

Career development for researchers
in Europe
Sharing good practice, building bridges

WELCOME EVERYONE !

This session is brought to you by members of
C-A-R-E

Careers **Advisers** supporting **Researchers**
in Europe

The CARE group brings together career professionals from within and beyond Europe into a support network enabling them to share information and experiences, discuss ideas, work together on projects and to organise career sessions such as this one!

Our speakers today are:



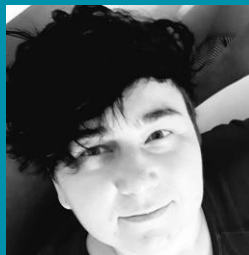
Sarah Blackford
Career Consultant/Hon Teaching fellow
Independent/Lancaster University, UK



Ester Jarour
Research and Development Manager,
CEITEC, Czech Republic



Naoimh O'Connor
Research Careers Manager
University College Dublin, Ireland



Beata Zwierzyńska
Doctoral candidate
Eurodoc General Board Member



Donald Lush
Careers consultant,
King's College, London, UK



Dr Melike Riollot,
Training & International Project Manager,
ABG, France



Dr Barbara Janssens
Head of Career Service & Alumni
DKFZ , Germany



Dr Anethe Mansén
Career program Manager
Karolinska Institutet, Sweden

PROGRAMME – the running order

- BEATA ZWIERZYNSKA, EURODOC
- SARAH BLACKFORD (PhD CAREER CONSULTANCY / LANCASTER UNIVERSITY, UK)
- DONALD LUSH (KING'S COLLEGE LONDON, UK)
- Dr BARBARA JANSSENS (DKFZ, GERMANY)
- Dr ANETHE MANSEN (KAROLINSKA INSTITUTE, SWEDEN)
- NAOIMH O'CONNOR, UNIVERSITY COLLEGE DUBLIN IRELAND
- Dr MELIKE RIOLLET (ASSOCIATION BERNARD GREGORY, ABG, FRANCE)
- ESTHER JAROUR (CEITEC, CZECH REPUBLIC)

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Different Actors in Career Development of Early Career Researchers



ESOF2020, 6 September 2020

Beata Zwierzyńska



eurodoc

The European Council of Doctoral
Candidates and Junior Researchers

[@Eurodoc](#)

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This talk



- Eurodoc for early-career researchers
- Issues for early-career researchers
- PhD paradox



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Eurodoc for early-career researchers



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Eurodoc for early-career researchers

We develop policy on topics for ECRs:

- Career Development
- Employment Status
- Interdisciplinarity
- Mobility
- Research Integrity
- Democracy & Sustainability
- Doctoral Training
- Equality
- Mental Health
- Open Science
- Research Quality



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Career prospects

- are one of the potential stressing factors ([webinar](#))
- Example: internal job satisfaction survey (Nel Grillaert, Talent Center at University of Antwerp) and [Euraxind](#) survey



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PhD paradox



- While PhD holders have good employment perspectives, and they are satisfied outside academia, many still want to stay.



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PhD paradox and career prospects



- can be looked at from 4 perspectives:
ECR, supervisor, career advisor,
University.



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Epilogue



- What about a perspective of ECRs who joined academia later in life?



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Thank you for listening!

- Beata Zwierzyńska
- Vice-President @ Eurodoc
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Career Development Support: “Who, what, where, how?”

Sarah Blackford
PhD Careers Adviser/Consultant
www.biosciencecareers.org

WHERE: Surveys of PhD students/researchers

Supporting research staff and students (UK): AGCAS Research Staff and Student Task Group, May 2020

Initial findings:

75% of HE institutions offer support to PhD students and research staff through their Career Services:

- **30%** have career consultants who support PhD students but not research staff as part of their role;
- **31%** have career consultants who support both PhD students and research staff as part of their role;
- **31%** have consultants whose only job is to support a combination of PhD students and research staff;

25% of HE institutions provide their career support for PhD candidates and research staff in other departments: HR and Organisational Development; Doctoral academies, Graduate Schools and training programmes; Academic departments/faculties; Research offices; Library.

