



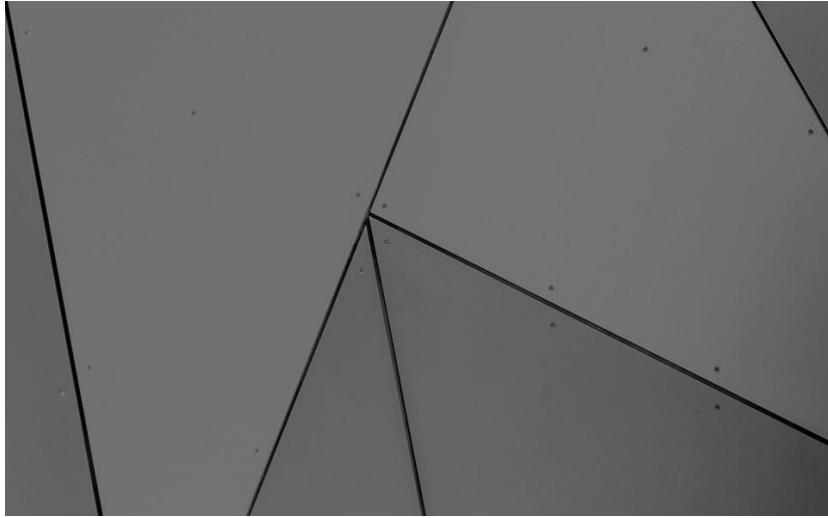
Lena Matyjek

Career development in academia and beyond

MRG Seminar, 02/02/2023

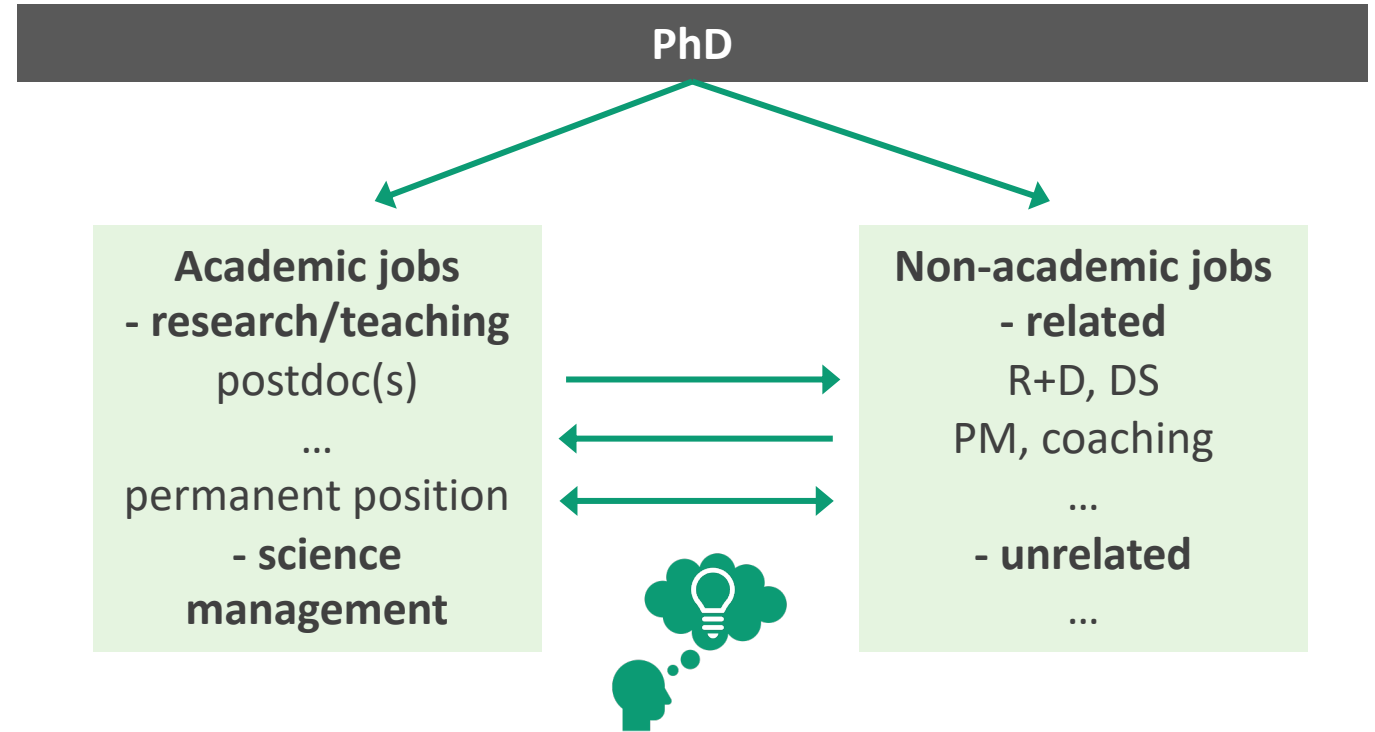


Universitat
Pompeu Fabra
Barcelona



Career planning after PhD

I have a PhD. What next?



- What kind of skills do I need to invest in?
- How to maintain job security?
- What are my chances for a permanent position?
- And more

- What transferable skills do I have?
- What new skills do I need to develop?
- Where to find positions?
- How to network with industry?
- Is my PhD an advantage?



Early Career Researchers (ECRs)

- PhD and postdoc training mainly prepare for the jobs in academia
- There aren't enough permanent positions
- Training must be expanded to prepare for “outside” jobs

Business vs. responsibility towards the society



More PhDs, not jobs

No of PhDs increase (40% in US, 150% in Finland) over the last decade. Jobs no.



