

# Academic career coach

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At ITU we offer all junior researchers - postdocs and assistant professors - an academic career coach to support their career development. The coaching is oriented towards developing sufficient skills and qualifications for next career level in teaching, research, funding skills and institutional / societal service. It is mandatory for assistant professors and optional for postdocs.

The coaching process should establish a research, teaching and external funding strategy for the candidate, including a portfolio to elaborate during the period of employment. It is the responsibility of the junior researcher to maintain this portfolio.

## *Appointing a career coach*

A career coach is a senior researcher (full or associate professor) in a field relevant for the junior researcher. The career coach is appointed as part of the introduction process by the immediate superior (head of department, center or group) in agreement with the junior researcher and coach.

## *Timeline for career coach*

The first meeting with a career coach should take place within the first three months of employment. The duration, location and timing of future meetings will be agreed at this meeting. After this there will be a status meeting every six months until the junior research leaves ITU or moves to a position on the next level.

## *Activities in career coaching*

- Discuss and maintain the junior researcher's research, teaching and external funding strategy, as expressed in the portfolio.
- Discuss any reskilling necessary for a successful entrance to next career levels.
- Discuss venues for publishing research: conferences, journals etc. as well as advantages of different types of venues.
- Discuss opportunities for outreach and collaboration with companies, government organizations, NGOs, and other external partners, and how to establish relations with them.
- Discuss intellectual property rights with the junior researcher where relevant.
- Propose venues for peer critique and reviews from colleagues. Encourage presentation for research groups, informal lunch meetings etc.
- Inform about good research practice, co-authorship, research ethics, research data management etc.
- Support the junior researcher in getting access to university resources.

- Discuss and guide the junior researcher in developing a high-quality teaching portfolio. Help junior researcher to be engaged in teaching activities that strengthen the overall portfolio towards next career step, while also protecting the junior researcher against too much teaching compromising the publication work.
- Introduce the process of external funding work, preferably by engaging the junior researcher in own funding work. Communicate interesting and relevant calls, introduce the junior researcher to own research network / possible project partners.
- Encourage relevant visibility initiatives, such as having a Google Scholar profile, obtaining an ORCID, becoming a member of professional organizations, participate in professional meetups, contribute to workshop and conference organization, and the like, as relevant for the junior researcher's field.