

Researcher Development Programme:

What's coming up? Why bother? What's in it for me?



Dr Sandrine Soubes

So you want to be a
researcher?

Faculty of Science

Think
Ahead

National Institutes
of the PostDoc
Meat Grinder

- or -

Evolution of a
Post-Doctoral Fellow

General Demeanor:

1st YEAR POST-DOC



Motto:

GUNG-HO
BONZAI!

3rd YEAR POST-DOC



BATTLE HARDENED

Slow and Steady Wins
the Race

5th YEAR POST-DOC



SHELL-SHOCKED

Another day, another chance
to change careers

Career Aspiration:

Tenure Track Faculty
Ivy League School

Biotech Company

Manager at RadioShack

Relationship with
Advisor:

Congenial

Guarded

Hostile

Each Experiment is:

A potential Nature
paper

A possible prelude to
a bigger result

Worthless Phenomenology

The Night Before
a Big Result:

Can't Sleep

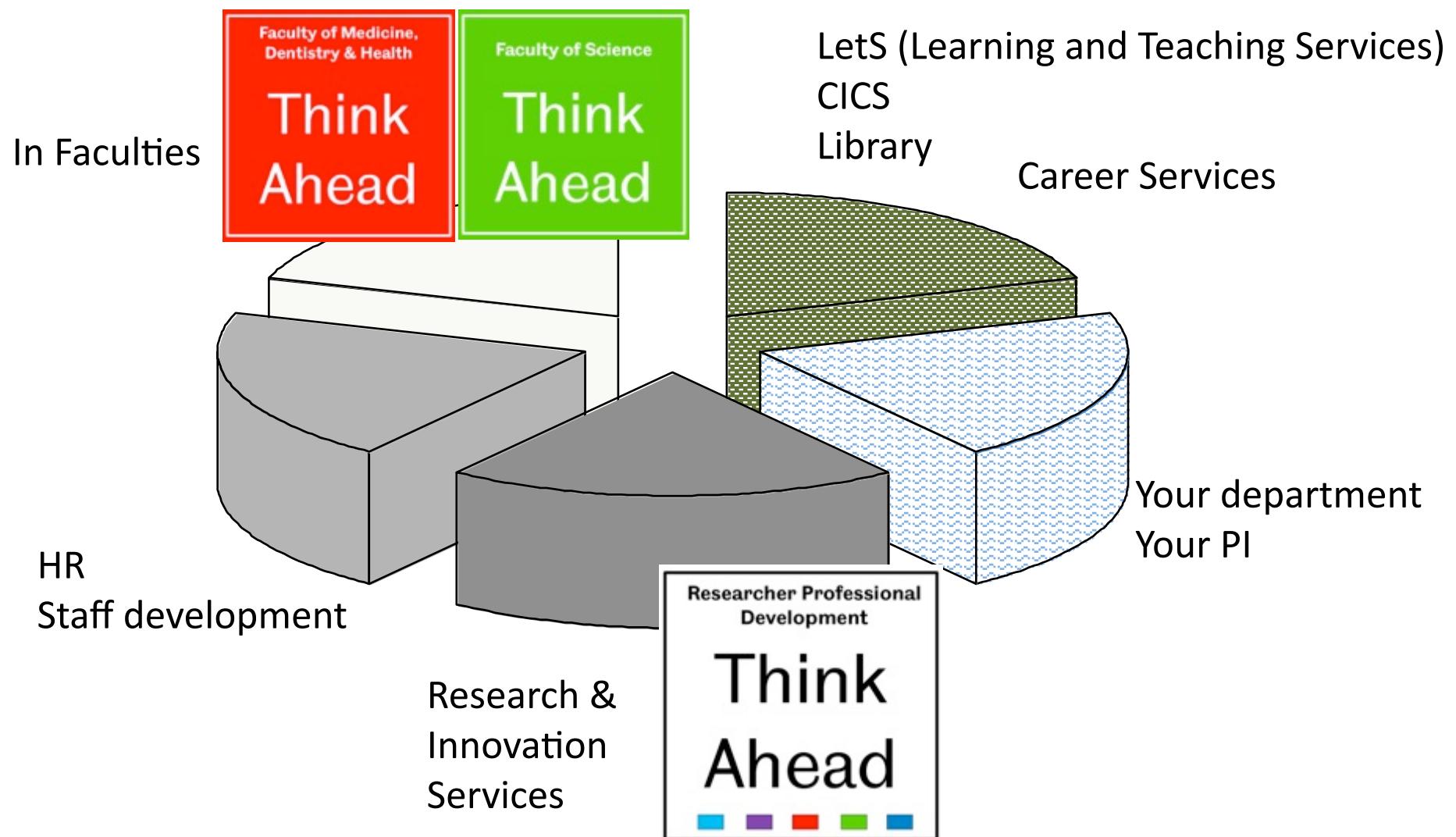
Doesn't expect experiment
to work anymore

Forgot what the
experiment was

-Dent

→ Don't let this happen to you!

