



HDR Edition

PLANNING YOUR CAREER

It's a challenging time to begin building your career!



Acknowledgement of Country

I acknowledge Whadjuk people as Custodians and Traditional Owners of Country on which I live and work.

I pay my deep respects to Elders and Senior Knowledge Holders and value truth telling for our shared learning and understanding.

I recognise the impact of colonisation and value the continuation of cultural, spiritual, and educational practices of First Nations peoples of Australia and across the world.



Learning Objectives

- Understand the basics of career planning
- Identify skills, experiences and networks to shape your plan
- Discuss strategies for career planning
- Establish goals towards action

*note: this isn't about career direction advice!



Getting the most out of today:

Setting the scene Polls

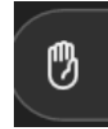
What Stage of your PhD are you at?

1. First Milestone
2. Second Milestone
3. Third Milestone

What Sector are you considering for the future:

1. Academia
2. Academia/Industry
3. Industry/Academia
4. Industry
5. No idea

Please interact and be mindful of others



Raise hand to speak



Ask Questions in chat

And I'll do my best to monitor both...



CAREER DEVELOPMENT

*Designing your career is a process...
not something that will happen two weeks
after submitting your thesis or completing
your degree*



IMAGE: ISTOCK/DIRTYDOG_CREATIVE



Do you have a plan?



Consider the variables

Academic

Professional

Transferable skills

Gain Industry insights

Same / New Field

Transferable skills

Local/Global

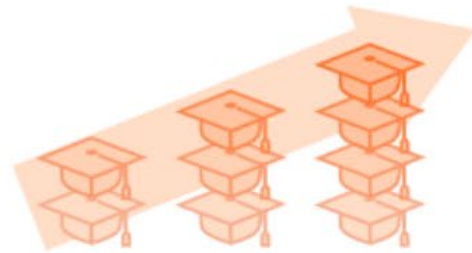
What industry

**Research/Teaching/
Both**

Local/Global

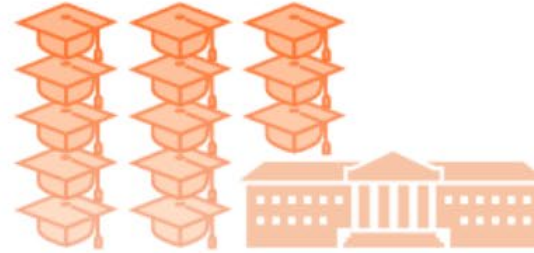


Advancing Australia's Knowledge Economy



Annual PhD completions have more than doubled in the last two decades

As with most other OECD countries, the number of PhD completions in Australia has grown dramatically, from under 4,000 per annum in the year 2000, to around 10,000 per annum today.



There are many more PhD graduates than academic jobs available

There are not enough jobs for all PhD graduates in academia. The total number of PhD graduates has outnumbered the number of academic jobs available in Australia since the mid-1990s and the gap has widened ever since.



PhD graduates are increasingly finding jobs outside academia

A growing percentage of PhD graduates are finding employment in businesses, government and the non-profit sector. 19 out of the 20 largest ASX listed companies now have PhD graduates among their senior executive teams.



The basics of planning

The most effective plans are:

- Based on up-to-date information
- Specific and detailed, but open to flexibility
- Tied to timelines with specific completion dates
- Challenging but achievable
- Aligned to your goals and values



The basics of planning

Planning requires an objective.

- How do I get to my goal?
- How do I maximize my chances?
- How do I figure out what I want to do?

Write down a **“how”** question.

Tool 1 – Position; don't predict

- Predicting is hard and the world has too many variables to control
- Positioning allows you to take advantage of opportunities and maximise goals
- Getting good at getting lucky





How do I position well?

