**CAREER DEVELOPMENT PLAN**

For PhD fellows at The Faculty of Humanities, UiO

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| Name |  |
| Department |  |
| Name of manager/leader (i.e Head of Research/ another line manager) |  |
| Period of employment |  |
| Date of filled in plan |  |
| Name of supervisor |  |

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 future career.

The career plan should be followed up and updated at least once a year, e.g. in connection with the performance assessment interview (“medarbeidersamtale”). You are not expected to have complete answers to every question in this document early on in your period as a PhD candidate. Furthermore, keep in mind that this plan is not fixed, but can be expanded, updated and altered as you grow as a researcher.

**LONG TERM CAREER OBJECTIVES**

**Long term career goals**

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| Describe your main career goals. Where do you see yourself after your PhD?  You may envision several career paths within academia, industry or the public sector in Norway or abroad. |
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**To reach your long term goals – which skills/competences do you need?**

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| 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. |
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**CAREER OBJECTIVES DURING THE THREE YEARS AS A PHD FELLOW**

**Keep in mind that you are not expected to have complete answers to every question in this document early on in your period as a PhD candidate, it is completely fine to change and expand the plan over the course of these years.**

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| **Competences/skills relevant for your research** for example   * New skills/ techniques/ expertise such as qualitative/quantitative methods, experimental design, interdisciplinary methods, responsible research and innovation/ research ethics, etc. | |
| Aims | Actions |
|  |  |

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| **Research results** for example   * Planned/ anticipated participation and/or presentations at conferences, workshops, courses, seminars, etc. * Planned/anticipated publications | |
| Aims | Actions |
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| --- | --- |
| **Communication/ dissemination/ innovation**  for example   * 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 |
|  |  |

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| --- | --- |
| **Networking skills/possibilities** for example   * Within your workplace/ the University * Nationally * Internationally | |
| Aims | Actions |
|  |  |

**CAREER OBJECTIVES DURING THE COMPLETION GRANT YEAR**

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| **Competences/ skills you wish to acquire/develop during the completion grant year** for example   * Publication and dissemination of your PhD research * Courses/ education in pedagogy   o teaching, guest lecturing, assessment work, group-based guidance/assessment of writings, etc.   * Applying for funding (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 |
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**Signatures**

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**Doctoral fellow Head of Research/PhD leader**