

Edinburgh

Policies, advice and
support in the
University and city



Leadership

Develop skills to take
control in your research
project and build your
employability in a range
of careers



**for Researchers
at a Glance**



Writing

Present your ideas
effectively in publications
and proposals



Funding

For tailored development
opportunities and new
networks



Careers

Understand your
options, marketing
yourself effectively,
make the right
decisions



Networks

Develop effective connections
with researchers, stakeholders
and employers



Engagement

Support to reach new
audiences and promote the
value of research in society



Build your own
profile and find
out where to
follow us

Career Management

Getting Your First Lecturing Job

Section 01

How do I explore academic careers?

Image by [Gerd Altmann](#) from [Pixabay](#)

Talk to Academic Colleagues

You work in a large, research intensive university which employs thousands of academic staff. It's the obvious place to start looking for information!

Ask recent appointees if they can share insights into the processes they followed (even CVs and research summaries)

Talk to you Head of School or Subject about what they look for in new staff

Find out if your manager has been on an interview panel - what advice do they have?

Ask people where to look for vacancies and how to approach prospective employers



01 Understanding academic career paths and progression

Academic Career Journeys at Edinburgh

We'll look at the videos from this Careers Service resource in the session. It might be helpful to have some of them ready to watch!

The screenshot displays the 'CAREERS SERVICE' website. On the left is a navigation menu with links: 'Careers Service home', 'Information for postgraduate students', 'PhD students', 'What are your options?', 'Academic career', and 'Academic career journeys at Edinburgh' (highlighted). Below this are sub-links: 'What is an academic career?', 'What do you need to succeed?', 'Supporting academic careers', and 'Individual academic career journeys'. The main content area has a breadcrumb trail: 'Home > Careers > Information for postgraduate students > PhD students > What are your options? > Academic career > Academic career journeys at Edinburgh'. A 'Contact us' button is in the top right. The title 'Academic career journeys at Edinburgh' is followed by a paragraph: 'Video and text case studies from PhD students, research staff, lecturers and Heads of School across all three Colleges at the University of Edinburgh showing the challenges and rewards of an academic career, and what can aid career progression.' Below this are four content boxes: 'What is an academic career?' (video clips), 'What do you need to succeed?' (listen to staff/students), 'Supporting academic careers' (listen to support), and 'Individual academic career journeys' (watch videos/read case studies). A 'Feedback' section at the bottom asks for comments and provides a link to 'Academic career journeys feedback'.

<https://www.ed.ac.uk/careers/postgrad/phd/options/academic-career/academic-career-journeys-at-edinburgh>

We'll watch these videos in the session

Professor Cathy Abbott, Graduate School Director, talking about collaboration and resilience

Dr Stuart Gilfillan (Chancellor's Fellow) talking about his next career steps

Dr Joan Simon, Lecturer in Maths, on what helped him get to his current position

Dr Simon Riley, Senior Lecturer in Clinical Sciences, on what helped him get to his current position

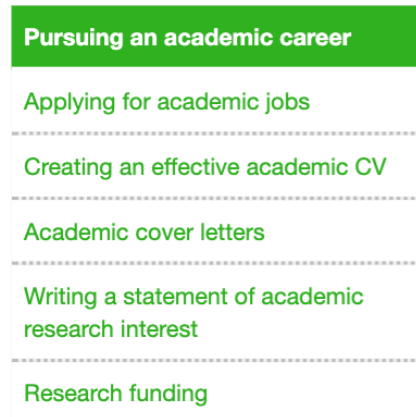
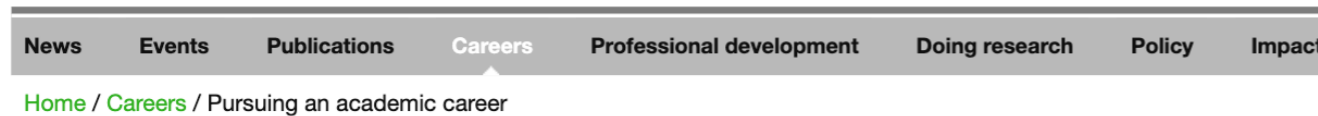
You can ask colleagues in your school or centre similar questions - many will be happy to talk about their career paths.

If you want to see more videos, many of the resources on the following pages includes more interviews with academics and researchers in a range of disciplines.

01 Understanding academic career paths and progression



The national researcher development organisation, Vitae has a website with information on academic (and other) career paths



Pursuing an academic career

This section contains information to allow you to understand and make the most of the competitive academic job market.

