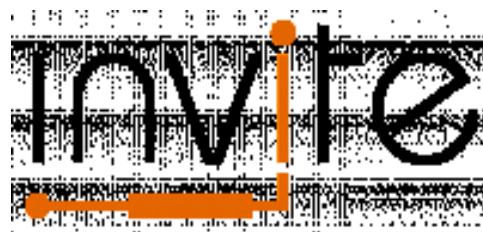




**UNIVERSITÀ
di VERONA**



REGIONE DEL VENETO



**COACHING, COUNSELLING AND VOCATIONAL GUIDANCE
Group Meeting 9b – Tuesday 2 March 2021**

**Ekaterini (Katerina) Anagnostopoulos
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Registered Psychologist, Psychotherapist**



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Our agenda for today – I

Session A: 15:30 – 16.45

- ❑ **Addressing career building and transition for sector-specific research/non-research fields, career paths and opportunities**
- ✓ Identifying or assessing personal career options and opportunities; evaluating matching/congruence with **updated career goals.**
- ✓ **Adjustment and continuous redefinition of your professional identity.**
- ✓ Options in academic and non-academic sectors (sector-specific and cross-sectoral)
- ✓ Action planning: reviewing processes initiated and actions taken (including choices and decision making).

Our agenda for today – II

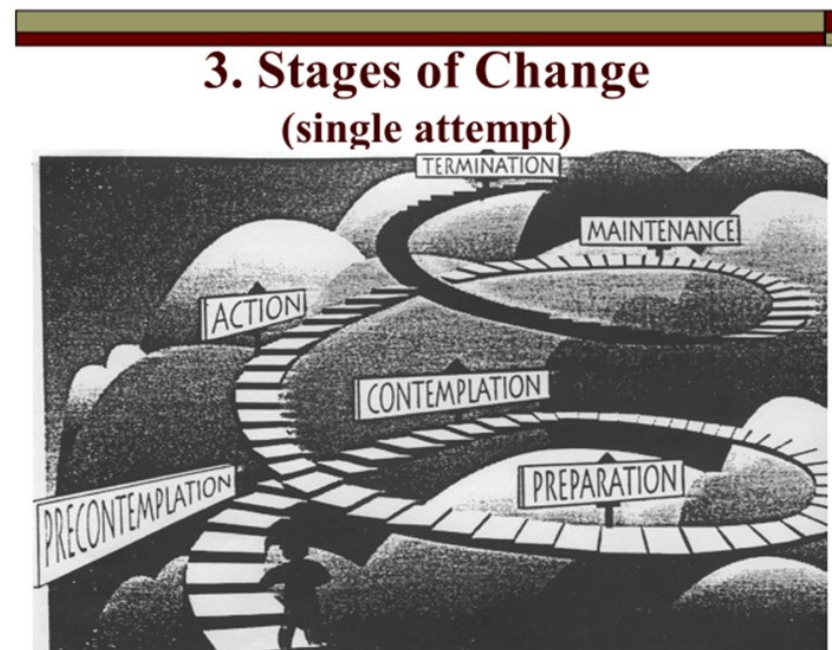
□ **Session B. 17.15 – 19.00**

- ✓ Topics tailored to the needs, priorities and inquiries presented by Participant Fellows
- ✓ Action planning and implementation: reviewing and improving processes initiated and actions taken.
- ✓ Practical exercise.
- ✓ Personal CV reviewing and refining. Networking. Applications.
- ✓ Group discussion, feedback, Q & A

Find your present stage of change

- Precontemplation
- Contemplation
- Preparation for action
- Action
- Maintenance
- Completion
- Starting a new cycle...

A recursive process



Stages of Career Planning according to Bell - (1989)

- Stage 1 – **Designer Stage**: assessment of career needs, skills, interests, work values (outcome: personal and career profile).
- Stage 2 - **Explorer Stage**: exploring options, sectors, etc (outcome: a **prospects list**) on which work further.
- Continuous movement across stages.

Stages of career planning according to Bell - (1989)

- **Stage 3 – Researcher Stage:** ideas drawn from prospects list and active searching, monitoring, info collection + networking.
- **Stage 4 – Promoter Stage:** self promotion, applications, information interviews, evaluating pros and cons.

One ideal job or multipotential?

- Skills can be used in a variety of different workplaces and fields.
- Career planning means identifying “which of the possibilities is appropriate for a given moment in time” (Ball, 1989).