WHERE: Recent surveys on PhD researchers

PhD Students and their careers, Higher Education Policy Institute, UK Report: 16th July 2020

Author: Bethan Cornell


Key findings:

- PhD students are more confident their degree is preparing them for an academic research career (81%) than one straddling both academia and industry (47%), or a non-research career (33%).
- They feel well trained in analytical (83%), data (82%) and technical (71%) skills, along with presenting to specialist audiences (81%) and writing for peer-reviewed journals (64%).
- When considering future careers, PhD students are more likely to do their own research (64%) or **attend careers workshops (76%)** and networking events (60%) than to discuss options with an institutional careers consultant (13%).

WHO: Recent surveys on PhD researchers

Marie Curie Alumni Association

03/09/20 Virtual Room 2 10:15–11:45 Effective Sustainable Policies for Career Development in Research P_1248




2. Deploy career management services at organisations employing researchers

Problem:


- Little guidance on (alternative) career opportunities
- Institutions and research supervisors need to be transparent about potential employment opportunities
- Stress: available organizational support is still far from sufficient

Recommendations:

- Deploy services for career management to support individual career pathways
- Career guidance should be present early in the doctoral program
- Researchers need to be trained to reflect on their own skill set



SCAN ME

 <http://doi.org/10.5281/zenodo.3194228>

ESOF2020
EUROSCIENCE OPEN FORUM
TRIESTE

Euro Science

Fondazione Internazionale Trieste

This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement N° 844011

Regione Autonoma Friuli Venezia Giulia

comune di trieste

ESOF2020
EUROSCIENCE OPEN FORUM
TRIESTE

WHAT constitutes good career provision ?

Adapted from Gatsby, 2013

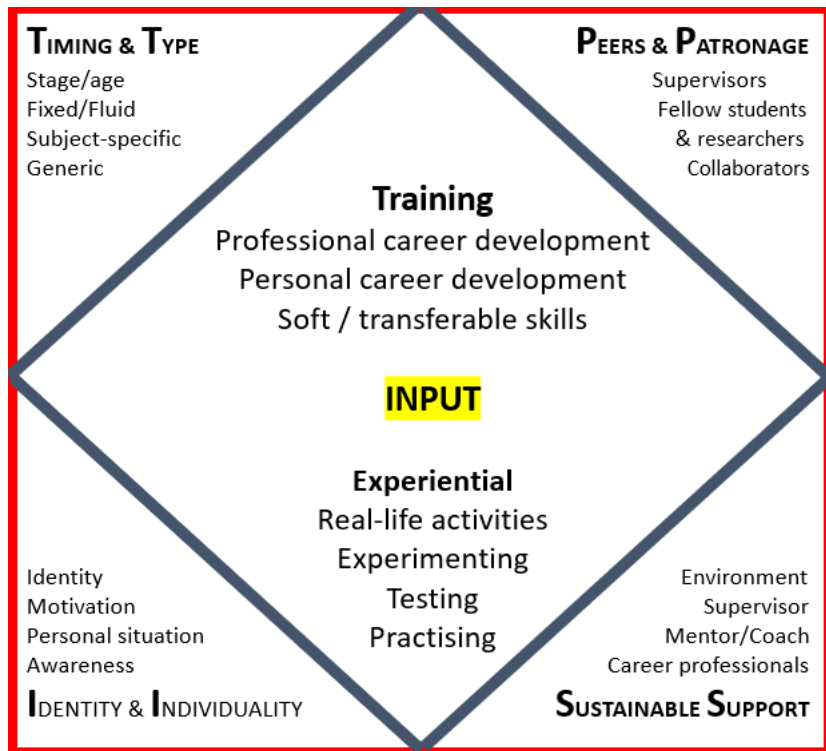
- A stable career development programme
- Learning from the labour market
- Linking academic learning to careers
- Encounters with employers and employees
- Experience of workplaces
- Addressing the needs of each student
- Personal career guidance

WHAT constitutes good career provision ?

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HOW: Introducing the “TIPS” Model



*A model for an engaging and effective
career development programme
Work-in-progress, Blackford & Bromley, 2020*

Skills development

Recognition

OUTPUT

Increased confidence

Enhanced employability



Career Development Support:
“Who, what, where, how?”

