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Career Support for Early Career Researchers

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Background

- The number of PhD candidates and postdoctoral fellows being trained today is far higher than the academic system can support.
- Early career researchers (ECRs) need to look beyond academic research for their first permanent employment.
- Society needs highly educated, qualified and well-trained candidates.
- ECRs need to take on a realistic view on career possibilities and develop a career plan.
- Policies requesting career support for ECRs exists both internationally (European Charter and Code), national (Ministry of Education and Research) and local (UiO Standards)

This project aimed at drafting and piloting a career support framework that accommodates the standards by providing our ECRs with tools, know-how and support on how to map their competences and how to plan and carry out strategic professional development.

Career Support Framework

We have taken a generic approach to describe the career support framework that is relevant for all candidates across disciplines.



Figure 1. The Career Support framework for Early Career Researchers. An illustration of the overlapping onboarding, ongoing and outgoing phases. The duration of each phase is subjective and depend on each individual's background and context.

Table 1. Overview of the suggested topics for a comprehensive career support framework divided in onboarding, ongoing and outgoing phase.

Onboarding			Individual and group career counselling
Read, evaluate and write	Data management	Introduction to career learning	
Ongoing			
Manage your (PhD) project	Networking	Competence mapping	
Develop your teaching	Grant writing	Personal branding	
(Research) communication / dissemination	Authorship, publishing and metrics	Work-life balance and well-being	
	Innovation and entrepreneurship		
Outgoing			
Career pathways			

Pilots

- The project focused on three aspects;
 - 1) individual career counseling and
 - 56 candidates
 - 2) group career counseling within non-academic career opportunities
 - Career management sprint (1 week, 5x3hours sessions)
 - Career planning workshop for Early Career Researchers (2x1/2 days)
 - 3) tailored online information with self-help resources that can be supplemented with training in relevant topics.
 - <https://www.mn.uio.no/english/research/phd/career-support/on-off/index.html>



Success Criteria

Professional competence and knowledge on non-academic career pathways for PhD candidates.

- Effective use of recourses

- Collaborate to reduce administrative burden, across research groups, department and/or faculties.
- Structured approach to utilize existing competence and offerings by the University Library.

- Equal offer for all PhD candidates

- Offerings organized at faculty level to ensure all PhD candidates receive the same offer and counseling expertise.









- Enhance career learning for ECRs

- Further developing existing expertise in career counseling and career learning (Career Services)
- Establish a new position as PhD career support coordinator allocated to Career Service.
- Establish a forum for Career Support.

Planning your career starts when you start your PhD education. We offer career support through workshops, tutorials, meeting places and online resources as an optional part of the PhD program.

"SV9103 Introduction to the PhD programme"

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(Research) communication / dissemination 	Authorship, publishing and metrics	Work-life balance and well-being 	
Academic writing 	Innovation and entrepreneurship		
Outgoing			
Career pathways 			



Eksisterende tilbud av obligatorisk og frivillige redskapskurs (generiske ferdigheter).