Skills vs. opportunities

70% of PhD holders work outside of academia, but only 13% feel prepared for it (The Netherlands)



Lack of job security

Proliferation of fixed contracts (Switzerland: 80%)



Self-efficacy

What am I getting into?
What do I want to do?
What am I missing for it?



Nature career news post



About a manifesto to recruit and retain ECRs

Report from the Organisation for Economic Co-operation and Development

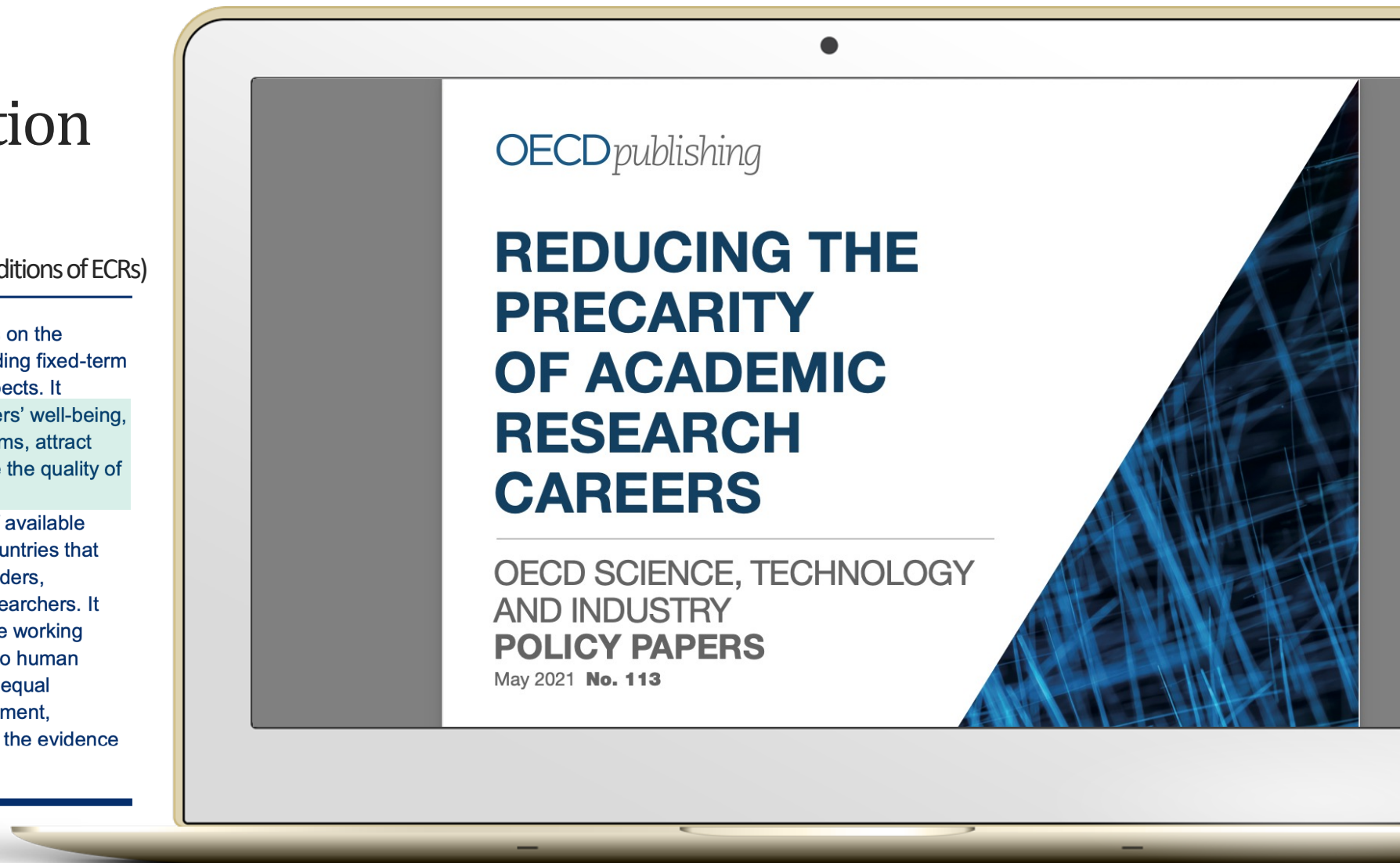
(2-year investigation of job insecurity and working conditions of ECRs)

This report analyses academic research careers, with a focus on the “research precariat”, defined as postdoctoral researchers holding fixed-term positions without permanent or continuous employment prospects. It identifies policies and practices that aim to improve researchers’ well-being, develop more diverse, equitable and inclusive research systems, attract and retain the best talent in academia, and ultimately improve the quality of science.

The report presents a conceptual framework and synthesis of available data and policy information. It draws on a survey of OECD countries that included country notes and interviews with policy officials, funders, representatives of research performing organisations and researchers. It offers recommendations and a set of policy options to improve working conditions and professional development, better link funding to human resource policies, make governance more inclusive, promote equal opportunities and diversity, improve human resource management, promote inter-sectoral and international mobility, and develop the evidence base on research careers.