Let's take a closer look ...



Careers Support for Research Staff and Students

Donald Lush

Careers Consultant for Researchers, King's
College London

☎ 020 7848 7134
✉ careers@kcl.ac.uk
f @kingscareers
t @kingscareers

Strategy

We aim to open the minds of researchers to opportunities within and beyond academia and help them successfully follow their chosen career path

KING'S CAREERS
& EMPLOYABILITY

☎ 020 7848 7134
✉ careers@kcl.ac.uk
f @kingscareers
t @kingscareers

At King's

- 3000 PhD Students
- 2000 Research staff
- 2 full time equivalent careers consultants (4 people in the team)
- Support from wider careers team, especially with marketing, employer liaison, technology and booking systems
- Work closely with internal departments at King's supporting doctoral students and research staff as well as with doctoral training centres and faculties

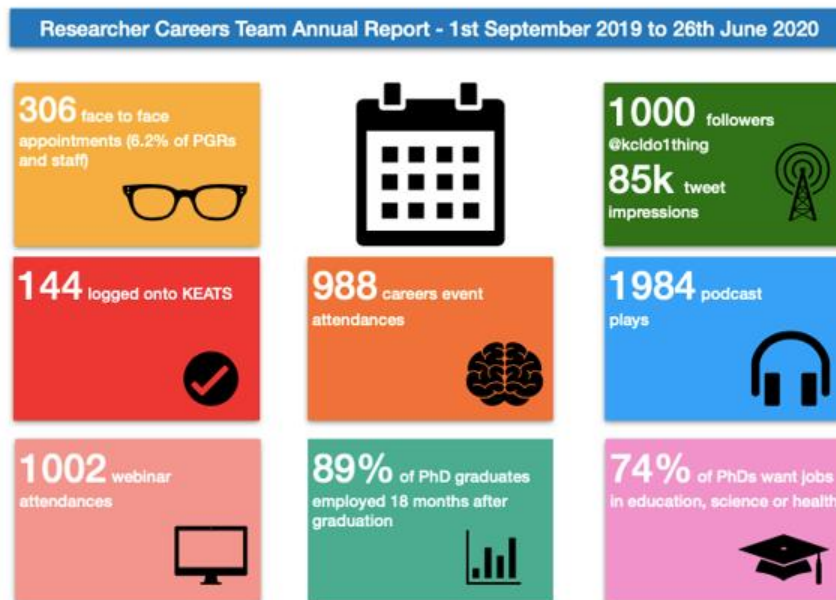
KING'S CAREERS
& EMPLOYABILITY

We offer

- One to one appointments of 30 or 60 minutes
- Online workshops (currently 10 planned for next term)
- Panel discussions with speakers outside academic life
- Online resources
- Podcast – 'Careers In Your Ears'
- Bespoke Twitter account @kcldo1thing
- Integration with careers events and panel discussions across the university

KING'S CAREERS
& EMPLOYABILITY

Some idea of our impact



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Part from:

Dr ANETHE MANSEN, KAROLINSKA INSTITUTET, SWEDEN



**Karolinska
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Career Program Manager

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<https://se.linkedin.com/in/anethemansen>

<https://education.ki.se/career-service>



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KI Career Service mission is to prepare students, doctoral candidates and postdoctoral researchers for a career within or outside academia

- > 2000 doctoral candidates
- > 1000 postdoctoral researchers
- Approx 50% are international
- 2019 >4000 participants at 80 events
- Doctoral course →

Link to KI course: <https://staff.ki.se/doctoral-course-career-skills-for-scientists>



**Karolinska
Institutet**



Career Skills for Scientists

- ✓ Career portraits
- ✓ Networking
- ✓ CV/LinkedIn/Interview training

Internship Programmes for researchers at KI



**Karolinska
Institutet**

- Doctoral student internships
 - 1 month
 - Salary covered by KI
 - 25 Positions advertised once/year

