Rising stars

Working strategically with talented postdocs and young group leaders

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Who are we? Mette og Kirsten

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We both have +10 years experience in research support
Program for workshop

Introduction

Who are the Rising Stars?

What characterises Rising Stars?

Working with Rising Stars – tool box

Q&A
Who are they?
Are all PhDs rising stars/ research leaders/ professors?

We know that not all talented students and PhDs can stay in academia....

• How many percentage of PhDs continue a career in academia and become part of the permanent research staff?

• How many PhDs continue to eventually become professors?
Slido polls intro

Open the webpage [https://www.slido.com/](https://www.slido.com/) at your computer, mobile phone or tablet.

Enter the code [we will give it to you in a minute]

![Slido webpage screenshot](image)

**Enter your estimate/guess in slido (through ‘Polls’):** Put rs [x] for research staff and p [y] for professors, like this:

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rs [x] p [y]
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Career ways for PhDs – in academia and outside

Figure 1.6 Careers in and outside science

This diagram illustrates the transition points in typical academic scientific careers following a PhD and shows the flow of scientifically-trained people into other sectors. It is a simplified snapshot based on recent data from HEFCE\(^1\), the Research Base Funders Forum\(^2\) and from the Higher Education Statistics Agency’s (HESA) annual Destinations of Leavers from Higher Education\(^3\) (DLHE) survey. It also draws on Vitae’s analysis of the DLHE survey\(^4\). It does not show career breaks or moves back into academic science from other sectors.

Source: The Royal Society 2010
So in conclusion....

No!

We can’t make stars of them all
How do we recognize a rising star?

Quantifiable characteristics of the rising stars

• Research age: 0-8 years from PhD degree (junior postdocs to new associate professor/group leaders/ERC StG)
• Publications in high impact journals (within field) – many publications? – both?
• Already has a grant, e.g. postdoc fellowship, PoC, apparatus – or a seal of excellence from a MSCA proposal?
• Prizes, patents
• International research experience (international network)
• Conference presentations – oral or poster – invited
• Other activities – outreach – (co-)supervision of students and PhDs
• Trusted positions – editor, reviewer, conference organizer
How do we recognize a rising star?

Personal characteristics of the rising star

- Enthusiasm
- Creative thinker
- Adventurous/mobile
- Hard-working/stamina
- Willing and able to prioritize career
- Open-minded for others’ inputs (e.g. peers, end-user, support staff etc)
- Ambitious
- Independent – self-leading
- Selective in choice of collaborators / recognize own worth
- Personal behaviour - able to build trust and create lasting relations
- Appearance?
Discussion in groups of 3-5 people

• Are we missing any characteristics?

• What are the most important – determining for success?

• Discuss in your group for 5 minutes

• Identify the 2 most important characteristics for the rising star in each category (quantifiable and personal)

• Identify 1-2 new characteristics, if applicable

• Please write on the hand-outs

Output of group discussions: share in plenum (total 3 minutes)
1: Barriers

What are the main barriers for the talented PhDs to succeed and move from postdoc to research leader, consolidating themselves?:

• Lack of knowledge of funding possibilities
• Lack of peer support and promotion
• Lack of planning ahead (career planning)
• Lack of independence
• Lack of mobility
• Competition

Lack of knowledge of ‘what it takes’!
2: Drivers

What are the drivers for young scientists?

- Independence
- Enthusiasm for own research ideas
- Prestige
- Money
- Job security
- Idealism (e.g. ”save the world”)
- Challenging oneself and existing paradigms...

Consider the drivers when designing research support for the individual researcher!
Poll – What do you consider the most important barriers and drivers for young researchers?

Please go to slido.com and vote under ‘Polls’

Poll: Barriers
Poll: Drivers
Tools for working with Rising Stars
Tools 1: Generic information activities

- Info meetings on funding opportunities
- Newsletters
- Facilitate (creative) skills workshops
Examples of workshops

° CV checks, including timing of proposal to that of publications

° Budgetting

° Idea pitch

° Grant writing

° Use of graphics and illustrations

° Communication and presentation skills

° Introduction to networks, eg. COST, ERA, national, local etc
Tools 2: Specific and customized support - researcher

- One-to-one counselling
- Mentor programmes
- Idea pitch and input from peers
- Other courses (didactic, project management etc)
Tools 3: Specific and customized support – proposal

- Call-specific grant writing workshops (and MSCA master class)
- Research/money matching
- Peer review
- Interview training
- Proposal feedback
Other stakeholders

- Close dialogue with management – alignment of priorities and strategies
- Close dialogue with group leaders on talent development
- Involvement of other staff groups (HR, communication, tech-trans offices etc)
Plenum brainstorm on tools/workshops

Live: Participants’ ideas
How do we guide the all the rest?

• Let them try?
• Do you reject? (Who does – or don’t?)
• Do you give advice on other career possibilities?

ANY INPUTS?
Thank you for your participation

Any questions or comments?