Postdoc - alignment of expectations

On DATE, NN was employed as postdoc at the Department of Agroecology.

During the employment, NN is expected to:

* Develop independent research of high international quality, including publications and setting up a network
* Contribute to external funding applications and initiate obtaining own external funding
* Contribute to student supervision, teaching and consultancy work

# Show independent research of high international quality, including publications and networking

All postdocs are expected to initiate the establishment of own research area and related researcher and stakeholder networks. Postdocs are also expected to develop own research profiles. This is done via contribution to peer-reviewed publications in highly ranked journals and by participating in international conferences or similar. Part of the research networking is a change of environment to experience other research approaches and cultures.

## These research goals are agreed upon

Text

## These networking goals are agreed upon

Text

## These change of environments are agreed upon

Text

# Contribute to external funding applications and initiate obtaining own external funding

Postdocs are expected to contribute to senior VIPs applications for external funding and to initiate applications to attract external funding (primarily for their own research).

## These specific application goals are agreed upon

Text

# Contribute to the department’s supervision, teaching and consultancy work

Postdocs are expected to contribute to the teaching and/or consultancy activities in the section and department. Postdocs should contribute as co-supervisors for Bachelor’s, Master's and PhD students.

## These specific agreements are made:

Text

# Demonstrate a talent for collaboration

A talent for collaboration can be demonstrated by, for example, participating in collaborative projects with other research groups (internal, external, international), and, depending on the area, with consultancy institutions, business partners or similar. By the end of the postdoc period, it is expected that the person has started to being involved in interdisciplinary research and collaborative projects. Moreover, all postdocs are expected to contribute to the department's academic environment and reputation by interacting constructively with the other staff and students at the department. Postdocs are expected, actively and constructively, to support the department's activities, e.g. by contributing to raising the profile of the department for the surrounding world.

## These specific collaboration initiatives are agreed upon

Text

# Supervision and career development for postdocs

A postdoc is primarily a researcher who works under the supervision of a mentor as part of a larger research group. As such, they conduct research, either on a pre-specified project or one of their own design and publish that research. At the same time, a postdoc is meant to prepare for a career either within the university or in other organizations involved with research or innovation related aspects. This requires continuous dialogue and guidance from the department, supervisors, and mentors to support the career of the postdoc.

## These specific supervision and mentoring initiatives are agreed upon

Text

# Other agreements

Text

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Date, Section Manager Supervisor

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Date, Postdoc

Please return to HR Breve, AGRO [hrbreve@agro.au.dk](mailto:hrbreve@agro.au.dk)