University Resear I ers an tl e o ark et

A Practical Career Development Resource for Research Staff

qr es an Res qr es

For Volumes I ,II and III

- Background information
- Employer and employment market information
- Useful DVDs
- Reading
- Useful Websites

© Content copyright of or licensed to AGCAS (www.agcas.org.uk)

To view the terms and conditions for the material provided in this publication, please see: www.agcas.org.uk/disclaimer

3. Researchers are equipped and supported to be adaptable and flexible in an increasingly

© Content copyright of or licensed to AGCAS (www.agcas.org.uk) URJ

Other Developments

2006 Research Councils UK Research Careers and Diversity Strategy published at **www.rcuk.ac.uk/rescareer/strategy.htm**

2007 Recruiting PhDs what works? A report by Dr Charles Jackson .Although a project about the experiences of newly qualified PhDs entering non academic employment this provides very useful insights into the necessity for direct communication between researchers, employers and University Careers Services which can be instructive to research staff looking at this employment market **http://www.vitae.ac.uk/cms/files/UKGRAD-Recruiting-PhDs-what-works-Mar-2007.pdf**

Other relevant policy documents, including information on developments in Europe, can be found in the Policy section of **http://vitae.ac.uk/policy-practice/1391/Policy.html** similarly reports can be found on the publications section **http://vitae.ac.uk/1272/all/5/Publications.html**

Fixed-Term Contract Legislation

2002 - The Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations state that fixed-term employees (including postdoctoral and other research staff) should not be treated less favourably than comparable permanent employees and that the use of successive fixed-term contracts will be limited to four years, unless the use of further fixed-term contracts is justified on objective grounds. The response of universities to this legislation varies between institutions but there have been moves by some institutions to transfer Research Staff from Fixed to open ended contracts.

Association of Postdoctoral Researchers

The aim of the Association of Postdoctoral Researchers is to provide a voice for the UK's research staff and postdocs. Find out more from the Wiki at **http://scratchpad.wikia.com/wiki/NationalpostdocUK** There are also many entries on post doc blogs.

The USA has the much larger and longer established National Postdoctoral Association **http://www.nationalpostdoc.org/site/c.eoJMIWOBIrH/b.1388059/k.DBBE/NPA_Home.htm**

University and College Union UCU - UCU have a recent guide entitled 'The Researchers' Survival Guide' **http://www.ucu.org.uk/media/pdf/5/0/ucuressurvivalguide_apr08.pdf** This covers a range of useful advice and is downloadable to members and non-members alike.

© Content copyright of or licensed to AGCAS (www.agcas.org.uk) URJ

Employer and Employment Market Information

Vacancy Information

- The Times Higher Education Supplement (weekly, on Fridays, or on the Internet at **http://www.timeshighereducation.co.uk/**

- **www.jobs.ac.uk** Comprehensive searchable vacancy list for research only, academic and academic related posts in Universities and related employers.

Employers Attitudes

- Souter, Claire *Employers' Perceptions of Recruiting Research Staff and Students* (University of Leads/Research Councils UK, November 2005) **http://careerweb.leeds.ac.uk/downloads/Empress_LR.pdf**

- McCarthy, Mary & Simm, Jane

© Content copyright of or licensed to AGCAS (www.agcas.org.uk) URJ

Starting Your Own Business

A new direction may involve starting your own business. If you are considering this option, there are a number of organisations that can help you including some examples of regional help. Also check your own University student societies and your research and business links or commercial development sections.

http://www.prospects.ac.uk/cms/ShowPage/Home_page/Self_employment/p!eFcmg Graduate Prospects self employment site with advice and links.

www.businesslink.gov.uk BusinessLink provides information on self-employment, starting small businesses, entrepreneurship.

http://www.startups.co.uk/ All round advice and links site for new businesses.

http://www.financewales.co.uk/what_we_do.aspx Commercial funding for businesses in Wales. Regional help with HE associated spin out companies.

http://www.oxonbe.co.uk/ Regional help in Oxfordshire area.

