



UNIVERSITÀ
DI TORINO

ERASMUS+ PROJECT BIOTECH TUNISIA

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Careers Support for Postdocs

Good Practices.

Presentation of our activities designed to help early career researchers from those looking to progress an academic career to those exploring their options beyond academic research.

January, 30 2024

Lucia Salto, University of Torino I

Introduction to the topics

- Why and how to help PhDs prepare their postdoc?
- Focus on skills and careers beyond Academia



Life after PhD

Industry

Academia





WHEN

WHO

WHERE
WHAT

WHY
HOW

WHAT

Life after a PhD

Being a PhD, a lot of pressure can be felt.

Life after PhD. What to do next? This is a period in which you are expected to manage your own career development.

Perhaps PhDs experience stress from finding funds, from striving for good research result or from being dependent on their supervisor/promotor. Sometimes self starting is difficult and they might experience guilt from procrastination.

Life after the PhD

Experience shows that the PhD is such a complex experience that only each individual researcher can figure his or her best possible professional matching, but need support in understanding how to do so. **PhDs need help to explore the endless possibilities in front of them from different perspectives.**



Life after the PhD

Career development is more than just deciding what job you want to get after your PhD. It is a **lifelong process**, meaning that throughout your life situations will change, and you will continually have to make career and life decisions.



Career Services for PhDs

Career Services for PhDs exists to

- ensure that every PhD candidate is well prepared for a career in or outside Academia,
- provide them with skills allowing to pursue careers in both the academic and non-academic sectors.



Career Services for PhDs exist to:

help PhDs explore the labour market and find a job that is suitable to their qualifications,

how to stand out and get hired,

find strategies to land the perfect job



Career Services for PhDs



Career Development activities for PhDs and PhD Graduates are differently organized in Italian Universities.



UniTo could promote activities together with foreign Universities with a long expertise on this topic.



The role of Higher Institutions

❖ PhDs are not sufficiently equipped with those skills which are the standard requirements sought by employers.

❖ Development of trainings in "transferable skills" and the setting up of curricula in this field.



HOW TO HELP PhDs PREPARE THEIR POSTDOCTORAL CAREER PATH

Job Search Skills: tips and tricks to communicate your value

How to stand out from the crowd? How to pick your best achievements and communicate it?

How to convey the right message to attract attention? both writing a killer resume and handle a job interview successfully.



JobJungle

Finding your way around the job jungle

What is the job panorama for your future as a PhD? What is the work culture? How do companies look for talent? How to get ready to face any challenge head-on.

CAREER DEVELOPMENT ACTIVITIES FOR OUR DOCTORAL STUDENTS -UNIVERSITY OF TORINO-

Organization of different activities and implementation of different projects in order to:

- help our PhDs prepare their postdoctoral career path with a particular focus on careers beyond Academia,
- strengthen their soft skills,
- become aware of their full potential in terms of transferable skills,
- valorize skills acquired during doctoral training,
- explore and understand the job market,
- understand the recruitment process,
- overcome a job interview,
- build and expand their professional network etc.



CAREER DEVELOPMENT ACTIVITIES FOR OUR DOCTORAL STUDENTS

Types of activities and projects offered to our PhDs

- Soft skills training workshops and webinars run by experienced trainers (elevator pitch, scientific writing, fundraising, intellectual property, project management, career coaching, social media strategy and personal branding).
- **Round tables and panel discussions with HR professionals**, head hunters, European recruiters, Alumni PhD with original and interesting jobs
- Business dinner with recruiters from different companies and start-up
- **Mock interviews** with real HR professionals
- **Doc Talk** with our Alumni
- Participation to **Career Fairs only for PhDs**
- **Career Tracking Project** funded by Fondazione CRT
- Employability of our PhD Graduates
- **Our Alumni** Community (creating and maintainig a strong community)

Focus on our Alumni Success Stories and their *inspirational journeys*





Development of strategic partnerships with professionals in Europe in the field of Career Development, recruitment and Career Tracking

