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## INDIVIDUAL CAREER DEVELOPMENT PLAN

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NAME:

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### RESEARCH GOALS OF POSTDOC STAY AT ISTA

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Together with your supervisor, identify which research goals should be achieved during your time of employment at ISTA. What is required to reach these goals? Which impact will these goals have on your career? (Goals should be specific, measurable, achievable, relevant, time bound)

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### SUPERVISION

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Together with your supervisor, determine the scope of supervision that can and should be provided (e.g. frequency of meetings, communication, accessibility of supervisor, type and amount of feedback, career guidance, etc.)

## SKILLS ASSESSMENT & PROFESSIONAL DEVELOPMENT

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Together with your supervisor, identify skills that are already sufficiently developed and others, which need further development in order to reach your career goals. The list below provides a few suggestions. Feel free to pick additional skills.

- Technical skills
  - Problem solving
  - Developing a research project
  - Working independently
  - Effectiveness
  - Time and project management
  - Involvement
  - Perseverance and commitment to long-term goals
  - Professionalism
  
  - Literature knowledge
- Communication
  - Leadership
  - Grant writing
  - Writing skills
  - Presentation skills
  - Teaching
  - Mentoring
  - Network and presence in the scientific community
  - Presence and visibility in non-scientific communities (e.g. general public)
  - Presence and visibility within ISTA
  - Responsible conduct of research

**Top 3 strengths of postdoc:**

- 1.
- 2.
- 3.

**Skills to be improved:**

- 1.
- 2.
- 3.

**What can you do in order to improve these skills?**

## CAREER PLANNING (OPTIONAL\*)

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We recommend but do not require discussing the following questions with your supervisor if your career goal is a permanent position in academia. For career goals outside of academia, feel free to discuss them with your supervisor if they have sufficient expertise. Alternatively, reach out to our Career Development Officer to discuss your next steps.

1. What do you need to do in order to be ready and competitive to apply for the next job?  
(Please list concrete measures)
2. What could or should you consider when developing your own research profile (if applicable)?
3. Are you demonstrating progression towards independence? If not (enough), what strategies does the supervisor recommend you might use to reach this goal?
4. By when should you be ready to apply for the next job (in academia or beyond)?

\*Mandatory for MSCA fellows in accordance with the Grant Agreement

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Postdoc signature

Date

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Supervisor signature

Date