Personal Career Planning

Career planning

- **Time frame**
- **Priorities**
- **Decisions taken**
- **Actions (taken)**
- **Other foreseen and unforeseen factors/events**



The third and final year of the Phd Programme

- How much effort have you put in active exploration and mapping?
- What has changed since you started this doctoral Programme? In terms of:
 -
 -
 -
- What are your beliefs about success?

Once you have identified sectors, institutions or positions:

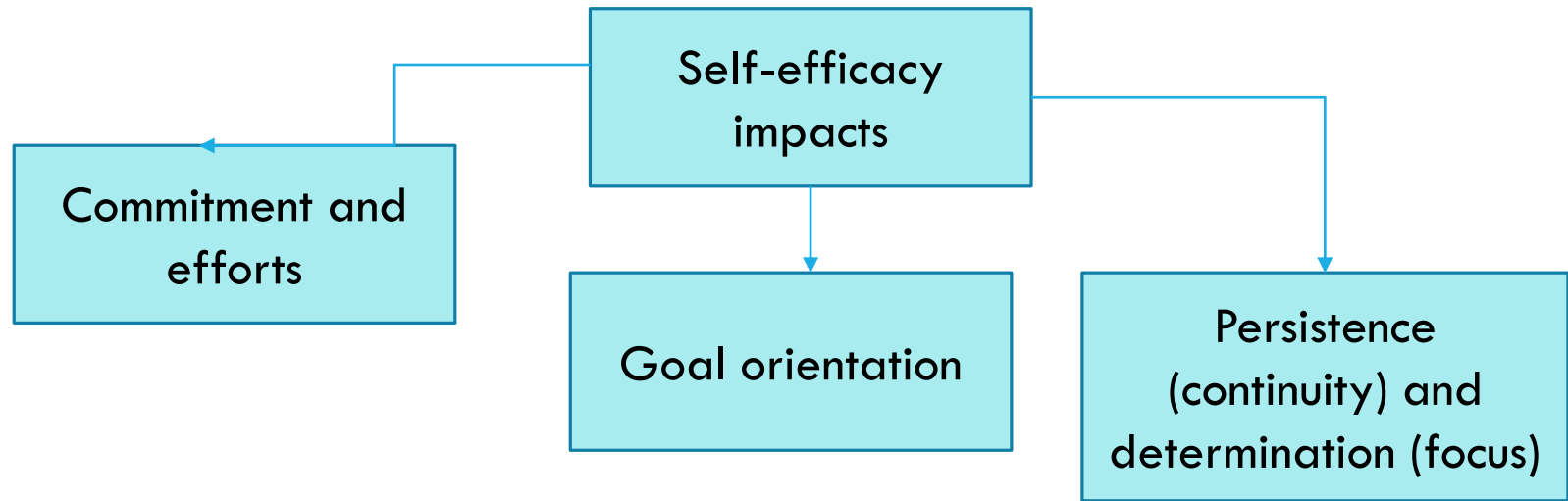
- Is there something preventing you from checking for position advertisements, obtaining information or informational interviews?
- If yes, what is that.
- If not, what you will do to start this process?

Self efficacy (A. Bandura)

A perception of self-efficacy influences goals people set for themselves and the challenges and risks they are willing to face.

A high self-efficacy increases the amount of effort, the levels of persistence even when facing difficulties and determination in achieving goals, the capacity to face stressors, attributes insuccess to a low effort or adverse conditions (thus recognising the possibility to produce change).

Self efficacy and career decision making



Self-efficacy refers to an individual's belief in one's capacity to execute behaviors necessary to produce specific performance attainments (Bandura). **Self-efficacy** reflects confidence in the ability to exert control over one's own motivation, behavior, and social environment.

Self-efficacy affects our perception of events and situations. While self-esteem refers to the value we assign ourselves, self-efficacy refers to our beliefs in our capability to overcome obstacles and achieve goals.

Nourish your mind with positive thoughts of confidence and success

Two things cannot occupy the same space at the same time. A person cannot think of two things simultaneously. If the mind is filled with positive, harmonious thoughts, those that are negative and inharmonious cannot lodge in.

Feed your mind with positive experiences and impressions.

Every obstacle can be an opportunity. Any challenge implies the possibility of change. Act purposefully.