- ▶ Université de Lyon, CUSO CH, University of Copenhagen, Québec Government Office, Association B. Grégory ABG Paris, Council for Doctoral Education, Eurodoc, FindYourDoc, Euraxess and Euraxess Israel, European Science Foundation, Fondazione Emblema, Assolombarda, Centro Studi Agenzia Piemonte Lavoro
- ▶ Target: PhD students at the end of their doctoral training and PhD Graduates

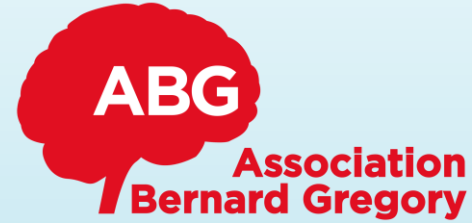


**UNIVERSITÀ
DEGLI STUDI
DI BRESCIA**



eurodoc

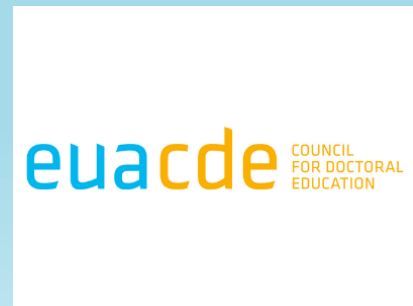
The European Council of Doctoral
Candidates and Junior Researchers



FindDoc
RESEARCHERS FOR SOCIETY AND ENTERPRISE



ASSOLOMBARDA



CAREER DEVELOPMENT ACTIVITIES FOR OUR DOCTORAL STUDENTS

Initiatives promoted by our Doctoral Schools (reorganized in one big Doctoral School in 2018):

- ▶ 2015, 2016, 2017: annual Career Day only for PhDs to valorize skills acquired during doctoral training.
- ▶ 2018, 2019, 2020: annual half-day sessions focusing on the *employability* of PhD Graduates in non-academic contexts. Recruiters, head hunters and testimonials (Alumni) were invited to our round table discussion.
- ▶ 2021 and 2022: organization of 10 webinars “Career Paths for PhDs” with a focus on interesting and original professional profiles (our Alumni on top position).
- ▶ 2019, 2020, 2021, 2022 and 2023: *in search of other good practices*. Participation to Euraxess program and activities as a trainer and as a Mentor for PhD candidates.

VALORIZATION OF THEIR SKILLS



CAREER DEVELOPMENT ACTIVITIES FOR OUR DOCTORAL STUDENTS

- 2018-2023: ForDoc by Emblema Foundation, our strategic partner. “PhDs meet companies”.
- 2022-2023: organization of a webinar series focused on future skills and future jobs for early career researchers

VALORIZATION OF THEIR SKILLS

- 2021, 2022 and 2023: organization (on-line and in 2023 on-site) of the French-Italian Day for early career researchers in collaboration with ABG
- 2022- 2023 Alumni Project. Implementation of our data base. Creating of a sense of community. Hosting events, workshops and discussions. Establishing Alumni chapters. Highlighting the achievements and stories of our alumni from different disciplinary areas. Showcasing their journeys and contributions to inspire and connect with other graduates.

ROUND TABLE DISCUSSIONS WITH OIU ALUMNI ON TOP POSITION IN COMPANIES AND ORGANIZATIONS

*Mentoring Project
with our Alumni.
Work in progress*



ITALIAN-FRENCH-SWISS CROSS-BORDER-WORKSHOP

We primarily focus on:

- **Learning additional skills,**
- **Building their network** with relevant partners and stakeholders,
- **Preparing a job interview**
- **An action-focused project** where experienced trainers guide our PhDs step-by-step to apply their PhD research in practice, and to create maximum societal value. Trainers are available for support. This way, PhDs will learn what it means to put their impact into practice.