Professional Development Activities: where in the University?





Researcher Professional Development team

Based centrally in R&IS

- Bryony Portsmouth
- Helen Cowen
- Kay Guccione

Based in Faculties

- Sandrine Soubes
- Lucy Lee
- Sarah Bell
- Eunice Lawton

Based in the Career Services

- Jane Simm
- Kevin Mahoney

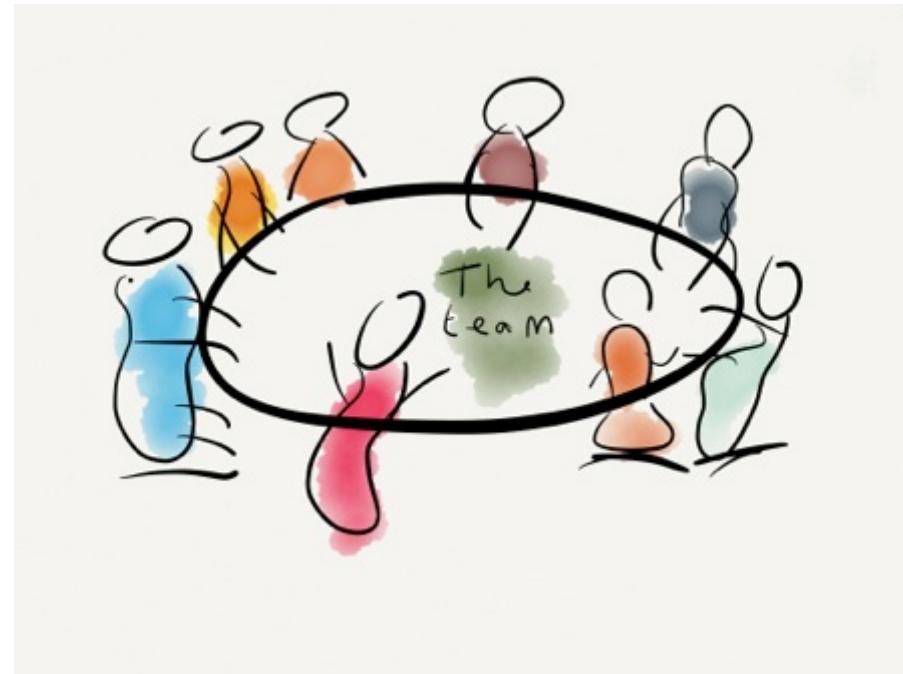


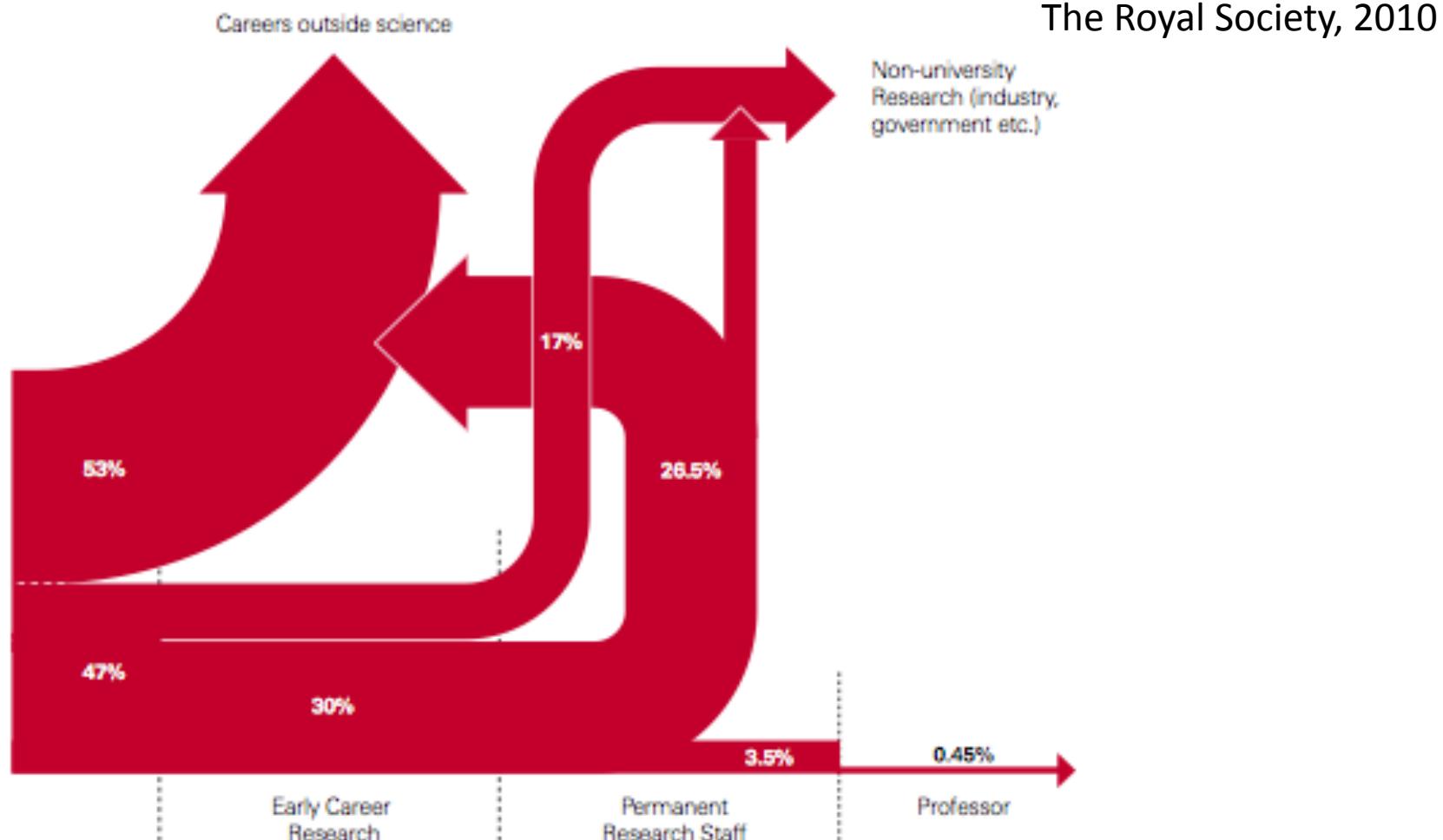
Table 12 Occupational clusters for doctoral graduate respondents in UK employment by disciplinary group