- apply for academic jobs
- raise your academic profile
- write an academic CV
- research funding sources

Many people aspire to an academic career after they complete their doctorate and/or work as a member of research staff. This is highly competitive as only a small percentage of doctoral graduates and research staff go on to have a long term career in academia. This percentage is highly variable by country and subject area.



<https://www.vitae.ac.uk/researcher-careers/pursuing-an-academic-career>

01 Understanding academic career paths and progression

Search Articles

Start your search

CV and Cover
Letter Advice ▼

Jobseeking and
Interview Tips ▼

Career
Development ▼

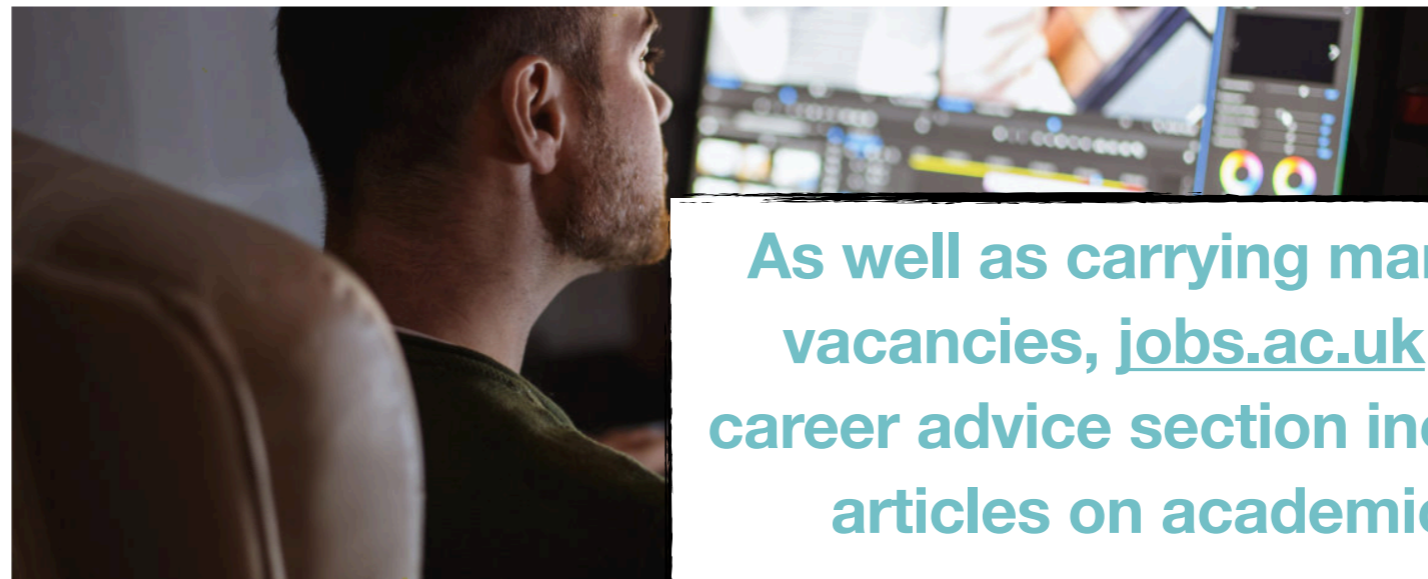
Studentship
Advice ▼

Resources ▼

Country Profile ▼

jobs.ac.uk Career Advice

Welcome to jobs.ac.uk's career advice section. Here you can view hundreds of career articles aimed at helping you to find a job, **manage your career**, **learn how to write a CV**, find out about **working abroad**, get **interview tips**, **PhD advice** and much more. Don't forget you can sign up to receive **Jobs by Email** to help you in your **search for a new job**.



As well as carrying many academic vacancies, [jobs.ac.uk](https://careers.jobs.ac.uk/) also has a career advice section including many articles on academic careers

<https://career-advice.jobs.ac.uk/>

01 Understanding academic career paths and progression

Exploring academic careers

Produced by The University of Manchester in 2011, this was one of the first comprehensive careers resources to focus on academic paths.