COOPERA PROJECT (2015-2018)



Université de Lyon, CUSO, University of Torino, Technical University of Torino, University Milano Bicocca and CUSO CH

RESUME

Réseau Méditerranéen pour l'Employabilité

<https://www.resumeproject.eu/bonnes-pratiques-2/employabilite-des-doctorants/promotion-des-carrieres-des-docteurs-initiatives-des-ecoles-de-doctorat-de-luniversite-de-turin/>



Italian-French-Swiss cross-border workshop



Université de Lyon, CUSO, University of Torino, IIT Genoa, University of Brescia and CUSO CH

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French-Italian-Swiss Cross-border workshop



2016 Archamps

2017 Archamps

2018 University of Turin
Lyon

2019 Université de
Lyon

2021 on-line

2022 on-line

Career Networking



NETWORKING ACTIVITIES FOR OUR DOCTORAL STUDENTS

Career Networking

- **Activities organized for our doctoral students and PhD holders to help them develop their network in non-academic contexts.**



PANEL DISCUSSIONS, ROUND TABLES DISCUSSIONS AND WEBINARS





**An overview on our activities for PhDs.
Focus on transferable skills**

FUTURE SKILLS

Why is it relevant to talk about future skills?

Changing labour market, AI Current challenges of our societies, e.g. climate change and digitalization

Solutions to current and future challenges afford new interdisciplinary skills and methodologies

WHAT ARE FUTURE SKILLS?

Skills that will become significantly more important for professional life and/or social participation in the next five years, across all industries.

- **Technological Skills**
- **Digital Citizenship Skills**
- **Classical Skills (e.g. creativity, entrepreneurial action or stamina will become even more important in the future as the requirement profiles change rapidly)**

WHAT ARE FUTURE SKILLS?

❑ **Technological Skills**

Digital skills that shape new professions, technological specialist knowledge, across all industries.

WHAT ARE FUTURE SKILLS?

Digital Citizenship Skills

Digital skills that everyone needs in professional life and for participation in society in the future; this also includes digital literacy (handling complex amounts of data).

WHAT ARE FUTURE SKILLS?

Classical Skills

Creativity, entrepreneurial action or stamina will become even more important in the future as the requirement profiles change rapidly.

The Most Needed Transferable Skills

- **Employability** arises from a number of competencies.
- **Employers** seek for a mix of intellectual, social and organizational skills.



TRANSFERABLE SKILLS

CAREERCLIFF.COM

- Business Strategy
- Teamwork Ability
- Data Analysis
- Communication Skills
- Time Management
- Work Ethic
- Commercial Awareness
- Listening and Providing Feedback
- Problem Solving
- Creativity
- Attention to Detail

Transferable skills are skills you acquire during your education, internships, or through work experience AND transformed as the tools you'll need to adapt to any new job.

- Analytical Reasoning
- Critical Thinking
- Leadership
- Adaptability
- Teamwork
- Communication
- Writing
- Listening
- Relationship Building
- Computer Skills
- Management
- Project Management



The Most Needed Transferable Skills

- ❑ PROJECT MANAGEMENT
- ❑ COMMUNICATION SKILLS
- ❑ ENTREPRENEURIAL THINKING
- ❑ RELATIONSHIP BUILDING
- ❑ ORGANIZATIONAL SKILLS
- ❑ PROFESSIONAL DEVELOPMENT
- ❑ CLIENT-FACING SKILLS
- ❑ TEAM WORK
- ❑ NEGOTIATING SKILLS
- ❑ LEGAL AND REGULATORY ASPECTS
- ❑ LEADERSHIP SKILLS
- ❑ CREATIVE THINKING
- ❑ COLLABORATION
- ❑ COMMERCIAL AWARENESS
- ❑ STRATEGIC PLANNING
- ❑ PROBLEM SOLVING
- ❑ ADAPTABILITY AND FLEXIBILITY

A Skills-Based Approach to the Labour Market

- ❑ Degrees are often outdated by the time they are obtained.
- ❑ Rapid technological change, digitalization, raising degrees of work complexity are transforming the labour market.



Emergence of new kinds of jobs.