✓ Approx. 50 project/year

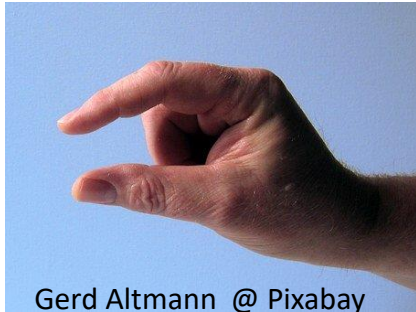
✓ 300+ placements since 2011

- Postdoc and researcher internships
 - Up to 3 months
 - Salary covered by KI, organization contributes 1/3
 - Positions advertised twice/year



The Academic Skills – Companies view

1. Problem solving skills
2. Technical and subject expertise
3. Research skills



Gerd Altmann @ Pixabay



Bruno /Germany @ Pixabay

- 1: Business awareness
2. Leadership and
- 3: People management

Ref EURAXESS survey to employers, 2019

Gaining skills from Internship Program



Karolinska
Institutet

Internship at the Swedish Research Council: a postdoc experience (3-month)

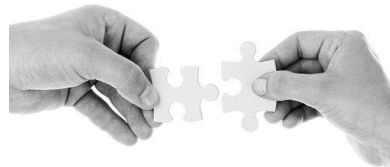
*“The **internship** at VR provided me with an **invaluable insight into the Swedish working culture** at a public organization. It also improved my **Swedish language skills**; I got the chance to meet new co-workers, learn about the research infrastructure of Sweden as a whole, and discuss topics that are important for the development of the country which I am residing in.” Evangelina, Postdoc 2019*



Vetenskapsrådet

Companies In Internship Program -Values

- Highly motivated, skilled and self driven interns
- Access to researcher competence and network
- Potential new research collaborations
- Employer Branding
- Future recruitment possibilities



**Karolinska
Institutet**



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KAROLINSKA INSTITUTET CAREER BLOG

An inside perspective on being a researcher and career advice



‘The secret’ – to finding your dream job



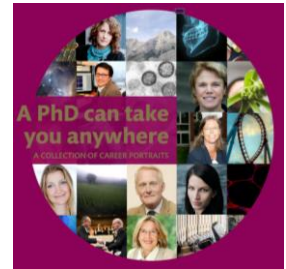
Explore Global Career Options

<https://researcherblogski.wordpress.com/tag/internship/>

<https://researcherblogski.wordpress.com/tag/insideacademia/>

<https://researcherblogski.wordpress.com/tag/outsideacademia/>

“Loved the interview assignments because it made me start thinking about how to network more efficiently”



Career Magazine : <http://ki.se/en/education/a-phd-can-take-you-anywhere-a-collection-of-career-portraits>



@ucdrscareers



Professional Development & Career Supports for University College Dublin Postdocs



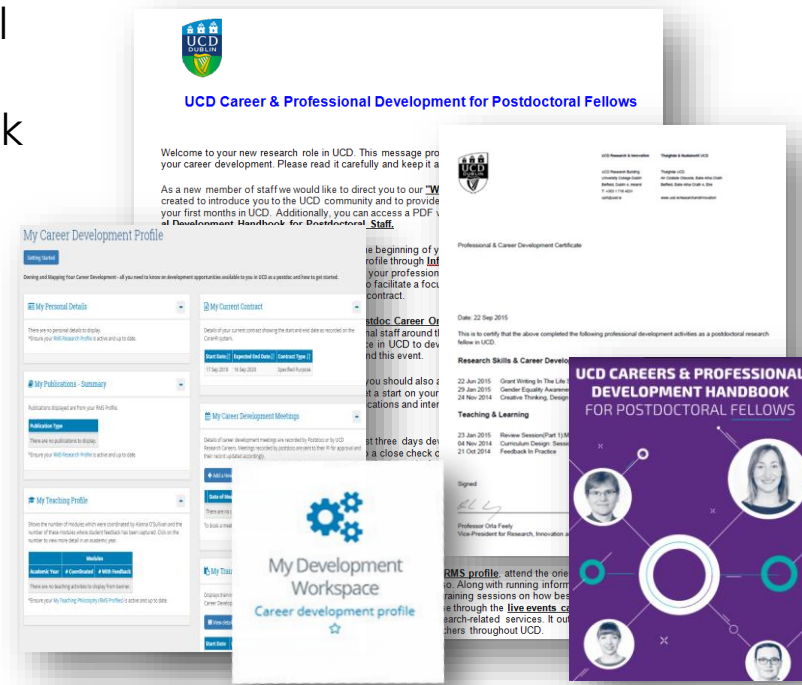
Naoimh.oconnor@ucd.ie
UCD Research Careers Manager



