## Professional Development for Research Students

Mike Dodds





#### Instead:

### professional development

... aka, everything else you might want to learn as an RS.

"But I just want to do research!"

Better professional skills can make you a more effective researcher...

&

Common pitfall for research students to focus on research, to exclusion of everything else.

"But I want to be an academic!"

86% ...of PhD students end up outside academia

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...academic posts require lots of non-research skills.

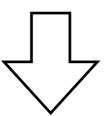
# professional development plan

#### Professional Development Plan:

Professional Development Plan Links: Share this with your supervisor Book training (Skills Forge) Guidance for supervisors Which area of the Support Measure Agreed Review Supervisor Goal Activity Signature RDF does this How are you going to achieve What help do you need How will I know I What are the agreed Dates development needs? related to (e.g. this? and from whom? have achieved this? Use realistic and Date (e.g. skills development/ 'networking' deadlines, to (e.g. coaching/mentoring/ (e.g. colleague/ (e.g. achieved goal/ career development/ which is part of shadowing/reading/training/ supervisor/mentor/ speak knowledgeably allow time for descriptor B3) future plans) RDT/department/ about subject/ research/conferences) progress to have family and friends) mastered new been made technology) Short term Medium term Long-term

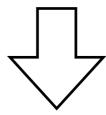
Reflective Statement (to be completed from 2 years onwards)

Work out what your professional development needs

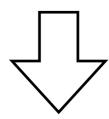


Discuss with supervisor

Investigate resources



Fill in and submit PDP with qualifying dissertation



Discuss at TAP meeting.

| Professional Development Plan |                   | Links: Share this with your supervisor |                       | Book training (Skills Forge) |                  | Guidance   |
|-------------------------------|-------------------|--|-----------------------|------------------------------|------------------|------------|
| for supervisors               |                   |  |                       |                              |                  |            |
| Goal                          | Which area of the | Activity                               | Support               | Measure                      | Agreed Review    | Supervisor |
| What are the agreed           | RDF does this     | How are you going to achieve           | What help do you need | How will I know I            | Dates            | Signature  |
| development needs?            | related to (e.g.  | this?                                  | and from whom?        | have achieved this?          | Use realistic    | and Date   |
| (e.g. skills development/     | 'networking'      | (e.g. coaching/mentoring/              | (e.g. colleague/      | (e.g. achieved goal/         | deadlines, to    |            |
| career development/           | which is part of  | shadowing/reading/training/            | supervisor/mentor/    | speak knowledgeably          | allow time for   |            |
| future plans)                 | descriptor B3)    | research/conferences)                  | RDT/department/       | about subject/               | progress to have |            |
|                               |                   |  | family and friends)   | mastered new                 | been made        |            |
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| Short term                    |                   |  |                       |                              |                  |            |
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| Medium term                   |                   |  |                       |                              |                  |            |
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| Long-term                     |                   |  |                       |                              |                  |            |
|                               |                   |  |                       |                              |                  |            |
|                               |                   |  |                       |                              |                  |            |

Reflective Statement (to be completed from 2 years onwards)

### Useful skills

- presentation / public speaking
- writing well
- teaching and lecturing
- working with people
- project management

- networking and promoting your ideas.
- writing CVs / job applications
- interview skills

development opportunities (a few suggestions)

### Department Resources

- Training website: <a href="http://www.cs.york.ac.uk/">http://www.cs.york.ac.uk/</a>
   bos/RSTraining/
- Watch out for monthly training emails.

#### YDS

- York Doctoral Symposium:
  - Annual conference for research students
  - Run by research students
  - Best professional development thing in the department!

#### RDT Courses

- Researcher Development Team (RDT)
  - http://www.york.ac.uk/rdt
  - General research & professional skills
  - (Also good for meeting other students)

## Employability Tutorial

- Hosted on Yorkshare.
- Lots of advice on how to make yourself more employable.

## public speaking

- RDT courses:
  - Making the Most of your Voice.
  - Filmed Presentation.
  - 3 minute thesis competition.
- Research group seminars.
- Workshop talks.
- YDS paper / poster sessions.

### writing well

- Writing papers for:
  - Workshops and conferences.
  - YDS.
- CS course: writing a research paper.
- RDT courses: Finishing Your Thesis.
- Blogging about your research.

## networking and promoting your ideas

- Research group
- Conferences, workshops and summer schools.
- YDS!
- RDT: 3 minute Thesis and PhD Unconference.
- Blogging, twitter.

## job applications and interviews

- RDT courses:
  - CV's & Applications (Academic and non-academic)
  - Interview Skills.
- Practice interviews at careers service.
- Apply for jobs, internships, fellowships, travel money.

## project management, working with people

- Research group.
- RDT courses:
  - Managing Your Research Project
  - Creativity and Problem Solving.
- YDS!

### teaching

- Postgraduate Teaching Assistant roles.
  - (not too much though!)
- Preparing Future Academics.

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| Medium term                   |                   |  |                       |                              |                  |            |
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| Long-term                     |                   |  |                       |                              |                  |            |
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Reflective Statement (to be completed from 2 years onwards)

| Which area of the<br>RDF does this                                     | Activity  | Support  |   |  |   |
|--|---|--|---|--|---|
|  | Activity  | Europout   |   |  |   |
| related to (e.g.<br>'networking'<br>which is part of<br>descriptor B3) | How are you going to achieve this?  (e.g. coaching/mentoring/ shadowing/reading/training/ research/conferences) | Support What help do you need and from whom? (e.g. colleague/ supervisor/mentor/ RDT/department/ family and friends)                             | Measure How will I know I have achieved this? (e.g. achieved goal/ speak knowledgeably about subject/ mastered new technology)  | Agreed Review Dates Use realistic deadlines, to allow time for progress to have been made  | Supervisor<br>Signature<br>and Date   |
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|  | related to (e.g.<br>'networking'<br>which is part of<br>descriptor B3)  | related to (e.g. 'networking' which is part of descriptor B3)  this? (e.g. coaching/mentoring/ shadowing/reading/training/ research/conferences) | related to (e.g. 'networking' which is part of descriptor B3)  this?  (e.g. coaching/mentoring/ shadowing/reading/training/ research/conferences)  this?  (e.g. colleague/ supervisor/mentor/ RDT/department/ family and friends) | related to (e.g. 'networking' which is part of descriptor B3)  this?  (e.g. coaching/mentoring/ shadowing/reading/training/ research/conferences)  this?  (e.g. colleague/ supervisor/mentor/ RDT/department/ family and friends)  and from whom? (e.g. colleague/ supervisor/mentor/ RDT/department/ family and friends)  have achieved this?  (e.g. achieved goal/ speak knowledgeably about subject/ mastered new | related to (e.g. 'networking' which is part of descriptor B3)  this?  (e.g. coaching/mentoring/ shadowing/reading/training/ research/conferences)  this?  and from whom? (e.g. colleague/ supervisor/mentor/ RDT/department/ family and friends)  have achieved this? (e.g. achieved goal/ speak knowledgeably about subject/ progress to have been made  technology) |

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