



JÖNKÖPING UNIVERSITY

# Development plan HRS4R

## 7) Career advice for doctoral students

POLICY

PLAN

BESTÄMMELSE

HANDLÄGGNINGSSORDNING

**TITLE:** Development plan HRS4R –  
Career advice for doctoral students

**VERSION:** 2018-04-11

**APPENDIX TO DECISION:** Action Plan HRS4R 2018-2021

**ORIGINAL LANGUAGE:** English

**DNR:** HJ 2016/535-12

**SPONSOR:** JU President

**CHAIR OF STEERING COMMITTEE:** JU  
President

**PROJECT MANAGER:** Director of doctoral  
programmes School of Education and  
Communication, Senior Lecturer Elisabet Sandblom

## PLAN

### **BACKGROUND and Purpose with the development of this area**

In the learning outcomes of research education, the necessary relation between research education and society is pointed out:

The doctoral student shall “demonstrate the capacity to contribute to social development and support the learning of others both through research and education and in some other qualified professional capacity” and “demonstrate specialised insight into the possibilities and limitations of research, its role in society and the responsibility of the individual for how it is used” (The Higher Education Ordinance, Appendix 2).

To fulfill these qualitative goals, a doctoral student needs to reach a good understanding of what is needed in society and of his or her possibilities to contribute towards this.

One way to support the endeavor of doctoral students to accomplish this is through a continuous dialog with representatives of academia and of working life during his or her research education.

### **Objective and output**

#### **Common denominator – to be realized during 2018**

The following activities support doctoral students as concerns career planning:

- supervisors offer their doctoral students regular opportunities in connection with supervision to discuss their future career
- the associate dean of doctoral programmes/the director of studies or the equivalent encourages development talk with employers outside JU
- at the annual follow up meeting in connection with the annual review of the individual study plan,
  - the question is brought up whether the doctoral student has discussed career options with the supervisor and the employer respectively
  - the doctoral student and the supervisor discuss the future career and more specifically the question how research can be of benefit both for a future employer and for the career of the doctoral student
- an annual development talk (medarbetarsamtal) with doctoral students employed at JU is carried out by the head of department or the equivalent

#### **Other activities that are carried out by one or more schools supporting career planning**

- the encouragement of doctoral students to write job market papers and to go to job market fairs (Academy of Management; EFMD)
- the use of individual study plans that show what has been done by way of career planning and that require the employer to sign it
- the use of alumni surveys

#### **Future activities supporting career planning**

- development of support through Career Center especially designed for doctoral students comprising among other things: career guidance, feedback on CV and cover letters, interview training, information about the usage of social media, information about the labour market, lectures, courses, and projects

## PLAN

- program surveys to be filled in after completion of the research education with the aim to, among other things, get feedback on the support of the connection to working life during the research education
- alumni surveys in order to follow up what happens after the research education and build a network with former doctoral students for mutual benefit
- invitation to alumni days, where alumni from academia, business world and authorities give information about their careers; especially important are transferable skills
- a JU-common lunch-to-lunch introductory meeting twice a year with new doctoral students and their supervisors, during which among other things the following topics could be covered:
  - steering documents
  - the structure of research education
  - processes of research education
  - career planning
  - meeting with alumni

## Delivery targets

1. Individual study plans that show what has been done by way of career planning and that require the employer to sign it
2. Easy to find information about the activities of the Career Center
3. Program survey
4. Alumni survey

## Delimitations

Research education

## ORGANISATION (Organisation)

Sponsor	JU President
Chair of steering committee	JU President
Steering committee	JU Executive Board
Project leader	Director of doctoral programmes School of Education and Communication, Senior Lecturer Elisabet Sandblom
Project group	JUFU (The group of directors of doctoral programmes/research education)
Reference group	Supervisors and research students representing each school

## PLAN

### Schedule

	<b>Delivery targets</b>	<b>When</b>
1	Individual study plans that show what has been done by way of career planning and that require the employer to sign it	Autumn, 2018
2	Easy to find information about the activities of the Career Center	Autumn, 2018
3	Program survey	Autumn, 2018
4	Alumni survey	Autumn, 2018

	<b>Steering groups meetings and project group meetings</b>	<b>Datum</b>
1	JU Executive group meets every two weeks and will follow up the development of the HRS4R activities continuously	
2	JUFU	Twice a month
3		
4		