Clusters	2010 L DLHE	
	Biological sciences	Biomedical sciences
HE research occupations	26.7%	15.7%
Research (not in HE sector)	20.6%	13.0%
Teaching and lecturing in HE	12.5%	17.0%
Other teaching occupations	4.3%	3.3%
Other common doctoral occupations	18.9%	35.9%
Other occupations	17.0%	15.1%
(N)	250	445

Transition from PhD

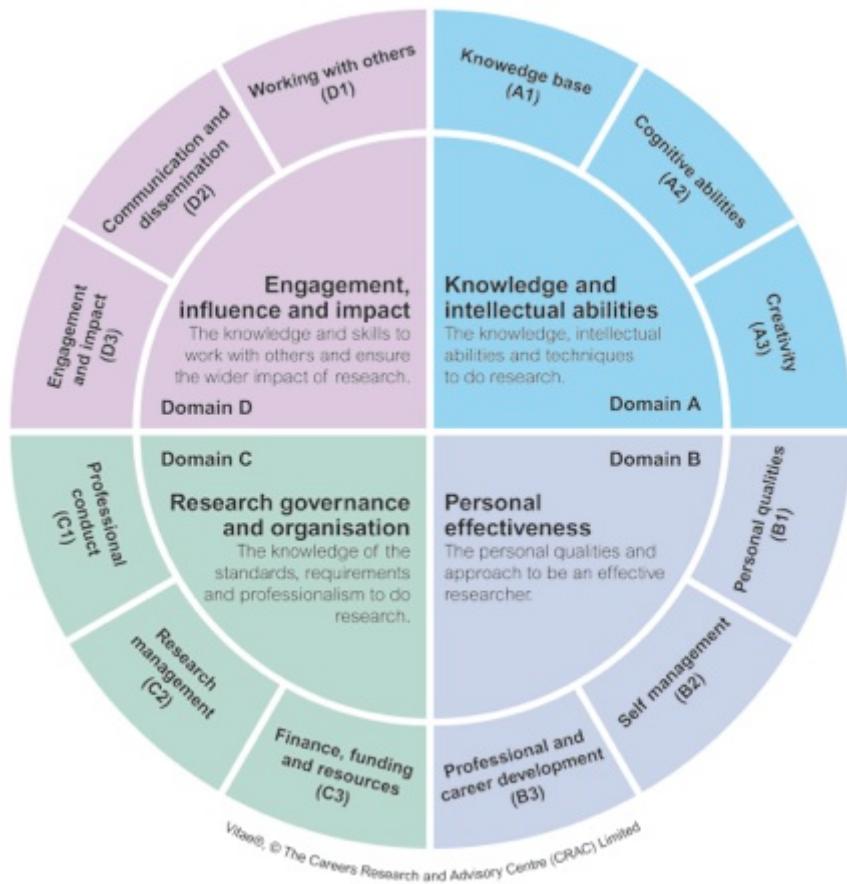
From The Scientific Century,
Securing our future prosperity