The screenshot shows the homepage of the 'An Academic Career' website. At the top left is the University of Manchester logo with the text 'MANCHESTER 1824' and 'The University of Manchester'. To the right is the title 'An Academic Career' in purple. Further right is a search bar with the text 'Search An Academic' and a 'Go' button. Below the title is a navigation bar with five tabs: 'Is an academic career for you?', 'About academic careers', 'Finding jobs', 'Making applications', and 'Interviews & assessments'. The main content area has a large blue header with the title 'An Academic Career' and a background image of a university building. Below the title are three questions: 'Is an academic career for you?', 'What do academics do?', and 'How do you become an academic?'. To the right of these questions is a sidebar with a blue header 'An Academic Career' and a paragraph of text: 'Explore the tailored information below to find out what it takes to make it as an academic, wherever you are in your career - or dive straight in using the tabs at the top of the page.' Below this text are three blue buttons: 'Undergraduate / Masters', 'PhD / Doctoral researcher', and 'Post-doctoral research / teaching staff'.

<http://www.academiccareer.manchester.ac.uk/>

Section 02

What will improve my chances?

02 How do I assess myself?

Thinking about your skills

Being a researcher requires lots of skills. In addition to those in the Vitae “wheel” there will be many subject and topic specific skills. In the group discussion, you’ll be asked to discuss the skills and experience you think will help you to get your first lecturing job.

