**Appendix F: Career plan**

**Career plan** for academic staff in recruitment positions (postdoctoral fellows)

Period from: \_\_\_\_/\_\_\_\_/\_\_\_\_ to \_\_\_\_/\_\_\_\_/\_\_\_\_

To be completed by employee:

|  |  |
| --- | --- |
| **Name** | |
| **Faculty/department** |  |
| **Member of research centre** |  |
| **Academic supervisor/manager** |  |
| **Current allocation of work** % Teaching % Research | |
| **Name of responsible manager/mentor** | |

**The career plan should be followed up and updated regularly in an annual development dialogue**.

A career plan is an awareness-raising process and documentation showing which career goals you have. The career plan must be drawn up during the postdoc development dialogue, and must be a specification of career goals and measures to achieve each goal. Both the individual employee and the institution are responsible for working towards the goals in the career plan and for the selection of relevant measures that are offered.

# RESEARCH AND INNOVATION

|  |  |  |
| --- | --- | --- |
| **Long-term goals (2-5 years)**  Formulate a concrete vision of what should be achieved in the longer term.Can also include aspects of your overall research plan. | | |
|  | | |
| **Follow-up of results from the previous career plan** | | |
|  | | |
| **In consultation with your academic leader, draw up specific goals and actions for academic development for the coming 12 months.** | | |
| **Goal** | **Actions** | * **What obstacles/risk factors do you see for implementing the actions?** * **What opportunities do you see for implementing the actions?** |
|  |  |  |
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# TEACHING

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| **Long-term goals (2-5 years)**  Formulate a concrete vision of what should be achieved in the longer term | | |
|  | | |
| **Follow-up of results from the previous career plan** | | |
|  | | |
| **In consultation with your academic leader, you draw up specific goals and actions for academic development for the coming 12 months.** | | |
| **Aim** | **Actions** | * **What obstacles/risk factors do you see for implementing the actions?** * **What opportunities do you see for implementing the actions?** |
|  |  |  |
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# INTERNATIONALIZATION, MOBILITY AND NETWORK BUILDING

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| --- | --- | --- |
| **Long-term goals and strategy (2-5 years)**  Formulate a concrete vision of what should be achieved in the longer term | | |
|  | | |
| **Follow-up of results from the previous career plan** | | |
|  | | |
| **In consultation with your academic leader, you draw up specific goals and actions for academic development for the coming 12 months.** | | |
| **Aim** | **Actions** | * **What obstacles/risk factors do you see for implementing the actions?** * **What opportunities do you see for implementing the actions?** |
|  |  |  |
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**PROJECT WORK AND WRITING APPLICATIONS**

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| --- | --- | --- |
| **Long-term goals (2-5 years)**  Formulate a concrete vision of what should be achieved in the longer term | | |
|  | | |
| **Follow-up of results from the previous career plan** | | |
|  | | |
| **In consultation with your academic leader, you develop specific goals and actions for academic development for the next 12 months.** | | |
| **Goal** | **Actions** | * **What obstacles/risk factors do you see for implementing the actions?** * **What opportunities do you see for implementing the actions?** |
|  |  |  |
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| --- | --- |
| **Further career in academia** | |
| A goal for most postdocs is to qualify for a further career at a academic institution. As the postdoc’s employer, NTNU must contribute to good career paths, so that on completion of their engagement, staff in postdoc positions is optimally equipped to compete for positions in the next stage of their career path.  Here, the supervisor/manager/mentor and postdoc can discuss some of the following questions: | |
| **What opportunities does the employee have in academia?** |  |
| **Which strategic choices can be made in connection with promotion/assessment of an application for a tenured academic position?** |  |
| **Which skills might you need to develop in order to qualify for an application for a tenured academic position?** |  |
| **Which important skills are missing?** |  |
| **What is your current status with regard to qualifying for work in academic positions?** |  |
| **Clarification of expectations: Independence, autonomy, how to break free from the supervisor** |  |

|  |  |
| --- | --- |
| **Further career within other parts of the working world** | |
| Not everyone who is recruited to a postdoc position wants to or can continue in an academic career. Various knowledge-based careers throughout society, in both the public and private sectors, need postdoc skills – and represent attractive career paths.  Here, the supervisor/manager/mentor and postdoc can discuss some of the following questions: | |
| **Which opportunities do you have in other working life?** |  |
| **Which skills do you have for positions outside academia?** |  |
| **Which important skills do you lack in order to be attractive for positions outside academia?** |  |
| **What additional skills does the employee need in order to achieve his/her career goals?** |  |
| **How can your academic and generic skills be highlighted for positions outside academia?** |  |
| **What other national and international opportunities exist, and what can NTNU do to help with the employee’s further career development?** |  |