



## Plan - P3 VISTA CSD Researcher Training Program

Last updated: 3 March 2021

The VISTA CSD Researcher Training Program will include all PhD students affiliated with the center, also those who are employed based on other external and internal funding. All PhDs and Postdocs affiliated with the program are listed in Attachment 2. The program will be focused on transversal skills as well as interdisciplinary technical skills. Aspects that will be covered include:

- research ethics
- academic writing
- entrepreneurship
- interdisciplinary research
- research proposal writing
- research strategy development
- career planning
- interview training
- presentation skills
- presenting research for a wider audience

An action plan (Attachment 1) with more detailed planning of specific actions will be continuously updated. The plan for the researcher training program will be revised regularly.

### Career Development Plan

All PhDs and postdocs starting their PhD within VISTA PhD will, with support of their advisors, develop their own Career Development Plan, which will be revised annually. The CDP will build on and expand the existing PhD guidelines and requirements of the host departments, ensuring that the following topics are covered<sup>1</sup>:

#### 1. Research results.

These should give an overview of the main direct results obtained as a consequence of the research carried out during the training period. It may include publications, conference, workshop attendance, courses, and /or seminar presentations, patents etc. This will vary according to the area of research and the type of results most common to each field. The information at this level should be relatively general since the career development plan does not strictly constitute a report on the scientific results achieved.

#### 2. Research skills and techniques acquired.

- Competence in experimental design, quantitative and qualitative methods, relevant research methodologies, data capture, statistics, analytical skills.
- Original, independent and critical thinking.
- Critical analysis and evaluation of one's findings and those of others
- Acquisition of new expertise in areas and techniques related to the researcher's field and adequate understanding their appropriate application
- Foresight and technology transfer, grasp of ethics and appreciation of IPPR.

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<sup>1</sup> Points 1-7 are taken from Career Development Plan, Euraxess Researchers in Motion, accessed 25 February 2021, <https://ec.europa.eu/research/participants/documents/downloadPublic?documentIds=080166e5bd4ed377&appId=PPGMS>



### **3. Research management.**

- Ability to successfully identify and secure possible sources of funding for personal and team research as appropriate.
- Project management skills relating to proposals and tenders work programming, supervision, deadlines and delivery, negotiation with funders, financial planning, and resource management.
- Skills appropriate to working with others and in teams and in teambuilding.

### **4. Communication skills.**

- Personal presentation skills, poster presentations, skills in report writing and preparing academic papers and books.
- To be able to defend research outcomes at seminars, conferences, etc.
- Contribute to promote public understanding of one's own field.

### **5. Other professional training (course work, teaching activity):**

- Involvement in teaching, supervision or mentoring.

### **6. Anticipated networking opportunities.**

- Develop/maintain co-operative networks and working relationships as appropriate with supervisor/peers/colleagues within the institution and the wider research community.

### **7. Other activities (community, etc) with professional relevance.**

- Issues related with career management, including transferable skills, management of own career progression, ways to develop employability, awareness of what potential employers are looking for when considering CV applications etc.

#### [Biannual meetings with focus on career development](#)

One meeting focusing on transferable skills training, the VISTA PhD day, will be held back-to-back with the VISTA Day annually. In addition, there will be an internal seminar in Bergen every year for the VISTA CSD team.

#### **VISTA PhD day**

Previously, the center director and several of the PIs have organized career training for PhDs, including interview training, "How to do a PhD" days, outreach training, sessions with successful young scientists who share their experience, research communications, development of research strategy etc. VISTA CSD will structure and strengthen this training and benefit from the larger collaboration.

#### **Internal CSD seminar**

The internal seminar will focus on aspects related to training as well as development of the center. The seminar will be approximately one day. The seminar will be important to build connections within the group, involve all the team members in strategic development of the center and focus on specific aspects related to career development.

#### [Transferable skills training integrated in center activities](#)

The training will also be integrated naturally in the center activities. PhDs and postdocs will, for example, be part of the scientific committee for the VISTA CSD annual meeting, with main responsibility for the program and chairing of sessions for one of the two days the meeting lasts. A plan for the Training Program will be completed February 2021 and be revised annually.



### VISTA CSD 2023 Winter School

A main event in the Training Program will be the VISTA CSD 2023 Winter School, which will be open for PhD-students within the center and in collaborating international groups, and it will be a week with an intensive scientific as well as transferable skills training. The winter school will have short courses in related to the core scientific topics of CSD given by international scientists as well as afternoon poster sessions where participants can present and discuss their own research. It is planned for approximately 20-25 participants affiliated with CSD and 15-20 participants from collaborating international groups.

### VISTA CSD Weekly Seminars

The weekly VISTA CSD seminar is a hub of the center. PhDs and postdocs will present ongoing work and international guests will give talks. Hence, the seminars will be important for both internal communication and network building. Importantly, it will ensure broad dissemination of ongoing work and results among VISTA CSD faculty, researchers, and PhD and master students. The seminars will be organized by PhD students and postdocs, with two persons having responsibility for the seminar each semester.

### International research visits

All PhD students affiliated with the VISTA CDS will be offered, and expected to complete when possible, an extended visit of 1-3 months with one of our international collaborators. This extended research visit, together with participation at international conferences, will expose the students to other research environments and broaden their international contact networks.

### Study tour

Every other year (twice in the center period), PhD and master students will travel on a study tour for 3-5 days, visiting fellow students at international collaborating institutions. Seminars will be organized for mutual presentations of research.

