

- based on **The European Competence Framework for Researchers (ResearchComp)**

1) Training
The European Competence Framework for Researchers

ResearchComp is a tool that helps

- researchers assess and develop their own transversal skills
- universities and training providers adapt their offer to researchers

By supporting the development of researchers' transversal skills, it fosters inter-sectoral careers.

1) Training
The European Competence Framework for Researchers

- Seven competence areas identified,

- Each of them contains several competences

- Competences are divided based on the experience levels

1) Training
The European Competence Framework for Researchers

Seven competence areas are:

Doing research

Managing research

Making an impact

Self management

Cognitive abilities

Working with others

Managing research tools

1) Training
The European Competence Framework for Researchers

Doing research

• Have disciplinary expertise

• Perform scientific research

• Conduct interdisciplinary research

• Write research documents

• Apply research ethics and integrity principles

1) Training
The European Competence Framework for Researchers

Managing research

- Mobilise resources

- Manage projects

- Negotiate

- Evaluate research

- Promote open access publications

**1) Training
The European Competence Framework for Researchers**

Making an impact

- Participate in the publication process

- Disseminate results to the research community

- Teach in academic or vocational contexts

- Communicate to the broad public

- Increase impact of science on policy & society

- Promote open innovation

- Promote the transfer of knowledge

**1) Training
The European Competence Framework for Researchers**

Self management

• Manage personal professional development

• Show entrepreneurial spirit

• Plan self-organisation

• Cope with pressure

1) Training
The European Competence Framework for Researchers

Cognitive abilities

- Abstract thinking

- Critical thinking

- Analytical thinking

- Strategic thinking

- Systemic thinking

- Problem solving

- Creativity

**1) Training
The European Competence Framework for Researchers**

Working with others

- Interact professionally

- Develop networks

- Work in teams

- Ensure wellbeing at work

- Build mentor-mentee relationships

- Promote inclusion & diversity

1) Training
The European Competence Framework for Researchers

Managing research tools

• Manage research data

• Promote citizen science

• Manage intellectual property rights

• Operate open source software

MAKING AN IMPACT

1. Participate in the publication process

Submit, revise and publish academic research through the most appropriate dissemination means and participate in peer review processes, including open peer review.

FOUNDATIONAL	INTERMEDIATE	ADVANCED	EXPERT
• Understands the processes of publication both in the traditional and in the Open Science paradigm • Understands how academics communicate research results • Is aware of the diverse outlets for publications and publishes research results with supervision	• Produces publishable material of high standard • Collaborates and co-authors with other researchers • Peer reviews publications. • Disseminates in a range of research outlets (research, professional and public).	• Regularly publishes in, and is involved in the editing of, academic journals • Actively seeks co-authors and collaboration • Is lead author on co-authored outputs. • Supports less experienced researchers to publish.	• Is well-known for involvement in editing academic journals • Has multiple high-ranked publications • Serves on influential editorial boards • Has published internationally and publicly renowned articles.

2. Disseminate results to the research community

SELF-MANAGEMENT

1. Manage personal professional development

Take responsibility for lifelong learning and continuous professional development. Engage in learning to support and update professional competence and develop personal skills. Identify priority areas for professional development based on reflection about own practice and through contact with peers and stakeholders. Pursue a cycle of self-improvement and develop credible career plans.

FOUNDATIONAL	INTERMEDIATE	ADVANCED	EXPERT
• Actively seeks mentoring for career progression and employability development. • Maintains own records of achievements and experiences. • Develops personal skills and skills aligned with employers' requirements.	• Initiates networks and relationships important to career development. • Actively pursues self and career improvement, and seeks others' advice on this. • Strategically develops both personal and career-oriented skills.	• Coaches others in academic career development. • Uses networks to further the career of others. • Purposefully develops professional and personal skills for self and others.	• Networks in support of the professional development of less experienced researchers at the department • Paves the road for successors and the continuation of research in priority areas. • Is known as a reference point in relation to expanding lifelong learning and continuous professional development.

2. Show entrepreneurial spirit

Demonstrate a proactive mindset and determination to achieve success in business or successfully create it.

• Demonstrates initiative and seeks opportunities to create value with own research.	• Actively and persistently pursues opportunities to create value with own research.	• Understands the process behind creating products and services greater than the sum	• Enables entrepreneurial vison of others.

1) Training

Courses and workshops for postdocs – Autumn 2024

Open Science

Supervising graduate and postgraduate research projects

Various Career Pathways in Research

Excellence in international networking, teaming and cooperation

Research Data Management

Entrepreneurship I - Design thinking

Entrepreneurship II - Science into action

1) Training

Courses and workshops for postdocs – Spring 2025

Stress, resilience and academia

Time management for researchers

Various Career Pathways in Research

Building and managing research groups for postdocs

Citizen science

Valorise your research idea I - Lean Canvas

Valorise your research idea II - Result chain

2) Mentoring

- New mentoring scheme for postdoctoral researchers

- Mentoring opportunity for twenty young researchers at CU

- Ten places will be reserved for women

2) Mentoring

Mentoring is the patronage, influence, guidance, or direction given by a mentor.

It constitutes a form of career support for young researchers through sharing experiences with more senior colleagues.

2) Mentoring

Main goals

- Provide young researchers a tool for enhancing their career development - it should help to overcome burdens and resolve dilemmas on their career path;

- Contribute to fostering inter-sectoral careers

- Provide a tool to support career of women in their early stages

2) Mentoring

Twenty mentee-mentor couples

Mentees

Young researchers (R2) at CU, women and men

Mentors

Experienced researchers from the CU, other academic institutions or non-academic institution

2) Mentoring

Expected benefits for mentees:

- Identification and achievement of the career goals through discussing with the mentor, access to new networks

- Informed decisions related to strengthening competences that can facilitate a progress in the preferred career path

- A guidance through possible work-life balance issues

3) Career Development Plan

An online tool for regular self-audits

Can serve as a background for a career-development dialogue with the supervisor.

Reviewing progress and discussing career goals is a necessary part of career development.

Online Career Development Plan in Science Careers:

https://myidp.sciencecareers.org/

Other services for CU employees

Carolina Centre provides:

- psychological counselling,

- legal counselling,

- and couching for CU employees

More information:

https://centrumcarolina.cuni.cz/CCENG-33.html

Tell us

Share with us your experience with career development options from your previous job positions

Tell us your needs as it comes to your career development

Thank you for your attention!