

UIT

NORGES
ARKTISKE
UNIVERSITET

University of Tromsø – The Arctic University of Norway

Career planning for young scientists

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A PhD

- PhD is the third cycle in the Norwegian education system (after bachelor and master)
- It is an education in research – the highest level of education
- An education that is slowly evolving (dr. philos. => dr. scient.++ => PhD)
- Gradually more focus on carrier development





UiT's strategy

- UiT was established in 1972 to produce knowledge and competence in Northern Norway.
- New strategy towards 2020. Some excerpts:
 - Contribute to knowledge-based development in the region, in Norway and in the world
 - Be in the international forefront in five selected areas of knowledge
 - Provide PhD-programs that are internationally competitive, of high quality and educate researchers who can meet the needs of society.
 - Facilitate close contact between students and the business- and industry community



PhDs as part of UiT's strategy

- An integral instrument in achieving UiT's goals from the beginning:
 - Developing competent people that will help promote economic, cultural and social development
 - Producing new ideas and knowledge
 - Building creative and good working environments
 - Being good ambassadors for the institution and building high quality networks around the world

UiT's candidate survey 2012

- People that dissertated 2009-2010 included in study.
- Some results for people with PhD:
 - 94 % were in a position 4 months after dissertation
 - 58 % were in a position where a PhD is required
 - 73 % had research as one of their main tasks
 - 33 % were employed in private sector/NGOs
 - 46 % had leadership as part of their job (9 % with personnel-leadership)
 - 88 % was satisfied with their position
 - 34 % took part of their PhD abroad
 - 54 % had contact with the business- and industry community during their study.
 - 25 % stated that this contact was very important for them getting their first position

However:

- The ability to think about career development / knowledge of alternative career paths was only rated as 2.5 on a scale from 1 to 5.

Some game-changing shifts

- Previously a clear differences in focus:
 - Institute sector with focus on applied research
 - Universities with focus on basic research
- Distinction getting blurred due to:
 - Thematic programs in NCR, EU...
 - Encouragement of industry cooperation
 - New focus on commercialisation in universities
- More focus on applied science, an industry that are more research intensive and a tighter coupling between universities and industry, makes people with a PhD more interesting to industry

Facilitating young scientists carrier paths

- Providing high quality educations is #1
- Career-planning:
 - Research leader courses
 - Courses for supervisors
 - Appraisal interviews (for everybody)
 - Mid-term evaluation in PhD-education



Facilitating young scientists carrier paths (cont.)

- Some important instruments:
 - Networks
 - Mobility (scholarships, external grants, sabbatical, etc.)
 - External funding
 - Leadership experience
 - Courses and workshops in transferrable skills (eg. High North Academy)
 - TODOS – creating awareness
 - Start-packages?