Figure 1.6 Careers in and outside science



what makes a good researcher?

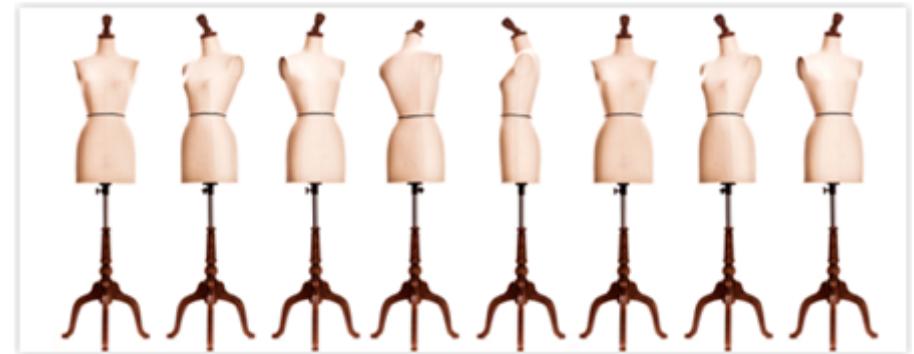
which skills and attributes should you aspire to gain?



Your tool:
The Researcher
Development
Framework

*The Researcher Development
Programme is about
creating a community of researchers
and peers supporting & learning from
each other.*

Individual and tailored support



- Individual or group induction *when you start*
- Academic mentor (Researcher Mentoring Scheme)
- Individual career support with specialist career advisor (1:1 sessions)
- Coaching researchers on specific professional issues

Mentoring programme for researchers

What is mentoring?

- A supporting form of career development.
- Focuses on helping an individual to **manage their career and improve their skills**.
- Describes a relationship in which a more experienced colleague uses their greater knowledge and understanding of the role or workplace to support the development of staff.

What can we do for you?

- Match you to an academic mentor outside of your department.
- Opportunities of mentoring with mentors from outside of academia.

How could mentoring help you?

- Discuss your options for your next move
- Support in your career choices
- Raise your profile as a scientist
- Focus conversations on your professional development
- Discuss Fellowships
- A sounding board
- Improve your confidence
- Narrow down your ideas

Contact: Kay Guccione (k.guccione@sheffield.ac.uk)



