



THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA

Graduate School

Career Development Framework



cdf.gradschool.uq.edu.au

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.



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.

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.

Experiences

		Early Stage			Mid stage		Late stage	
Professional skills	Career planning	Career strategy	Career shaping: Understanding skills	How to navigate an academic career	Build your personal brand	Career control for researchers		Career shaping: Resume and criteria
	Entrepreneurship & commercialisation		Entrepreneurial pathway to success	Intellectual property	Idea Hub		UniQuest commercialisation	/ilab
	Impact & influence			Strategic networking: Connect for impact	Communicating outside academia		Working together: Research and policy	
	Publishing & authorship			How to get published: An introduction	Publishing research: Getting started	Publishing research: Strategies for success		
	University teaching		The teaching academic: An introduction			Tutors @ UQ	Graduate Teaching Assistant	
Transferable skills	Candidature management	Effective time management	Making the most of the advisor relationship	The seven secrets of successful students	Mastering the art of paying attention	The 'imposter' syndrome		Managing the gap
	Communication		Presenting research: An introduction	Communicating in a global environment		Advanced presentation skills	Communicating your research in the media	
	Working with others			Understanding yourself and others	Working in multi-disciplinary teams	Leaders and leadership: 'Doing' leadership		
	Writing skills	Writing a literature review	Cohesion, linking and flow in your writing		Turbocharge your writing	Academic writing		
Research skills	Integrity & ethics	Research integrity (online)	Research integrity training		Publishing ethically	Predatory publishing		
	Research & analysis		Using statistics in research design		Qualitative research methods			
	Your thesis	Writing a confirmation document	Creating a structured document or thesis	Using concept mapping to plan your thesis		Including published works in a thesis		Editing and proof-reading your thesis

Professional skills

CAREER PLANNING

Build your personal brand: This workshop provides pragmatic strategies to define your personal and research brand.

Career control for researchers (online): Gain clarity about your strengths, preferences and goals to inform good career choices.

Resume and selection criteria: Write a great resume tailored to your audience and learn how to respond to selection criteria.

Career shaping: Understand your skills and employability. Increase your chances of a positive postdoctoral career.

Career strategy: Craft a career strategy to make the transition from study to employment.

How to navigate an academic career: Explore specific ideas, tools and techniques to navigate an academic career.

ENTREPRENEURSHIP & COMMERCIALISATION

Entrepreneurial pathway to success: The entrepreneurial mindset: Learn how you can think and make decisions like an entrepreneur.

Idea Hub: This six week course shows you how to pursue your ideas and tap into your inner entrepreneur.

/ilab: Ready to take your start-up to the next level? /ilab at UQ is there to help and support you.

Intellectual property: Understand how to protect intellectual property, what are your rights and your responsibilities.

UniQuest commercialisation workshop: Workshop the road from invention to market.

IMPACT & INFLUENCE

Communicating for impact outside academia: Learn to communicate your research to the broader community.

Strategic networking: How to connect for impact: Understand the strategic value of networking. Identify networking opportunities.

Working together: Researchers and policy makers: This panel discussion will explore how researchers can facilitate collaboration.

PUBLISHING & AUTHORSHIP

How to get published: An introduction: Gain insight into the world of scholarly publishing.

Publishing your research: Getting started: Discover tools and practical knowledge to help you start the publishing process.

Publishing your research: Strategies for success: Discover secrets to effectively 'selling' your manuscript to an editor.

UNIVERSITY TEACHING

Graduate Teaching Assistant: Develop knowledge and skills to advance your future teaching career. (6 months)

The teaching academic: Gain insight into what it means to teach effectively in higher education.

Tutors@UQ: Discover strategies for working with small groups in a learning context.

Transferable skills

CANDIDATURE MANAGEMENT

Effective time management: Discover strategies for effective time management which can be applied in your research degree.

Making the most of the advisor/student relationship: Learn how to develop a close working relationship with your advisors.

Managing the gap: Manage your time between thesis submission and conferral proactively.

Mastering the art of paying attention: Discover simple tools and techniques to stay focused and overcome distractions.

The 'imposter' Syndrome: Although you are doing well, you may still feel like an imposter. Learn how to manage these feelings.

The seven secrets of highly successful research students: Unlock seven key habits to help you through your research degree.

COMMUNICATION

Advanced presentation skills: This interactive session will further develop your presentation skills for impact.

Communicating in a global environment: Build your skills in communicating across a range of cultures and contexts.

Communicating your research in the media: Learn to present your research effectively through the media.

Presenting research: Presenting your research is an important skill. Learn how to do it well.