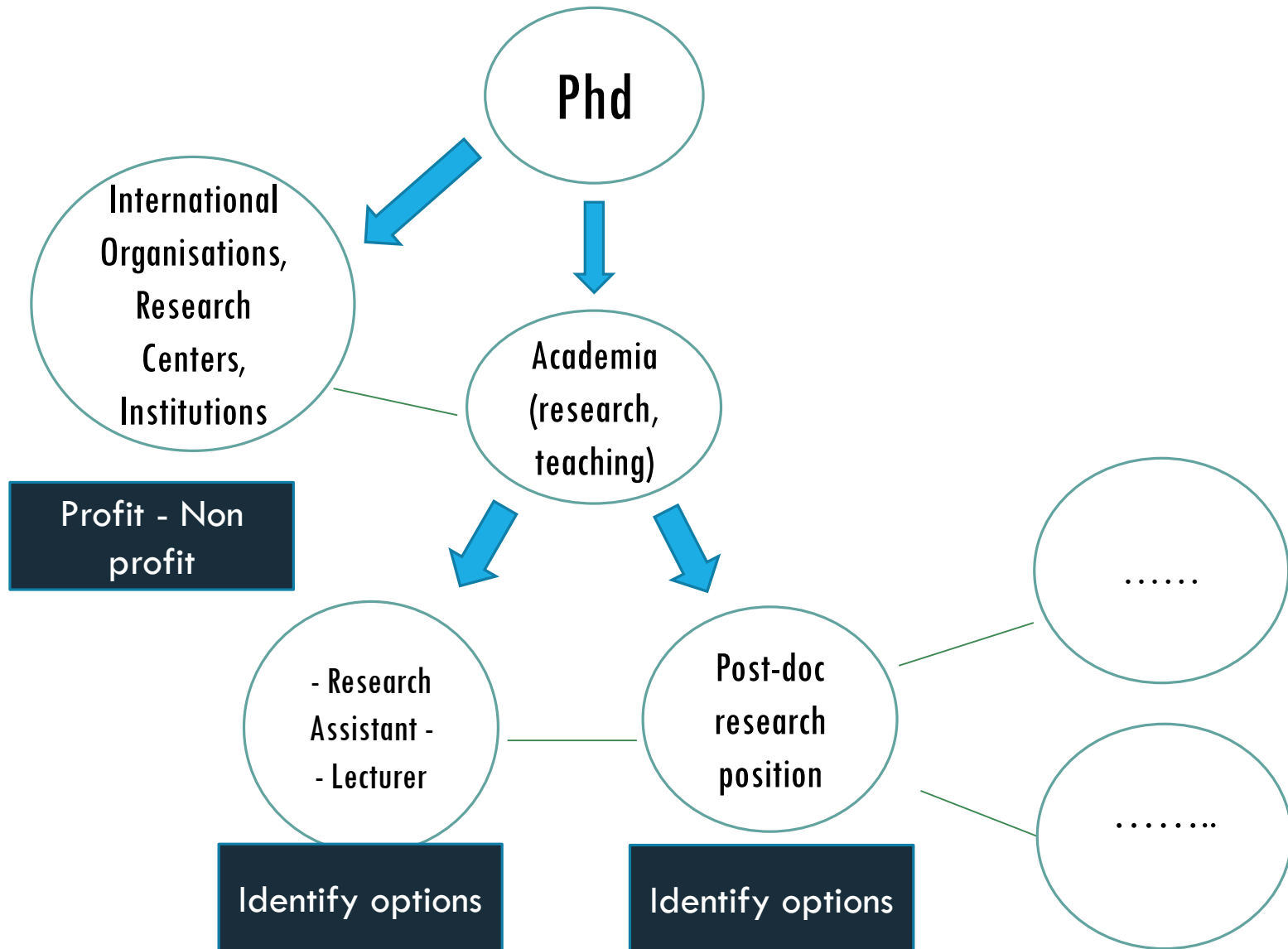
Self-assessment & Self-Monitoring

- Examine all activities you have undertaken until now for your career development
- Perhaps you dedicated more time and effort in some activities/actions and less in others.
- Mapping of all institutions, networks, fields you deem interesting for your **career related prospects**.
- Active searching and finding job/post-doctoral opportunities.
- Deploy the job search tools and abilities
- Skills and professional attractiveness to match the opportunities and path identified.