Boosting skills and competencies

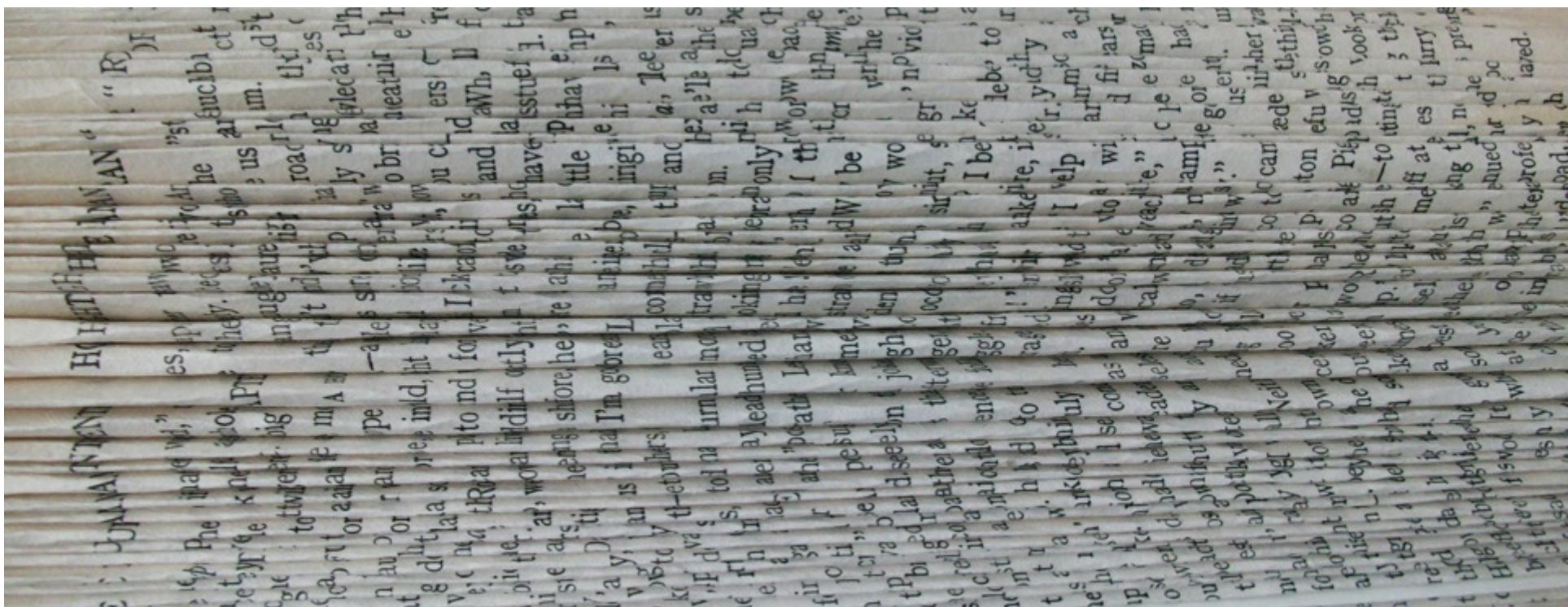
- How to make the most of your Postdoc
- How to be an effective researcher
- The challenge of supervising others
- Project management for researchers
- Presentation skills Masterclass
- Writing workshop and Academic writing group
- Public communication and outreach workshops
- Advance Communication workshop- media training
- Using New Media to increase the impact of your research
- Springboard for women
- Developing leaders programme
- Managing your career
- Personal impact
- Marketing yourself effectively
- Broadening Horizon
- Career symposium
- Coffee and Career sessions
- 1:1 CV clinics
- 1:1 coaching sessions
- Making the most from your SRDS



Get support & share ideas

Supporting writing

- Writing for publication workshops
 - Writing retreat & intensive writing support
 - Language support sessions with the ELTC
 - Bespoke training
 - Academic writing coaching partnership group



Support for research outputs



Understand funding landscape &
the *Art of writing* research proposals

Fellowship and Grant Writing Support Group

- Monthly meetings (2h sessions) with discussions on key aspects of fellowship and grant writing, with input from experts/academics/fellows.
- Sharing and review of grants and fellowship applications from successful and unsuccessful submissions.
- A supportive structure encouraging researchers to **take small steps**.
- Discussions and feedback on draft funding applications.
- A process to encourage you to develop, articulate and write your research ideas

What do people say about engaging with the Researcher Development Programme?

It was a positive experience and one I would (and have) recommended to others. It builds confidence and self-knowledge which is hard to do.

The main thing is that I have a clearer sense of direction and I have some small and large tasks in mind for the near and distant future.

I also have more of a sense of accepting myself, of accepting that I am not the same person I was before having children, but that this is fine

Awesome. Highly recommended!

Well worth the time and effort!

I have established assertive behaviour, began to establish networks and thought much more about what I want to accomplish.

Established a new network of helpful and supportive peers.

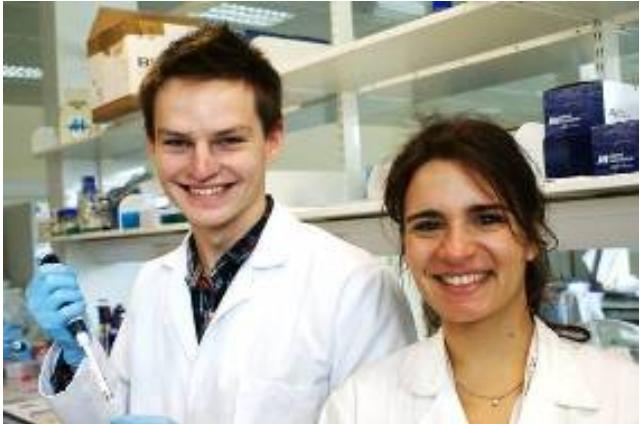
Funding...where to start

Starting small

So where do I start?