- Define your needs and constraints
- Examine your values
- Understand your skillset
- Clarify your impact
- Draw on your experiences
- Build your networks



Define your needs and constraints

- Personal circumstances
- Preferences
- Life experiences



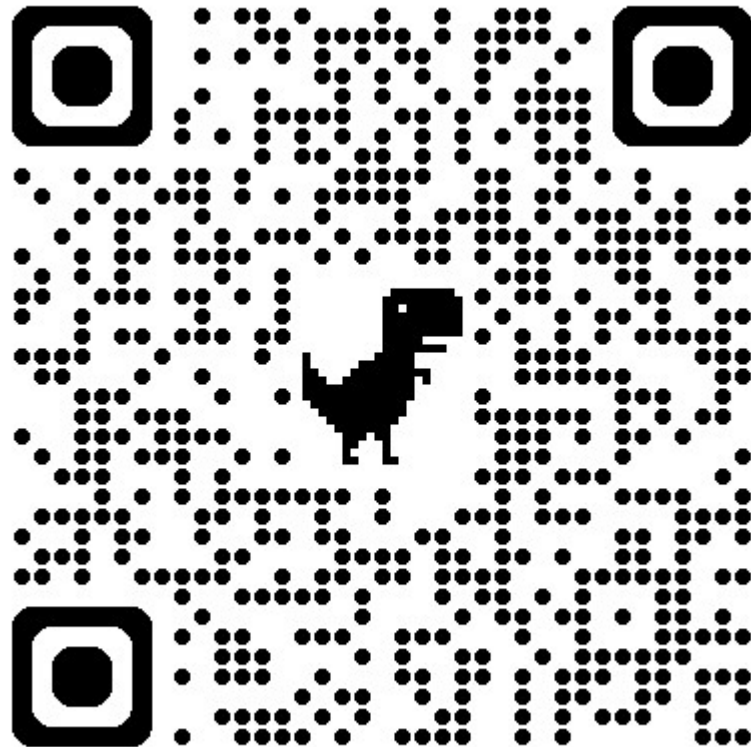
Examine your values

Questions to consider:

- What type of environment allows you to show up authentically?
- What activities, upon completion, leave you feeling energised?
- When you encounter a challenging situation, how do you decide?
- Who are your role models? What qualities do you admire in them?

Brown (n.d.)

Examine your values



think²perform

Step 1 Step 2 Step 3 Step 4 Results Start Over

Values Exercise

Sort the cards into two piles:
One with the values that fit you well and one with the values that don't fit you well.

Discard Pile

Keep Pile

status
placing importance on the rank or position of something in a relationship or group

51 to go

Think 2 Perform (n.d.)