Persistent
insecurity



OECD *publishing*

REDUCING THE PRECARIETY OF ACADEMIC RESEARCH CAREERS

OECD SCIENCE, TECHNOLOGY AND INDUSTRY
POLICY PAPERS

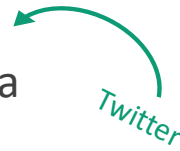
May 2021 No. 113



The “great resignation” – not only ECRs

Last years, and especially the pandemic, witnessed a wave of researchers (also mid-career) leaving academia for “greener pastures” in industry or “quietly quitting” in response to manging burnout and maintaining wellbeing.

#leavingacademia



Twitter



Increasing teaching load and research responsibilities



Intense competition for grants and ‘publish or perish’



Financial insecurity & raising costs of living



Facebook group

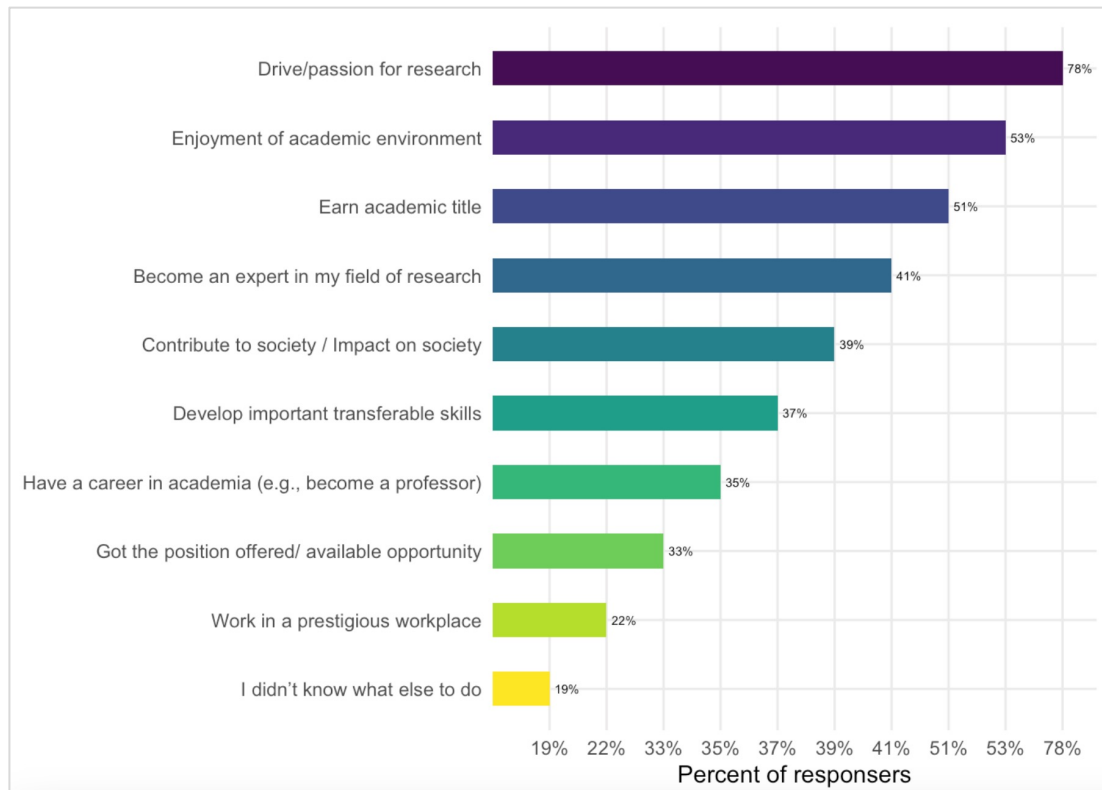


Nature career feature

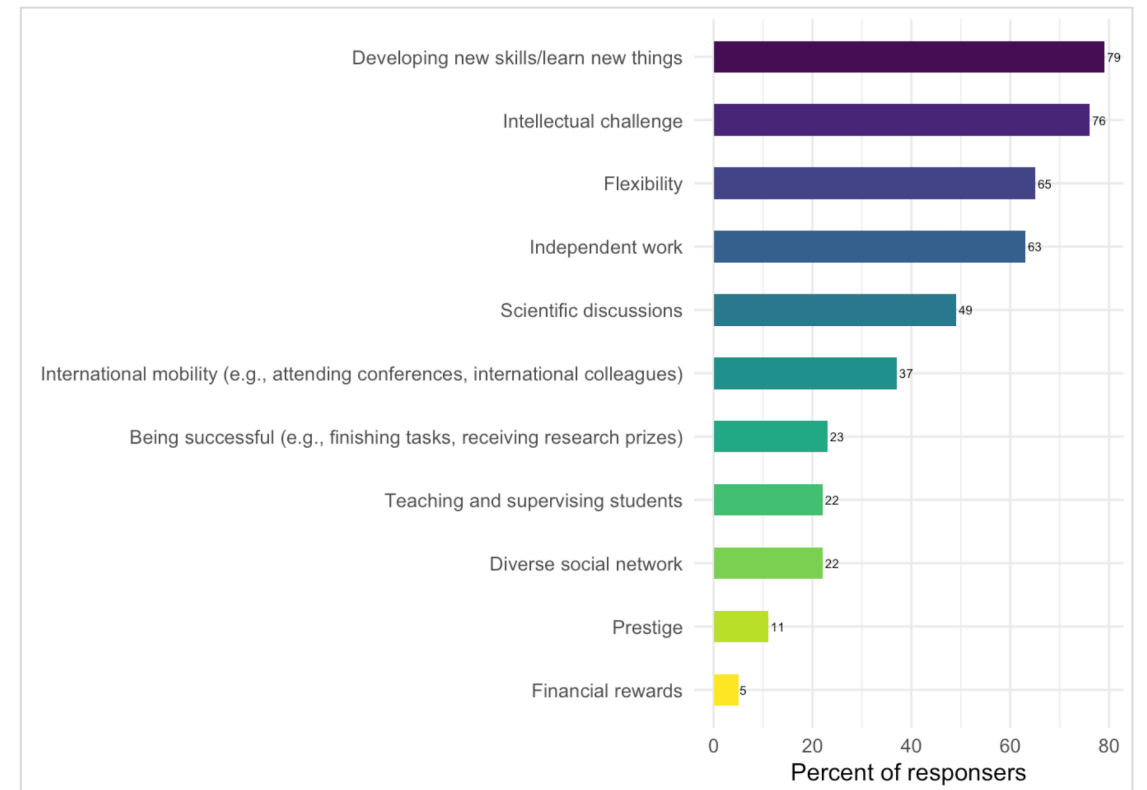
There's a bright side too!

