

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



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