WORKING WITH OTHERS

Leaders and leadership: Understand leadership attributes, approaches, behaviours, and leadership in practice.

Understanding yourself and others: Learn five key principles to improve self-awareness and your interactions with others.

Working in multi-disciplinary teams: Identify approaches for working effectively in diverse teams.

WRITING SKILLS

Academic writing program: Learn how to structure your writing to communicate effectively in an academic context. (8 weeks)

Cohesion, linking and flow in your writing: Improve cohesion in your writing and assist your reader to understand your argument.

Turbocharge your writing: Learn clear and practical strategies that can greatly increase your writing productivity.

Writing a literature review: Learn practical strategies that will help you tackle your literature review.

Research skills

INTEGRITY & ETHICS

Predatory publishing: Navigate your way through the sometimes confusing world of publishing, and identify legitimate publishers.

Publishing ethically: Explore new developments in scholarly publishing with the focus on ethical publishing.

Research integrity (online) compulsory: Explore the fundamentals of research design, data management, authorship and more.

Research integrity in HDR training: Learn details about research integrity policies, advisors' and candidates' main obligations.

RESEARCH & ANALYSIS

Qualitative research methods: Examine a range of approaches to analysing qualitative data.

Using statistics in research design: Learn ideas relating to research design, descriptive statistics and inferential statistics.

YOUR THESIS

Creating a structured document or thesis: A practical guide to designing complex documents such as a thesis (CaST).

Editing and proof-reading your thesis: This practical workshop focuses on proof-reading tips and editing strategies.

Including published works in a thesis: This session will cover the policy around including published works in theses.

Using concept mapping to plan your thesis: Workshop how to concept map effectively to plan projects such as your thesis.

Writing a confirmation document: Discover the purposes and characteristics of a confirmation document.



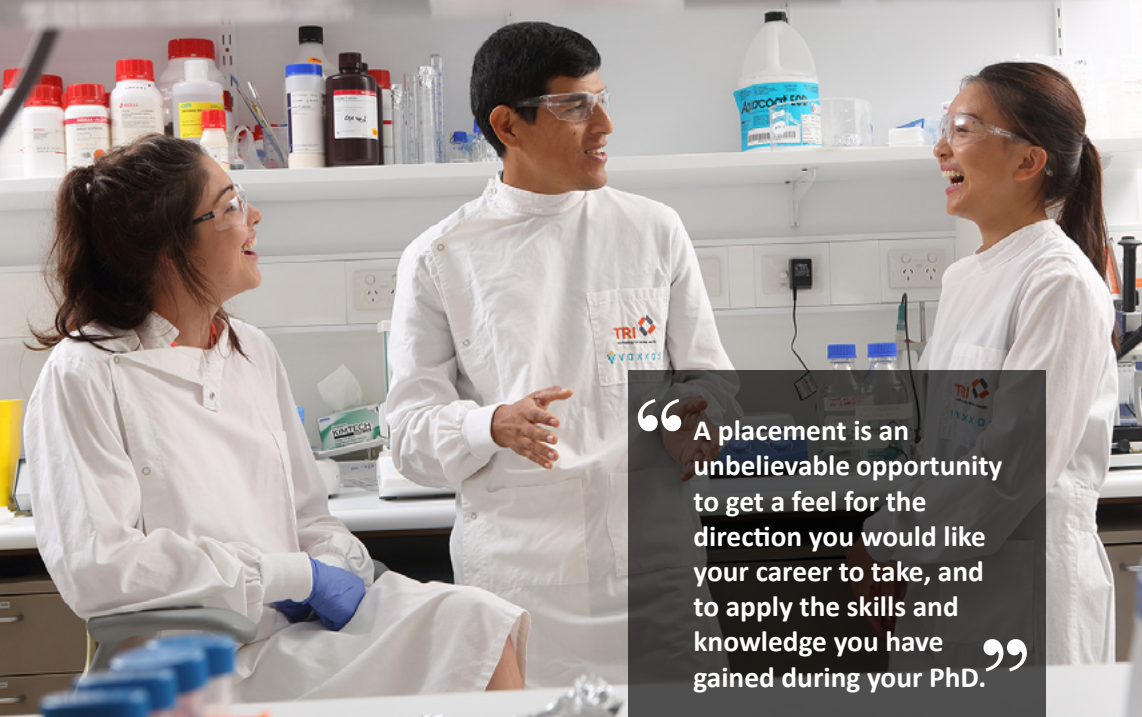
Session times, further details and registration:

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“ 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.

For further information,
please contact:

The Graduate School
t: +61 7 3346 0503
e: graduateschool@uq.edu.au
w: cdf.gradschool.uq.edu.au