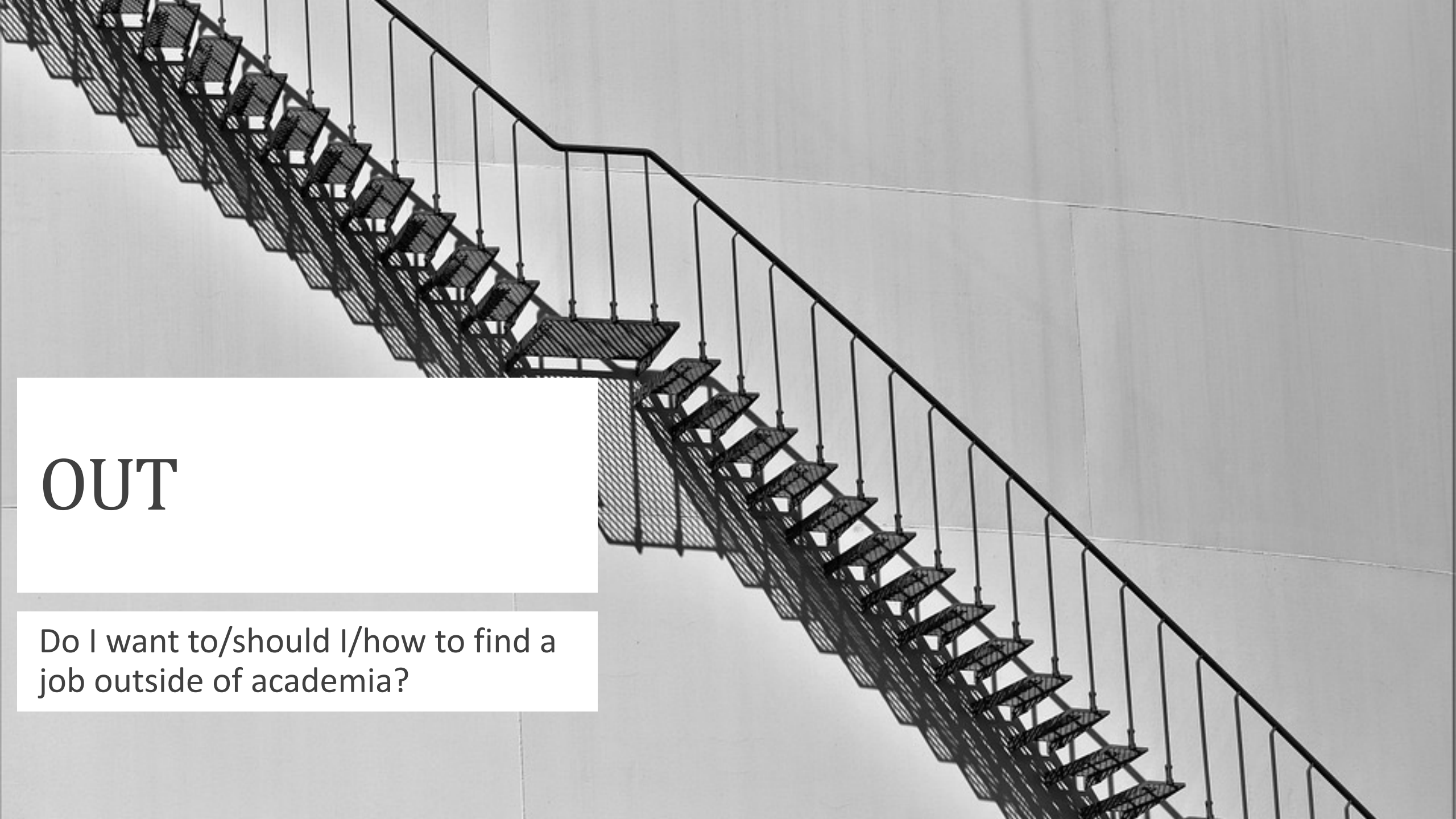
We're all here for a reason

What were the reasons to start your PhD training?



What do you like the most about your PhD training?





OUT

Do I want to/should I/how to find a job outside of academia?