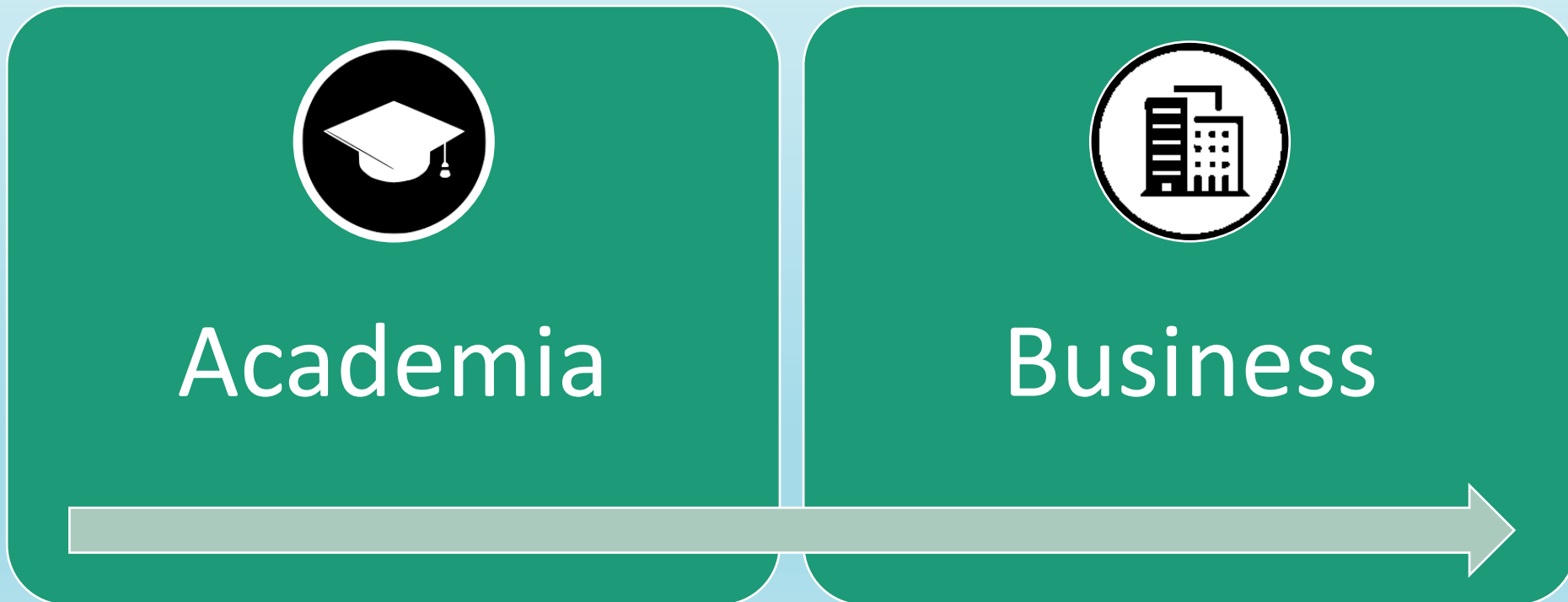


Future Skills: Most Sought Top Professional Profiles

- **Industry Career Application Scientist**
- **Quantitative Analyst**
- **Science Public Policy Advisor**
- **Product Manager**
- **Clinical Trials Project Manager**
- **Competitive Intelligence Analyst**
- **Business Development Manager**
- **Intellectual Property Lawyer**

