

Programme for Career workshop with PhD students and PosDoctoral fellows at BFE 2015-16

Plan of the day

1. Welcome and introduction of the participants
2. Lecture on work opportunities in private and public sector as well as in research and development (Michaela)
3. The time travel (attachment1)
4. The career plan
5. The tenure track: Introduction by m then work in groups with similar ambitions and discuss your career ladder
6. Importance of networks and how to build them
7. Build your CV
8. Agree on groups to work on career plan and timeline for group meetings and mentoring.

Time travel:

Relax, close your eyes, and follow your breath.

Think about where you are now. How do you feel? What is good in your life now? What motivates you? When are you happy? What are the drivers or causes for your wellbeing?

Self-Assessment

Who am I? What are my interests? What skills do I have? What transferable skills do I have? What personal qualities do I have? What are my work related values? What is my work style?

Exploration

What opportunities are out there? What options do I have? Would I prefer business, non-profit or public sector? What jobs fit my skills? What industries and careers use these skills?

The Future

Move your focus towards the future. Think four years ahead. Make a brave wish for the future.

Where do I want to be in four years? What work will I have? What are the exciting things about this work? What skills, competence, and capacity do I possess? What makes me happy in my everyday work? What motivates me?

To get there in four years, where do you need to be in two years?

How do I get there? What do you need to do?

Where do I have to be in one year? What do I need to do?

Now you have an ambitious plan for the future. Open your eyes and write down where you wish to be in five years also write down how you will get there. Put it in an envelope and save it.

MY DREAM OF THE FUTURE AND HOW I WILL GET THERE

In five years I will..

What I need to do to get there..



Tromsø 9th of February 2015

The career plan is your tool to get there:

Goals and objectives

My mentor

Self-assessment:

Informal initial brainstorming (my passion);

Formal assessment Strong interest Inventory, Meyers Briggs

Exploration: Interviews; <https://www.onetonline.org/>

Focusing:

What organisations are a good fit? What do I need to be competitive? Who can connect me to these organisations?

Action plan: Build competence, network e.t.c.

Job Search: Researching options, CVs, references (inform them), resumes,

Papers and preliminary author list (advice to write papers if allowed)

Study plan

Stay aboard

Time plan, midway evaluation

Budget

Scientific learning outcome- Career development

University Pedagogics?

Good meeting practice with your supervisor. Agree upfront on frequency. Plan meetings, have an agenda and write minutes.

50% of PhDs in Norway never finish their PhD. Psychosocial issues.

Help each other, ask for help and speak up, whistle blowing to Melania. Local support, UiT

Coach/Psykologist

Build your CV: Record everything keep a long and a short version. Identify holes! Fill them according to qualifications needed for your goal. Use the ERC format **CV template** see page 19/28 in:

http://ec.europa.eu/research/participants/data/ref/h2020/call_ptef/pt/h2020-call-pt-erc-stg-2016_en.pdf

What is your **career path** like? 18% R&D/ 10% Academia

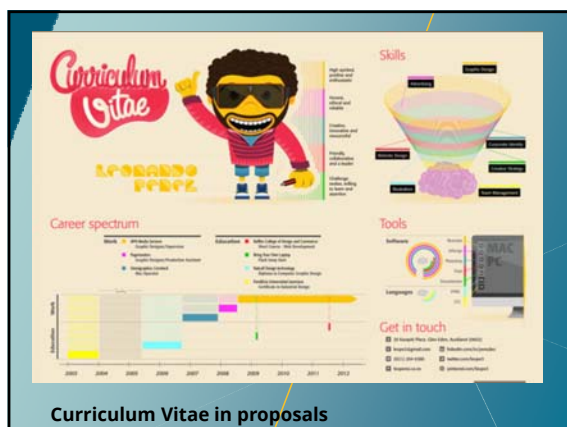
The ones that wish to go to academia write the path on the black board. Best in offering jobs for early stage researchers: Salaries, working conditions, peers

US, Netherlands, Sweden, Switzerland, and UK, Austria, Germany, France and Italy:

PhD grant, Researcher e.g. EU-project, proposal writing, Post Doc in other country (Marie S. Courie).

ERC Starting/Consolidator, National funding options, ERC AdG, Permanent position somewhere in the world when available.

http://www.foreurope.eu/fileadmin/documents/pdf/Workingpapers/WWWforEurope_WPS_no037_MS64.pdf



Diversity of CVs

- Follow the guidelines in the announcement or call
- Keep the evaluator happy
- All CVs in a proposal in the same format and length
- Length of CV allowed varies from several pages to just a few sentences

CVs from H2020 SC2 proposal

UIT

Profile of Key Personnel and Relevant Expertise:

Name	Relevant Expertise
Michaela Aschan Coordinator PMB leader	Professor in Fisheries Biology and Management, Ph.D. in Marine Ecology from the University of Helsinki, Finland. Her research covers a wide range of scientific projects; stock assessment and population biology of shellfish; fish and benthic communities; sampling design; bio-economic aspects of fisheries regulation and management; and climate induced changes in the marine ecosystem. She has been involved in several EU projects (EcoFishMan, MareFrame, Discardless and SAF21).
Hanne R. Johnsen Administrative Manager, PMB, SC	Ph.D. in Molecular Biology from UIT, Norway. Experience with EU proposals, project management and budget planning. Work experience also includes University administrative duties at institute and faculty level.

Nofima

Profile of Key Personnel and Relevant Expertise:

Name	Relevant Expertise
Petter Olsen WP2 leader Partner Manager	Senior scientist at NOFIMA Market since 1993, working with applications of ICT especially related to traceability, production management, simulation, sustainability, and DSS. Serves as an adviser to the EU, to several EU-funded projects, to the Nordic Industrial Fund on these subjects. Coordinator of the EU SFP TraceFish project, the EU 7FP WhiteFish project; leader or WP leader in numerous other national and international projects. Author or co-author of 4 CWAs, 2 ISO standards (ISO 12875 and 12877) and more than 15 peer-reviewed scientific publications.



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Use the CV template for ERC grants

- What to do if there is no guideline on CV?
- This is a standard used by the European Research Council, but also applied by "Tromsø Forsknings Stifelse" and is recommended also when you apply for the Norwegian Research Council or for Professorship.
- Standardised dense format
- Keep a long CV where you include everything
- Adjust for the specific purpose (application for job/funding or commissions of trust)

ERC Starting Grant template

- **PERSONAL INFORMATION:** Family name, First name:
Researcher unique identifier(s) (such as ORCID,
Nationality:
Date of birth:
URL for web site:
- **EDUCATION**
- **CURRENT POSITION(S)**
- **PREVIOUS POSITIONS**
- **FELLOWSHIPS AND AWARDS**
- **SUPERVISION OF GRADUATE STUDENTS AND POSTDOCTORAL FELLOWS**
- **TEACHING ACTIVITIES & FORMAL TRAINING**
- **ORGANISATION OF SCIENTIFIC MEETINGS / PARTICIPATION IN**
- **INSTITUTIONAL RESPONSIBILITIES**
- **COMMISSIONS OF TRUST**
- **MEMBERSHIPS OF SCIENTIFIC SOCIETIES**
- **MAJOR COLLABORATIONS & GRANT RECORD**
- **CAREER BREAKS**

Publications

- Peer Reviewed Journals
- Book Chapters
- Manuscripts submitted
- Other reports and publications
- Outreach
 - Article or Opinion piece
 - Newspapers
 - Radio and TV
 - Blogg, Twitter etc.