

Introduction to strategy on career development

held by Jim Rasmussen

Who are present in the working group?



Tine

Plant Pathology & Entomology



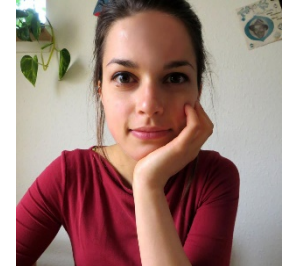
Zhi

Soil Fertility



Jesper

Agricultural Systems & Sustainability



Chiara

Climate & Water



Kim

Crop Genetics & Biotechnology



Inge

Crop Health



Lis

Soil Physics and Hydropedology



Jim

WhitePink + male = boss!



Make an action plan for career development, please

The role of the working group:

- Assist leadership in developing a strategy on career development
- Make an action plan
- Contribute to discussion on career development within the department

The time plan:

Aug + Sep: Idea cascade in working group

Oct + Nov: Inputs from sections

Dec: Formulation of action plan

Jan + Feb: Hearing of action plan

March → : Implementation of first action plan



Input to the department strategy - oops



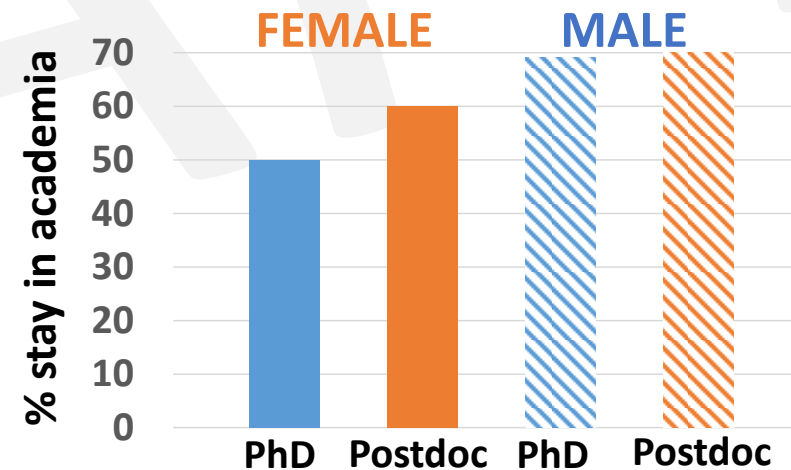
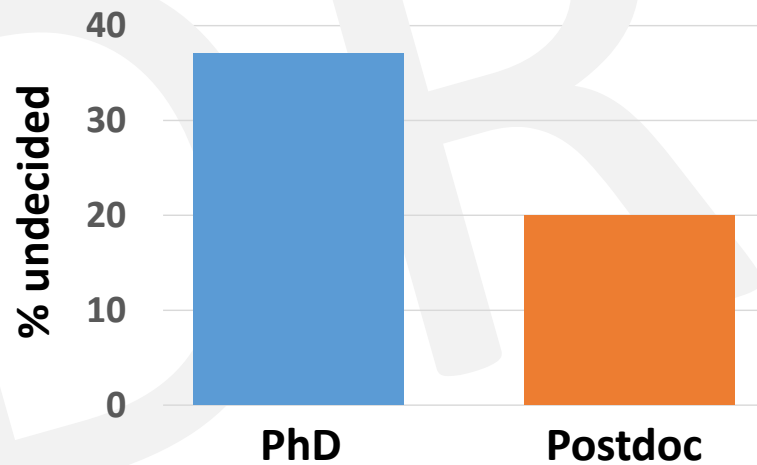
Three elements in the draft for a career development strategy

Career development must have a wide appeal

AGRO will use existing and develop new options in relation to strengthening the career development for junior researchers in relation to employment both at universities and in the **public or private** sector.

Our own little survey: 106 responses (thanks) – 20 postdoc's and 27 PhD's

- 50% of postdocs and PhDs expect to be at AU in five years



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AGRO will use existing and develop new options in relation to strengthening the career development for junior researchers in relation to employment both at universities and in the **public or private** sector.

More diversity in appointments

AGRO will take the initiative to make criteria for decisions on both job advertisements and appointments **transparent and visible**. The purpose is to ensure that the criteria of appointment become measurable and comparable, and that weighing is attached to these criteria before the actual assessment of candidates.

Strengthen self-confidence and motivation among junior researchers

AGRO will increase the use of **recognition** as a motivational tool and will stimulate the **involve**ment of junior researchers in the preparation of project applications, in project management, and reporting as well as in policy support.



Initiatives to support career development at AGRO

Initiatives in the draft

- Collaborate with industry and authorities on recruitment and employment of PhDs and postdocs
- Establish targeted mentor schemes for junior researchers
- Increase admission to relevant courses, etc. for postdocs and researchers
- Strengthen the focus on junior researchers' job satisfaction and career development in the annual staff development dialogues

Further ideas for initiatives

- ...
- ...
- ...



Discussion in groups of specific initiatives

Questions to discuss

- The headings in the strategy set the focus. Which three themes should be our focus in relation to career development? (e.g. keywords like diversity in career paths, transparency, working culture,)
- How do we make our hiring processes more transparent – in the decision on which positions are announced, on which skills are required and on who are qualified for a position?
- Are there barriers in our working culture (e.g. conflict of interest between project owners and project employees) that pose challenges to career development?
- How do we create a departmental working culture where we openly discuss career development? What can the department/sections/senior VIPs specifically do to support career development?
- What can/shall the early career researcher do for their career development?
- *Additional question: How shall the coming DFF-FTP millions for young female researchers be implemented? Which types of calls will have interest?*