- Travel grants from learned societies
- Public communication and outreach grants
- Workshops grants
- Co-I on grant submitted by PI (you write the grant jointly, or your write the grant and they apply on your behalf)
- Small internal funding
- Teaching and Development grants
- SURE funding

Apply for Sheffield Undergraduate Research Experience



Starting in September 2013

- Scheme reserved to Postdocs/ PhDs
- Be supported and gain experience writing a grant application
- Learn to put a budget together
- Apply for consumables internally & stipend externally
- Experience recruitment process
- Act as a PI in your own right
- Sole responsibility for student supervision

SURE: Research outputs to date

- Independent pilot data
- 6 x Journal publications
- Conference presentations
- 75 % success rate external stipend applications (£35,620 to date)
- Has influenced applying for the following:
 - ✓ National Lottery BMedSci
 - ✓ EPSRC funded PhD studentship
 - ✓ 6/15 successful applications for Fellowship/Grant applications as PI
 - ✓ 2/3 successful Co-I Grant application

Developing collaborative practices

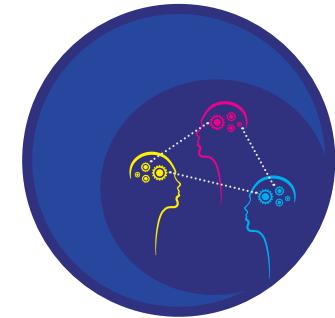
The Sheffield Crucible



- Foster an environment for innovation and collaboration among talented and ambitious early career academics and researchers.
- Provide an environment rich in opportunities to nurture new interdisciplinary collaborations between researchers who may not normally interact.
- Enhancing grant-capture opportunities
- Developing an understanding of knowledge transfer activities and of the impact agenda.

Seed-funding for collaborative & multidisciplinary projects

- 2 types of awards: £5K or £10K
- 18 projects put forward/10 projects funded
- Public engagement event “**Minds Investors**” at the Festival of the Mind incorporated in the application process (public vote)
- 27 of the 30 participants put projects forward
- On average, each participant was part of 2 collaborative projects



Springboard for women



Gain teaching experience

- Sheffield Teaching Assistant training
- Portfolio Experience
 - Faculty Research Ethics & Integrity DDP module
 - Departmental opportunities
- Apply for UK HEA accreditation at Associate Fellowship Status



**Sheffield
Teaching
Assistant**



The
University
Of
Sheffield.

Learning &
Teaching
Services.

Are you a postgrad or researcher who teaches?

The Sheffield Teaching Assistant: A series of professional development workshops in teaching for postgrads and researchers who teach.

These half day workshops cover four themes

Teaching large groups:
engaging your audience,
designing lectures,
strategies for classroom
management.

Supervising research projects:
responsibilities of research
supervisors, successful project
planning and management,
developing relationships.

Teaching small groups : opt for facilitating small group learning activities (seminars) or laboratory demonstrations.

Assessment and Feedback:
understanding your role in assessment, effective practice in assessment, providing useful feedback.

- No previous teaching experience required .
- For post-grads the sessions are fully integrated with the Doctoral Development Programme.
- Completing all sessions leads to a University of Sheffield certificate.
- For further information go to <http://www.shef.ac.uk/lets/sta>

How to be an effective researcher



Two-day training provision

Explore the practical skills required for successful project management and the further development of intellectual independence.

Project management for the researcher's own projects, and in assisting others with their projects, and including the creativity of developing new projects

