

Mandatory professional development plan for postdoctoral research fellows

Postdoctoral researcher:

Unit :

Contract period:

Academic supervisor / mentor:

Line manager (unit leader):

The postdoctoral fellow and head of unit are jointly responsible for filling out the development plan no later than 6 months after commencement of the postdoctoral period. The plan shall be archived together with the contract of employment. The plan shall be assessed / revised in annual appraisals (karriereutviklingssamtale). (Note: candidates funded by the Research Council of Norway must also submit the plan to RCN).

The plan should include the following:

1. Baseline

- Major skills and competencies.
- Areas for improvement.

2. Main objectives for the postdoctoral period.

- Competence goals
- Quantify the deliverables, like number of papers, number of contribution to major conferences, etc.

3. Personal career objectives beyond the postdoctoral period.

What do you think you want to do

- at the end of this postdoctoral period?
- 3 years after the postdoctoral period?
- 5 years after the postdoctoral period?

4. Measures taken to obtain the objectives for the postdoctoral period and beyond.

- Actions needed to obtain the research results planned beyond what is described in the project plan
- Teaching activities
- Advising or other service activity (collaboration in supervision, seminars, writing applications etc)
- Responsibility taken inside the group/department
- Plans or ambitions in term of innovation (if relevant)
- International networks and research collaboration
- Plans for postdoctoral training (eg. MED's Postdoctoral programme)
- Resources and support needed

5. Plans for career support activities (e.g. MED's Postdoctoral programme, mentoring scheme etc).

Date:

Postdoctoral fellow

Head of unit

Attachment:

- Project description