

# Career Plan for Junior Researcher

Name:

Institute/Faculty

University:

Current position: Postdoctoral researcher/ Researcher

From xx.xx.xxxx to xx.xx.xxxx

## 1 Purpose of career plan

This career plan is a communication and development tool to identify areas of knowledge that require training or improvements during the postdoctoral training period for obtaining a permanent position as researcher at the university level. This plan will be revisited annually in communication with my institute leader and serves as an agreement with my adviser/s NN. My postdoctoral work will contribute to the joint efforts of the research group XXX, Faculty of., University of ..... This position and my work relates to the strategy of the research group, institute, faculty and university (*describe shortly how*).

## 2 Mid and long-term career plan

In five years from now, I see myself working as a researcher at a Research Institute or at the University. The academic work requested in my present position fits well with my profile and ambition of doing high-quality research, mentoring students and achieving some administrative experience. (*Insert your personal overall academic goal and the steps needed to reach there*).

## 3 Individual and scientific ambitions

### Scientific publications:

- Goal: My 5-year goal after the end of my PhD was to have N published papers in high-ranked journals. I aimed at having N publications out of my current post-doc.
- Status: N years after my PhD defense, I have N publications (mean IF ~...), N of which as first author and in high-ranked international journals (IF > ..., mean IF ~ ...). I am now writing the N:th paper of my post-doc.
- Actions: (*Example: Since the end of my PhD, I have been involved in other collaborations and co-supervising Master and PhD students that have resulted in co-authorship in ongoing manuscripts.*)
- Outcome: (*Example: My scientific output is following my planned output, although there is room for improvement. Throughout my studies, I have focused in publishing fewer but high-impact papers. Lately, I started publishing in good but lower-ranked journals, and perhaps a balance between the two approaches will help improving my publication record. In addition, most of my publications are still the result of my PhD and had me as first author. An increase in research collaboration and the potential for co-supervising students should help improving this publication scenario as well.*)

### Pedagogical skills:

- Goal: To complete the necessary requirements to teach at the university level.
- Status: *Describe your pedagogical training experience and skills.* In N years from now, I aim to have completed the necessary requirements to teach at the university level.

- Actions: To register for pedagogical training at the University and to finalize my teaching portfolio, which includes essays and documentation on e.g. teaching philosophy and teaching experience.

**Administrative/management skills:**

- Goal: To gain experience in administrative roles at the university
- Status: *(Example: I have been little involved in administrative and management tasks throughout my studies and during my post-doc. During my Masters, I was the representative member of the graduate students at the faculty board at my University. Recently, my main administrative tasks have involved founding and heading journal clubs for Master and PhD students.)*
- Actions: *(Example: I am very interested in joining administrative work, as faculty boards or as a member of special commissions, and I should acquire these abilities/capacities to improve. Among my potential actions, I plan to run for the faculty and/or University board).*

**Research training:**

- Goal: To gain extra ..... skills that will open up job opportunities as researcher.
- Status: During my PhD and first year post-doc I gained skills in ..... My training has been focusing on... *(Specify subject/field).*
- Actions: I aim at acquiring a number of other ..... skills, such as ..... My focus area is...

**Leadership skills and training:**

- Goal: To gain skills and experience leading tasks related to research or administration.
- Status: Currently I have no formal training on leadership.
- Actions: To enrol myself in courses offered by the university towards leadership training.

**Entrepreneurship**

- Goal:
- Status:
- Actions

## 4 Project description

Title:

Summary:

Background:

## 5 Objectives

Overall goal:

Specific objectives:

## 6 Methodology/methods

## 7 Time schedule

Year	2015		2016				2017				2018	
Period	3	4	1	2	3	4	1	2	3	4	1	2
<b>Data collection</b>												
Data gathering		X	X									
Data cleaning and processing			X	X								
<b>Data analysis</b>												
Analyses on species spatio-temporal distribution			X	X								
Analyses on functional trait distribution				X	X							
Random forest analysis/Machine learning						X						
Food web analyses								X	X			
Modelled climate scenarios									X	X		
Structural Equation Modelling				X	X						X	
<b>Writing and submission of articles</b>												
Paper I: Variation in trait composition in the ecosystem			X	X	X							
Paper II: Multiple stressors drive community structure and function						X	X					
Paper III: Who will win the game? communities respond differently to warming							X	X				
Paper IV: Simulated climate scenarios										X	X	X
Paper V: Identifying patterns in food webs										X	X	X
<b>Conferences</b>												
Conference in...					X				X			
British Ecological Society						X						
Ecological Society of America												X
<b>Stays/visits at other institutions</b>												
University of...										X	X	

## 8 Instructional component

Course title, Institute	Hours	Semester
Summer school	80	S2016
Career development	Tutoring	S2016
Pedagogical training	30	S2017
Statistical analysis	10	A2017
Funding my research	5	A2017
Leadership		S2018

## 9 Plan for teaching and other obligatory work

My postdoctoral position does not imply obligatory teaching duties nor other obligatory work. However, I would like to develop my teaching capacity during my postdoctoral position.