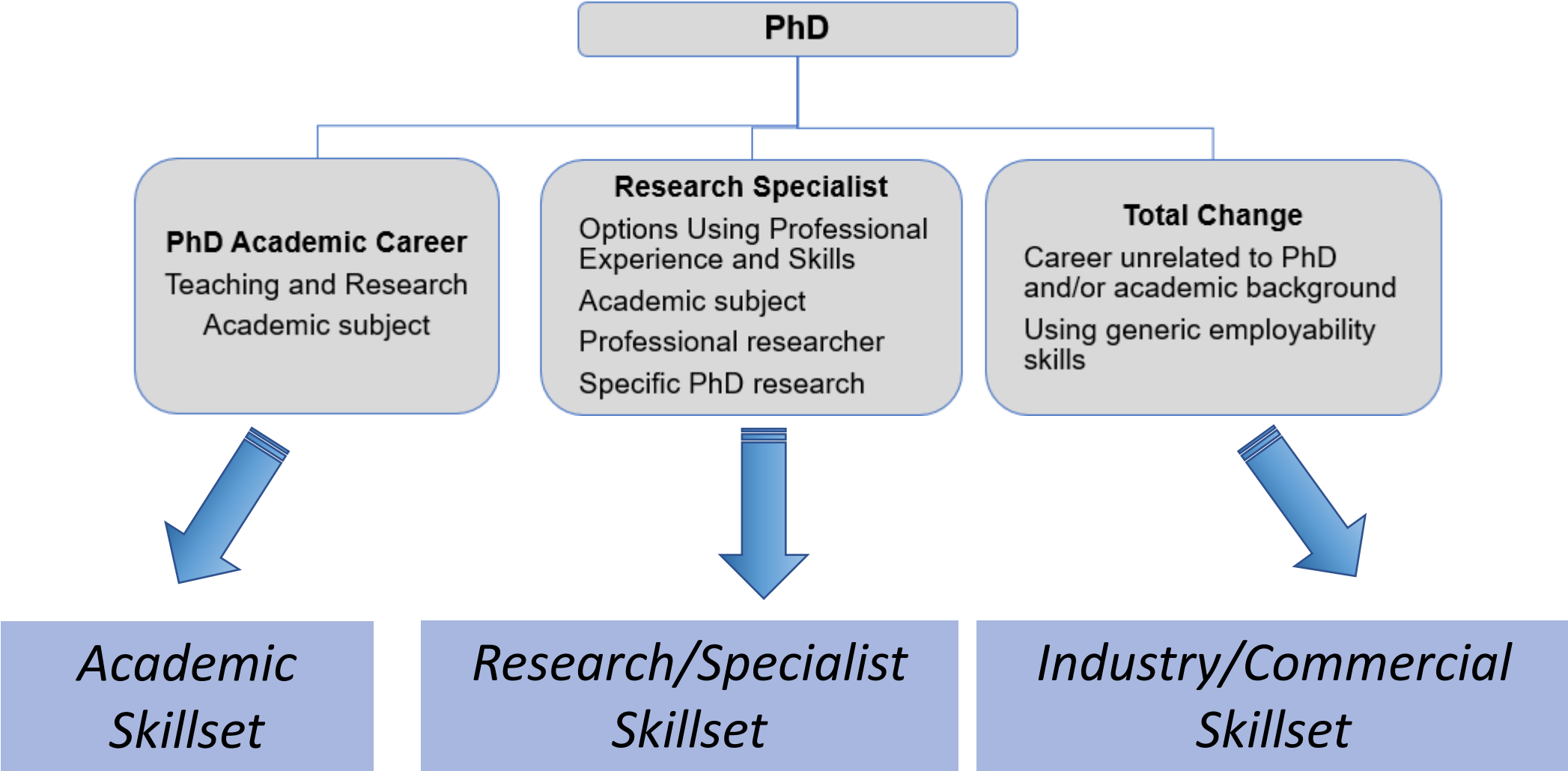


Identify your skills

Six core competencies:

- Discipline-specific conceptual knowledge
- Research skill development
- Communication skills
- Professionalism
- Leadership and management skills
- Responsible conduct of research

Diversified Skillsets



Additional Information: [A graduate's guide to careers in academia](#)

Diversified Skillsets












Cheeky Scientist (2017)






1. **Innovators** – Discover new information
2. **Conflict Resolution** – Use logic to defend your research
3. **Learning** - PhDs are literally doctors of learning (Philosophy = knowledge and the ability to ascertain knowledge)
4. **Problem Solvers** - adept at problem solving and working within uncertainty
5. **Competitive collaborators** - self-starters who work well alone but also work well collaborate on projects



Top 10 skills on the rise

- | | |
|--|--|
| 1.  Creative thinking | 6.  Systems thinking |
| 2.  Analytical thinking | 7.  AI and big data |
| 3.  Technological literacy | 8.  Motivation and self-awareness |
| 4.  Curiosity and lifelong learning | 9.  Talent management |
| 5.  Resilience, flexibility and agility | 10.  Service orientation and customer service |

Type of skill

 Cognitive skills  Self-efficacy  Management skills  Technology skills  Working with others  Engagement skills

Source

World Economic Forum, Future of Jobs Report 2023.

Note

The skills judged to be increasing in importance most rapidly between 2023 and 2027



Clarify your impact

Questions to consider:

- Are there certain personalities or workplace cultures that you find challenging? How could you practise and improve your conflict-management skills?
- In previous projects, what groups did you enjoy collaborating with?
- What world challenge do you wish to contribute to solving?

Local versus Global considerations



Early Career Researcher Grants

Early Career Researcher Fellowships

Collaborative Grant application opportunities – northern vs southern hemisphere timing