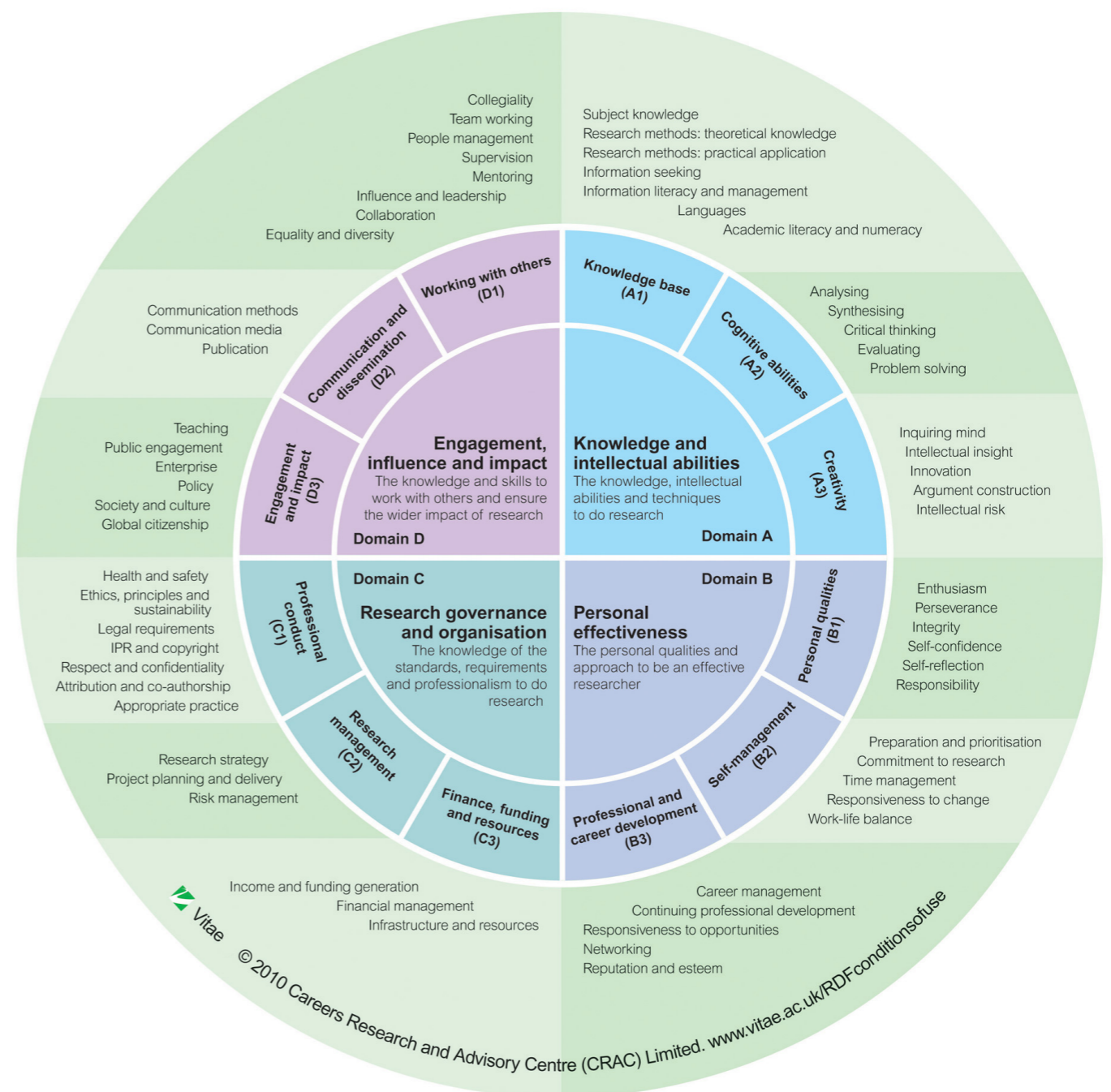
Resources to help you audit your skills

The IAD Skills Audit for Research Staff:

<https://www.ed.ac.uk/institute-academic-development/research-roles/research-only-staff/career-management/skills-audit>

The National Researcher Development Framework:

<https://www.vitae.ac.uk/researchers-professional-development/about-the-vitae-researcher-development-framework/developing-the-vitae-researcher-development-framework>



02 Benchmarking

Some common “metrics” in academic CVs

Number of Publications

Research Funding

Impact of Research

Position of Esteem

Teaching Experience &

Qualifications

Collaborators & Training

Each discipline will have different norms so seek feedback on what would be expected in your field in terms of quality and quantity

Not just amounts, but progression of your research vision with increasing leadership and prestige in your funding track record

Partnerships with key stakeholders and evidence that your work will make a difference in your field and beyond.

Editorial positions, examiner roles, invited contributions to seminars and conferences, advisory roles, reviewer of grants and papers

Design and delivery of teaching, positive student feedback, ideas for courses, certificate of academic practice

Relationships with key partners through projects or your earlier career (PhD supervisor)

02 Benchmarking

Metric	Suggested threshold & interviews and CV analysis	My current level	Action Plan
Publications			
Research Funding			
Impact			
Esteem Factors			
Teaching			
Collaborators			

02 Funding Track Records - Help from ERO

At Edinburgh Research Office, we work alongside researchers to grow ideas into fundable proposals. We continue to provide support to you during this challenging time while we are remote working.

Our website is your first port of call for finding funding opportunities, including how to get the most out of Research Professional. We also have a wealth of resources on crafting your research application, including a collection of successful applications.

Contact your Research Funding Specialist or Research Grants Administrator for personalised advice on a proposal or an existing grant you are currently working on. We have dedicated website area on Covid-19 and research including support for researchers, funding opportunities and information about our Covid-19 research across the University.

EDINBURGH RESEARCH OFFICE

Understand the movement in research to look at research assessment differently:

<https://sfdora.org/>

Research needs to reach an audience to have an impact. Your research topic and where to find that audience should have the biggest influence on choosing the best ways to publish your research

Think about who needs to engage in your research

Peer reviewed publications are commonly the “currency” but you can make a case for other options if it fits your research and its audience

Think about the impact and reach of your work - not just about journal titles

Use the support in the University to help. Research Information Management oversee the systems that help manage and organise all the information associated with our research. This includes PURE, which feeds into Research Explorer and enables to university to report on our research activities.

<https://www.ed.ac.uk/information-services/research-support/research-information-management/pure>

Growing importance through REF, expectations from funders and in values of institutions

If you want to develop relationships with stakeholders, talk to Knowledge Exchange and Impact staff in your School Research Office or ERO. They will help you to identify the best fit with your ideas and help you connect.

Impact isn't just commercial

Think about policy, communities, developing practice.

Although the “Pathways to Impact” document has now been removed from UKRI proposals, the expectation is that impact is woven through your ideas and case for support.

ERO have a range of guides to help you engage with different stakeholders.

<https://www.ed.ac.uk/research-office/winning-research-funding/craft-application/developing-impact-within-your-research-proposal>

How to... Develop a Knowledge exchange and impact strategy.

How to... Engage with industry

How to... Connect with Policymakers

How to... Evaluate and evidence impact

How to... Design and evaluate knowledge exchange events

Section 03

Sharing plans, asking for help, getting feedback

It's essential to get feedback on your plans

The academics around you are involved in recruitment and selection. They can offer honest insights into the current labour market and what has impressed them in previous recruitment rounds. Competition is tough, but they'll be able to help you focus your planning and application.

