

Career Development Planning Timeline for Postgraduate Research Students

There are many career pathways you can take following a research degree. High levels of competition in career paths both inside and outside academia mean that timely career-related research and preparation can be key. This timeline is designed to help you navigate your way to a successful transition after graduation.

Use it in conjunction with your Personal, Professional and Career Development Planner to identify key activities to support your ongoing career development. The suggestions included can be mapped against the Researcher Development Framework (Domain B3) and could form part of the 70 hours of activity you identify and complete each year.

There will inevitably be times when career-related activity needs to be balanced against the demands of your research and the need for timely completion. Your own personal timeline will be unique to you and dependent on a variety of factors including expectations within your discipline, your prior work history, career aspirations and progress with your research. The suggestions given here are neither prescriptive nor exhaustive - use them, alongside discussion with your supervisor and the support available at Careers, as prompts to activity to support your own ongoing career goals.



For a wide range of useful career and professional development resources
www.vitae.ac.uk

Careers supports all Brookes research students. Whatever your aspirations, we are here to support, inspire and guide you towards your goals.

www.brookes.ac.uk/students/careers/researchers/

Year 1 (FT) Years 1-2 (PT)

Start to build your networks: in your department, in related research fields, through learned societies and any areas of work you are interested in. Be curious, join the conversation



Use the Personal, Professional and Career Development Planner to think about your goals and record training and development needs

Familiarise yourself with central and Faculty-based training opportunities and plan which ones to attend

The knowledge and skills associated with PhD research can lead to fulfilling careers in a wide range of roles and sectors. Make the most of your time at Brookes to gain different experiences and develop your confidence and transferable skills.

- Get involved in outreach/public engagement activities in your field
- Need to work PT while studying? www.bit.ly/BrookesJobshop
- Volunteer www.do-it.org.uk

www.bit.ly/BrookesVolunteering

- Visit Careers to discuss your work experience needs and make contact with employers



Considering an academic career? Gain early clarity about the realities of working in Higher Education and what employers look for in your discipline - this will help you decide where to focus your efforts and how to manage your time during the PhD

- Attend the Brookes Researcher Career Pathways Event or Skills School (biennial) or other training days to explore what it takes to manage a career as an academic
- Visit An Academic Career (hosted by the University of Manchester)

www.academiccareer.manchester.ac.uk or take a free online course www.futurelearn.com/courses/career-management

- Job vacancies provide essential information www.jobs.ac.uk
- Read www.timeshighereducation.com to keep up with sector developments
- **AGCAS Survey: Getting the First Lecturing Job** gives insights into recruiters' expectations across different disciplines in the UK
- Explore differing academic career structures and expectations around the world: www.leru.org/academic-career-maps-in-europe
www.career-advice.jobs.ac.uk/career-development/global-careers



Begin building your research profile - consider presenting your work at suitable conferences or seminar series



Year 2 (FT) Years 3-4 (PT)

Expand your networks - find connections beyond Brookes and connect in ways that best suit your style

- Brookes Connect E-mentoring offers the opportunity to put questions to professionals in a range of sectors
www.brookes.ac.uk/mentoring
- Ask to join the Oxford Brookes LinkedIn Research Alumni Community to engage with current and past research students
www.linkedin.com/groups/8579492
- Make contacts in your field via Research seminar series and conferences



Continue to build your research profile

- Work on becoming comfortable presenting and talking about your research at Research Seminar series and national or international conferences
- Begin exploring opportunities to publish - seek advice from your supervisor about what a sensible publishing strategy looks like in your field
- Increase the visibility of your research **career-advice.jobs.ac.uk/resources/the-digital-academic**



Explore the wide range of career options open to researchers

- PhD career stories and resources
www.vitae.ac.uk/researcher-careers
- Look at specific resources in your discipline
www.prospects.ac.uk
- Drop in to Careers to talk through your skills, strengths and interests and emerging career plans with a Careers Consultant



If an academic career is your long-term aim, start to explore teaching opportunities

- Access training **www.brookes.ac.uk/ocsld/courses**
- Let your supervisor know that you are interested in teaching and engage in any Faculty- or department-specific training
- If module teaching isn't available ask about other ways in which you can support student learning



Start to get your CV in order - see tips and examples at **www.vitae.ac.uk** and **www.brookes.ac.uk/careers/researchers** or attend a workshop



Year 3 (FT) Years 4+ (PT)

If you are planning an academic career, work on your strategy for publishing and impact and use the time after your viva to work on refining your future research strategy - talk to your supervisor and experienced academics, investigate potential future sources of funding in your area



Familiarise yourself with appropriate job-seeking strategies for the jobs and sectors that interest you - Careers Consultants can help with this

Actively engage with your networks to find out about recruitment plans and put yourself forward for opportunities - a 2010 Vitae survey found two thirds of PhD graduates in research roles had found out about their job through contacts or having previously worked there and estimates are similar for other sectors



Build an effective online profile - join a relevant academic networking site such as **www.academia.edu** or come to a Careers workshop to find out about how to build an effective LinkedIn profile and use social media as part of your job search

Seek support from a Careers Consultant with every aspect of the job search and recruitment process

- Identify key employers in your chosen sector and specific roles you can target with your skill set
- Seek feedback on your written application and spend time targeting each one to the specific job you are applying for
- Book a mock interview to gain valuable practice ahead of the real thing - Careers Consultants are experienced in providing practice for academic and other roles

Careers continues to support all Brookes research graduates for up to 3 years after graduation - either in person or remotely via e-guidance, telephone and Google Meet **www.brookes.ac.uk/careers**

