



Professional development support: **Postdoc discussion outcomes & feedback**

Postdoc council



Discussion 1: Findings

- ***Positives***

- Freedom/flexibility
- Taking on new responsibilities
- Career guidance
- Grant support
- Approachability

- ***Negatives***

- Communication
- Information
- Networking
- Onboarding
- Teaching
- Mentoring
- Housing
- Handover / continuity

- ***Roads forward***

- Proactive announcements around grants & jobs
- Centralised information updated & more accessible
- Events with alumni in-and-out of the field
- Dedicated contact / meeting for new postdocs
- Points of contact with lecturers and TAs
- Connecting PhDs with postdocs more effectively
- Options for transitional housing and searching
- Improved on- and off-boarding at the Nikhef level and at the group level

Discussion 2: Suggestions

- **Ideas**

- Mentorship programme
 - One-on-one
 - Ad-hoc
- Training opportunities
 - Grant applications
 - Prep. for PI / PM
 - Supervision & pedagogy
 - Transition to industry
- Networking
 - Alumni from industry
 - Mailing lists for alumni

- **Feedback**

- **Most important at specific periods (arriving, taking on tasks, leaving)**
 - Helps with obfuscation of information / access to existing resources
 - Access to expertise from a broader pool (preserving lateral movement)
- **Broad support for new support for training**
 - Specificity (grant, level, region) for proposal workshops / access reviewers
 - Leadership roles and requirements for progression gap
 - The past supervision workshop was well received
 - Non-academic CVs, identifying relevant skills, internship awareness
- **Meeting alumni is more important than industry recruiters**
 - Positive examples of roads forward (negative examples too?)