Academics can help your career planning by:

- giving you insights into their career paths since their first posts
- introducing you to people who have relevant experience of institutions or funders
- telling you how academic posts are advertised in other countries
- telling you how they got their job
- giving you feedback on your CV
- helping you to develop your research or teaching strategy

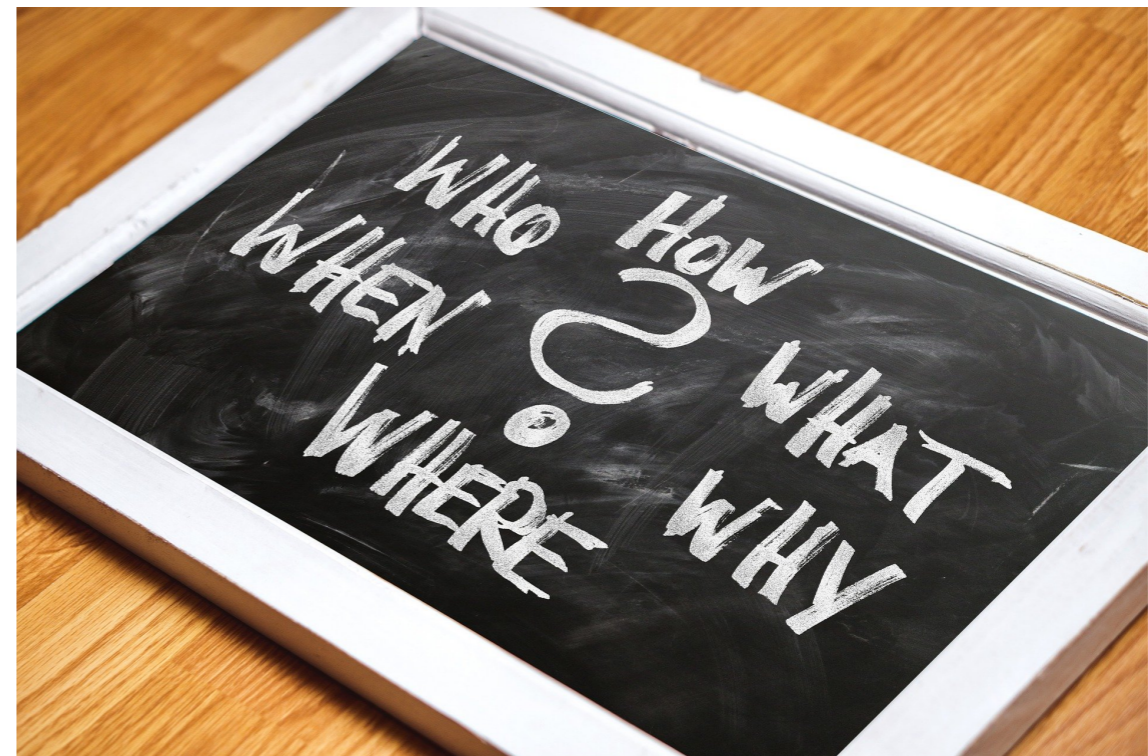
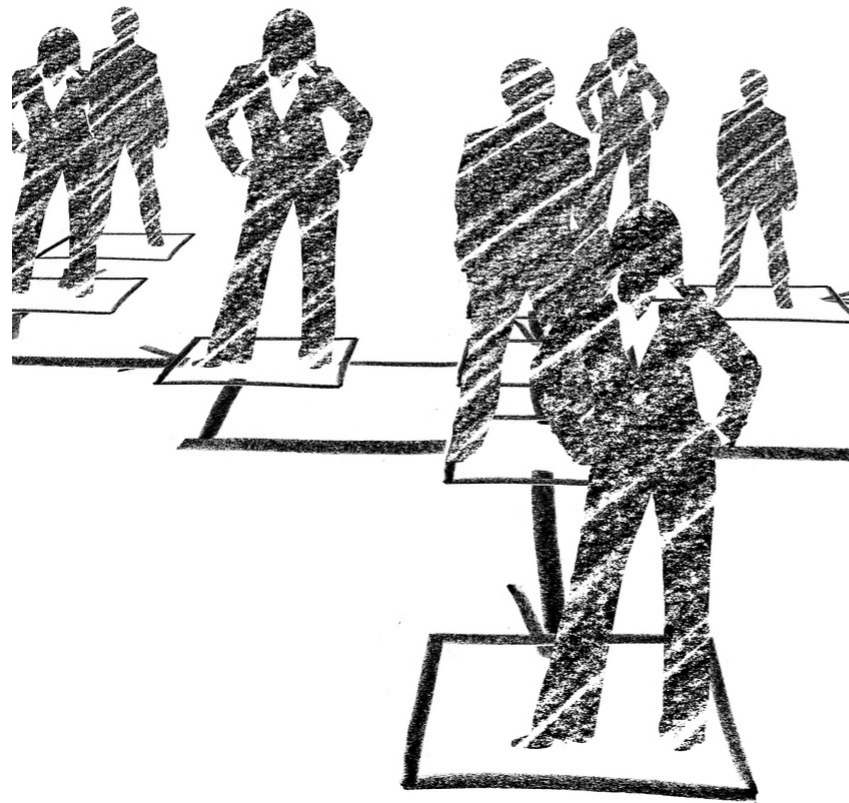


