Career Development Framework

cdf.gradschool.uq.edu.au
HDR candidate development

UQ aims to develop well-rounded and capable HDR graduates who understand their personal strengths and have gained the graduate attributes that link to building a career and contributing to society.

Many of the skills you will need for future employment are intrinsic in your research degree. These include critical thinking, project management, the ability to conduct analysis, and the technical skills you gain. However, while your degree provides you with an excellent grounding for future employment, the Career Development Framework provides opportunities to tease out these skills, and foster and improve them for your research and future career.

The Career Development Framework

The UQ Graduate School’s Career Development Framework (CDF) provides a range of free-of-charge development opportunities for you during your studies. All Career Development Framework workshops and activities are mapped to the UQ Research Higher Degree Graduate Attributes. Broadly speaking the framework pivots around the following three key areas:

- Professional Skills
- Transferable Skills
- Research Skills

Overleaf you will find a list of courses and activities available to you mapped across the stages of your candidature. Each line represents a different focus. The CDF is integral to your research degree and can help your personal development, ability to complete your degree, and equip you for a wide range of careers.

UQ PhD graduate destinations

55% universities*
15% public/govt
24% industry
6% not for profit

* ‘universities’ also includes those working in casual academic and administrative roles.

Technology is changing our world on a global scale, affecting the way in which we live and work. To deal with these changes it will become increasingly important for HDR graduates to combine disciplinary expertise with a broader range of capabilities. Such knowledge workers, who have the ability to source information, critically assess its validity and apply it in novel and innovative ways, can make a significant contribution and develop outstanding careers in a variety of industries.

GDS, 2015
Experiences: Applied skills
To complete your skills development, there are a number of experiences that provide an opportunity to consolidate and practice your learnings from various lectures, seminars and workshops. These elements of the Framework include:

• Networking events
• Grants to undertake career development activities or conference presentations
• Participation in the 3MT competition

Placements
The recent Australian Council of Learned Academies report on research training has called for greater industry collaboration for HDR students and supports industry placements for HDR candidates. This mirrors a number of initiatives globally that have revealed the need to better prepare HDR candidates for a different working landscape.

Undertaking a placement in industry, government or the not-for-profit sector provides the most practical and comprehensive opportunity to consolidate your transferable skill development. UQ graduates are found in diverse work places where their research, project management, and communication skills are highly valued. Undertaking a placement can enhance your career options and assist you in developing skills in planning, strategy, communication and leadership.

What do candidates say about the Graduate School’s CDF sessions?
“Strategies you can apply straight away.”
“The speaker was great.”
“It was highly engaging.”
“Directly applicable!”
“Actually got me started writing a paper! Good advice and strategies for writing.”
“It made planning for the future less subjective and I felt able to put more concrete plans in place.”

Professional skills
These valuable skills are essential to any career. Tailor them to meet your aspirations for your career after completion of your HDR.

Transferable skills
Being able to identify and develop your transferable skills is one of the most important steps in preparing for a successful career.

Research skills
These skills are vital for your growth as a researcher who is able to operate ethically, with integrity, and follow best practice.
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<thead>
<tr>
<th>Professional Skills</th>
<th>Transferable Skills</th>
<th>Research Skills</th>
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<tbody>
<tr>
<td>Becoming an entrepreneur: The entrepreneurial mindset: Learn how you can think and make decisions like an entrepreneur.</td>
<td>Academic writing program: Learn how to structure your writing to communicate effectively in an academic context. (8 weeks)</td>
<td>Editing and proofreading your thesis: This practical workshop focuses on proofreading tips and editing strategies.</td>
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<td>Build your personal brand: This workshop provides pragmatic strategies to define your personal and research brand.</td>
<td>Advanced presentation skills: This interactive session will further develop your presentation skills for impact.</td>
<td>Including published works in a thesis: This session will cover the policy around including published works in theses.</td>
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<td>Career control for researchers – online: Gain clarity about your strengths, preferences and goals to inform good career choices.</td>
<td>Communicating effectively through the media: Learn to present your research effectively through the media.</td>
<td>Making the most of the advisor/student relationship: Learn how to develop a close working relationship with your advisors.</td>
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<td>Career shaping: Understand your skills and employability. Increase your chances of a positive postdoctoral career.</td>
<td>Communicating for impact outside academia: Learn to communicate your research to the broader community.</td>
<td>Managing the gap: Manage your time between thesis submission and conferal proactively.</td>
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<td>Career strategy: Craft a career strategy to make the transition from study to employment.</td>
<td>Communicating in a global environment: Learn to communicate your research across a range of cultures and contexts.</td>
<td>Predatory publishing: Navigate your way through the sometimes confusing world of publishing, and identify legitimate publishers.</td>
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<td>Career strategy networking event: Implement your networking skills with representatives from industry.</td>
<td>Effective time management: Discover five key principles to stay focused and overcome distractions.</td>
<td>Publishing ethically: Explore new developments in scholarly publishing with the focus on ethical publishing.</td>
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<td>Creating a structured document or thesis: A practical guide to designing complex documents such as a thesis (CaST).</td>
<td>Mastering the art of paying attention: Discover simple tools and techniques to stay focused and overcome distractions.</td>
<td>Qualitative research methods: Examine a range of approaches to analysing qualitative data.</td>
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<td>Entrepreneurship networking event: Take the opportunity to network with inspirational entrepreneurs.</td>
<td>Effective time management: Discover the purposes and benefits of an entrepreneur.</td>
<td>Research integrity - online, compulsory: Explore the fundamentals of research design, data management, authorship and more.</td>
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<td>Graduate teaching assistant: Develop knowledge and skills to advance your future teaching career: (6 months)</td>
<td>Turbocharge your writing: Learn clear and practical strategies that can greatly increase your writing productivity.</td>
<td>Research integrity in HDR training: Learn details about research integrity policies, advisors' and candidates' main obligations.</td>
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<td>How to navigate an academic career: Gain insight into the world of higher education.</td>
<td>Exploring the seven secrets of successful research students: Using concept mapping to plan your thesis.</td>
<td>The seven secrets of highly successful research students: Unlock seven key habits to help you through your research degree.</td>
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<td>Teaching in higher education: Gain insight into what it means to teach effectively in higher education.</td>
<td>Workshop on ethical publishing: Explore strategies for working with small groups in a learning context.</td>
<td>Using concept mapping to plan your thesis: Workshop how to concept map effectively to plan projects such as your thesis.</td>
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<td>Strategic networking: How to connect for impact: Understand the strategic value of networking. Identify networking opportunities.</td>
<td>Effective time management: Discover how to protect intellectual property, what are your rights and your responsibilities.</td>
<td>Working together: Researchers and policy makers: This panel discussion will explore how researchers can facilitate collaboration.</td>
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<tr>
<td>Presenting research: Understand how to present and sell your ideas to an academic context. (CaST).</td>
<td>Strategic networking: How to connect for impact: Understand the strategic value of networking. Identify networking opportunities.</td>
<td>Writing a literature review: Learn practical strategies that will help you tackle your literature review.</td>
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**For further information, session times and to register your attendance, visit:**
cdf.gradschool.uq.edu.au
A placement is an unbelievable opportunity to get a feel for the direction you would like your career to take, and to apply the skills and knowledge you have gained during your PhD.

Ashleigh Shannon, PhD candidate, completed a placement with VAXXAS during her PhD and is now employed there.