PhD leads to enjoyable jobs

[at least in the UK and Canada]



Nearly 80% had
full-time jobs

UK



30% in academia:
70% teaching, 30%
research

UK



Salaries slightly
higher in academia
(£37 vs 35K)

UK



50% in academia
(23% tenure tracks)

Canada



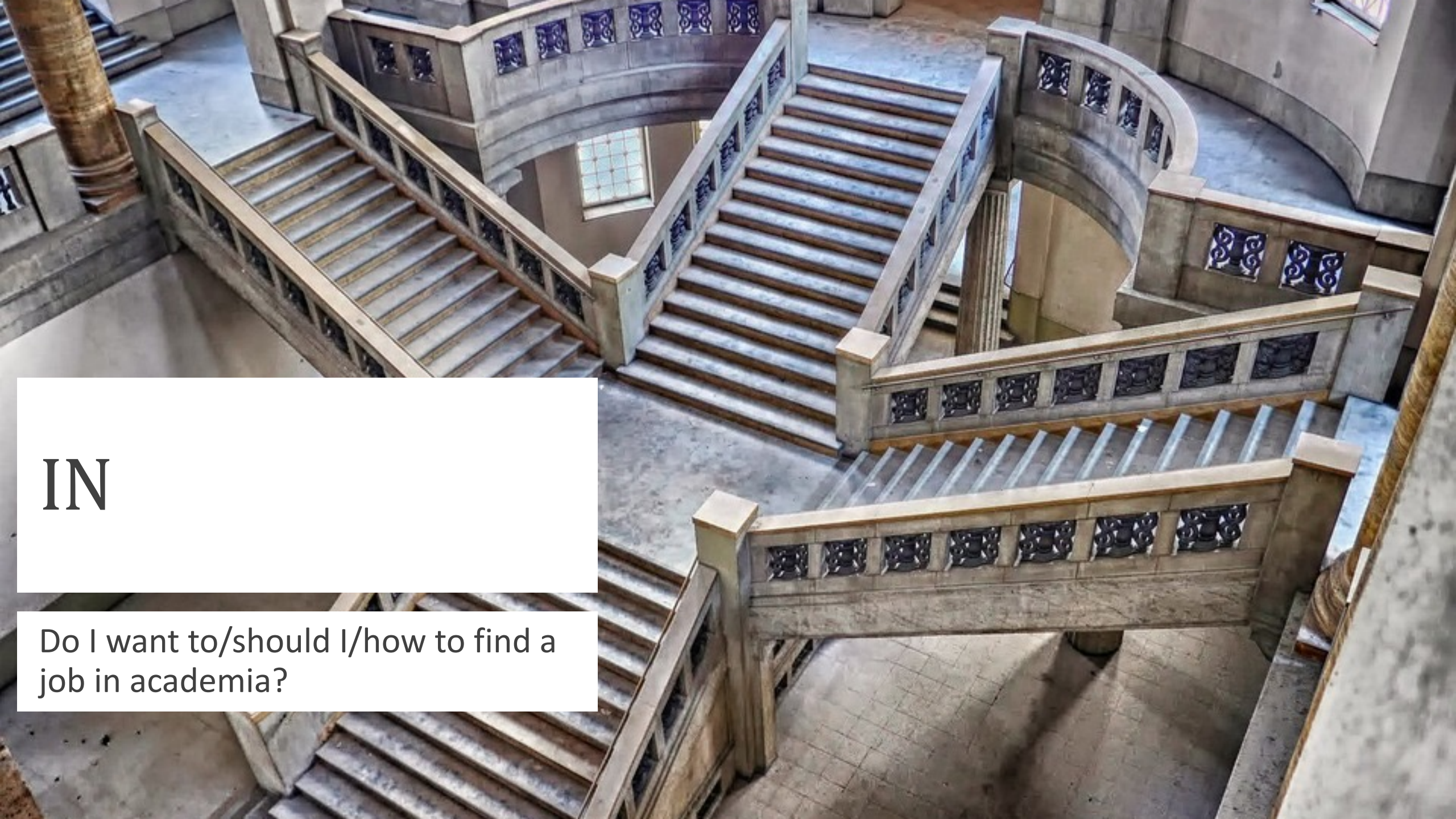
PhD recipients should feel confident in their career potential, especially if they are willing to look beyond universities. All of our language in academia encourages researchers to be academics. The challenge is getting over this psychological barrier to help researchers look more widely in terms of employment.