## 10 Pedagogical training

Status and practical experience in teaching (lecturing, colloquia, supervision of Master and PhD students). Plan for formal pedagogical training and UniPed portfolio as well as teaching challenges and development.

## 11 Administrative capacity

Administrative duties at the institution. Enroll as candidate for university or faculty board, administrative working group, participate in evaluation committees, take on duties to resolve administrative issues or problems at the faculty. Take a specific role in the research group. Attend internal courses on budgeting and administrative routines.

## 12 Dissemination and publication plan

I expect to publish results from this work in high-impact journals (e.g. ....) and in subject specific high-quality journals (e.g. ....). I also aim at publishing articles for science dissemination and to participate in international conferences to exchange knowledge and to develop national and international collaboration. I am disseminating my research to the wider public through...news feeds, twitter, facebook or Forskningsdagene...

	Authors	Year	Title/ conference name	Journal
<b>Paper I</b>	Me, AA, BB, CC	2016	Changing ecosystems...	PNAS
<b>Paper II</b>	Me, AA, BB, CC	2016	Invasive species...	Ecology
<b>Paper III</b>	DD, Me	2017	Common drivers and contrasting responses	J. Anim. Ecol.
<b>Paper IV</b>	Me, AA, BB, DD	2017	Simulated climate scenarios	Global Change Biology
<b>Paper V</b>	Me, BB, CC	2018	Identifying patterns in food webs	Ecology Letters
<b>Oral presentation</b>	Me, CC	2016	How is ecosystem function respond to warming?	
<b>Oral presentation</b>	Me, AA.....	2016	Conference 1	
<b>Oral presentation</b>	Me,.....	2017	Conference 2	

## 13 Affiliation to research groups, cooperation with other institutions, and networking

My work is conducted within the ..... research group at Institute, Faculty.

I plan to visit a research group abroad for six months towards the end of my post-doctoral research. The specific research group will be decided once I see which skills and contacts will be more useful to have in the context of my work.

I have a large scientific network particularly across Europe and ..... whom I plan to enhance contacts with and utilize in different aspects of my research. It will also be possible to utilize other research networks available through ongoing National and EU projects, such as .....

## 14 Budget and funding plan

Costs	Year 1	Year 2	Year 3
Books	2 000	4 000	2 000
Equipment incl PC	2 000	20 000	
Field work	4 000		
Laboratory material	1 000		
Travel expenses	2 000	25 000	20 000
Other costs	1 000	5 000	2 000
Total costs	12 000	54 000	24 000

<b>Funding</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>
Annum	30 000	30 000	30 000

The research is funded by the University of Tromsø, and the annum is NOK 30.000 each year. There are no costs involved with data collection or data analyses. The annum will be used to cover travel expenses to fieldwork, laboratory analysis, conferences and courses, books, and a computer.

## 15 Ethical considerations

I am familiar with the national ethical guidelines of Norway (<https://www.etikkom.no/en/>), the European Charter for Researchers and the Code of Conduct for the recruitment of Researchers (<http://ec.europa.eu/euraxess/index.cfm/rights/whatIsAResearcher>). I will fulfil the overriding obligations of research: Openness, quality and accountability. There are no ethical issues involved data collection or data processing in my scientific work. All ethical requirements are fulfilled in my field and laboratory work.

## 16 Intellectual property rights (IPR)

There are no intellectual property rights restricting the use and dissemination of this work.

## 17 Annual follow-up meetings

I had my first follow-up meeting with the head of Department X months ago. In the meeting we decided that .... A new follow-up meeting will be schedule next year.

## 18 Risks to the fulfilment of this plan

## 19 Signatures

Place\_\_\_\_\_ Date\_\_\_\_\_ Post-doc \_\_\_\_\_

Place\_\_\_\_\_ Date\_\_\_\_\_ Mentor \_\_\_\_\_

Place\_\_\_\_\_ Date\_\_\_\_\_ Mentor \_\_\_\_\_

Place\_\_\_\_\_ Date\_\_\_\_\_ Institute leader \_\_\_\_\_