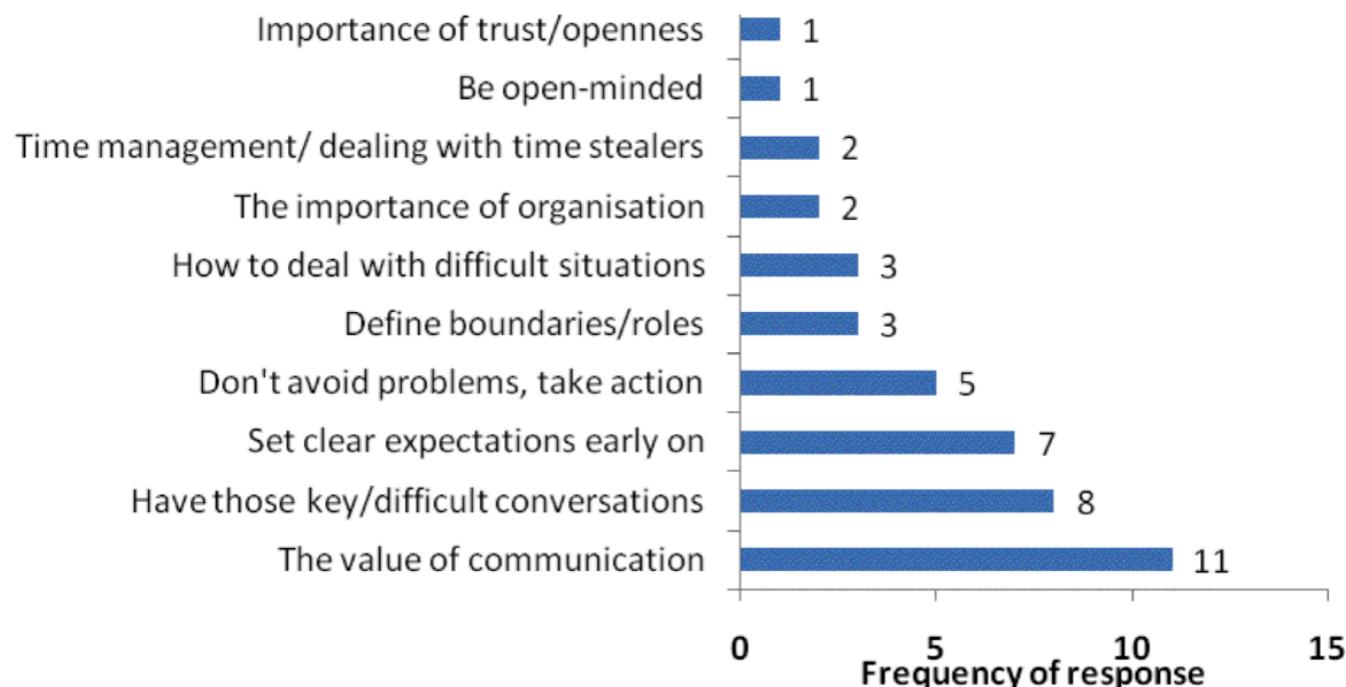
People management: managing others (students, technicians, etc) and being managed (PIs, department heads, etc)

Prioritization of competing tasks and managing complex, diverse workloads

Orientation within a longer-term career.

The challenge of supervising others

Key messages from this half-day workshop



Advance communication skills/ Media Training

To develop a better understanding of science reporting in the media.

To develop advanced communication skills.

You will learn about:

Writing a press release

Covering a science story from a press conference

Structuring news stories

The workings of the media

Principles of good communication.

You will: Receive feedback on press releases

Have an opportunity to practice mock radio interview.



Using New media to increase the impact of your research



- Hands-on introduction to using "new media".
- Opportunities of "new media" in public engagement
- Blogging and microblogging as a tools for public dialogue: how, and why bother?
- Creating and distributing audio podcasts (participants will create and edit their own audio podcast material, using hardware provided by the trainers and introducing freeware Audigy software)
- Podcasting as a tool for outreach and delivering educational content in Higher Education
- Creating and distributing video podcasts
Social networks and online virtual worlds: are we there yet?
- Hands-on podcast production

Broadening Horizons

Interactive and intensive two-day programme.

Will provide you with the opportunity, skills and tools to engage proactively in your own career development.

- Gain a sense of direction and progression
- Widen your understanding of career options
- Better understand your own career situation
- Develop tools and techniques to explore your skills, motivations, values and talents and how you can apply these to your career planning
- Consider potential jobs you might like to explore further
- Consider what makes an effective CV
- Commit to an action plan for your personal and career development.



Public communication and outreach



- A one-day workshop aimed at encouraging researchers to start getting involved in public engagement and outreach activities.
- Expertise from academics, PGR and Postdocs experienced in delivering a range of outreach/ PE activities.
- Sharing of ideas for potential activities/ Shadowing opportunities.
- Help in becoming a Science and Engineering Ambassador.

Getting involved in Public engagement And outreach

- Collaborations with schools
- KT opportunities with creative professionals (Ideas Bazaar-September)
- Music festival (e.g. Green Man Einstein garden)
- Other festival (e.g. Off the Shelf, ShefDoc)
- Famelab

<http://famelab.org/>

- Science for All- Brainwave

<http://www.sciencebrainwaves.com>

- Café Scientifique/ PG Café Forum
- Working with Western Park museum
- Sheffield Science and Engineering Festival



Enterprise training



Enterprise Zone

<http://enterprise.shef.ac.uk/>

Parents in Academia

<http://www.shef.ac.uk/hr/equality/support/parentsinacademia>



Parent to Parent: a buddyng scheme for new parents



<http://www.shef.ac.uk/hr/equality/support/p2p>

Maternity & Paternity leave

Family Leave

The University is fully committed to helping working parents to balance work and family life, whilst this is compatible with the interests of the University.

