

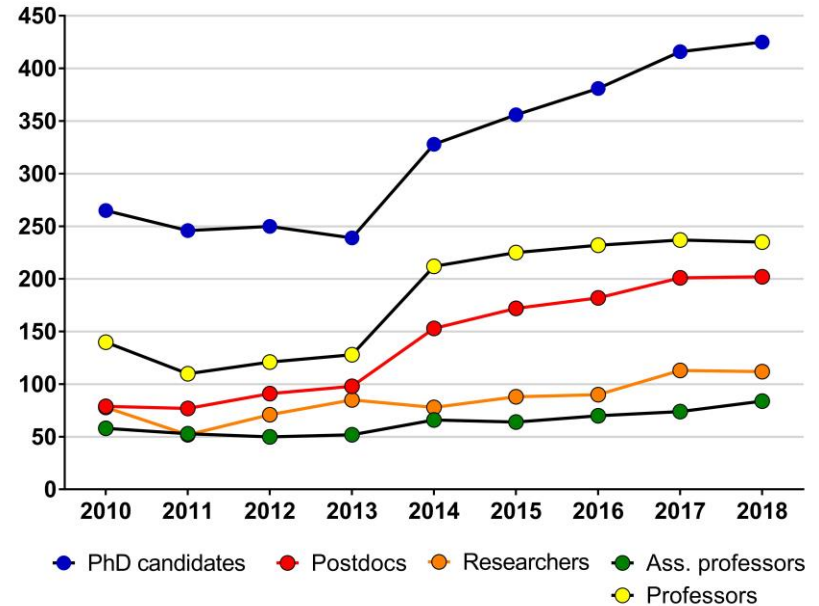


Career Development Programmes

● *Stian Engen, coordinator*
● *12.06.2019*

Why?

- 1980's: Postdoctoral fellowship introduced
 - 1991: 75 PDs nationwide
 - 2018: 1554 PDs nationwide
- MN (2018)
 - PD / ass.professor ratio – 2 : 1
- Comprehensive career policy



Knowledge development in a changing world



Science and
technology
towards 2030
—
Strategy

Abstract

The lead lies in research.

The Faculty shall develop more academic groups which will feature among international leaders in their respective fields. **The Faculty's education of researchers shall be improved, and the Faculty shall facilitate career development for young researchers.** The Faculty shall participate in the development of important research infrastructures, both nationally and internationally.

The lead lies in research

Researcher training

The Faculty shall be a national leader in respect of providing education for researchers. **The most important aspect of education for researchers is that the research involved shall be high-quality research, although priority shall also be placed on boosting transferable skills and providing guidance for various careers.** Our candidates should be aware and strategic, have good cooperation skills and possess a high degree of ethical reflection.

Culture for learning

Sought-after candidates

The Faculty shall educate candidates with the knowledge and competence that is sought after in the labour market. The Faculty shall educate active problem solvers, who will be in the forefront to solve the challenges of today and tomorrow, including those related to climate, the environment and health care. The Faculty shall educate candidates who define the premises for future research and future social development, and who are capable of defining problems that are as yet unknown.

What?

Three programmes offered our early career researchers to provide them with tools and know-how to carry out strategic career choices.

- **PhD Career Development Programme (PhD-CDP)**
 - Online training programme
 - PhD candidates (pilot autumn 2019 w/ 50 candidates)
- **Postdoctoral Career Development Programme (PD-CDP)**
 - Online training programme
 - Postdoctoral fellows and researchers
- **Early Career Researcher Development Programme (ECR-DP)**
 - On campus workshops and seminars
 - PhD candidates, postdoctoral fellows and researchers

How?

PhD Career Development Programme

- Intro seminar
 - Date and programme not determined
- 4 online modules (8 weeks)
 - Start-up: 9 September 2019
- 3 live webinars w/ PostdocTraining
- Additional resources
 - Career options masterlist
 - Mastermind groups (voluntary)
 - LinkedIn career development forum
- Open-ended access to course material



How?

Postdoctoral Career Development Programme

- Intro seminar
 - 2 days at Sundvolden (25-26 April)
- 15 online modules (7 months)
 - Start-up: 1 May 2019
- Peer group meetings
 - Group discussions
 - Facilitator
- Additional resources
 - 1 h mentor call
 - Career options masterlist
 - Mastermind groups (voluntary)
- Open-ended access to course material



How?

