

# **Career Development Plan-Year 1**

## *(Draft)*

Name of fellow:

Department:

Name of Supervisor:

Date:

**BRIEF OVERVIEW OF RESEARCH PROJECT AND MAJOR ACCOMPLISHMENTS EXPECTED (half page should be sufficient):**

**LONG-TERM CAREER OBJECTIVES (over 5 years):**

1. Goals:
2. What further research activity or other training is needed to attain these goals?

**SHORT-TERM OBJECTIVES (1-2 years):**

1. Research results
  - Anticipated publications:
  
  - Anticipated conference, workshop attendance, courses, and /or seminar presentations:
2. Research Skills and techniques:
  - Training in specific new areas, or technical expertise etc:
3. Research management:
  - Fellowship or other funding applications planned (indicate name of award if known; include fellowships with entire funding periods, grants written/applied for/received, professional society presentation awards or travel awards, etc.)
4. Communication skills:

5. Other professional training (course work, teaching activity):
  
6. Anticipated networking opportunities
  
7. Other activities (community, etc) with professional relevance:

Date & Signature of fellow:

Date & Signature of supervisor

## **Career Development Plan-Final year** *(Draft)*

**BRIEF OVERVIEW OF PROGRESS, ACHIEVEMENT AND PERFORMANCE (half page should be sufficient):**

**LONG-TERM CAREER OBJECTIVES (over 5 years):**

If relevant, mention any adjustments to your long-term career objectives as a result of the training received.

**SHORT-TERM OBJECTIVES ACHIEVED DURING THE TRAINING PERIOD:**

1. Research results
  - Publications (incl. in press):
  
  - Conference, workshop attendance, courses, and /or seminar presentations:
2. Research Skills and techniques acquired:
  - Training in specific new areas, or technical expertise etc:
3. Research management:
  - Fellowship or other funding applications achieved (indicate name of award if known; include fellowships with entire funding periods, grants written/applied for/received, professional society presentation awards or travel awards, etc.)
4. Communication skills:
5. Other professional training (course work, teaching activity):
6. Anticipated networking opportunities
7. Other activities (community, etc) with professional relevance:

Date & Signature of fellow:

Date & Signature of supervisor

## **Career Development Plan**

### **Guidance on some of the competencies expected**

The following points are a non-exhaustive series of aspects that could be covered by the career development plan, and it is relevant to the short-term objectives that will be set by the researcher and the reviewer at the beginning of the fellowship period. The objectives should be set with respect to the skills and experience that each researcher should acquire at a given time of his/her career. A postgraduate researcher at PhD level will have very different needs compared to a post-doctoral researcher at an advanced stage of his/her professional development. These objectives should be revised at the end of the fellowship and should be used as a pro-active monitoring of progress in the researcher's career.

#### **1. Research results.**

These should give an overview of the main direct results obtained as a consequence of the research carried out during the training period. It may include publications, conference, workshop attendance, courses, and /or seminar presentations, patents etc. This will vary according to the area of research and the type of results most common to each field. The information at this level should be relatively general since the career development plan does not strictly constitute a report on the scientific results achieved.

#### **2. Research Skills and techniques acquired.**

Competence in experimental design, quantitative and qualitative methods, relevant research methodologies, data capture, statistics, analytical skills.

Original, independent and critical thinking.

Critical analysis and evaluation of one's findings and those of others

Acquisition of new expertise in areas and techniques related to the researcher's field and adequate understanding their appropriate application

Foresight and technology transfer, grasp of ethics and appreciation of IPPR.

#### **3. Research management.**

Ability to successfully identify and secure possible sources of funding for personal and team research as appropriate.

Project management skills relating to proposals and tenders work programming, supervision, deadlines and delivery, negotiation with funders, financial planning, and resource management.

Skills appropriate to working with others and in teams and in teambuilding.

#### **4. Communication skills.**

Personal presentation skills, poster presentations, skills in report writing and preparing academic papers and books.

To be able to defend research outcomes at seminars, conferences, etc.

Contribute to promote public understanding of one's own field

**5. Other professional training (course work, teaching activity):**

Involvement in teaching, supervision or mentoring

**6. Anticipated networking opportunities.**

Develop/maintain co-operative networks and working relationships as appropriate with supervisor/peers/colleagues within the institution and the wider research community

**7. Other activities (community, etc) with professional relevance.**

Issues related with career management, including transferable skills, management of own career progression, ways to develop employability, awareness of what potential employers are looking for when considering CV applications etc.