Maternity Leave

The University's policy on maternity leave has been revised to reflect the new provisions of the **Work and Families Act 2006 and the Paternity and Adoption Leave (Amendment) Regulations 2008**. These regulations apply to pregnant staff members and new mothers.

- [Maternity Leave Policy](#)
- [Statutory Maternity Leave Policy](#)
- [Statutory Maternity Pay \(GOV.UK\)](#)
- [Maternity Leave Application Form](#)
- [Risk Assessment for New & Expectant Mothers](#)

Family
Leave

Maternity Toolkit

These pages are designed to guide staff and line managers through the maternity process by providing a concise overview of what to expect and consider before, during and after maternity leave.

Family
Leave

Paternity/ Partner Leave

The University's policy on paternity/partner leave has been revised to reflect the provisions of the **Work and Families Act 2006 and the Maternity and Parental Leave etc and the Paternity and Adoption Leave (Amendment) Regulations 2008**.

- [Paternity/Partner Leave Policy](#)
- [Paternity/Partner Leave Procedure](#)
- [Paternity/Partner Leave Notification Form](#)
- [Frequently Asked Questions \(FAQs\)](#)

Family
Leave

Adoption Leave

The University's policy on adoption leave has been revised to reflect the provisions of the **Work and Families Act 2006 and the Maternity and Parental Leave etc and the Paternity and Adoption Leave (Amendment) Regulations 2008**.

- [Adoption Leave Policy](#)
- [Adoption Leave Notification Form](#)

Family
Leave

Parental Leave

- [Parental Leave Policy](#)
- [Parental Leave Procedure](#)
- [Parental Leave Application Form](#)

Family
Leave

Time Off For Dependents Policy

The policy provides details of the entitlement to a short amount of unpaid time off, for staff to make arrangements to deal with specific circumstances involving a dependant.

Family
Leave

Maternity Toolkit

Welcome to the Maternity Toolkit. These pages are designed to guide staff and line managers through the maternity process by providing a concise overview of what to expect and consider before, during and after maternity leave.

You should refer to the [University of Sheffield Maternity Policy](#) for more information but you are free to use these pages as an outline of what to expect when you are approaching and returning from maternity leave.

Preparing for Maternity Leave

- [Announcing your pregnancy](#)
- [Entitlements](#)
- [Planning](#)
- [Risk assessments](#)
- [Line manager advice](#)

Preparing
for
Maternity
Leave.

Returning to Work

- [Employee process for return to work](#)
- [Line manager process for return to work](#)
- [Pay Plus for Childcare](#)
- [Breastfeeding](#)
- [Flexible Working](#)

Returning
from
Maternity
Leave.

During Maternity Leave

- [Keeping in touch during maternity leave](#)
- [Altering your maternity leave](#)

During
Maternity
Leave.

Further Guidance and Support

- [When things don't go to plan...](#)
- [Charities and support](#)
- [Support Networks](#)

Further
Guidance
and
Support.

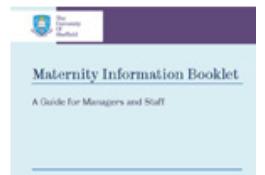
Looking for something else?

There is a wealth of information, guidance and support available from Human Resources relating to all aspects of employment and supporting policies and procedures. An index of information can be found at: www.sheffield.ac.uk/hr/guidance

Alternatively, if you are unable to find the information you require, please contact your [HR Team contact](#)

Family
Leave

[Return to Family Leave
Main Menu](#)



[Click to download the
Maternity Information
Booklet](#)



The
University
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Sheffield.

DDP Portal

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Doctoral Development
Programme Portal

Doctoral Development
Programme

Annual DDP Cycle

Registration for new students

Module Examination and/or
Assessment

Demonstrating development

e-Portfolio Development

Developing as a researcher

Cross-sessional students

Glossary

Useful resources

Guidance for Supervisors

Welcome to the Doctoral Development Programme Portal



The Doctoral Development Programme (DDP) is open to all our postgraduate research students at the University of Sheffield.

This portal is a central access point to all your research training needs. This includes information on the range of training opportunities available to you, as well as online registration onto these courses. To complement your research skills training, the Virtual Graduate School, provides a detailed set of video and text-based resources. The skills you will gain will assist you in your research as well as enhance your employability.

You will manage your research training achievements through PebblePAD, which is the e-portfolio system adopted by the University for supporting the DDP.

20 September 2011

<http://www.sheffield.ac.uk/ris/pgr/ddpportal>