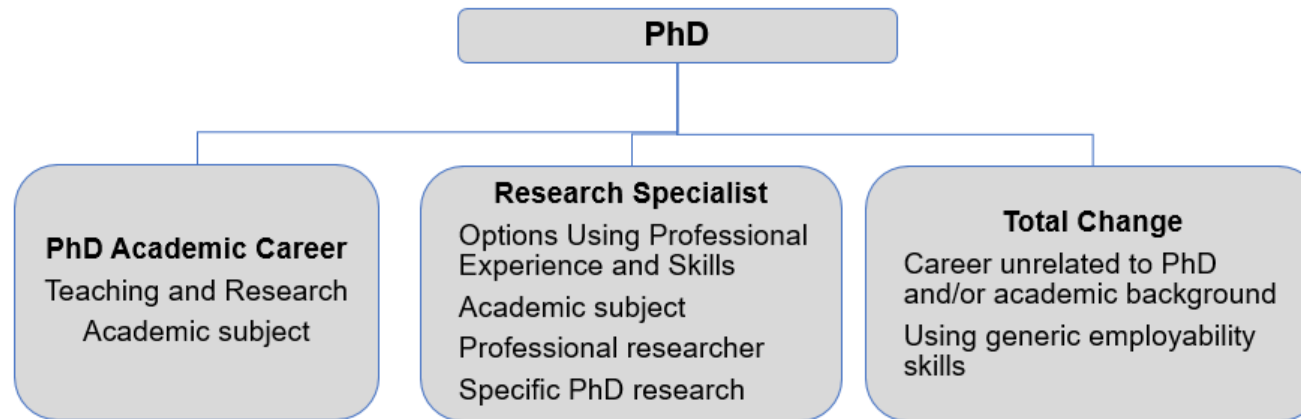
Experiences

Student - "So I just graduated
can I have the job?"

Experience Requirements:



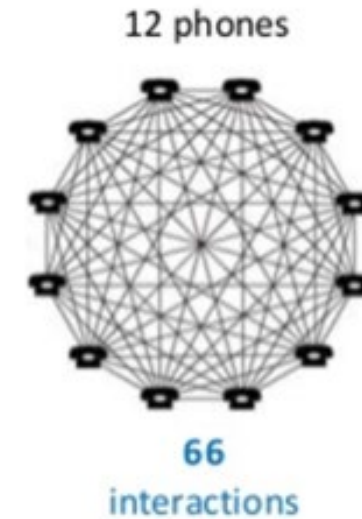
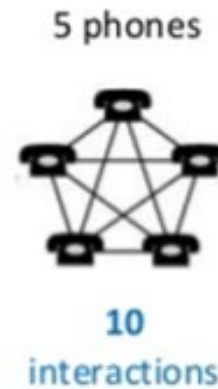
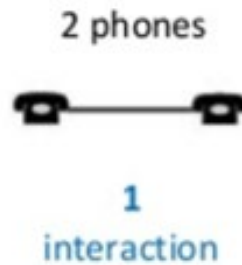
What experiences are
common requirements
for the sector you're
interested in?



ACADEMIC CAREER – Research & Teaching	PostDoc /RESEARCH OPTIONS– Professional researcher (same &/or different research areas)	CAREER CHANGE
<p>Australian Universities www.australian-universities.com</p> <p>Academic Careers Online www.academiccareers-australia.com</p> <p>UniJobs: www.unijobs.com.au</p> <p>University Jobs (USA): www.univjobs.com</p> <p>Other sites: Resource (USA): https://www.highered360.com</p>	<p>Large database of postgraduate opportunities: www.findaphd.com www.findapostdoc.com</p> <p>Post Doc roles (international) www.postdocjobs.com</p> <p>Funding opportunities, news & world politics (& UK and Ireland jobs): www.researchresearch.com</p>	<p>AUSTRALIA'S MAIN CAREER/JOB SITES: SEEK: www.seek.com.au/ CareerOne: www.careerone.com.au/ Adzuna (ex MyCareer): https://www.adzuna.com.au/</p> <p>LinkedIn – personalise job search, tick to notify recruiters of availability</p> <p>Various – target company websites</p> <p>Advice and information re transitioning to industry: https://cheekyscientist.com/</p>

Networks

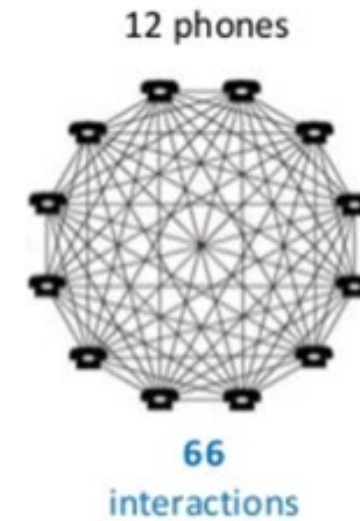
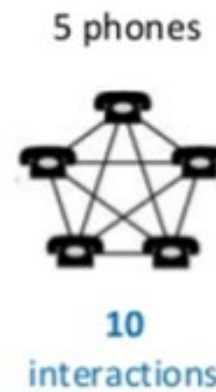
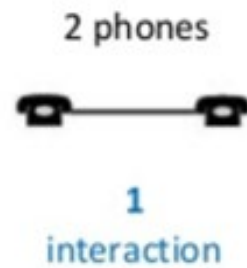
More users = more value = more users ...