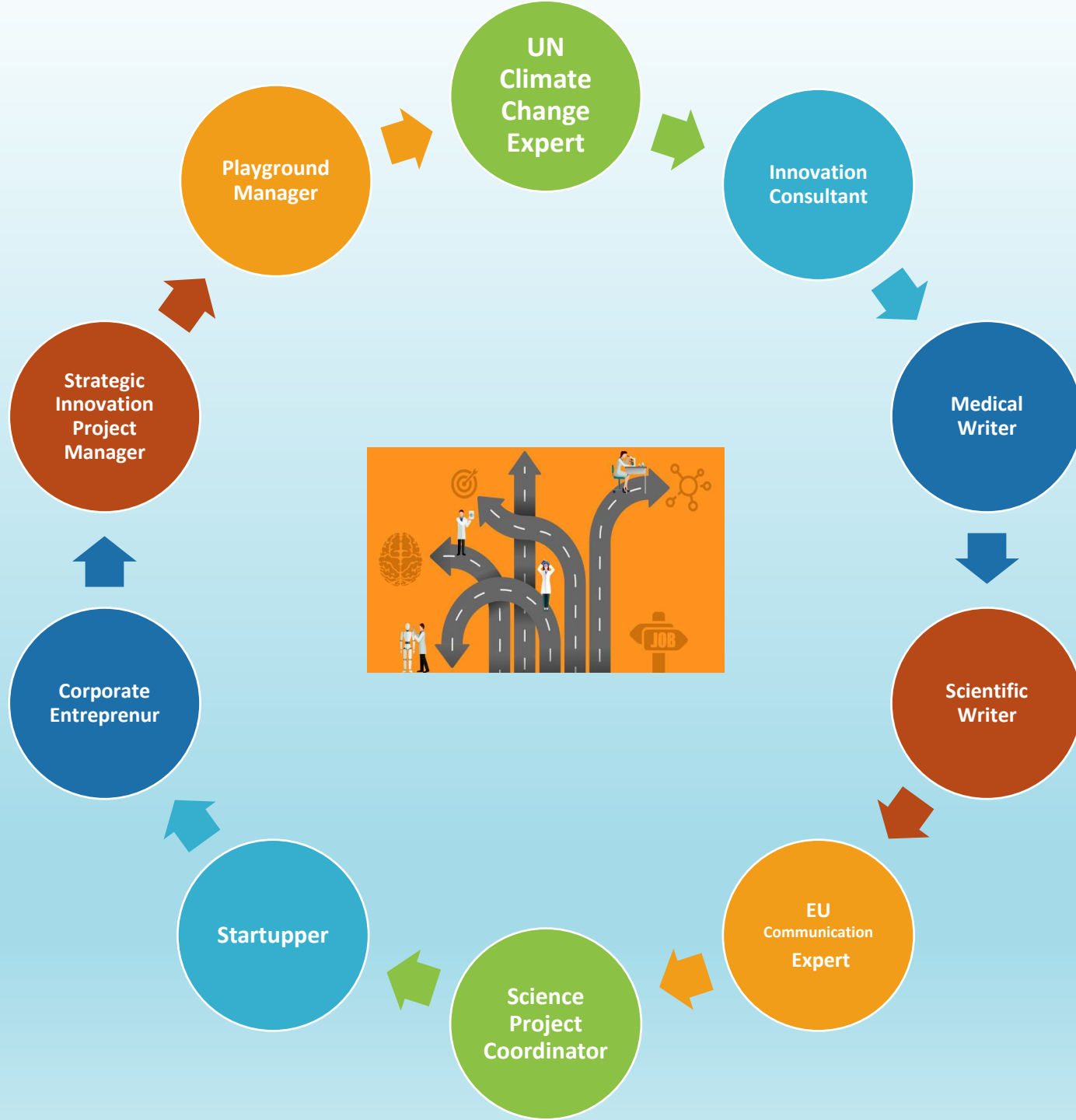
TRANSLATING SKILLS DEVELOPED DURING A PhD

Academia and Business may seem poles apart but you may be surprised at how portable skills developed in doctoral training are.



WHAT KIND OF JOBS ARE AVAILABLE TO RESEARCHERS OUTSIDE OF ACADEMIA?

- 
- Research for external bodies
 - Function Manager –e.g. Production Manager, HR Manager, Business Development Manager
 - Research/ Science policy manager or developer
 - Public Science Engagement
 - Health professional
 - Teaching
 - Private Tutoring for individuals and groups and Guest Lecturing
 - Consultancy
 - ICT
 - Engineering professional
 - External Examination setting and Assessment (for professional bodies as well as academic boards)
 - Journalist or media professional
 - Law professional
 - Training and Development
 - Academic Publishing (including writing school and undergraduate textbooks)



**Alternative Careers,
interesting, original and
unusual Jobs**

The Researcher Entrepreneur

Any good scientific researcher has both the capacity and most of the critical skills necessary to become a good entrepreneur. **Many of the basic skills are common to both worlds:** both good researchers and good entrepreneurs take the initiative and are innovators.

