



Presentation of

RITMO'S CAREER DEVELOPMENT PROGRAMME

INDEX

01	Background	3
02	Structure	6
03	Appendix	10



01

BACKGROUND

Background

RITMO's Career Development Programme is part of a national and international trend focusing on career support for early career researchers.

This includes initiatives to improve the researchers' attractiveness in a large variety of jobs outside, as well as inside, academia.¹⁾ The numbers of doctoral and post-doctoral graduates have risen significantly during the last decade. Due to the limited possibilities for permanent positions in universities, this has also led an increasing number of scholars to seek careers outside academia.²⁾ Accordingly, several universities have acknowledged the need to offer stronger and more systematic career support with a focus on multiple career pathways. The EU report "Evaluation of research careers fully acknowledging

Open Science practices" suggests that, in the future, researchers need to be evaluated based on many more parameters than those common until now.³⁾ Similarly, The Dutch position paper "Room for everyone's talent" emphasises the need for considering the full breadth of a researcher's competencies.⁴⁾ The suggestions of these reports have been further developed in the new Norwegian Career Assessment Matrix (NOR-CAM) proposed by Universities Norway.⁵⁾ This model emphasises the need for systematic documentation of and reflection on a researcher's competencies.

1 See for example Delivering Talent: Careers of researchers inside and outside academia, a position paper by LERU (The League of European Research Universities)—an association of twenty-three leading universities. <https://www.leru.org/publications/delivering-talent-careers-of-researchers-inside-and-outside-academia>

2 LERU 2018

3 Evaluation of research careers fully acknowledging Open Science practices – Rewards, incentives and/or recognition for researchers practicing Open Science <https://op.europa.eu/en/publication-detail/-/publication/47a3a330-c9cb-11e7-8e69-01aa75ed71a1/language-en>.

4 Room for everyone's talent: towards a new balance in the recognition and rewards for academics. <https://www.nwo.nl/en/position-paper-room-everyones-talent>

5 Veileder for vurdering i akademiske karriereløp: NOR-CAM – en verktøykasse <https://www.uhr.no/temasider/karrierepolitikk-og-merittering/nor-cam-veileder-for-vurdering-i-akademiske-karrierelop/>

” RITMO’s Career Development Programme aims to meet the challenges faced by young researchers at the start of their careers.

Centres of Excellence, including RITMO, have an added responsibility to offer stronger and more systematic career support and documentation because of the high percentage of young researchers at these centres compared to university departments generally.⁶⁾ A broadened career focus is also important since many early career researchers aspire to permanent academic positions at a university, and short-term contracts and job uncertainty are often issues of major concern to them.⁷⁾ In recent years, the University of Oslo has implemented measures to develop and standardise career support for early career researchers.⁸⁾ RITMO’s Career Development Programme aims to meet the challenges faced by young researchers at the start of their careers by helping them build and document the knowledge and skills they develop during their work period at RITMO.

In 2018, eight Centres of Excellence at the University of Oslo, spearheaded by Hylleraas Centre for Quantum Molecular Sciences, participated in KUPP (karriereutviklingspilotprogram), a pilot programme aimed at developing and improving the career support the Centres offer their young researchers.⁹⁾ RITMO’s Career Development Programme came out of the work done with the other Centres of Excellence in KUPP, but it also went beyond this initiative in terms of implementing a comprehensive career-supporting programme with mentorship and workshops as core components. Our hope is that this portfolio will serve as an inspiration, and possibly a guide, for other centres, university departments, and entities seeking to improve their career development support for early career researchers.

6 Career Support for Researchers in Early Career Stages – Experiences from the career-support development programme KUPP at the Centres of Excellence at the University of Oslo 2018–2019 <https://www.mn.uio.no/hylleraas/english/about/career-development/>

7 LERU 2018

8 Oppfølging av Karrieropolitisk tiltaksplan: Standarder for karrierestøttende tiltak <https://www.uio.no/om/organisasjon/styret/moter/2020/03-10/v-sak-5-oppfolging-av-karrierepolitisk-tiltaksplan---standarder-for-karrierestottende-tiltak.pdf>

9 Career Support for Researchers in Early Career Stages, 2020.



02

STRUCTURE

Structure

Each researcher is assigned a personal career mentor (other than their academic supervisor). The mentor is chosen from a pool of senior researchers at RITMO working within a relevant discipline.

MENTORING

The researcher and mentor meet regularly. Together, they map the researcher's career goals, make a personalised career development plan, and identify areas to develop and improve. The Career Development Form is a tool developed by RITMO to aid the researcher and the mentor in their work. The form helps visualise the researcher's goals and what actions are needed to reach those goals.

WORKSHOP MODULES

A workshop is organised each semester. External speakers with expertise in the relevant topic are invited, and we also draw on the knowledge of senior researchers and advisers at RITMO and the University of Oslo. There are six circulating workshop modules, which are focused on both academic and generic skills, see *next page*. →

Our six circulating workshop modules



Team and collaboration skills; ethics at the workplace

This module focuses on communication skills and collaboration with people with a variety of backgrounds (in terms of disciplines, methods, culture, etc.) and different personalities and opinions.¹⁾



Alternative career paths / careers outside academia

This workshop aims at highlighting valuable transferable skills that are developed during their time at RITMO. People from the industry- or private sector with relevant academic backgrounds are invited as speakers.



Project management

This module seeks to strengthen the researcher's competence in preparing and developing project plans – including designing a project, making a realistic timeline, and overcoming setbacks. Experienced project leaders are invited to share their insights.



