

IRC PD Application: Career Training and Development Plan

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This is an opportunity to present the excellent and broad set of skills that you intend to acquire during the course of your IRC funded research and subsequently. Note comments included in instructions for applicants in relation to Career training and development plan: *“The Irish Research Council places great importance on the education and skills development of early stage researchers. Successful researchers demonstrate strategic thinking not only in research project design, but also in career planning and professional development. On that basis, every applicant is required to upload a Career Training and Development Plan as part of their application.”*

Training and Career Development Aspects and Impact of the Fellowship are worth 25 marks out of 100.

Try to answer all points listed in the online application and check your final draft against the evaluation criteria to make sure you have covered everything.

- *In this plan, you should outline both your immediate (1-2 years) and long-term goals (5 years plus) career objectives.*
- *Provide a description of plans for the acquisition of new knowledge and skills. For example, gaining research skills and techniques, communication skills, research management, networking, and other transferable skills etc. during the period of this Fellowship. Where appropriate include a reference to the Description of Specialist Knowledge section above.*
- *Please outline your reasons for choosing this Fellowship and how you feel this Fellowship programme will contribute to these goals.*
- *Detail how the Fellowship will enable you to gain skills relevant to employment outside the traditional academic sector.*
- *Detail how the Fellowship will enable you to acquire competencies that improve the prospects of reaching and/or reinforcing a position of professional maturity, diversity and independence.*

The [Vitae website and Researcher Development Framework](#) is an excellent career development resource that you may find useful when preparing your Career Training and Development Plan.

Remember, you will have to upload this document in .pdf format.

Suggestions:

- You should state your career goals – both immediate and longer term - to give your plan a context and meaning and to demonstrate that you think strategically about your future career.
- Where possible link your career development to the relevant national/European strategy objectives. Is there specific demand for the skill-set that you wish to build? Female applicants: has increasing the number of women in the specific research field been identified as desirable?

- Detail skills that you plan/wish to acquire/enhance.
- State how successful you have been to date in acquiring new skills – you have done it in the past, you will be able to do it in the future
- Any self-taught skills? (this demonstrates initiative – even if not 100% related to your proposed research, for example learned a language?)
- This is supposed to be a PLAN so you need to give a reasonable timeframe for the acquisition of the new skills and individual activities to be undertaken. Where you can be specific – even if a date is provisional only or subject to change – do so. If this changes that is fine, what is important at this stage is to demonstrate that you are thinking in concrete terms and dates.
- If you plan to engage in teaching related activities – state how this will enhance your skills (delivering lectures, developing materials...) Important: IRC limits the number of hours of “additional duties” such as teaching to 50 per semester; this includes both contact and non-contact hours so be realistic in your plans in this regard.
- Do you plan some supervisory activities – student projects, co-supervisor?
- You will be managing a research project => will be developing project management skill including research budget management.
- Maynooth University Research Development Office organizes info sessions and workshops about funding opportunities and grant writing skills which you can attend.
- Dissemination of your research results – presentations at conferences: you will enhance your presentation skills, establish international links.
- Skills important for careers outside of academia – even if what you want is to remain in academia, do give consideration to the possibility that you might actually need to progress your career in a different sector; what skills would be useful for that? (project management skills, presentation skills, any exposure to commercialisation? outreach?)
Evaluators are asked to pay particular attention *“to aspects of the proposed fellowship which allow the fellow to gain skills relevant to employment outside the traditional academic sector”*.