



Outgoing Career Support – experience from MultiLing

Unn Røyneland

KUPP seminar, 29 October 2024



MULTILING'S GOAL AND VISION



Photo: Nadia Frantsen / UiO



UiO : Center for Multilingualism in Society across the Lifespan
University of Oslo

Research-based knowledge on multilingualism in the individual and in society – with a lifespan perspective.

To contribute to how society can deal with the challenges of multilingualism through increased knowledge, promoting agency for individuals in society, and a better quality of life, no matter what linguistic and social background.



MultiLing people 2013-2024

**117 total number of employees over the years
– in 143 different positions**

- 25 Core group members (6 Research Professors (Prof II))
- **Leadership:** Elizabeth Lanza (Director 2013-2021), Unn Røynealand (Deputy/Director 2015-2024)
- 6 Administrative staff
- **27 PhD Fellows** (22 female, 5 male)
- **31 Postdoctoral Fellows** (19 female, 12 male)
- 17 Researchers
- 16 Research Assistants
- 1 Scholar at risk



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Onboarding, ongoing and outgoing

Photos: Nadia Frantsen



PhDs

- 26 doctoral dissertations
- 1 drop out from the program
- Last defenses: 21 and 31 October 2024



Photos: Nadia Frantsen / UiO and private



Where are MultiLing fellows now?



Photo: Seyed Hadi Mirvahedi

PhD Fellows

- 20 Academic positions (permanent and postdoc): Austria, Denmark, Netherlands, Luxembourg, UK, Norway: (HINN, UiA, OsloMet, UiT, NTNU, Høgskolen på Vestlandet, Høgskolen i Østfold)
- 4 Public sector: Norway, Netherlands, Sweden
- 3 job seeking and/or completion grants

Postdoctoral Fellows

- 27 Academic positions (mostly permanent): Australia, Cyprus, France, Finland, Germany, Ireland, Netherlands, Peru, Portugal, Spain, Switzerland, United Kingdom, Norway: (HINN, UiT, NTNU, USN, UiO, UiS, NHH)
- 1 Private sector
- 3 job seeking (still contracts with us)

Research Assistants

- 8 Doctoral fellowship/researcher (OsloMet, UiO, HINN)
- 5 University administration (UiO)
- 4 Private Sector/Media



Talk about it!

Message to our fellows:

- There is going to be a life after the Centre, and you need to start planning for that at early on.
- As you go along: Try to figure out whether you want to pursue a career within academia or not.
- You are not a “failure” if you choose to pursue a career outside of academia!
- Share experience with your fellows



Photo: Nadia Frantsen



Career development workshop and topic at annual retreats

- Who to invite to give advise and share experiences (both failures and successes):
 - Alumni
 - Mentors and international experts
 - Members of scientific advisory board
 - Experts from outside academia
 - Own expertise (core group, Prof II)
- What to do:
 - Share CVs and discuss how to strategically improve the fellow's CVs (what are their strength and where do they lack experience and how to better this)
 - Organize mock interviews
 - Organize mock trial lectures



Strengthen fellows' international networks and collaboration

- International networks have been central in securing jobs for many of MultiLing's fellows. MultiLing provided f.ex.:
 - Ample possibilities to participate at international conferences, seminars, workshops
 - Research stays abroad
 - International mentors
 - Possibility to invite international scholars to Norway (fellows could organize workshops)
 - Collaborative projects between the Nordic countries: 3 NOS-HS project grants, provided strong Scandinavian research networks



INTPART

International partnerships with Universities in South Africa and USA (INTPART 1.0 (2016-2018) and 2.0 (2019-2021))

- Joint PhD courses, workshops, conferences and seminars
- Planning and development of research cooperation
- Mutual mobility stays by students, researchers, and administrators
- Mentoring



Photo: Nadia Frantsen



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Support measures



Photo: Martin Toft

1. Support fellows in application processes for jobs

- a. Offer to read/comment on applications.
- b. Organize groups which can give feedback on trial lectures.
- c. Help to prepare for interviews / pep talk / mock interview.
- d. Invite alumni to share their experience – stay in touch!

2. Support fellows in application processes for projects (RCN/EU)

- a. Offer to read/comment on applications.
- b. Help to prepare for oral presentation and interview / mock interview (EU/ERC).



Alumni program

- We tried to establish an alumni program, but did not succeed
- However, we did manage to create a strong feeling of pride and belonging:
- «The four years I spent at MultiLing were truly formative for me, both career-wise and personally. The Center provided us, the PhD students, a unique opportunity to meet world-leading experts in person, participate in small-group workshops and discussions with authors we were citing in our work, and travel the world to attend leading conferences. [...] I wrote my PhD thesis about what happens to the use of different languages when the communication between the state and the people moves online. Thanks to this project, I got hired soon after submitting my thesis to lead the work of making Norway's main health website (helsenorge.no) more multilingual. I am truly grateful for my time at MultiLing and all the opportunities it has provided, and it is beautiful to know that also after the closing of the Center I will still be part of the MultiLing family. **Once a MultiLinger, always a MultiLinger!**», Maimu Berezkina, PhD 2013-2016.



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Things we could have done better

How to get jobs outside of academia?

- Invite people from the public sector
- Invite people from the private sector
- Your expertise is useful in many different areas of working life!



Group discussion

Discuss experiences and provide some suggestions for good outgoing support measures (2-3 measures)

1. Which measures do you see as the most important and relevant to prepare fellows for the next step?
2. What do fellows see as the most challenging part the outgoing phase and of career planning in general?
3. How could an alumni program be designed and how could that be useful for the outgoing phase?

