

## Personal reflections for successful career progression.

From Paul Sutcliffe, Senior Research Fellow, WMS, Health Sciences.

1. Be determined
  - a. Recognise it is sometimes tough being a researcher
  - b. Stay positive
2. Collaborations
  - a. Keep in contact with former colleagues from previous work
  - b. Get to know the research interests of people in your department
  - c. Understand the research strategy in your department
  - d. Meet new people around the university
  - e. Share ideas
  - f. Show an interest in the work of others
3. Find an area of expertise that transferable across areas and departments
  - a. Recognise your expertise and skills
  - b. Think about how you can support others
  - c. What can people learn from you
4. Regular supervision
  - a. Seek feedback and act on it
  - b. Planning
  - c. Find an inspirational figure/mentor/coach
5. Annual review
  - a. Goal setting
  - b. Organisation
  - c. Channelling your work
6. Going beyond the job description
  - a. Show initiative
  - b. Practice good time management to allow yourself to get involved in new opportunities
  - c. Set aside time for writing work from previous contracts
  - d. Set aside time for developing ideas
7. Publications and grants
  - a. Write up – don't leave it on the shelf!
  - b. Encourage your colleagues to write up
  - c. You don't have to be first author
8. Teaching
  - a. Get involved in teaching
  - b. Supervise students
9. Demonstrate a presence at Departmental and University meetings
  - a. Contribute to your department
  - b. Get involved and represent ECR
10. Get support from HoD for promotion
  - a. Give yourself plenty of time to apply for promotion
  - b. Get references
  - c. Supporting statements
  - d. Keep your CV up to date