Qualification and used skills



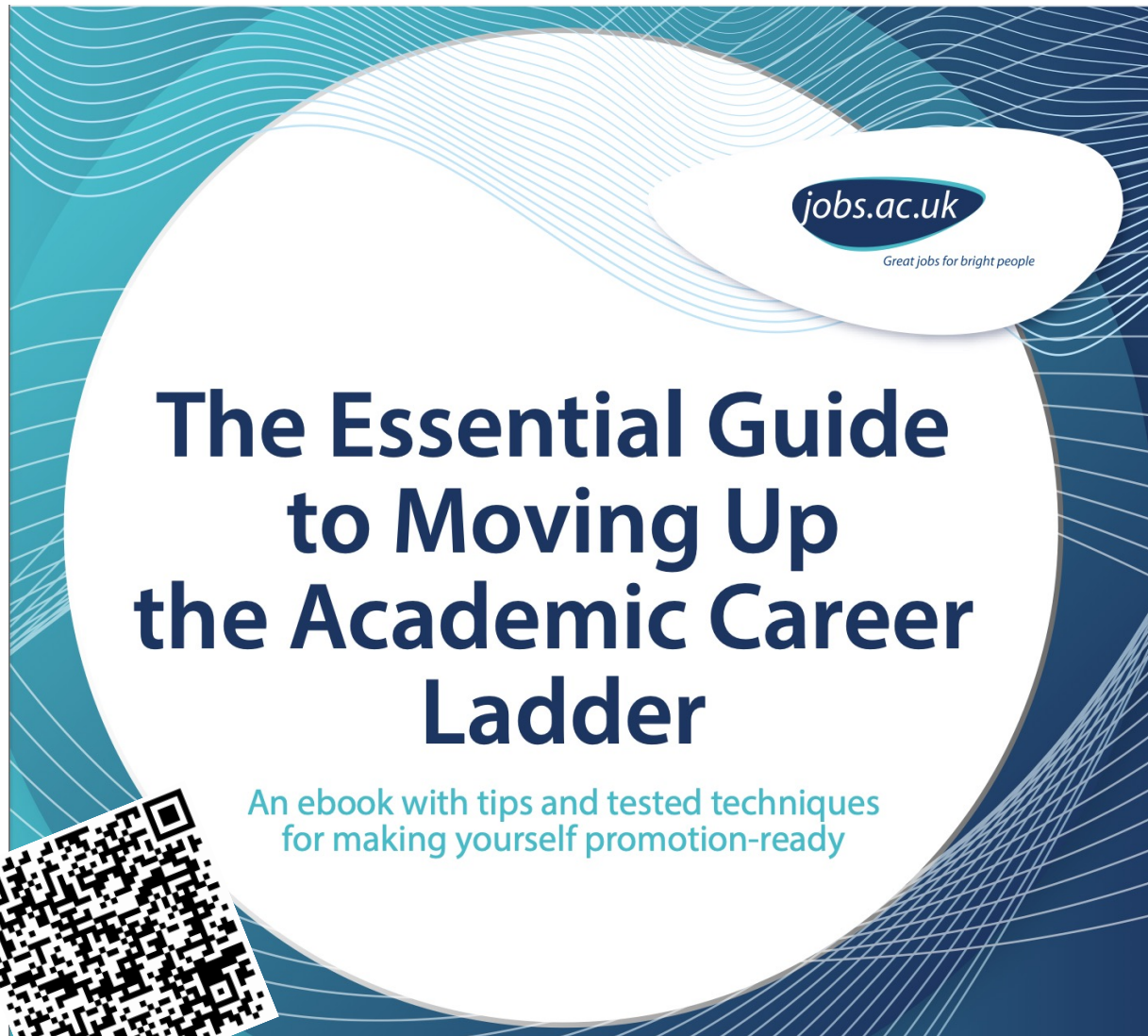
- **Time spent on R&D activities.** 69.7% of PhD holders spend at least 30% of their time in the workplace on R&D activities. Time spent on R&D activities depends on the sector of employment: PhD holders who work in the university sector, the government/public sector and industry spend more time on R&D activities compared to those in other sectors of employment (e.g., service, education outside higher education, etc.).
- **Relation of the position to the research domain.** A vast majority of PhD holders (86.3%) have positions that are related or somehow related to their research domain.
- **Minimum level of qualification required for the position.** There are clear differences in the level of qualification required by sector of employment. Only 34.5% of PhD holders who work outside the university sector hold positions that require a PhD degree or a postdoctorate. PhD holders in Social Sciences and Humanities have the highest rate of overeducation, with 78.1% holding positions that require a Master's degree or less. This rate is 63.7% in Exact and Natural Sciences and 57.9% in Life and Health Sciences.
- **Level of salary.** A very large majority of full-time employees in Belgium (75.1%) earn between €2,001-€3,000 net monthly. The level of salary, determined by the range of net monthly earnings, varies significantly by gender and years since doctoral completion.
- **Acquired skills.** The three skills that are considered as acquired by most PhD holders are "critical and analytical thinking", "research skills", and "scientific and technical expertise". On the other hand, three skills that are ranked as not acquired (or only partially acquired) by most PhD holders are "business skills", "collaboration and team work", and "social skills and multicultural competency".
- **Used skills.** The three skills that PhD holders use most in the workplace are "initiative and autonomy", "communication" and "critical and analytical thinking".



IN

Do I want to/should I/how to find a job in academia?

Some online resources



jobs.ac.uk
Great jobs for bright people

The Essential Guide to Moving Up the Academic Career Ladder

An ebook with tips and tested techniques for making yourself promotion-ready



Academic Career Development
Moving Academics Forward

Home University / Organizations Students / Young Academics More

FREE Download

FINDING THE BEST FACULTY JOB FOR YOU 2nd ed.

What You Need To Know About Academia 1
Is A Career In Academia For You? Discover The Truths Before You Apply

Not Interested In Academia? 2
Discover *Other* Career Paths For An Individual Who Has A Ph.D. In The Lifesciences

FREE Getting Started Info \$0.00

What IS This Business? What You Need To Know \$2.99

Where Are You Going? How To Clarify Your Future \$2.99

Post-doc Or Not. That Is The Question! 3
Use Our Decision Tree And Insights To Determine If A Post-doc Is Right For You

Finding Your Dream Job In Academia 4
Learn how to utilize the *tools* necessary to find your job.