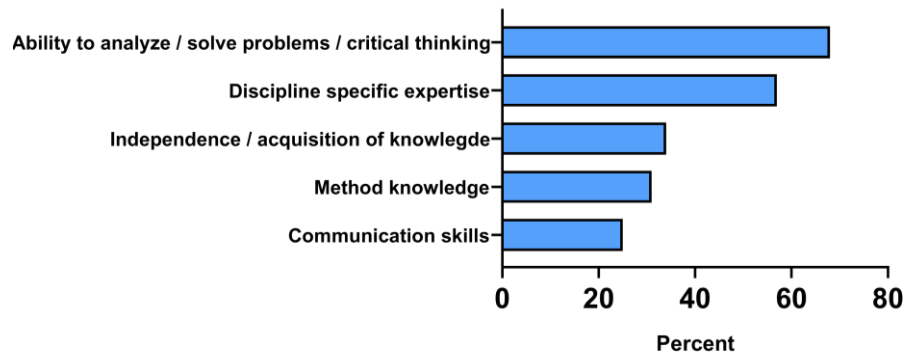
Early Career Researcher Development Programme

- Six stand-alone workshops and seminars
- Supplement online programmes
- Peer group meeting places

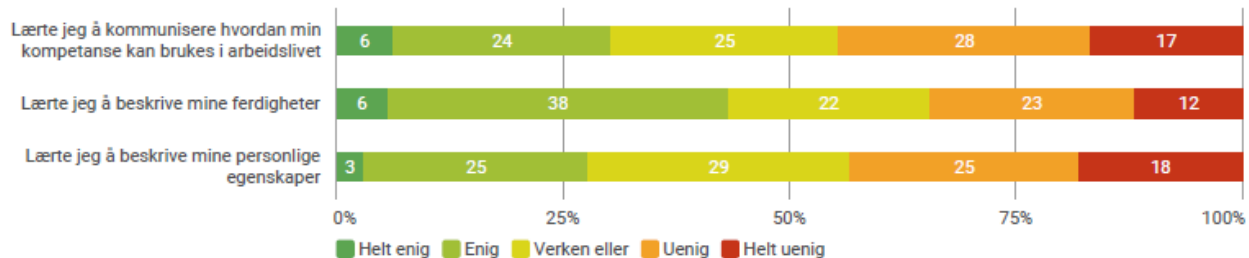


Kandidatundersøkelsen 2018

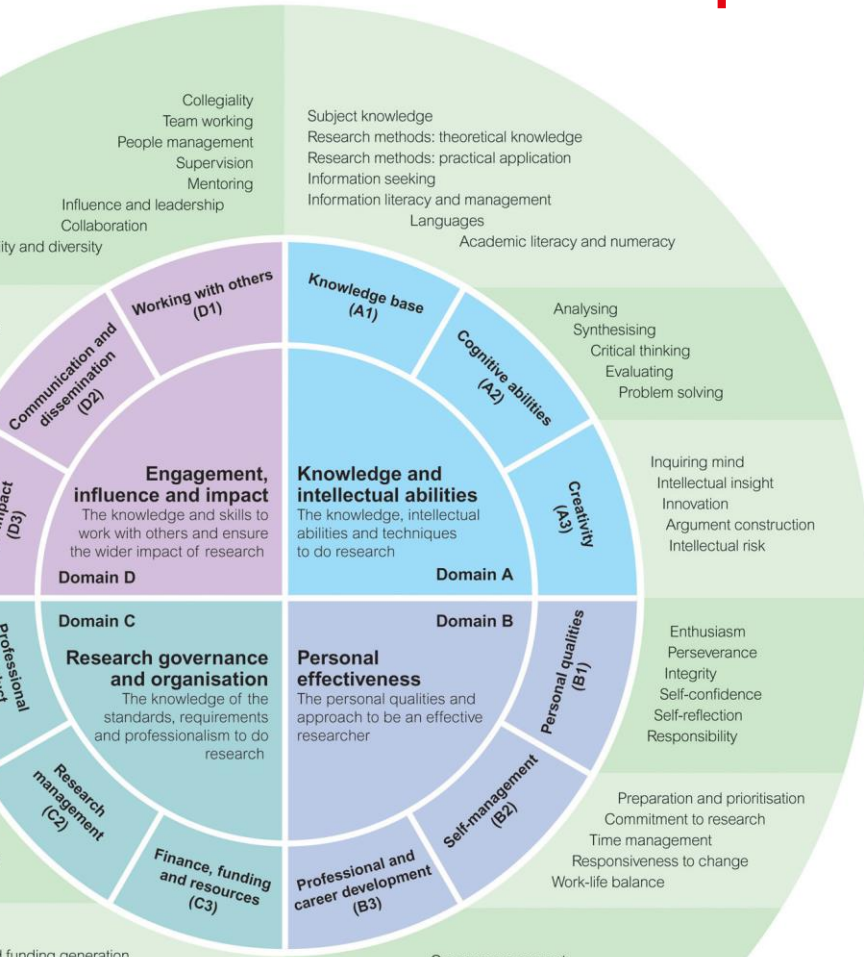
What kinds of knowledge and skills have you benefited most from in your work life?



