



Review AY 23/24

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Research Cultures Delivery Plan

14.1 The Careers Consultants for research staff (IAD), will undertake a review of existing career development support for early career researchers and develop a plan for future delivery

14.2 Roll out new career development support offer for early career researchers

We have successfully achieved this, and will continue to review and evolve the programme over time – new initiative and activities such as panel sessions and Quick Query outreach have been particularly successful in extending the breadth and depth of our impact

Athena SWAN Action Plan

Concordat Action Plan

We have made significant impact in delivering the careers support element in both of these plans, as detailed in the separate reports for each.

New Initiatives/Activity:

Events

- Getting the First Lecturing Job – panel event
- Meet People Working in data science – panel event
- LinkedIn Social Media Retreat – workshop
- Career Coaching with Peers – group coaching

Web pages

- Narrative CVs
- Gaining Work Experience

Other online resources

- Diverse Career Paths blog series (8 blog posts to date covering 6 alternative career paths)
- Blog posts on Panel Events & Getting the First Lecturing Job (written by Academic that couldn't make the panel event)

Outreach

- Quick Query Outreach - (PODS twice and further date planned for October 2024), KB March 24
- Society Outreach (specific QQ June 2024)

There is evidence these are enabling us to reach a wider range of researchers who might not otherwise access careers support. So far, few have ever had a careers

appointment in the past, and were inspired to book and find out more about 1:1s and IAD Careers Support for research staff more generally.

Panel sessions:

- *Meet People working in Data Science* – **51**. In terms of impact, we have 2 participants who booked 1:1s as a result of attending, reporting it helped motivate them to *take action on managing their career*.
- *Getting The First Lecturing Job* – **35**.

Workshops:

In the past year (to May 2024), we've reached **195** researcher staff through our Career Development Workshops, with generally positive feedback.

What was the most useful aspect of the workshop?

Example feedback from Squiggly Careers

"The overall big picture and common pitfalls in career decision making."

"The self-reflection exercises throughout the session."

- Career Coaching with Peers was the outlier of our workshop programme – we tried it, it didn't work – perhaps too open ended, or given feedback from 1:1s – research staff may feel unwilling or unable to discuss their careers in an open session.

1:1 Stats

- Update till 9th May 24 now **166 1:1 Career Consultations, 28 email consultations**

Qualitative feedback on 1:1s from research staff:

"I could talk freely without the feeling of being judged. Eleanor was great at understanding my goals and aspirations." (Feedback Feb 24)

"Reassurance that my current career strategy is correct with additional suggestions that were insightful and helpful." (Feedback Feb 24)

"It was highly valuable, as Eleanor provided a number of helpful resources and helped focus where I should direct my efforts for planning alternative careers." (Feedback Feb 2024)

"She gave me clear answers to my overarching questions about my career path, and also gave some specific tangible feedback regarding immediate next steps." (Feedback Nov 24)

"Really helpful to get feedback on my CV from someone who is impartial and separate from my field, this was at the perfect time as I am about to start applying for positions." (Feedback January 2024)

"It made me voice what I was looking for and allowed me to ask questions I might have felt to embarrassed to ask outside of a confidential session." (Feedback January 2024)

"Darcey did a fantastic job providing me with new perspectives and asking me questions that got me thinking. I can't think of anything to improve!" (Feedback November 2023)

"Darc[e]y listened to my goals and concerns and provided a scaffold for my unorganised thoughts and worries. I believe this is a great way to get a personalised answer to your career questions. After the session, I received useful links for my career planning." (Feedback October 2024)

Wider activities in the institution and beyond...

Eleanor – CIG attendance, Events Committee updates (often don't attend meetings as in afternoon), AGCAS Research Staff & Students Taskgroup, FUB International Staff Training Week June 2023 Berlin, UKRI AUG Narrative CVs (2023), UKRI R & I Community roll out June 2023, Research Staff Societies and Postdoc Champions Networking Coffee Meetings, PhD Horizons

Darcey – Networking with the Careers Service and Bayes Institute to identify collaborative opportunities, CARA Networking workshop (+100 researchers from all over Europe), IAD Review Group, Research Staff Societies – Networking Coffee Meetings, attending PhD Horizons

Conferences

Vitae Sept 2023

REDS Oct 2023

CPD

Helping your clients find their purpose – with the Career Development Institute, March 2024.

Deaf Inclusion – IAD, March 2024

External Articles

THE Campus Blog Dec 2023 – Prepare for Promotion: How to develop a strategy for success -Eleanor

THE Campus Blog Oct 2023 – So what? Who cares? The skill of talking about impact - Darcey