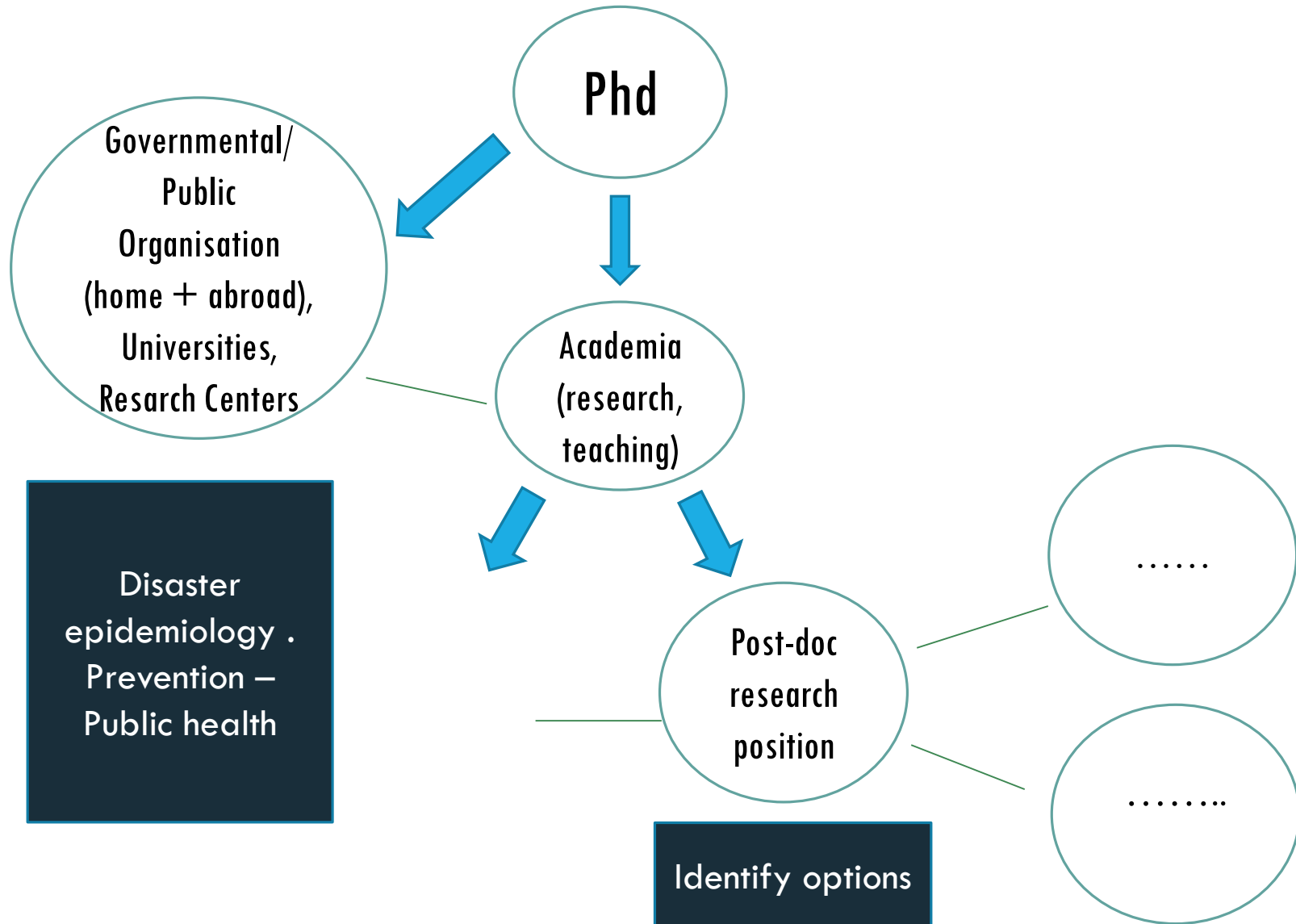
Specific features: fields and discipline

- Opportunities and strengths
-
-
- Obstacles and challenges (according to you and according to other people you may have consulted)
-

«Rainwater harvesting»



«Epidemiology – Occupational health»



E.g. Epidemiology – Occupational health + previous experience

Universities

Public bodies
International
organisations

Profit - Non
profit

- Italy
- Ethiopia
- UK
- USA
- ...