“The Researcher Entrepreneur” , by G. Vekinis



How to identify your strengths and weaknesses?

Assessing your strengths and weaknesses as an early career researcher could be key to your longer-term development.



How to identify your strengths and weaknesses?

Ask yourself questions like: Which of these areas are you most inspired by or interested in? Which of these themes scare you? And finally, on both counts ask yourself why and look at possible ways of changing your perceptions of a competency. You may hold a lot of negativity about something, that if you could remove, you might enjoy and be good at!





Career Tracking Project and our Alumni Community

ALUMNI COMMUNITY

- Alumni are important for the professional development of our PhDs
- We are **exploring programs** enhancing connections between our doctoral students and our Alumni (events, workshops held by our Alumni etc.).

HOW TO BUILD A THRIVING ALUMNI COMMUNITY

from principles to practice



David Hsu, Ph.D.



Dana Saydak



A man in a blue checkered shirt is sitting at a desk, writing in a notebook with a white pen. A laptop is open in front of him, and a white dog is visible in the background. The scene is brightly lit, suggesting an office or study environment.

Tracking the career of our PhD Holders

A Project funded by Fondazione CRT

— How we started (and where we are today)

PROJECT OBJECTIVES

Track the career and the employability, mobility, type of contract, type of position (in Academia or career transition) and monitor the career development of our PhD holders (2007-2017).

Create a database with updated contact emails and current positions of our PhD Graduates with particular attention to the so-called success stories/transition stories from Academia to companies etc.



Promote **career development** and monitor career **advancement**.



Assess impact and **quality** of doctoral programmes.



Demonstrate the **attractiveness** and perceived quality of **research careers**.



Understand the **motivation** to engage in doctoral training.



Appreciate the broad **variety** of successful careers.



ALUMNI COMMUNITY

A project funded by CRT
Foundation

- Preliminary work to setup our **Alumni Community**
- Career Tracking of our PhD Holders (Survey in 2018)
- Data gathering
- Lk Platform with over 1600 professional profiles
- Focus on «success story», Career Transition story
- Interviews
- Preparation of Career Portraits with their profiles and tips

***Some more information
on how we organize our
activities.***

***We are constantly
looking for good
practices to help our
PhDs.***




Researcher Development Framework

The Framework is designed for:


- researchers to evaluate and plan their professional development,
- managers and supervisors of researchers in their role supporting the development of researchers,
- trainers, developers, human resources specialists and careers advisors in the planning and provision of support for researchers' development.

It will also be of interest to employers to understand the portfolio of skills unique to researchers and their potential as highly-valued employees





Welcome to DocPro



PhD-holders are in the vanguard of their scientific discipline. They are also well-rounded professionals with skills extending beyond their area of expertise. DocPro describes the 24 core competencies that they develop in the course of their doctoral training and subsequent career.

- Expertise and methods
- Information management
- Evaluation
- Skill development
- Core business**

- Analysis, synthesis and critical thinking
- Open-mindedness and creativity
- Commitment
- Integrity
- Personal and relational qualities**
- Balance
- Listening and empathy
- Negotiation
- Collaboration
- Communication

- Project management
- Managing change
- Managing risks
- Decision-making
- Business management and value creation**
- Obtaining and managing funding
- People management
- Producing results
- Intellectual and industrial property
- Customer focus

- Strategy
- Leadership
- Strategy and Leadership**

This site uses cookies and gives you control over what you want to activate ✓ OK, accept all ✗ Deny all cookies 🔍 Personalize

[View all skills in detail](#)

DOCPRO by ABG, Paris

DOCPRO describes the 24 core competencies that PhDs develop in the course of their doctoral training and subsequent career.



