**Career plan for Ph.D.-candidates**

Period from: \_\_\_\_/\_\_\_\_/\_\_\_\_ until \_\_\_\_/\_\_\_\_/\_\_\_\_

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| **Name of Ph.D.-candidate** | |
| **Faculty/Department** |  |
| **Academic supervisor** |  |
| **Mentor, if applicable** |  |
| **Will you be undertaking any required duties?**  If so, please state the nature of your duties (lecturing or administrative work) as well as the scope in number of months. | |
| **Name of staff manager** | |

The purpose of a career plan is to make you aware of your goals and what is required to achieve those goals. In terms of career development, the plan is also useful as a tool during your appraisal interview.

A doctorate can be a suitable and useful competence for several different career paths, both in academia and in the public and private sectors. It is important that you at an early stage reflect on how you want to make use of your doctorate in your further career. This template represents all career paths, and it would be advisable to discuss different options even if you have a clearly defined goal from the start.

The career plan should be prepared and drawn up in collaboration with your supervisor or immediate manager. It is the responsibility of both the individual employee and the institution to work towards the goals in the career plan and to make sure that relevant measures are offered.

# The PhD-agreement already specifies goals for the PhD and for professional development. The form below is used to summarize career goals and career-enhancing measures beyond the PhD-agreement.

**Goals following completion of the PhD**

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| *What kind of work would you like to have after you have completed your PhD - and why?* |
| *Where do you want to work after you have completed your PhD (Institution, sector, nationally/internationally)?* |
| *What are your long-term career goals?* |

**Competence for a further career within academia**

A PhD at an academic institution is traditionally an important start of a career within academia. In order to discuss a career in academia, it could be useful to familiarize yourself with *the Guide for Assessment in Academic Institutions (university and College Council)* [Veileder for vurdering i akademiske karriereløp - Universitets- og høgskolerådet (uhr.no)](https://www.uhr.no/temasider/karrierepolitikk-og-merittering/nor-cam-veileder-for-vurdering-i-akademiske-karrierelop/)

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| *What kind of competence and skills do you need to fulfill the qualifications for a permanent scientific position?*  *Topics that should be touched upon:*   1. *Research, artistic development, innovation* 2. *Educational expertise and teaching* 3. *Internationalization, mobility and networking* 4. *Project work and writing applications* |
| *What do you need to do to build the required competence and skills?* |
| *Who can contribute to your ability to develop the necessary competence/skills – and how?* |

**Competence for a further career in a profession outside academia**

The competence obtained through a PhD will make you equipped to contribute to important societal developments. Such competence is sought after in a wide variety of knowledge-based occupations throughout society, both in the public and private sectors, and many of these positions also represent attractive career paths.

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| *What kind of competence and skills do you need to qualify for a career in a profession outside academia?* |
| *What do you need to do to build the required competence and skills?* |
| *Who can contribute to your ability to develop the necessary competence/ skills – and how?*  *What opportunities exist outside academia nationally and internationally, and how can NTNU contribute to your continuing career development?* |

**If your position includes required duties[[1]](#footnote-1):**

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| *Has the plan for the required duties been updated?*  *In what way can your required duties be relevant for the goals you have set?* |

**Status and the way forward**

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| *Status since the previous revision* |
| *Which specific measures will you implement in the coming year to achieve your goals?* |

**Guideline for discussions concerning career development issues during your appraisal interview**   
An updated career plan must be presented if the PhD-candidate wants to bring up career development matters during the appraisal interview. For new candidates, the career plan must be drawn up through a collaboration between supervisor and employee in a separate meeting, according to the guidelines for the appraisal interview. Alternatively, it is also an option to arrange a seminar where the candidates will receive guidance in this work.

The discussion must be based on the individual candidate’s goals and wishes for a future career. The supervisor must facilitate a reflection that results in concrete measures planned for the time until the next appraisal interview will take place. The supervisor is responsible for ensuring that all relevant career paths are referred to as equal, and that the degree of realism in the candidate’s career plan is addressed.

In addition to issues that are directly linked to the candidate’s own goals, the following topics should be discussed in light of future career opportunities:

* Research, artistic development and innovation
* Lecturing
* Internationalisation, mobility and networking
* Project work and writing applications

If the candidate has required duties, or it is likely that required duties work may be offered, this must be seen in the context of career planning, see §2 in the compulsory work regulations: *Compulsory work should provide the candidate with relevant and varied competence for a future career in academia, society, and business life.*

1. [Forskrift om stipendiaters pliktarbeid og ansettelsesforhold ved Norges teknisk-naturvitenskapelige universitet (NTNU)](https://lovdata.no/dokument/SF/forskrift/2009-06-17-959) [↑](#footnote-ref-1)