- Networks have outsized returns
- Maximises opportunities (many lotto tickets)

Networks

More users = more value = more users ...



Who is in my current network?



8 REASONS WHY YOU SHOULD ATTEND ACADEMIC CONFERENCES



Find people whom you could collaborate with in the future



Network with fellow researchers and build professional relationships



Present your research in front of peers in your field and receive valuable feedback



Stay abreast of the latest trends, developments, and discussions in your field and academic publishing



Seek inspiration and ideas from your peers



Develop communication skills and build confidence



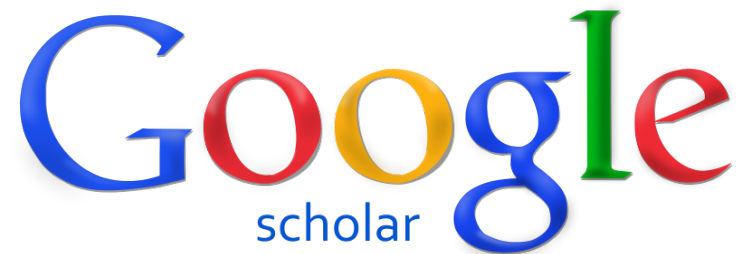
Travel to different cities or countries and get a refreshing break from your routine



Exchange opinions with your peers about the latest happenings in academia

Academic conferences provide great opportunities to:

Top 4 Social Platforms for Researchers



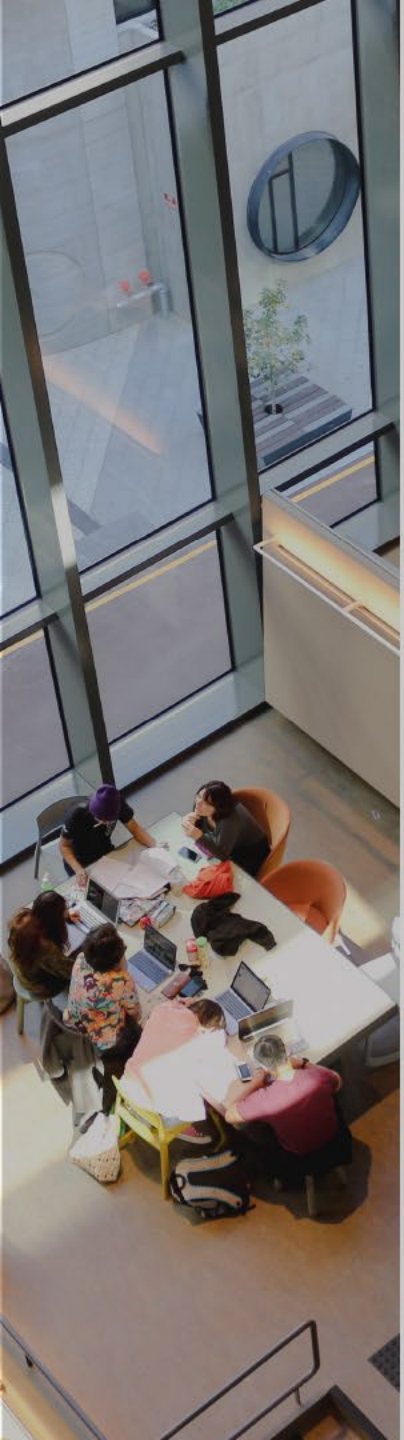
Top 4 Social Platforms for Researchers

Considerations:



