**CAREER DEVELOPMENT PLAN**

Name of fellow:

Department and Host Institution:

Name of Supervisor:

Date:

**Brief overview of research project, methodology and major accomplishments expected:** *half page should be enough*

**Individual secondment plan(s):**

1. Institution and sector (academic/non-academic):
2. Duration:
3. Main research objectives:
4. New knowledge and competences expected to be acquired during the secondment:

**Long-term career objectives (over 5 years):**

1. Goals:
2. What further research activity or other training is needed to attain these goals?

**Short-term objectives (1-2 years):**

1. Research results
   * Anticipated publications:
   * Anticipated conference, workshop attendance, courses, and/or seminar presentations:
2. Research skills and techniques:

*Local and network-wide scientific and complementary skills training necessary to ensure the successful completion of the research project and of the future fellow career*

* + Local training:
  + THERACAT training:

1. Research management:

*Fellowship or other funding applications planned (indicate name of award if known; include fellowships with entire funding periods, grants written/applied for/received, professional society presentation awards or travel awards, etc.)*

1. Communication skills:
2. Other professional training (course work, teaching activity):
3. Anticipated networking opportunities:
4. Other activities (community, etc.) with professional relevance:

Date & Signature of fellow Date & Signature of supervisor

**CAREER DEVELOPMENT PLAN (FINAL YEAR) – EMPLOYMENT PLAN**

Name of fellow:

Department and Host Institution:

Name of Supervisor:

Date:

**Brief overview of progress, achievement and performance (including secondments):** *half page should be enough*

**Long-term career objectives (over 5 years):**

*If relevant, mention any adjustments to your long-term career objectives as a result of the training received. Envisage as well if there is any additional training that you should undertake to succeed in your next career steps.*

1. Goals:
2. What further research activity or other training is needed to attain these goals?

**Short-term objectives achieved during the training period:**

1. Research results
   * Publications (incl. in press):
   * Conference, workshop attendance, courses, and/or seminar presentations:
2. Research skills and techniques acquired:

*Training in specific new areas, or technical expertise, etc.*

1. Research management:

*Fellowship or other funding applications achieved (indicate name of award if known; include fellowships with entire funding periods, grants written/applied for/received, professional society presentation awards or travel awards, etc.)*

1. Communication skills:
2. Other professional training (course work, teaching activity):
3. Networking opportunities:
4. Other activities (community, etc.) with professional relevance:

Date & Signature of fellow Date & Signature of supervisor

**Career Development Plan**

**Guidance on some of the competences expected**

The following points are a non-exhaustive series of aspects that could be covered by the career development plan, relevant for the short-term objectives that will be set by the researcher and the supervisor at the beginning of the fellowship period. The objectives should be set with respect to the skills and experience that each researcher should acquire at the given time of his/her career (i.e. a postgraduate researcher at PhD level will have very different needs compared to a post-doctoral researcher at an advanced stage of his/her professional development). These objectives should be revised at least yearly and at the end of the fellowship and should be used as a pro-active monitoring of progress in the researcher’s career.

1. **Research results**

These should give an overview of the main direct results expected to be obtained as a result of the research carried out during the training period. It may include publications, conference, workshop attendance, courses, and/or seminar presentations, patents, etc. This will vary according to the area of research and the type of results most common to each field. The information at this level should be relatively general since the career development plan does not strictly constitute a report on the scientific results achieved.

1. **Research skills and techniques acquired**

Competence in experimental design, quantitative and qualitative methods, relevant research methodologies, data capture, statistics, analytical skills.

Original, independent and critical thinking.

Critical analysis and evaluation of one’s findings and those of others.

Acquisition of new expertise in areas and techniques related to the researcher’s field and adequate understanding their appropriate application.

Foresight and technology transfer, grasp of ethics and appreciation of IPR.

1. **Research management**

Ability to successfully identify and secure possible sources of funding for personal and team research as appropriate.

Project management skills relating to proposals and tenders (work programming, supervision, deadlines and delivery, negotiation with funders, financial planning, and resource management).

Skills appropriate to working with others and in teams, as well as team building.

1. **Communication skills**

Personal presentation skills, poster presentations, skills in report writing and preparing academic papers and books.

To be able to defend research outcomes at seminars, conferences, etc.

To contribute to promote public understanding of one’s own field.

1. **Other professional training (course work, teaching activity)**

Involvement in teaching, supervision or mentoring.

1. **Anticipated networking opportunities**

To develop/maintain co-operative networks and proper working relationships with supervisor/peers/colleagues within the institution and with the wider research community.

1. **Other activities (community, etc.) with professional relevance**

Issues related with career management, including transferable skills, management of own career progression, ways to develop employability, awareness of what potential employers are looking for when considering CV applications, etc.