<https://www.mydocpro.org/en/about-docpro>

DocPro provides an overview of the competencies of PhD-holders to address three key needs:

- ❑ promoting the idea that a PhD-holder, backed by training in scientific research, is a professional who has acquired all the competencies and people skills needed to meet the needs of the corporate world,
- ❑ building a bridge between the research and corporate worlds through the development of a common language,
- ❑ facilitating communication between PhD-holders seeking new career opportunities, and recruitment officers.

<https://www.dockto.org/>
info@dockto.org



It is the first **agency in Italy devoted to specifically favor the employability of PhD holders on the job market outside Academia**. Alongside several Italian Universities, the agency empowers PhD students and post docs with respect to their skills and potential as future innovators in a knowledge economy. Thanks to its database, including more than 7000 (and counting) registered researchers, It also provides companies and non-academic organizations in general with an easy access to the expertise of PhD students and holders all around the country and abroad, selecting specialists for R&D temporary projects, high-profile training courses, staff positions, social innovation initiatives and any project where a PhD-level view can be an asset.



Dockto is also involved in a constant pro-bono activity aiming to help researchers self-assess, orient on the job market, learn their own value, how to communicate it and the tools that can help figure their future career.



The agency share contents for its community on the social networks (several thousands researchers) and organizes or participate live and on-line events, often in collaboration with PhD organizations such as ADI (Italian Doctorate holders association), Eurodoc and the Marie Curie Alumni Association MCAA.

Career Services

Career Coaching



**Career
Counselling**

Career Consulting

What does a Career Coach do?

The concept of career coaching is still relatively new. In a fickle economic climate, both companies and employees are searching for ways to hit that sweet spot.

A career coach works to help their client reach their full potential. **He/she helps you reach your long-term goals**, while a careers consultant is more focused on helping you find the solution to a specific problem. For instance, a careers consultant may help you improve your interview skills or rewrite your resume.



What does a Career Coach do?

Here are some things a career coach does.

- Navigate career transitions.
- Provide career advice.
- Help job seekers with job interview skills (including practicing mock interviews).
- Examine career assessment results and provide guidance.
- Assist with career planning.
- Help to set career goals and long-term professional goals.
- Explore new career options and opportunities .
- Advise on how to build your personal brand.
- Find work-life balance by setting boundaries and examining priorities.
- Assist in the job search process.
- Find footing in a new role or new job.
- Explore ways to upskill or reskill in a current job.
- Identify new strategies to enhance career development .



Ph.D. Career Counseling

- ***Make informed decisions about their future:*** Career coaching helps individuals in making informed decisions about their future by providing them with information about various career options, the pros and cons of each option, and the steps required to pursue each option.
Develop strategies for achieving their goals: an experienced coach can assist with identifying and exploring career options, developing job search strategies, writing resumes and cover letters, preparing for interviews, and understanding and managing job stress. He can also provide resources and advice on networking, interviewing, job search strategies, help individuals assess their strengths and weaknesses, set realistic career goals, and create action plans for achieving those goals.



Ph.D. Career Counseling

- ***Navigate the job market:*** a career guidance counsellor can help an individual learn about different job options that are available, and help understand the job market.

Manage career transitions: a career guidance counsellor can help an individual manage the career transition by providing support and guidance throughout the process. He can help to explore new career options, identify transferable skills, and create a plan to make the transition.



Managing workplace interactions

- A career coach can advise you on **how to manage awkward work relationships**. He can also help you improve your communication and problem-solving skills, This is essential to build and maintain positive relationships at work.



Promoting yourself

- Professional career coaches typically follow the latest trends in hiring and recruiting. They're qualified to **offer guidance on creating cover letters, updating resumes, organising portfolios of work samples** and utilising applicant tracking tools. With this information, you can promote yourself in the best way possible.



Preparing for an interview



A job coach can provide you with advice and assist you in **exercising your interview skills** so that **you're prepared and confident for your next interview**. They may prepare questions for you to practise or host a mock interview to give you experience. A successful interview can help you advance in your career.