It's Time To Apply! Now What? 5
Learn How To Write Application Documents That Will Get You The Interview

To Post-Doc or Not? That Is The Question! \$2.99

Learn How to Find Your Job In Academia \$2.99

Applying For The Jobs: Beware Of The Black Holes \$2.99

How To Have A Successful Interview 6
The *Jobs To* *orable*

Why Negotiating Makes Good Career Sense 7
Discover how to negotiate *before* you sign your contract

FREE Download

SURVIVING YOUR FIRST 5 YEARS AS A FACULTY MEMBER
Living and Thriving in Academia, Book 2

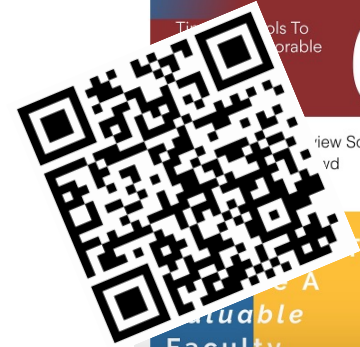
Free So You *vd*

It's Time To Negotiate - Are You Ready? \$2.99

FREE Download on our Bitesize Guides written for young academics. \$0.00

Who Is Going To Help You Succeed?

Communication Is The Key



Career development elements

Some topics to consider



Research skills

- Research positions
- Projects
- Methods used
- Paper published
- International exposure



Teaching experience

- Depends on the level and position requirements
- Courses & guest lectures



Academic mentor

- Someone senior who can give you truthful advice
- Not necessarily your PI
- Possible referee



Leadership

- Supervision
- Showing initiative



Soft skills

- Scientific presentation
- Public engagement
- Social impact
- Networking



Your mental health

- ECRs are more likely to be clinically depressed, burned out, or anxious than non-academics
- Job insecurity is a risk factor for mental health problems



- Developed in the first few months of your position
- Reviewed regularly
- Between an ECR and Academic Mentor (and Dep. Head)
- One of the three new obligatory documentations in EU-funded projects:
 - Personal Career Development Plan (PCDP)
 - Data Management Plan (DMP)
 - Ethics approval



Career Development Plan

A map of targets and actions



How can we help each other?

We already have a network, a platform, and a supportive PI 😊

Thank you

 Lena Matyjek

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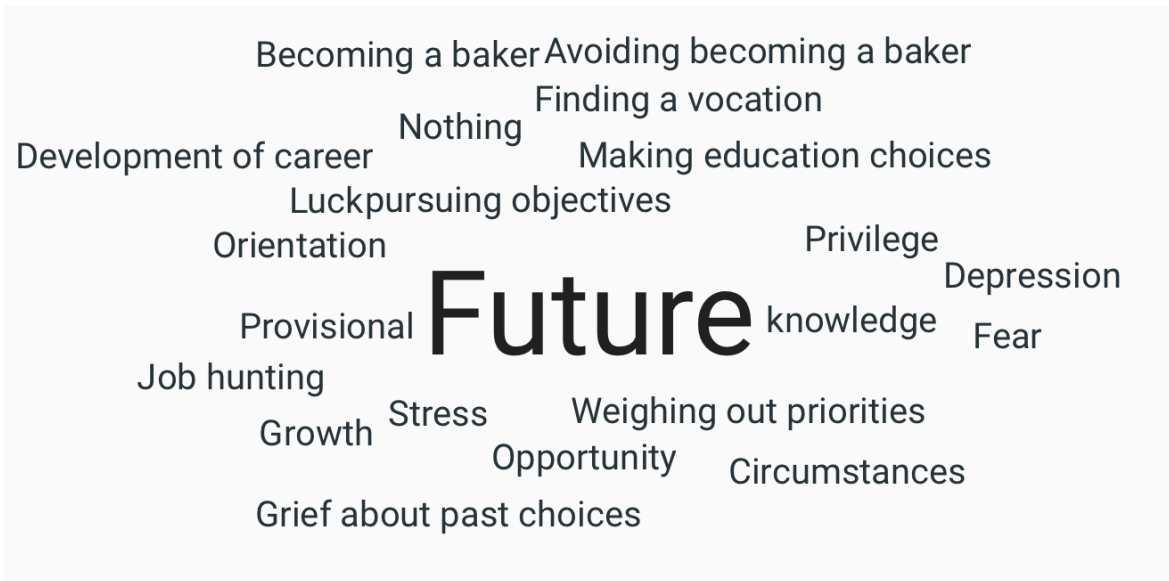
 lenamatyjek.com





What does "career development" mean for you?

12 👤 ...



Have you ever...

13 👤

...systematically planned your career (e.g., written a list of professional goals) ✓



...had a course/training in this topic ✓



...reviewed your career goals with a(n academic) mentor? ✓

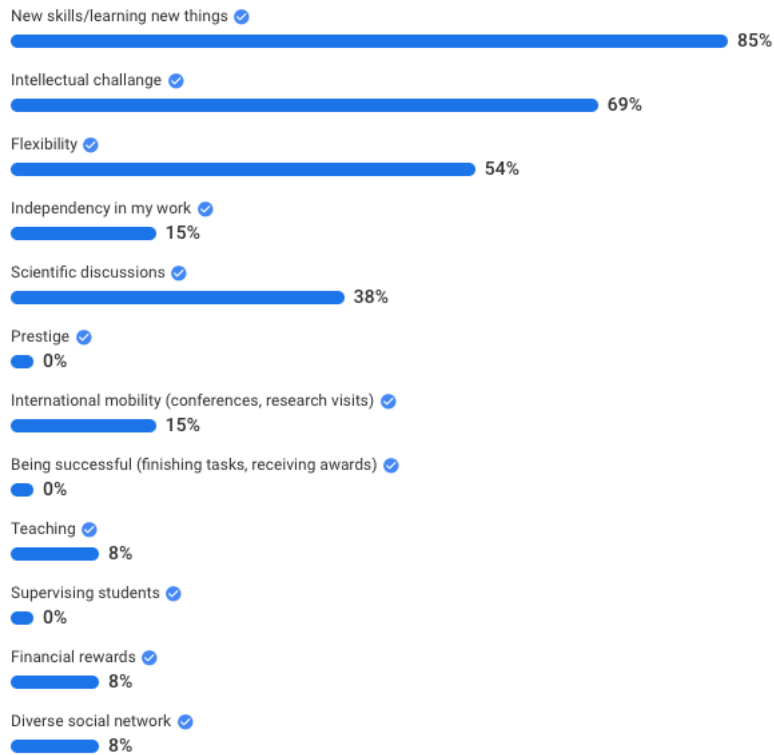


none of those!