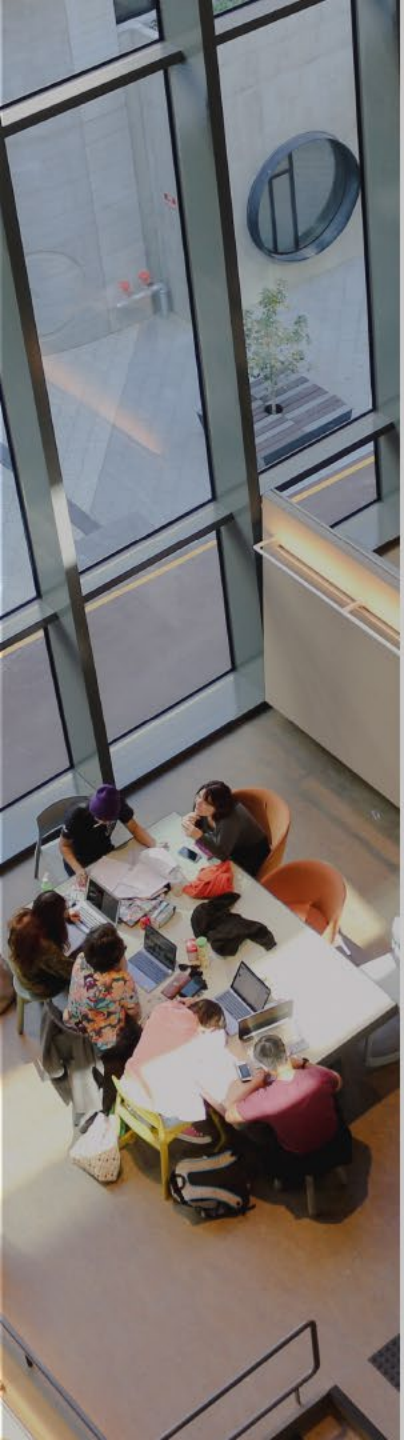
- What is my Personal Brand?
- How do I create a consistent personal brand which keeps options open?
- What platform will I use regularly and well?
- What does my target audience use?

[Personal Branding Online Module](#)



Tool 2 – Distributed strategy

- Spend most of your time on your primary direction (80%)
- Put a small amount of time in other strategies (maximising opportunity).
- Be prepared to pivot when the time is right.



