

Broadening horizons: career management for researchers

“ *A chance to think about and analyse my own opinions and situation. A chance to talk to others about careers issues.* ”

Participant 2008

“ *It made me think about what I wanted from a career and what skills I have. It increased my self-confidence.* ”

Participant 2007

The ‘broadening horizons’ programme is a freely available resource for UK higher education institutions. The training package has been developed by Vitae as a resource to organisers of researcher development programmes.

Overview

The ‘broadening horizons’ programme is an interactive and intensive two-day programme that provides research staff with the opportunity, skills and tools to help them proactively engage in their own career development.

Programme aims

The programme enables research staff to gain a clearer self-orientation of where they are within their career and to consider what their next steps might be, whether their aspirations are to remain in research and/or academia or to move into other areas.

The programme enables participants to:

- gain a sense of direction and progression
- widen their understanding of career
- better understand their own career situation
- develop tools and techniques to explore their skills, motivations, values and talents and how these can be applied to their career planning
- consider potential jobs they might like to explore further
- consider what makes an effective CV
- commit to an action plan for their personal and career development.

“Broadening horizons’ enables research staff to take 2 days ‘time-out’ to really focus on their career development and complements the extensive provision and one-to-one support offered by our Careers Centre. Some research staff prefer to engage with a concentrated programme rather than participate in workshops throughout the year so ‘broadening horizons’ can meet the needs of staff who wouldn’t usually participate in our central provision. ‘Broadening horizons’ also helps to raise the profile of the Careers Centre and the support available for research staff and highlights areas for future development and engagement”

Dr Gill de Calvo, Careers Consultant
(PhD students and Research Staff) Careers
Centre University of Warwick Coventry

Programme delivery

The programme is modular in design which allows individual institutions the option of running it as a two-day programme, two one-day programmes or four half-day sessions.

Manuals with all the information needed to organise and deliver the programme are freely available from Vitae and include:

- administration guidelines, handouts and suggested timelines
- guidelines for facilitators to lead and debrief the programme and individual exercises
- a participant learning journal which provides support resources and acts as an aid to capture the learning from the programme.

The programme is also supported by access to a network of experienced external trainers who are able to deliver or support the delivery of the programme on your behalf.

Further information about the ‘broadening horizons’ programme, and details about how to access the materials, can be found on the Vitae website.
www.vitae.ac.uk/broadeninghorizons

Vitae programmes

Vitae offers several researcher training and development programmes freely available for use by the Higher Education sector.

All programmes are based on an experiential and interactive learning approach and encourage researchers to work and collaborate with peers from a variety of backgrounds and disciplines.

Vitae resources are:

- piloted in partnership with institutions to ensure that content, resources and support materials are fit for purpose
- supported by a central team who can provide advice and guidance on all aspects of organisation and delivery
- supported by a network of trainers and facilitators who have experience of using the resources and materials
- often developed centrally for use by professionals in HEIs.

Programmes currently include:

- Broadening horizons: career management for researchers
- Careers in focus
- Careers in focus: academia
- GRADschools
- How to be an effective researcher for postgraduate researchers
- How to be an effective researcher for research staff
- Part-time researcher

For further information on any of these programmes, please visit
www.vitae.ac.uk/vitaeprogrammes