It's important to have a Career Development Review annually with your researchers to support their career planning and development.

Managers of Research Staff and the University's initiatives around supporting research staff career development, through the Career Development Program at Edinburgh, whilst the University of Edinburgh is currently open and flexible, is an important stage of their career. While the main responsibility for career development lies with the researcher, it's also useful as an advisor to support them further.

To discuss, Principal Investigators (PIs) need to provide an environment in which career development and project productivity are both highly valued. This can encourage individual researchers to spend adequate time in professional development as well as on the project. Ultimately, engagement in skills training and development activities will contribute benefit both the individual researcher and the project itself.

Supporters to relevant resources and support


discussions with your Researchers

Example questions to prompt discussions with your Researchers

*What are your current research priorities?*

*How will you or can you balance your professional and personal lives?

*What do you expect to achieve during the planning period?*

*What do you need to support your success in the future?

*What challenges do you face that you need to overcome?

*What did you achieve in the last period, if any?

*What will you undertake during this period?

*What would you like to achieve?

*What do you need to achieve your career goals?

*What would you like to improve over the period?

*What do you need to improve your research career?

*What do you want to achieve in your research career?

*What do you need help with?


Resources and Support

It's important to have a Career Development Review annually with your researchers to support their career planning and development.

Managers of Research Staff and the University’s initiatives around supporting research staff career development, through the Career Development Program at Edinburgh, whilst the University of Edinburgh is currently open and flexible, is an important stage of their career. While the main responsibility for career development lies with the researcher, it’s also useful as an advisor to support them further.

To discuss, Principal Investigators (PIs) need to provide an environment in which career development and project productivity are both highly valued. This can encourage individual researchers to spend adequate time in professional development as well as on the project. Ultimately, engagement in skills training and development activities will contribute benefit both the individual researcher and the project itself.

Supporters to relevant resources and support

Example questions to prompt discussions with your Researchers

*What are your current research priorities?*

*How will you or can you balance your professional and personal lives?

*What do you expect to achieve during the planning period?*

*What do you need to support your success in the future?*

*What challenges do you face that you need to overcome?*

*What did you achieve in the last period, if any?*

*What will you undertake during this period?*

*What would you like to achieve?*

*What do you need to achieve your career goals?*

*What would you like to improve over the period?*

*What do you need help with?*