Alanna.osullivan@ucd.ie
Researcher Development Specialist

Research Careers Development Supports

- Postdoc Welcome Email
- Development Handbook
- 1-2-1 Support
- Postdoc Career Development Portal
- Online Events Calendar
- System Generated Training Certificate



Events Calendar - 4 core competencies

60+ events a year

Teaching Learning & Mentoring

University Teaching & Learning Seminar Series

- Design and Management of Classes
- Design of Teaching Materials
- Presentation, Communication and Facilitation
- Student Assessment

Personal & Professional Excellence

- Communicating the Impact of Your Research
- Preparing Academic/ Non-Academic Applications and interviews
- Do you have the personality for a career in research? (MBTI exercise)

Research & Research Management

- Building Research Leaders
- Grant writing
- QQI Project Management
- Data Management Plans
- Writing for Publication Retreat
- Research Impact

Innovation & Transferable Skills

- Innovation in Research - academia and industry
- Commercialisation Bootcamp – how to commercialise your technology
- Non-academic CV
- Alumni Postdoc Roundtable series

For details and dates see
<http://www.ucd.ie/researchcareers/eventscalendar/>

What do UCD Postdocs do next?

ALUMNI POSTDOC ROUNDTABLES
SPRING 2020

Moderated Q&A sessions about cross-sectoral Postdoc Careers
Career stories, job descriptions and 'insider' perspectives, over lunch
Tuesdays 12 - 2pm

University College Dublin
Careers Network

TUES 11th Feb Considering the 'right' next step after the Postdoc

Prof. Aoife Gowen, Biosystems & Food Eng
Dr Charles Nwankire, Sr Data Scientist, ABS
Dr Tricia Kiehlly, Social Policy Dev Officer, St Vincent De Paul
Dr Philip Cross, Director 'Space Engineers' Architect, Postdoc

TUES 25th Feb Working in a funding agency as a Postdoc (SFI, IRC, HRB)

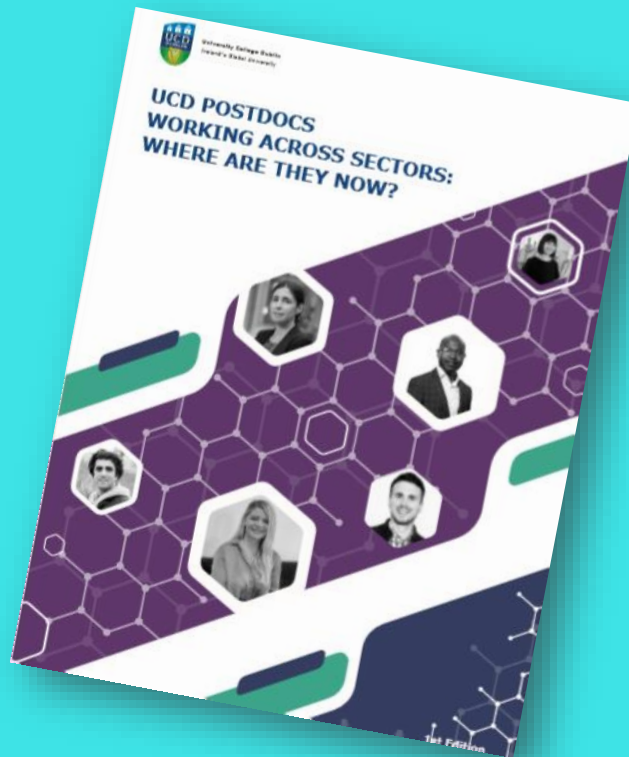
Dr Suz Gilman, Irish Research Council
Dr Peter Hyde, Health Research Board
Dr Dolores Melgar, Science Foundation Ireland

TUES 3rd March Project Management with a PhD

Dr Olga Murdoch, Agile Lead UCD
Dr Kathryn Corcoran, Med Comm Lead, Novartis

TUES 10th March Postdoc funding opportunities to work across sectors
Funders (SFI, IRC, RSC & Cereb); previous fellows; interested companies

@ucdscareers #ucdpostdocs20 researchcareers@ucd.ie Booking: ucd.ie/researchcareers/eventcalendar



'your future job may not exist yet, none of ours did...'