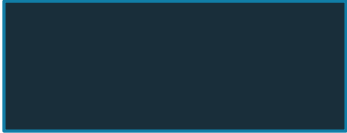
Transnational
research groups

Independent
funding
applications

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-
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Definition per area and criteria

- Original field/discipline (BA + MA)
- e.g. **Microbiology** + **Biological Research**
- Present field/discipline (Phd) – **Biomolecular Medicine**
- Research experience (skills, methodologies, topics)
- **Cancer metabolism, etc. errors in metabolism**
- Work and Teaching experience
- **Research assistant – Microbiologist**
- Job related skills, etc. specific techniques (transferable)

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Definition per area and criteria

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- e.g. **Epidemiology** + **Environmental Health Science**
- Present field/discipline (Phd) – **Biomolecular Medicine**
- Research experience (skills, methodologies, topics)
- **Nutrition Science, Public Health**
- Focus: Respiratory health, dietary intake, Occupational + environmental factors
- Work and Teaching experience
- **Researcher + Lecturer/Assistant**

- Public research Institutes
- Private Research Institutes
- Governmental/charitable organisations
- Pharma companies
- Biotechnology companies
- University Centers
- European or Non-European Funding organisation

Adapted from: Blackford, 2013

Academia

Positions (e.g.)

- Post doctoral Fellow
- Research Associate/Fellow
- Lecturer
- Assistant Professor, Associate Professor
- Professor

Adapted from: Blackford, 2013

Academia

- Research
- Grant application writing and funding
- Teaching



- Administration and committee work
- Research related roles

Positions - Industry

- Lead scientist
- Scientific team leader
- Regulatory Affairs Manager
- Product and R&D Manager
- Consultant
- Scientific Adviser
- Program Manager
- Company director

Adapted from: Blackford, 2013

Positions - Science communication

Senior Medical Writer

Science editor, science journalist

Features editor

Teacher training co-ordinator

Policy officer

Adapted from: Blackford, 2013

Specialist & Technical Admin

Clinical trials co-ordinator

Science administrator

Patent examiner

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Adapted from: Blackford, 2013

Non science

- Healthcare analyst (partnerships – self employed)
- Technology consultant (international consultancy company or other company)
- Services provider

Adapted from: Blackford, 2013

INRAE

INRAE

INRAE is France's new National Research Institute for Agriculture, Food and Environment, created on January 1, 2020, It was formed by the merger of INRA, the National Institute for Agricultural Research, and IRSTEA, the National Research Institute of Science and Technology for the Environment and Agriculture

[https://www.eurosciencejobs.com/job_display/194359/INRAE is Recruiting 60 Scientists through Open Competitions and Offering Permanent Positions INRAE National Research Institute for Agriculture Food and the Environment Paris France](https://www.eurosciencejobs.com/job_display/194359/INRAE_is_Recruiting_60_Scientists_through_Open_Competitions_and_Offering_Permanent_Positions_INRAE_National_Research_Institute_for_Agriculture_Food_and_the_Environment_Paris_France)

<https://jobs.inrae.fr/en/open-competitions/open-competitions-research-scientists-job-profiles-crcn>

Department of Plant Molecular Biology

UNIL

University of Lausanne – Faculty of Biology and Medicine
Department of Plant Molecular Biology

<https://www.unil.ch/dbmv/en/home.html>

Research Institutes Eu-life

Alliance of independent European research institutes in the life sciences building and promoting excellence in research in Europe

<https://www.eu-life.eu/>

Eurosciencejobs.com (diversified per sectors)

<https://www.eurosciencejobs.com/>

<https://www.europarmajobs.com/>

<https://www.euroengineerjobs.com>

<https://www.euroenergyjobs.com/>

«Dante Studies»

INRAE

[https://www.eurosciencejobs.com/job_display/194359/INRAE is Recruiting 60 Scientists through Open Competitions and Offering Permanent Positions INRAE National Research Institute for Agriculture Food and the Environment Paris France](https://www.eurosciencejobs.com/job_display/194359/INRAE_is_Recruiting_60_Scientists_through_Open_Competitions_and_Offering_Permanent_Positions_INRAE_National_Research_Institute_for_Agriculture_Food_and_the_Environment_Paris_France)

<https://jobs.inrae.fr/en/open-competitions/open-competitions-research-scientists-job-profiles-crcn>

Journals – Associations etc. e.g.

Rivista Internazionale di Studi su Dante Alighieri

- <https://www.italinemo.it/rivista/dante/>

By specific knowledge

Language skills (English, Spanish)

Countries:

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Country options:

Work experience:

Experience in the field of education, etc.

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Professional resources – assets

- Discipline-specific conceptual knowledge
- Research skills (including ethics and social responsibility)
- Technical (specific) skills (subject, field, methodology)
- Transversal skills – soft skills
- Language(s)
- Location (University – Institution, etc.)