Image by Gerd Altmann from Pixabay

03 Information Interviewing

All images by Gerd Altmann from Pixabay



institutional Culture - how people are treated, rewarded and what's important to the university



Realities of the Job - the day to day tasks and skills needed, progression prospects



How to get a job - recruitment processes, competition,

03 Some Information Interviewing Ideas

Adapt and add to this list - and use it to influence your planning and CV

The role

What are the typical activities in your role?

What do you enjoy most about it?

What are the less appealing elements?

Which skills are most valuable?

Where do you see your job going in the next few years?

The organisation

What do you like about working here?

Is there anything you would change?

Are there opportunities to work part time?

What would a new starter in this position expect to earn?

What will be the challenges facing the university in the next few years - and how will it adapt?

Getting in

What helped you to secure your lectureship?

What do you tend to look for when you are recruiting?

What criteria do you recruit against?

What should I talk about in the “informal conversation” you can have before applying?

What kind of experience would help someone get a lectureship in this area?

What do you think I should do to make myself more employable?

Moving ahead

How long do people tend to stay here?

What are the criteria for promotion?

Are there regular opportunities for promotion?

Further information

Is there anyone else you think I should be talking to?

Would it be possible to use your name when I contact them?

If I can't secure an academic position straight away, what other positions might help my employability here in the longer term?

03 Making Best Use of Your Networks

Image by [Gerd Altmann](#) from [Pixabay](#)

Talk to people

Use Online networks like LinkedIn and Twitter - ask people for introductions to people in their networks

Look at career paths in people's profiles - how have they achieved success and what could you learn from them?

Prepare your questions in advance to respect their time - focus on what only they can tell you

After you've been in touch with anyone...

Reflect on the information that you've gained and the questions that you've asked – what gaps remain in your understanding?

Write and thank the person you saw. Explain how meeting them has helped you and let them know what you plan to do next.



Section 04

Supporting Your Next Steps

04 Supporting Thinking About Other Paths

MOOC

Career Management for Early Career Academic Researchers

Explore different career options, learn what you want out of a career and understand how to implement good career decisions.

<https://www.futurelearn.com/courses/career-management>

Careers Support in IAD

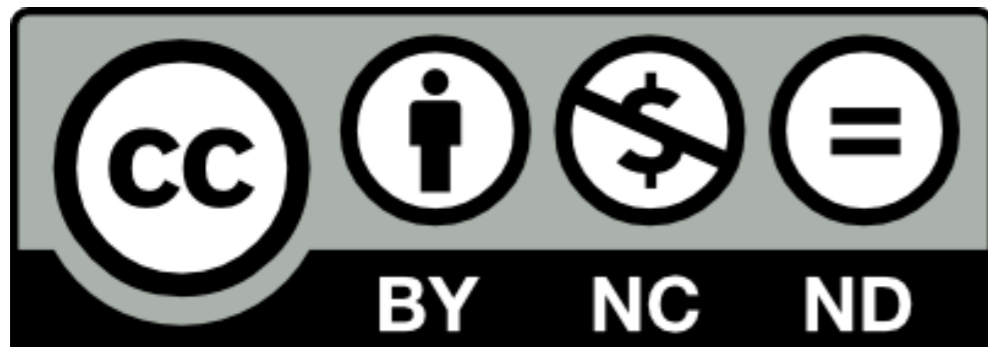
All our career linked resources are available on our website

<https://www.ed.ac.uk/institute-academic-development/research-roles/research-only-staff/career-management>

Including details of how to book a 1:1 appointment with our Careers Consultant

<https://www.ed.ac.uk/institute-academic-development/research-roles/research-only-staff/career-management/career-consultation>

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