



# Career Development Plan

Fluor21 Meeting

Durham Sept 21-23, 2014

# What is a Career Development plan?

- Defines your research and professional goals
- Charts your development as a researcher
- Useful resource for thesis writing
- Aids in planning skills acquisition



# Components of a Career Development Plan

- Research Plan
  - Clearly defined research programme
  - Record of research objectives
  - *Living* document
- Professional Development Plan
  - Skill set
    - Skills directly related to your research area
    - Transferable skills

# Research Plan

- Essential elements
  - Your research question
  - Justification
  - Workplan (how you will go about investigating the question)
  - Communicating your findings

# Setting Objectives: Be SMART

- **Specific**
  - Clear statements about what is needed
- **Measureable**
  - How will you determine if the objectives have been achieved?
- **Achievable**
  - Set realistic, challenging goals
- **Relevant**
  - Match to your research aims
- **Time bound**



# Professional Development

- Most PhD graduates do not work in academia
- What is the 'transfer value' of your skills?
- Skills and competencies
  - What skills do you need to complete your research objectives?
  - What other skills outside your immediate research area are needed?
  - What level of competency is required?
    - Synthesis of organofluorine compounds: Expert

# Supervisory Panel Meetings

- In the Fluor21 ITN all ESRs have a primary supervisor and a second supervisor
  - Additional layer to local arrangements
- Meetings can take place remotely (e.g. Skype) or at organised ITN events
- Complete the report and email to the Fluor21 administrator

# Supervisory Panel Meeting Record report

Candidate name: \_\_\_\_\_

Date of meeting: \_\_\_\_\_

Stage of Study: \_\_\_\_\_

How many supervisory panel meetings have you had this academic year:

\_\_\_\_\_

## YOUR RESEARCH

Please provide an update of your research progress (*no more than 500 words*). If this is your first meeting with your panel, please provide a brief synopsis of your research plan.

Since your last panel meeting, have you encountered any significant difficulties?

If yes, briefly outline these difficulties and indicate what proposals have been agreed at this current meeting to address them

Have there been any substantive changes in the direction of your research since (a) you started your doctoral research or (b) your last Panel meeting? If yes, briefly outline the reasons for this

What is your plan of action between now and the next meeting to achieve your research objectives?



# Personal development record

- Research/transferable skills
  - Skill
  - Progress
  - Plans for future development
- Record of taught modules/courses
- Comments from supervisory panel