



**Career Development Plan (postdoctoral fellows)**

Period from: \_\_\_/\_\_\_/\_\_\_ to \_\_\_/\_\_\_/\_\_\_

Ephorte number: \_\_\_\_\_

<b>Name</b>		
<b>Department</b>		
<b>Research group</b>		
<b>Academic mentor</b>		
<b>Career mentor * (optional)</b>		
<b>Current allocation of work</b>	% Teaching	% Research

The postdoctoral fellow and academic mentor are jointly responsible for filling out and submitting the Career Development Plan (CDP) to the department (head of administration) no later than 3 months after commencement of the postdoctoral period. The plan shall be archived together with the contract of employment.

CDP is a professional tool, which formalizes long-term and short-term expectations that you and your mentor(s) have identified as goals in your professional career development. The overall aim of CDP is to qualify you for work in senior academic post.

Within three months, we recommend that you have a meeting with your Faculty advisor ([MEDforsk@uib.no](mailto:MEDforsk@uib.no)) to create a complete career plan that is suitable for your postdoctoral stage.

Points for discussion:

- \*Career mentor (what are the possibilities at national and international levels)
- \*Courses offered by UiB and The Faculty of Medicine
- \*Long-short term plan

**LONG-TERM OBJECTIVES (over 5 years):**

1. Goals: (publications, proposals submitted, positions applied, clinical/research career, etc.)
2. What further research activity or other training is needed to attain these goals?

**SHORT-TERM OBJECTIVES (1-2 years):**

1. Research results (which papers do you anticipate coming out from the project), research skills and techniques
2. Development of pedagogical and administrative skills
3. Research management/independence (project management: how do you lead your research ideas to obtain successfully granted project; people management: supervision experience)
4. Communication skills and other activities with professional relevance (improvement of personal and scientific communication skills; citizenship engagement, synergies between sectors, user involvement)
5. Innovation (entrepreneurship courses, patents, industry projects)
6. Anticipated mobility and networking opportunities (development of your network/potential research partnerships and collaborations independent of your PI/mentor)

Date & Signature of postdoc

Date and signature of mentor

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