Handling a position termination

- Career coaches can **assist you in finding new jobs** in your current field or in a completely different one.



Creating a bold plan

- For example, they may **help you brainstorm your long-term goals and establish smaller short-term objectives** that can help you reach your career aspirations.



Enhancing your leadership skills

- Career counsellors **can help you grow in your current position**. For example, if you're a leader in an organisation, they can help you enhance your leadership abilities. A career coach can help you identify your skills and key strengths, plus areas that you can improve further, by paying attention to the areas where you're most productive and giving honest feedback in areas where you may improve.



Trying to find a cultural match

- It's possible that you're not compatible with your workplace's culture. A career counsellor can objectively **assess your personality**, which can assist you in determining whether your current workplace culture is the best environment for you.

Evaluating a conflict at work

- A career coach can serve as a valuable aid in helping you **evaluate workplace conflicts**. For example, your career coach could work one-on-one with you to help you decide the best strategy to **manage conflict**.



Career Growth

How to create a clear career path for yourself

Seeking career growth

A career coach can help you **find opportunities to advance** in your current workplace by identifying potential employers. This is beneficial if there's a chance that you're overlooking possible job prospects.

ALMALAUREA

Alamalaurea is the Italian interuniversity consortium **surveying the Profile and the Employment status of PhD Graduates annually after 1, 3 and 5 years**, returning to the member Universities, to the MIUR and to the National Agency of Evaluation of the University System (ANVUR) reliable documents and data bases, monitoring doctoral students' learning paths and analysing their performance at the university and in the job market.





AlmaLaurea

AlmaLaurea's statistical surveys constitute a reliable documentary basis for planning and improving the educational offer, orientation activities and student services.

The statistical surveys on the profile and employment status of university graduates, PhD and Professional Master's graduates are a reference point for the country system.

<https://www.almalaura.it/en/our-data/almalaura-surveys/phds-profile>



AlmaLaurea

PhDs' Profile

This is the annual survey outlining the characteristics and performance of PhDs who graduated from AlmaLaurea member universities.

These documents are currently only available in Italian.

After some pilot studies, since 2015 AlmaLaurea has been carrying out an annual Survey on the Profile of PhDs. Such Survey provides a broad portrait of the characteristics of PhDs, of the teaching and research activities carried out, of the experiences gained during university and of the evaluation of their completed educational path. The rich informative value is ensured by integrating the statistical documentation from the survey questionnaire with the administrative data provided by our member universities.

AlmaLaurea

Employment status of PhDs

- This is the survey mapping the job placement of PhDs who graduated from AlmaLaurea member universities.
- The Survey provides a broad portrait of the of PhDs' placement in the job market, of the characteristics of the job found, including profession and salary, and on how the skills acquired at university are used in their job.

The rich informative value is ensured by integrating the statistical documentation from the survey questionnaire with that obtained from the Survey on the Profile of PhDs and with the administrative data transferred by the universities.


From 2021, the documentation is also drawn up referring to the survey conducted three years after obtaining a PhD.

A large green circle on the left side of the slide, containing the text 'AlmaLaurea' in white.

AlmaLaurea

In-depth studies

Besides our annual statistical surveys, we also carry out detailed analyses of the most widely spread degree programmes and professions among graduates as well as in-depth studies on specific topics of interest. Our aim is to provide **further insights and detailed scenarios** by analysing educational paths and employment outcomes in specific fields of study.

A series of four blue, curved, dashed lines in the bottom right corner of the slide, arranged in a roughly circular pattern.

AlmaLaurea

In-depth studies

- AlmaLaurea analyse graduates' characteristics as well as their educational and professional performance at the end of their educational path.
- More than 400 professions are analysed to find out which university course can help achieve the desired job.



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DI TORINO

Lucia Salto

Career Development Facilitator for PhDs
Research Dep. University of Turin
lucia.salto@unito.it dottori.phd@unito.it

