

## SCIENTIA FELLOWS – Career Development Plan

### Personal career development plan (approx. 300 - 400 words)

*Scientia Fellows requires that a Personal Career Development Plan (PCDP) is established for each Fellow and that it is continuously updated and implemented in practice. PCDPs should be updated at least once every six months and will be assessed each year by the Scientist in Charge at your Host organisation and on the part of the Programme Coordinator.*

*Consider the following questions as indication how to organize your PCDP.*

#### **Baseline: where am I now?**

- What experience do I have so far?
- What skills and competencies do I have?
- What do I consider my strengths to be?
- How will these be useful to me in my chosen career?
- What do I think my main areas for development are?

#### **Goal setting: where do I want to get to?**

- Short-term: during the fellowship?
- Medium-term: by the end of the fellowship?
- Long-term: after the fellowship?

#### **Action plan: how will I get there?**

- What additional skills and experience will I need?
- What steps will I take to acquire those skills and experiences, and put them in practice?
- What resources do I want access to? (These can be courses, training programmes, conferences, networking opportunities...)
- What support will I need?
- How will I know I have succeeded?