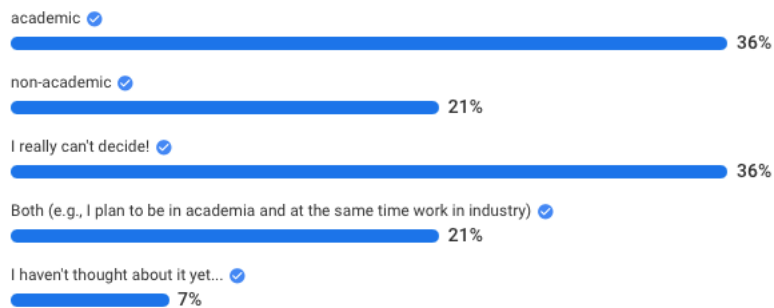
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What is it that you like the most about your work in academia?

13 

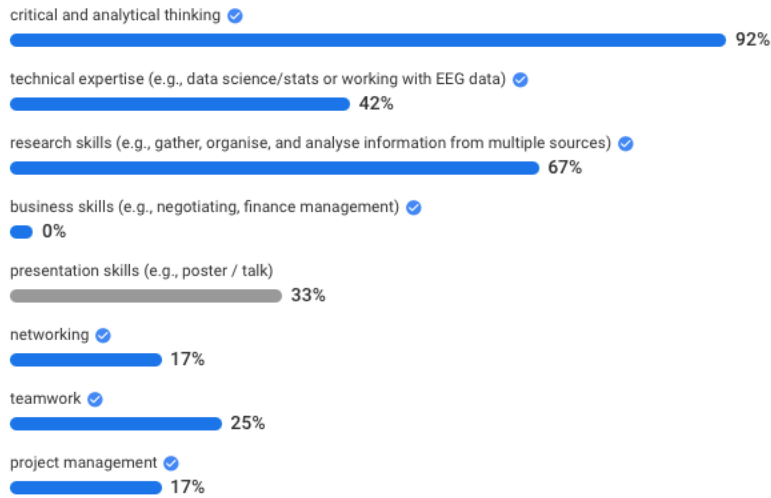
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Right now, which career path are you (planning on) pursuing?

14 

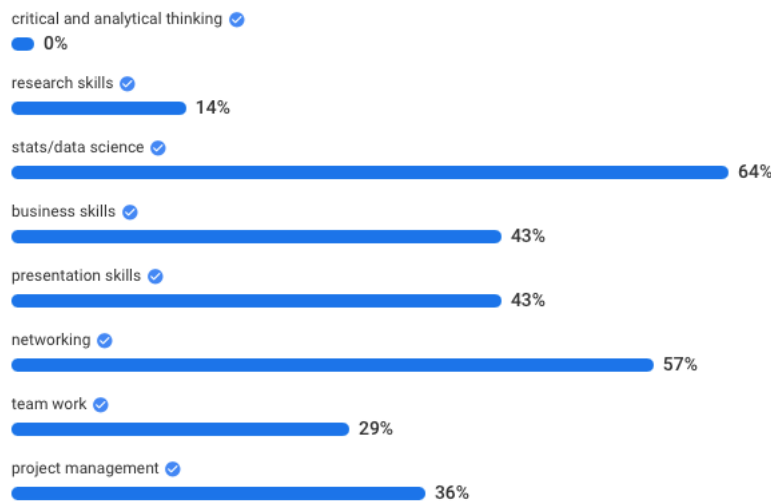
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Which skills do you already possess?

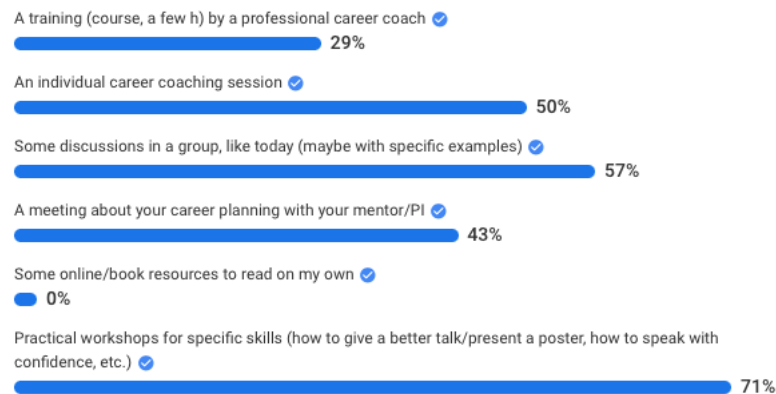

12 

5

Which skills do you think you should work on (given your goals)?

14 

6

What kind of support/training/resources would you like to receive to plan your career? 14 

7

If we were to make "career development sessions" recurrent in the Seminar, which topics would you like to explore together?

14



*Other = transferable skills