Hvor enig eller uenig er du i følgende påstander: Under studietiden ved UiO...



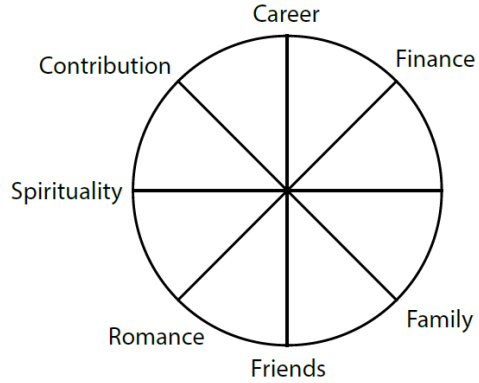
Competence mapping tool



The [Vitae Researcher Development Framework \(RDF\)](#) is structured into four domains covering the knowledge, behaviours and attributes of researchers. It sets out the wide-ranging knowledge, intellectual abilities, techniques and professional standards expected to do research, as well as the personal qualities, knowledge and skills to work with others and ensure the wider impact of research. Within each of the domains there are three sub-domains and associated descriptors.

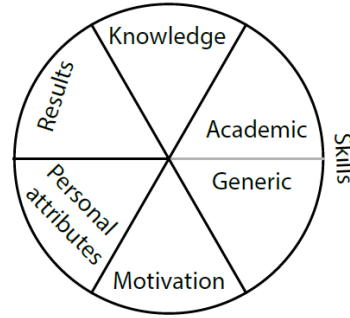
- What are skills?
- What are my skills?
- How skilled am I in my skills?
- Availability
 - Under investigation

1. What are my values?



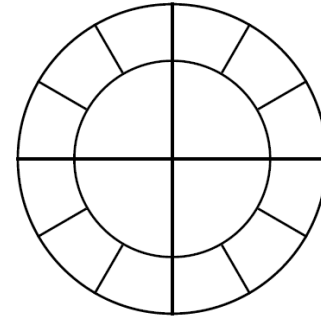
The life wheel

2. What can you offer?

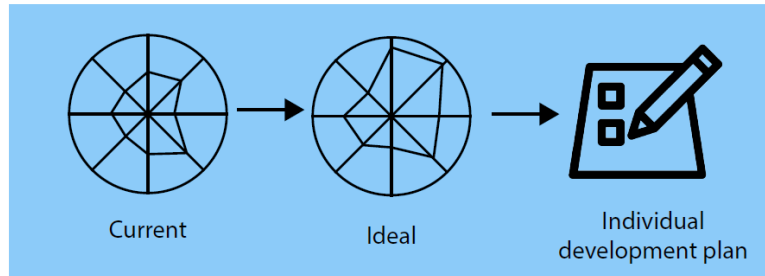


The Career Services

3. What are your strengths?



Vitae



Responsibility?

The faculty?

The departments?

The supervisors?

The candidate?

Yes



UiO : **Faculty of Mathematics and Natural Sciences**
University of Oslo

Thank you for your attention

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