Useful DVDs

AGCAS videos/DVDs available at University Careers Services

- 'Why Ask Me That?'
- 'The Assessment Centre Video'
- 'Your jobs on line'
- 'Making an Impact- the graduate job interview'
- 'Selection Success in One'
- 'Can I Have a Few Minutes of Your Time?'

Reading

Academic Careers

Ali, L. and Graham, B., *Moving On in Your Career. A guide for academic researchers and postgraduates,* Routledge Falmer, London, 2000.
Blaxter, L., Hughes, C. and Tight, M. *The Academic Career Handbook,* Open University Press, Buckingham, 1998.
Boden, Rebecca, Epstein, Debbie & Kenway, Jane. *Academic's support kit* [set of 6 books]. Sage Publications. London. 2005.
Delamont, Sara & Atkinson, Paul. *Successful research careers: a practical guide*. Open University Press. Maidenhead 2004.
McCabe, Edward & McCabe, Linda. *How to succeed in academics*. Academic Press. London 2000.
Newhouse, M., *Cracking the Academic Nut: A Guide to Preparing for Your Academic Career*, President and Fellows of Harvard College, USA, 1993.
Newhouse, M.,

© Content copyright of or licensed to AGCAS (www.agcas.org.uk) URJ

Career Change

Change Process

Basalla, Susan & Debelius, Maggie. *So what are you going to do with that?* a guide to career changing for MAs and PhDs. VHPS Holtzbrinck Publishing. 2001.
Bolles, Richard Nelson. *What color is your parachute?:* A practical manual for job-hunters and career-changers. Ten Speed Press.,Berkeley,1997.
Cope, Mike.*Personal Networking: How to Make Your Connections Count*. Pearson Education, 2003.
Green, Graham. *Career change handbook: how to find out what you're good at and what you enjoy: then get someone to pay you for it*. How To Books.
Hawkins, Peter,

© Content copyright of or licensed to AGCAS (www.agcas.org.uk) URJ

© Content copyright of or licensed to AGCAS (www.agcas.org.uk) URJ

http://www.oultwood.com/index.php	Local Government – the Oultwood Local Government Website Index, searchable by country.
http://www.rbg.org.uk/	The Research Buyer's Guide (RBG) is a directory of market research providers and support services there is also careers section.

- **www.sfc.ac.uk/** Scottish Funding Council distributes public money for teaching and research to universities and colleges.

- **www.shintonconsulting.com/postdoc/index.html** Careers resources for post-docs including career change and CV advice.

- **http://www.careers.lon.ac.uk/sortit/** Sortit an online careers guidance programme from The Careers Group University of London, which has key sections on Self Analysis, Options Generation, Research etc.

- **www.swan.ac.uk/crs/ University of Wales, Swansea** Includes a 'Career Development Planner' for contract researchers (in the section on career development) which assists in identifying transferable skills. Also case studies.

- **www.targetjobs.co.uk** advice for job seekers in the graduate labour market.

- **http://www.legal500.com/** The Legal 500 which lists law firms.

- **http://www.timeshighereducation.co.uk/** Time Higher Educational Supplement – articles of interest and HE job vacancies.

- **http://www.the-sra.org.uk/** Social Research Association.

- **www.ucu.org.uk** Universities and Colleges Union.

- **http://www.ukspa.org.uk/home** SMEs (Small and Medium Employers) directory of members of the United Kingdom Science Park Association.

- **www2.warwick.ac.uk/services/careers/researchers/** Comprehensive career development site for research staff including career development, researching career options, decision making, job search, fellowships and making applications. Includes an extensive directory of useful websites.

- **http://www.universitiesuk.ac.uk/Pages/Default.aspx** Universities UK is the respresentative body for the executive heads of UK universities.

- **http://www.vitae.ac.uk/** VITAE a national organisation championing the personal, professional and career development of doctoral researchers and research staff in higher education institutions and research institutes. Access using the researcher portal.

- **http://www.windmillsonline.co.uk/** Virtual career coach – highly recommended.

© Content copyright of or licensed to AGCAS (www.agcas.org.uk) URJ