Obtaining funding

This module seeks to assist the researchers in preparing project plans and grant applications. The workshop also provides information about where and when to apply and points them to other more specific external workshops relevant to the topic.



Time management and career planning

The focus in this module is on personal time management, workflow, prioritisation, and work/life balance, as well as strategic career planning.



Dissemination and presentation skills

This module covers topics such as data visualisation, dissemination strategies, public speaking, and how to use web- and social media.

¹ See also RITMO's inclusivity statement and code of conduct.

” One aim is that RITMO will help the early career researchers to document their generic skills systematically.

COURSES

In addition to the workshops organised by the programme, the researchers are encouraged to attend other relevant courses and document them systematically. The mentor works with the researcher to find courses that are relevant for their career goals. These courses may be organised by the University of Oslo, the Research Council of Norway, and other relevant organisations.

Some examples include:

Course	Type of course
Teaching and Learning in Higher Education/Universitetspedagogisk basiskompetanse	Teaching, pedagogy
SV9107 International Publishing (2 ECTS, Norwegian)	Publishing
Writing course for scientists with Forskning.no	Communication
Introduction to R and RStudio	Statistics
PhD candidates and stress	Stress management

DOCUMENTATION

One aim is that RITMO will help the early career researchers to document their generic skills systematically. It is increasingly being required to provide documentary evidence when applying for jobs. However, such documentation is not always easy to obtain. Each of the researchers completing RITMO's Career Development Programme will receive documentation consisting of a cover letter, a diploma, a transcript of completed workshops and courses, and a list of transferable skills (see Appendix). This information may be used when applying for positions within and outside academia. The reason for including the transferable skills document is that it is important that employers outside academia recognise not only the academic achievements but also the broader set of generic skills and competencies gained at RITMO.



03

APPENDIX

Diploma



DIPLOMA

RITMO Career Development Programme

We hereby confirm that

_____, born _____,

has participated in the Career Development Programme at
RITMO Centre for Interdisciplinary Studies in Rhythm, Time and Motion
at the University of Oslo from _____ to _____

See the attached form for a detailed transcript.

Centre Director
RITMO

Mentor

Transcript and transferable skills

TRANSCRIPT

RITMO Career Development Programme



NAME:
MENTOR:

_____, born _____, participated in the following workshops and training sessions at RITMO Centre for Interdisciplinary Studies in Rhythm, Time and Motion at the University of Oslo.

RITMO Career Development Programme Workshops

Date	Title	Description

Other activities at RITMO

Date	Title	Description

TRANSFERABLE SKILLS



As a Doctoral Research Fellow at RITMO, _____ has acquired skills that are transferable to many jobs and careers outside academia. In this document we highlight some of the skills that _____ has developed at RITMO.



Research skills and critical thinking

- Identify relevant research questions and determine the best approach(es) to finding answers to the questions
- Find, understand, and synthesise large amounts of data
- Approach problems creatively and systematically
- Identify links between ideas, theories, and methods
- Evaluate arguments critically



Written and oral communication

- Write effectively in different formats
- Speak in front of different audiences
- Present complex ideas in a pedagogical manner
- Make use of different dissemination channels



Project management, organisational skills, administrative skills

- Design a project
- Make a realistic project timeline
- Overcome deadlines and setbacks



Interdisciplinary, collaboration, diversity, and ethics

- Collaborate, both internally and externally, in an international and interdisciplinary research environment
- Create networks with relevant partners
- Reflect on and promote ethics and diversity at the workplace

Cover letter

UiO  RITMO Centre for Interdisciplinary Studies in Rhythm, Time and Motion
University of Oslo

To whom it may concern

Date: 16. June 2021

Career Development Programme at RITMO

Every doctoral and postdoctoral research fellow at RITMO Centre for Interdisciplinary Studies in Rhythm, Time and Motion is enrolled in RITMO's tailored Career Development Programme.

The programme aims to strengthen the fellows' skills and broaden their experiences relevant to various career paths both within and outside of academia. Moreover, the programme helps them to recognise their transferable skills and document them in a systematic way. Each fellow is assigned a personal career mentor (in addition to their academic supervisors) who helps them map their career goals and make a personalised career development plan. The career mentor is a RITMO faculty member working within a relevant discipline.

The Career Development Programme training consists of a series of thematic workshops focused on both academic and generic skills. In addition, the mentors assist the fellows with finding courses through which they can acquire relevant skills and knowledge depending on their individual needs.

Please find attached a diploma and transcript of RITMO's Career Development Programme, as well as a description of transferable skills that they have likely gained through their time at RITMO. These documents provide further details about the individual fellow's completed workshops, courses, and other activities.

Sincerely yours,

Head of Administration
RITMO Centre for Interdisciplinary Studies in Rhythm, Time and Motion



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Career development form

RITMO CAREER DEVELOPMENT PROGRAMME	CURRENT SKILLS			PLAN FOR NEW SKILLS	
	Competence (high/low)	Describe Training/Experience achieved + date	Documentation exists (yes/no)	My priorities (X)	Plan for achieving these new skills
Academic communication skills					
Academic writing/academic english					
Presentation skills and public speaking					
Popular dissemination of research / social media for researchers					
Research funding					
Grant application writing experience					
Knowledge about funding opportunities within and outside academia					
Other academic skills					
Teaching					
Supervision					
Data management (including data privacy)					
Peer Reviewing					
Transferable skills					
Time management					
Team and collaboration skills					
Networking skills					
Ethics at the workplace					
Project management					
Administrative experience					
Tools (i.e. Ref/cit, programming, statistics, data analysis) (please fill in)					



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