

CAREER DEVELOPMENT PLAN

For Postdoctoral Research Fellows at The Faculty of Humanities, UiO

Name	
Department	
Name of manager/leader (i.e Head of Research/ another line manager)	
Period of employment	
Percentage of teaching/administrative duties (if applicable)	
Date of filled in plan	
Name of supervisor/ mentor/project leader (if applicable)	

This plan is meant to start an awareness-raising process of the professional career development of researchers. The purpose is to set realistic and achievable career goals and to identify and develop ways to improve employability both inside and outside academia, by defining both short term and long-term goals, as well as measures for how to achieve them

In collaboration with your line manager (the Head of Research or another manager at your Department), you are asked to reflect on which strategic choices can be made to improve important research and transferrable skills and ultimately qualify you for a tenured academic position.

The career plan should be followed up and updated at least once a year, e.g. in an annual review session with your line manager.



LONG TERM CAREER OBJECTIVES

Long term career goals (4-5 years)

Describe your main career goals. Where do you see yourself in five years' time?

You may envision several career paths within academia, industry or the public sector in Norway or abroad.

To reach your long term goals – which skills/competences do you need?

Within which areas do you need/want to improve your skills?

i.e. research/scientific knowledge, teaching/pedagogical skills, public outreach, administration/management skills, other.

CAREER OBJECTIVES DURING THE EMPLOYMENT PERIOD

2-4 years

<p>Research results for example</p> <ul style="list-style-type: none"> • Planned/anticipated publications • Planned/ anticipated participation and/or presentations at conferences, workshops, courses, seminars, etc. 	
Aims	Actions

<p>Competences/skills relevant for your research for example</p> <ul style="list-style-type: none"> • New skills/ techniques/ expertise such as qualitative/quantitative methods, experimental design, interdisciplinary methods, responsible research and innovation/ research ethics, etc. 	
Aims	Actions

<p>Teaching/pedagogical skills (NB: this is depending on your contract/ percentage of teaching/administrative duties)</p> <p>for example</p> <ul style="list-style-type: none"> • Courses/ education in pedagogy • Pedagogical work during your employment period <ul style="list-style-type: none"> ○ teaching, seminar teaching, supervision, guest lecturing, assessment work, group-based guidance/assessment of writings, etc. • Collecting your pedagogical experience in a portfolio 	
Aims	Actions

<p>Communication/ dissemination/ innovation</p> <p>for example</p> <ul style="list-style-type: none"> • Courses/ education in communication/ dissemination • Research presentation/ dissemination at the work place • Research/knowledge presentation/dissemination outside your field of research (locally, nationally, internationally) • Cooperation/partnership with stakeholders/ user groups 	
Aims	Actions

<p>Competences/ skills in management/ leadership for example</p> <ul style="list-style-type: none"> • Planned applications for funding during your employment period (i.e. fellowships, grants, travel grants, etc.) • Participation in boards, committees, council work, working groups (relevant for your position) • Participate in or arrange seminars, courses, workshops, etc. 	
Aims	Actions

<p>Networking skills/possibilities for example</p> <ul style="list-style-type: none"> • Within your workplace/ the University • Nationally • Internationally 	
Aims	Actions

Signatures

Postdoctoral fellow

Head of Research

Mentor (if relevant)