Eva Amsen@easternblot: <http://www.slideshare.net/easternblot/career-talknatjobs-forupload>

Supporting PhDs in their career development

Melike Riollet, PhD –
melike.riollet@abg.asso.fr

ESOF 2020, 06/09/2020



Association Bernard Gregory, 239 rue Saint-Martin, 75003 Paris, France
Tel. +33 1 427 427 40 – www.abg.asso.fr – international@abg.asso.fr

ABG today:

Where PhDs and companies meet

- **Non-profit** created in 1980 and partly funded by the French government
- **We publish post-doc, job offers, thesis topics, masters internships** on our website: www.abg.asso.fr – *4550 ads in 2019*
- **We help companies** recruit PhDs
- **We set up events and share information (PhD career paths, career advice...)** about opportunities outside academia
- **We train and coach PhD students, post-docs and researchers** to steer their career - *4200 people trained in 2019 (France, Belgium, Germany, Italy, Luxembourg, Spain...)*
- **EURAXESS Career Development Centre** since 2017
- More and more **involved in EU-funded (post)doctoral programmes:** COFUND, ITN, JED, Interreg...

Examples of key audience (I): Supervisors

Supervisors' crucial role for PhD career development:

Transparency and advice, empowering the Phd candidate
(autonomy, skills development)

Good practice: **Supervision trainings**

- **Format:** Concepts and methods by former researchers, experience sharing on management styles, situational exercises
- **Topics addressed:**
 - Integrating a PhD candidate
 - Building an effective relationship and management
 - **Fostering their career development:**
Providing insight about the job market,
encouraging them to anticipate &
explore options, guiding them
towards job vacancies



Role playing – Supervision of PhD candidates workshop, 2019

Examples of key audience (II): Postdocs

Common challenges: More experience yet limited access to professional support, extensive international mobility experience coupled with lack of local network

Good practice: **Crossborder postdoctoral trainings**

- **Benefits:** Job search methods, multidisciplinary and international group of peers, discussions with PhDs working outside academia and recruiters
- **Topics addressed:**
 - International job market for PhDs
 - Career planning
 - Networking
 - Skills
 - Homecoming after a mobility
 - Dual-career couples



Crossborder Postdoctoriales, Luxembourg, 2018



CZECH REPUBLIC



**MULTIDISCIPLINARY
SCIENCE CENTER**

INTERNATIONAL

**STATE-OF-THE-ART
INFRASTRUCTURE**

**MODERN AND
PROGRESSIVE**

**BASED IN
BRNO**

**CAREER
DEVELOPMENT
IN EU13
COUNTRIES**

```
graph LR; A((CAREER DEVELOPMENT IN EU13 COUNTRIES)) --- B((NEW TREND)); A --- C((MAINLY DRIVEN BY HR AWARD)); A --- D((STRATEGICALLY IMPORTANT));
```

NEW TREND

**MAINLY
DRIVEN BY
HR AWARD**

**STRATEGICALLY
IMPORTANT**



EU-LIFE



CEITEC

ALLIANCE4LIFE

**LEARN FROM
EXPERIENCED
PROFESSIONALS**

LESSONS LEARNED



**CONSIDER
NEEDS OF THE
RESEARCHERS**

**SELECT HIGH
QUALITY
TRAINING
PROVIDERS**

**MOTIVATE AND
INSPIRE**

**REMAIN
GLOBALLY
COMPETITIVE**

**PROVIDE SAFE
SPACE TO
PRACTICE**



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QUESTIONS AND DISCUSSION ...

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Join our C-A-R-E group:

www.linkedin.com/groups/6613591/