

# Mary O'Regan

**HR Research Manager UCC**

**Talents and Skills Training for Researchers'  
Career Development**

**A TRADITION OF  
INDEPENDENT  
THINKING**



**UCC**

**University College Cork, Ireland**  
Coláiste na hOllscoile Corcaigh

# What I will discuss today

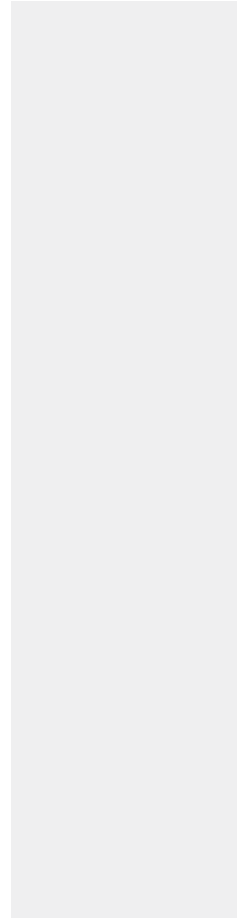


## **Talents and Skills Training for Researchers' Career Development in UCC**

- Post Doc Development Hub
- Professional Skills for Research Leaders Programme
- The Odyssey Programme



HR EXCELLENCE IN RESEARCH



# Post Doc Development Hub 2015

- To deliver high quality programmes to **R2** and **R3** Researchers
- To increase the skills and employability of Postdoctoral Researchers
- To develop research leaders of the future
- To provide innovative transferable skills training and professional development support



# 2 Hour Workshops

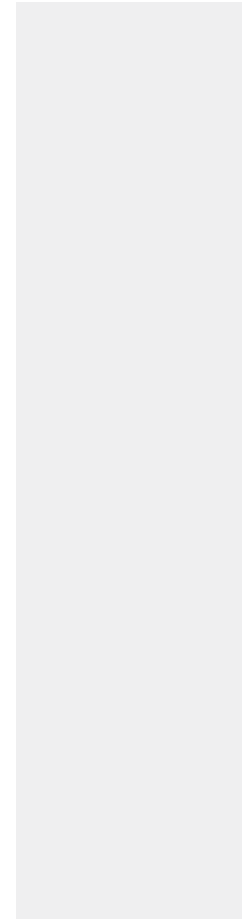
- Motivation Skills for Research Staff
- Team Building
- Presentation Skills for Research Staff
- CV Clinic
- Grant Writing
- Research Integrity
- Career Planning
- Teaching and Learning
- Supervising and Working with PhD Students
- Managing Yourself through Change

Using experts from around the  
University

# Professional Skills for Research Leaders

- **Its about:**

- Research Leadership
- Research Management
- Research Engagement



# Professional Skills for Research Leaders



So far 70 graduates of the programme

UCC is ILM approved provider of **Epigeum's Professional Skills for Research Leaders.**

Course aimed at **Senior Post Docs and Research Fellows**...online and workshops

Partnering with....

**welcome**trust

**BILL & MELINDA**  
**GATES** *foundation*

# I started a CV Clinic 2016



**One to one  $\frac{3}{4}$  hour sessions**

# What I found out from the individual CV Clinics

- Researchers didn't know how to write a CV except an Academic CV....
- They did not know about the odds of getting an academic position
- They did not believe the odds when I told them
- They did not know what organisations beyond academia were looking for
- They did not value the skills they learned along the way
- Their mentors and advisors are academics (if they get any advice at all)...
- They did not know how to articulate their skills beyond academia



# Light Bulb Moment

- There is a disconnect between the reality of the numbers on the ground and the expectations of those within the system **(R1 to R4)**

**This is where the Odyssey Programme concept began...**



# The Odyssey Programme 2018

- The Odyssey programme was designed to enable researchers **R1** to **R4**
- to adapt, integrate and expand on their existing expertise to prepare for the many diverse career choices ahead of them.
- It also highlights the significant differences and/or advantages to the many workplace cultures that exist beyond academia.

IT'S A  
JOURNEY!  
A CAREER  
JOURNEY

# Go Raibh Maith Agaibh

