Fribourg Graduate School of Life Sciences and Medicine

Career development plan

Career development plan (CDP) is a tool to help PhD students build a plan for their future career by setting clear goals and milestones to reach. In our time, career paths of PhD holders are diversifying ever more, as is also discussed frequently in scientific journals. Some are enthusiastic about pursuing their research career as a scientist or related jobs (e.g. journal editor, science communication or grant officer). On the other hand, there are many young scientists who become fascinated by other professions outside the world of science where they can take advantage of the skills they acquired during their academic training and career.

As your PhD training moves forward, it is natural that your original plan changes. Yet building the first plan at the earliest possible timing is beneficial to secure ample time to develop your skills, even if you may decide to pursue a career that is different from what you envisioned at the beginning of your PhD training. Thus, it is important to have a clear plan and review it regularly with your supervisor (and advisors). If necessary, your plan may have to be revised according to the progress and/or any changes occurred in the meantime. Without this reviewing and revising process, CDP will never be an effective tool for successful development of your career. Please be proactive in obtaining feedback on your CDP from your supervisor and other people around you.

It is worth noting that CDP is not meant to be something to evaluate you; its *raison d'être* is to make the vision of your career clearer, such that you can employ the most efficient tactics to achieve your goals.

References

1) Science Careers Individual Development Plan
www.science.org/content/article/myidp
2) Examples of transferrable skills
careercenter.umich.edu/article/phd-transferable-skills
3) Example of Individual Development plan
oge.stanford.edu/wp-content/uploads/2018/01/IDP_Year_1.pdf

*Please contact the FGLM office if the links above do not work. We can send the file(s) by email.

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Career development plan

Student:
Supervisor:

1. ***What is your scientific/research goal*** *of your PhD training?*

2. ***What is your current long-term plan*** *(i.e. after successful completion of PhD training) for your career? For example: would you like to work in academia or industry, and in which country and field? What would you like to work on (job role or research questions or problems to solve).*

3. *As a PhD candidate, it is mandatory to keep gaining knowledge and skills in your research field and to develop the fundamental skills for study design, statistical analysis, project management, critical reading of scientific literature and professional communication of your research.* ***What are additional knowledge and skills that you would like to gain during your PhD training?*** *Consider the needs for both implementation of your PhD project and long-term career development.*

☐Teaching (to younger students) ☐Science communication to non-scientific audience ☐Languages

☐Conventional biochemical techniques (e.g. immunoblotting, ELISA)
☐Conventional molecular biological techniques (e.g. cloning, Sanger sequencing)
☐Conventional cell culture techniques (e.g. maintenance and manipulation of primary cells or cell lines, *in vitro* assays)
☐Mass spectrometry ☐NMR ☐Gas/liquid chromatography ☐Organoid technologies ☐Animal experimentation techniques ☐Handling of human samples
Omics: ☐Genomic/epigenomic NGS ☐Bulk RNAseq ☐Single cell RNAseq ☐Proteomics ☐Metabolomics
Microscopy: ☐Confocal ☐Light sheet ☐Super-resolution ☐Electron ☐*In vitro* Live imaging ☐*In vivo* live imaging ☐AFM ☐Imaging mass cytometry ☐Other
Cytometry: ☐Conventional flow cytometry ☐Full spectrum flow cytometry ☐Mass cytometry
Coding: ☐R ☐Python ☐C++ ☐GPU computing (e.g. OpenCL, CUDA, HIP) ☐Java ☐ImageJ macro ☐SQL
☐Other
☐Other knowledge and skills (specify)

4. *Among the skills and knowledge you chose in 3,* ***which ones receive your priority to develop?*** *Again, keep the goals of your PhD training and long-term plan in mind.*

5. ***List the courses you plan to take*** *to obtain the required ECTS points.*
You can find courses offered at the University of Fribourg in the Training Offer document.

6. *In addition to the courses you listed in 5,* ***how do you plan to acquire the knowledge and skills you would like to master?*** *This includes extra courses at other institutions, attendance to national/international workshops, use of online resources (e.g. Coursera, edX) or, in some cases, short-term visits (several days/weeks/months) to an external research group.*