After two years, the Postdoc Action pilot is now over. Pro-Rector Bjarne Foss would like to thank all of you who have participated in the pilot, postdocs and mentors, for all the contributions you have made.

By providing comments and suggestions in discussions during the group meetings and in the midway and final evaluations, you have provided valuable input for the development of a new policy that will benefit all postdocs at NTNU. Specifically, this has resulted in an action plan and new supplementary provisions to the national regulations for appointment to postdoctoral positions. Elements of the action plan include employee appraisal interviews and career plans, offers of mentoring, academic and social inclusion, opportunities for teaching, supervision and internationalization, as well as a variety of courses offered to postdocs.

In addition, the new supplementary provisions will include further clarifications for the appointment to postdoctoral positions.

*A link to the final report for the Postdoc Action pilot is available here…….*

NTNU’s Research Committee is chaired by the Pro-Rector for Research and the committee members are the Vice Deans of Research from all the faculties. The Research Committee has followed the efforts dedicated to the Postdoc Action pilot, praising the work done and the results that have emerged.

The results of the Postdoc Action pilot provide a unique starting point for developing a “Career Policy for Younger Researchers at NTNU.” Through an overarching career policy, it will be possible to distinguish between employment as a researcher and as a postdoctoral fellow, and to work towards successful career development for both job categories. In particular, *teaching and supervision* will be key factors for postdocs who want to progress on the career path towards permanent employment in academia. A point that must be clarified is whether this will entail a third year of employment for two-year postdoctoral positions to secure them a year of teaching. The work on developing a “Career Policy for Younger Researchers at NTNU” will thus include both postdocs and researchers, and the work is starting now. The plan is for the policy to be completed in the spring of 2021. Even though there will be no action plan for postdocs and no new supplementary regulations to the national regulations for postdocs at NTNU in the spring of 2020, work on the Postdoc Action pilot has not been wasted. The results of the Postdoc Action pilot, the action plan and new supplementary regulations will be built into a new career policy for postdocs and researchers at NTNU.

Would you like to follow the development of this plan? Keep track of updates on the new postdoc website, launched in conjunction with the Postdoc action pilot

* [www.ntnu.edu/postdoc](http://www.ntnu.edu/postdoc)

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