An aside on information

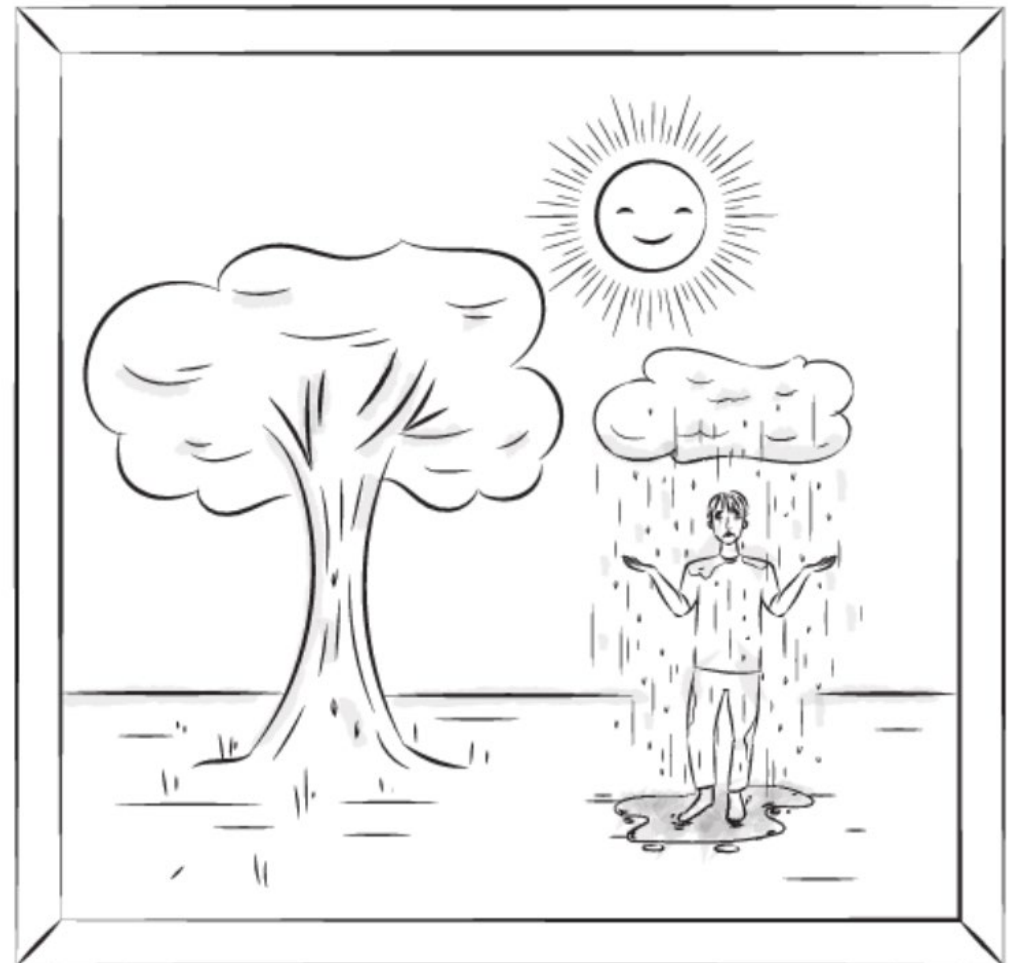
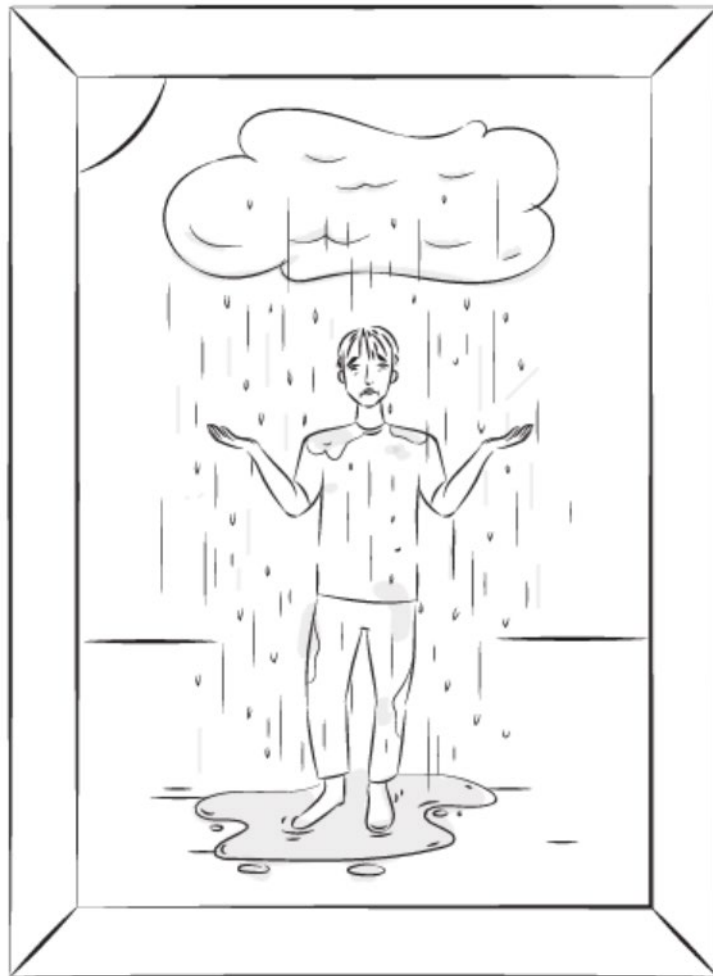
- How much information is needed for you to commit to a decision? 50%? 70%? 90%?
- In life we generally need to make commitments without having all the information.
- Consider that the default is 'do nothing' whereas if you need to change something, taking any action will change the environment.
- Fail Fast!



Tool 3 – Cognitive reframing

- Psychological technique used in therapy.
- Identifying and changing the way experiences are viewed.

Reframing



Geldard et al. (2016)



Frames

- A frame provides a context for our thoughts and actions
- Reframing or 'changing the perspective' can influence your interpretation and reaction
- May allow you to take actions or make decisions you wouldn't otherwise have made.

Frame a career concern in a positive way.



Tool 4 – Comparative Advantage

- Most career paths have competition
- If you have an advantage at any stage this will compound.
- This aligns to positioning – skills, experiences and networks

What can you do in the next 3 months that might give you a comparative advantage?



6 Ways to Enhance your Academic Career

Be Proactive

- Develop new skills and enhance your existing skills
- Keep track of interesting conferences, events and other updates in your field
- Update your Resume regularly

Diversify your Writing

- Try formats other than original research articles eg; academic blogs, opinion pieces

Make Informed Decisions

- Try to make informed decisions to avoid unpleasant surprises and disappointments



6 Ways to Enhance your Academic Career

Build Your Network

- Explore academic networking platforms and social media
- Reach out to and interact with others within your field and the industry at large
- Look for opportunities to collaborate and be open to travelling for work

