

Taking Control of your Career Career Challenges

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Today's objectives (suggested)

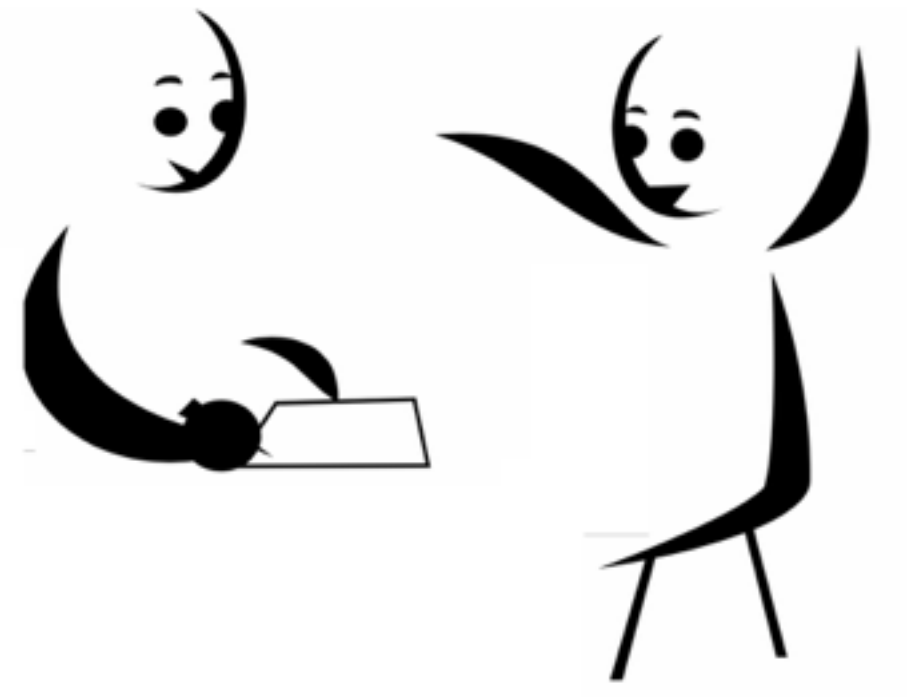
Space to explore challenges facing research staff

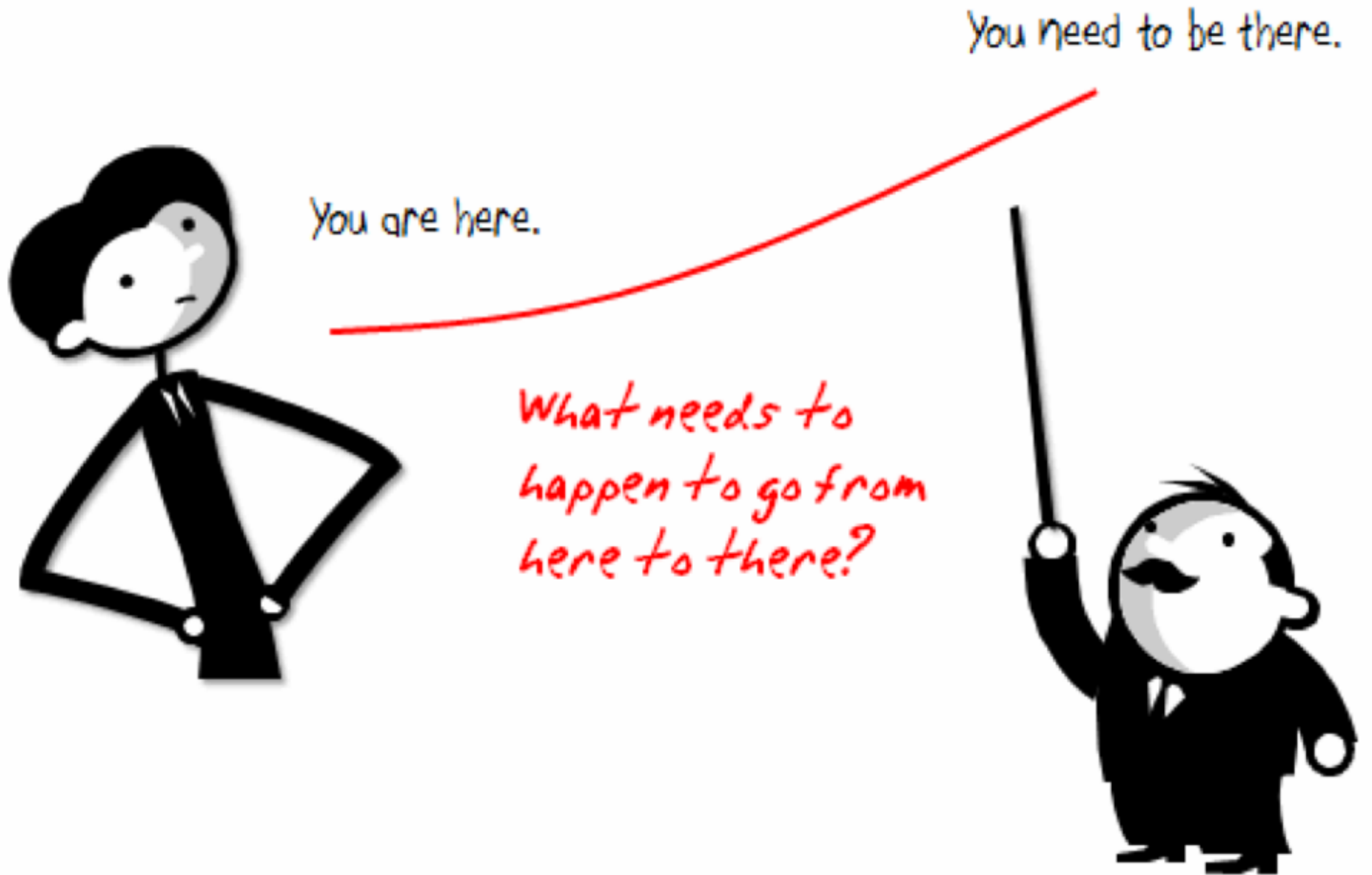
- Leading to solutions or approaches

Time to identify personal career objectives and work out priorities

- Transitions to academic leader
- Awareness of alternative paths
- Marketing skills and experience

Lots of the points we touch
on this morning could be the
basis of mentoring/peer
mentoring conversations





In visual terms...

Discussion 1

What are the career issues facing research staff?

Let's get the big ones out of the way first...

A summary of your issues

- Time (platform very results oriented so huge time pressure)
- Over ambitious projects
- Independence - how to demonstrate this?
- Uncertainty (short contracts,academic job market)
- Lack of diverse mentors
- Surrounded by academics
- Taking on too much
- Needing to spin findings
- More real-world training needed
- Ignored by university
- Trends in funding
- Pressure for publications
- Lack of room higher up
- Need early warnings
- Visa issues for non-EU
- Non permanent positions
- Opportunities for funding
- Finishing as a PDRA, starting new challenges
- Dependency on constant publications
- Time management/time spent trying to find new position
- Transition from academia to industry
- Time constraints
- Funding - instability, impact on personal life
- Cv, publications, outputs
- Career paths
- Niche expertise

Things I hear and see

- Competition for funding
- Drive for 4* papers / REF
- Mobility as a success factor
- Visibility and reputation
- Independence from supervisors
- Being novel and innovative
- Work-life balance
- Knowing what to focus on
- Pyramid of opportunities (lots PhDs, many postdocs, v few lecturing posts)

Unfortunately, this is
how the Brain works:

