

**CAREER DEVELOPMENT FOR EARLY STAGE RESEARCHERS AT CENTRES OF EXCELLENCE/
SFFs: A PILOT PROJECT
INVITATION TO SEMINARS FOR EXPERIENCE EXCHANGE AND BEST PRACTICE DEVELOPMENT**

As a newly launched Centre of Excellence (SFF) The Hylleraas Centre will foster the development of many young researchers (PhDs, post-docs and employees in research positions) in the years to come.

Our research community aims to develop a systematic and conscious approach to its career support,

providing young researchers with good assistance in realizing their potential while they are here and encouragement towards informed and realistic career clarification for their future, whether within or outside academia. We have started planning our support activities and are also discussing how to make active use of the resources available in the organisation (in the faculty/department and at the institutional level). To make further progress the Hylleraas Centre will organize two seminars on these topics during autumn 2018.

Several past and present SFFs have made conscious efforts to implement various measures to provide good career support to young researchers. The Hylleraas Centre wishes to draw on their experience. We therefore invite interested SFFs to join our autumn programme to enable us to benefit from each other's experiences and cooperate on developing and delineating best practices. The seminar programme is outlined below.

Purpose:

- To raise awareness among leaders and senior researchers/principal investigators about an SFF's role, responsibilities, attitudes and targeted activities to support the career development of young researchers
- To clarify the activities, services and cultural norms in SFFs that will best support the success of young researchers and actively encourage their career responsibility
- To identify improvements and changes that should be tried out and/or introduced.

Target group:

- Leaders and senior researchers/principal investigators in past and present SFFs directly involved in support to young researchers

The seminars - time and venue:

- Two full-day sessions at Lysebu, as follows:
1st Session: 30 October, from 09.00 to 18.00. Dinner at 19.30
2nd Session: 27 November, from 09:00 to 18:00. Dinner at 19.30

The seminar programme will take place on two separate days to allow for work on elective topics/development initiatives between the session days, which will enhance learning outcomes.

Content:

There will be inputs, joint reflection and exercises on relevant topics. Among these are:

- Leading young researchers
- How does it feel to be a young researcher in our performance-oriented environment, viewed from outside and within?
- How to maintain inner motivation

- Network sharing and the transfer of experience to young researchers - how does this take place today? Could this be improved?
- Roles in supporting career development - role clarifications (e.g. what should a supervisor do and not do? Should mentoring be internal or external?)
- Familiar and as yet unknown jobs - what is our image of alternative career paths?
- What expertise do we give to society with our qualified researchers? What contacts and channels towards employment do we provide for young researchers, within and outside academia?

The first day will focus on what the various SFFs are doing today, what their experiences are, what they think is working well, and what they have already planned for the future.

A rough outline of this session is as follows:

1. Starting point
Contextual understanding: Why has it become important to give young researchers better support for career development and what is the purpose of the support we aim to give them?
2. What is the practice in our SFFs today?
Presentations of current practice
Exchange of experience
3. What is already in place - and what needs to be improved?
A gap analysis, taking into account our ambitions and clarifying desired improvements

The second day will focus on what we as SFFs want to do in the future - both individually, based on our particular situation and assessments, and in collaboration between us.

A detailed schedule for each day will be prepared.

Preparation and implementation:

The participating SFFs will receive further information. They must expect some preparation before the sessions. For the first session, an overview of current support (activities, actions, involvement) should be drawn up, as well as any future plans the SSF has already made. We would also like each director to obtain the views of young researchers at the SSF. Between the sessions, each SSF will try out an initiative of its own choosing. The results of the work, e.g. best practice, will be summarized to enable them to be shared with other SFFs and provide input to one's own organization.

The programme will be developed in cooperation between the leadership of the Hylleraas Centre and Senior Advisor Olaug Kristine Bringager of the UiO. Also contributing will be Søren Barlebo Rasmussen of Mobilize, who has played a key role in the UiO research leadership programme for many years. The programme has the status of a pilot project and is part of ongoing development work at UiO (at faculty level and centrally) and other institutions to enhance support for young researchers in terms of career clarification and development.