Ask for Help

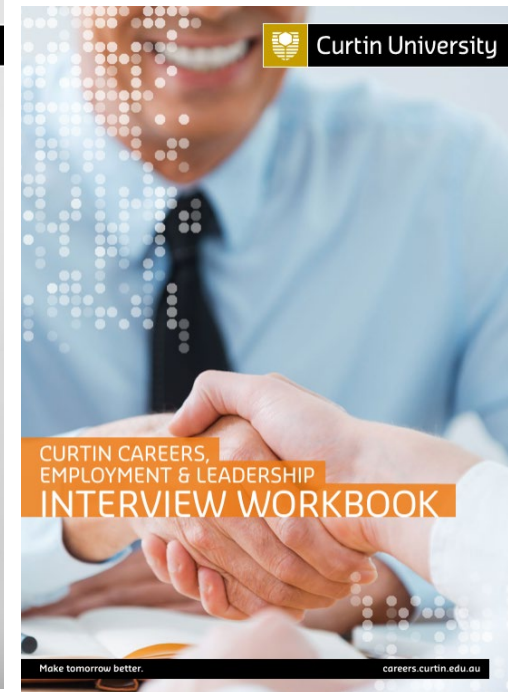
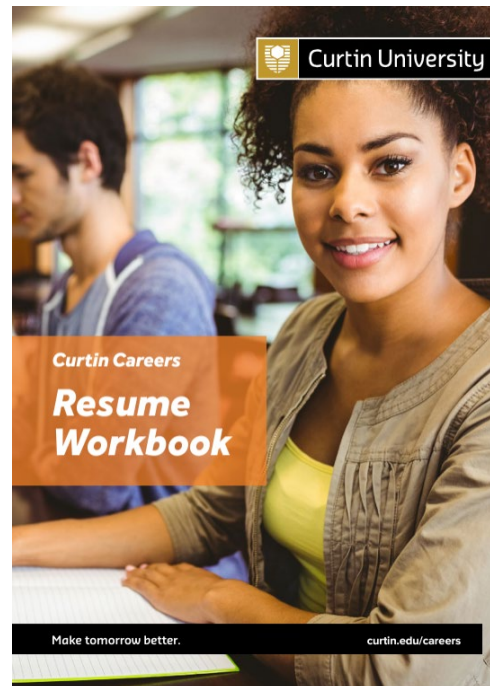
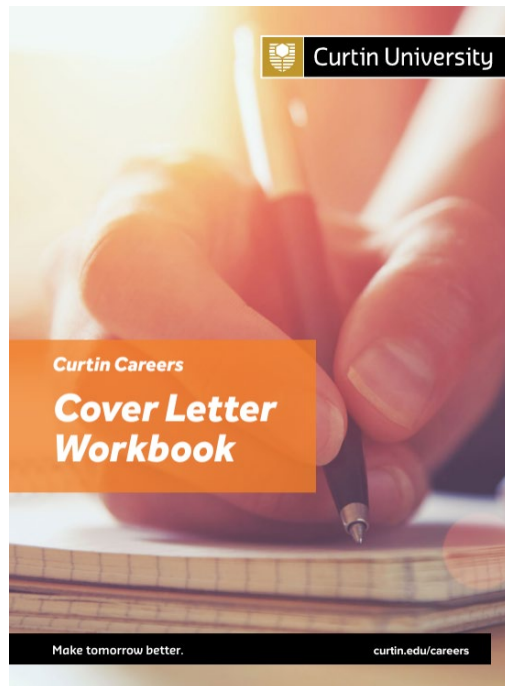
- Don't hesitate to ask for help even for simple tasks such as finding references or asking for an opinion

Stay positive

- Don't give up – adopt a growth mindset

Job application resources

Workbooks on UniHub





Upcoming workshops

[HDR students - Resumes & Cover letters: What's the difference?](#)

Wednesday, 20 November 2024

1:00pm-2:30pm

[HDR students - Selection criteria & Interview techniques](#)

Tuesday, 26 November 2024

10am-11:30am

[HDR students - Networking & using LinkedIn](#)

Wednesday, 27 November 2024

2:00pm-3:30pm

Feedback

Today's learning objectives:

- Understand the basics of career planning
- Identify skills, experiences and networks to shape your plan
- Discuss strategies for career planning
- Establish goals towards action



- forms.office.com/r/jjD6G5mWjy
- HDR – Academic career planning



Curtin Careers

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curtin.edu/careers



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