- All skills and assets are transferable

Countries

Countries (European, EU, Third Countries, i.e. Non EU)

- During the Meeting of Dec. 14 we examined countries where usually a broad range of opportunities are usually offered.
- This does not exclude other countries which can be taken seriously into consideration.
- We started from specific Countries in order to identify some criteria which could help you to assess if a possible option is **valuable, feasible, consistent** with your career goals/research goals, values as well as private and social life goals.

Websites - Portals

Mendeley Careers

- <https://www.mendeley.com/careers>
- <https://www.universityjobs.com>
- <https://www.topuniversities.com>
- University networks listings with other partners in the public and private sectors (Group Meeting 14 Dec.)
- Publications.
- Identify Centers, Institutes and Interdisciplinary Research Institutions

Euraxess Portal - I

<https://euraxess.ec.europa.eu>

Sections:

- Jobs and Funding
- Career development
- Partnering
- National Portals
- Information and Assistance

Euraccess - II

Job and funding

<https://euraxess.ec.europa.eu/jobs/search>

Categorised per:

- Research field
- Researcher profile
- Sector
- Country
- European Research Program

Università Ca' Foscari. Periodically posts vacancies for English speaking teaching positions on LinkedIn. Posted on LinkedIn.

Vacancies also through the Website:

<https://www.unive.it/data/38002/?id=2021-UNVE000-0007851>

Eurosciencejobs.com

Unjobs.org

Eurosciencejobs.com

<https://www.eurosciencejobs.com/>

Eurolegajobs.com

<https://www.eurolegaljobs.com/>

UN JOBS (main source: the website of each Orga)
A portal with a number of Unjobs.org

<https://unjobs.org/>

Resources from previous Group Meetings

- Self assessment and skills identification (GM 2) – Research related tasks and activities: skills and resources (GM2)
- Non-research related tasks and activities: skills and resources (GM2)
- Position/Job advertisement analysis
- AKI Competences monitoring during the mobility experience
- Links to online resources.

Approaching the completion of the Phd

Research development

Research project(s) focus, funding, preparing publication outlines, seek opportunities to share your research, etc.

Professional development

Reading job advertisements making note of skills required and compare with your skills set.

Transferable skills

Career path exploration and selection/networking

Both in transitions from doctoral to post-doc or other career path and from post-doc to further career paths.

Online resources and postdoctoral recruitment web sites

Exploration of how to optimize the job ad finding and networking

- <https://www.linkedin.com>
- <https://www.researchgate.net/>
- [Twitter](#)
- <https://academicpositions.com>
- <https://www.timeshighereducation.com/unijobs>

Evaluation criteria for decision making and negotiation

- Opportunities of advancement
- Occupational prospects
- Responsibilities, gain of further expertise
- Limits of duration and or/residency permit
- Career ladders, work/life balance, culture, language, family responsibilities, et al.

Evaluation and decision making

- Fellowship package
- Duration
- Current open calls

Implications:

[Topic to be addressed further in a next
Group Meeting]

The European Research Council

The European Research Council (ERC) is a funding organisation for frontier research. It aims to stimulate scientific excellence in Europe by funding the very best, creative researchers of any nationality and age, and supporting their innovative ideas. Researchers from anywhere in the world can apply for ERC grants provided the research they undertake will be carried out in an EU Member State or Associated Country.

<https://erc.europa.eu/funding/non-european-researchers>

Euracess – Career Development for Researchers

<https://euraxess.ec.europa.eu/career-development/researchers>

Key post-doc skills

- Discipline-specific conceptual knowledge
- Development of research skills
- Communication, interpersonal, presentation skills
- Professionalism, Ethics
- Leadership and management skills
- Responsible conduct of research

Adapted from: National Postdoctoral Association, The NPA's Core Postdoctoral Competencies

References

Blackford, S. (2013). *Career planning for Bioscientists* Chichester. West Sussex: Wiley & Sons.

Giusti E., Testa A. (2006), *Autoefficacia*, Sovera Edizioni, Roma.

Knaus W. (), *End Procrastination Now! Get it done with a proven psychological approach*, McGraw Hill, New York, NY.

National Postdoctoral Association, *A Postdoc's guide to the Postdoc Timeline*, Rockville, MD.



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Arrivederci!

Thank you for your participation and contribution



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