

Research. Courage. Dreams. Skills.

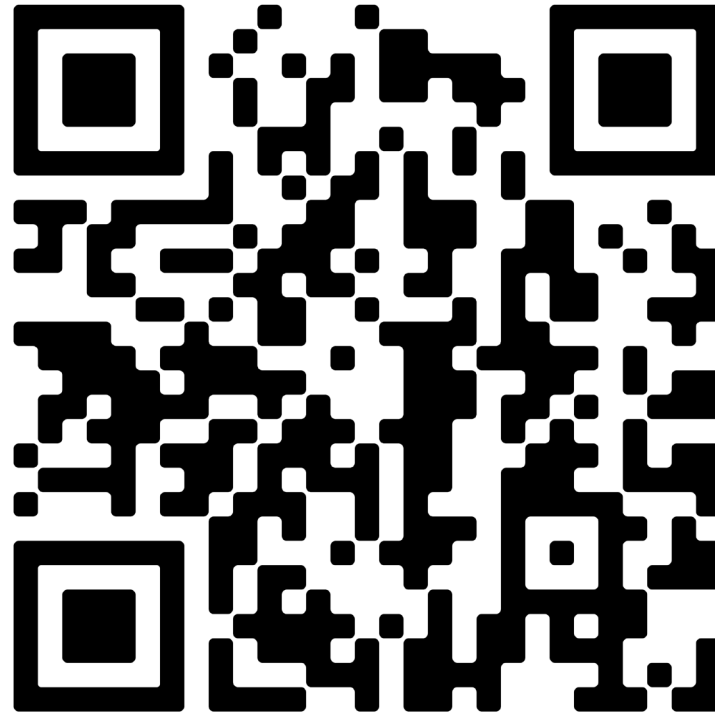
Recipes to feed your career hunger

Karen Vandevelde

Head of HR, Antwerp University

ADS Welcome Day 22 October 2024

Did you know...



pollev.com/karenvandeve496

Do you know... your current job title ?

0

"PhD Bursary Holder"

0%

"Predoc researcher FWO"

0%

"External Predoc researcher"(VIB, IMEC)

0%

"Researcher"

0%

"PhD Student" registration only

0%

Graduate teaching and research assistant (AAP)

0%

I haven't got a clue

0%

Someting else

0%

What does the Antwerp Doctoral School do for you? (click all relevant options)

0

Skills-focused training courses

0%

Information sessions

0%

Admin support for joint / double PhDs

0%

Autumn & Spring Doctoral Day

0%

Ethics & integrity training course

0%

Personal development plan

0%

Confidential Counselling

0%

Limitless free coffee

0%

Have you heard about the Talent Center?

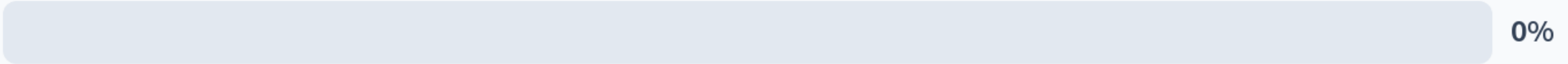
Nobody has responded yet.

Hang tight! Responses are coming in.

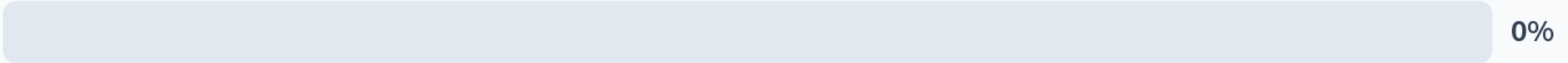
Which % of PhD researchers complete their PhD within 5 years' time?

0

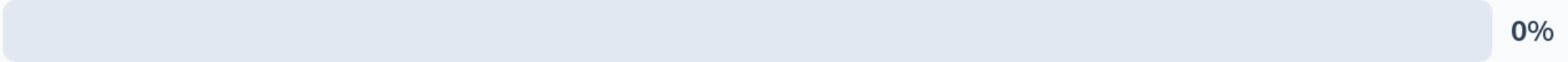
90% or more



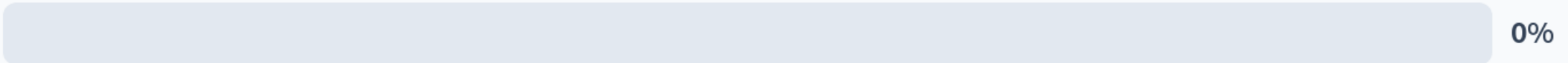
Between 60% and 90%



Between 20% and 60%



Less than 20%



Which % of PhD graduates from a Flemish university become professor at a Flemish university?

0

90% or more

0%

between 50% and 90%

0%

Between 10% and 50%

0%

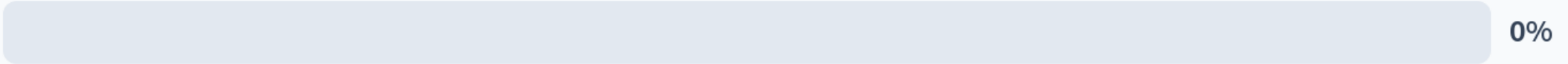
Less than 10%

0%

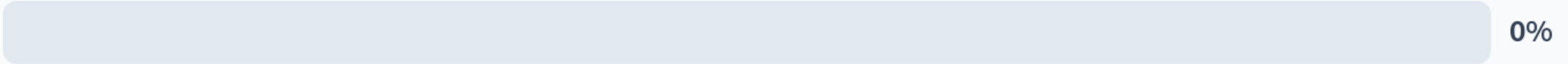
How confident are you that in 6 years' time you will have a job that you will truly enjoy?

👍 0

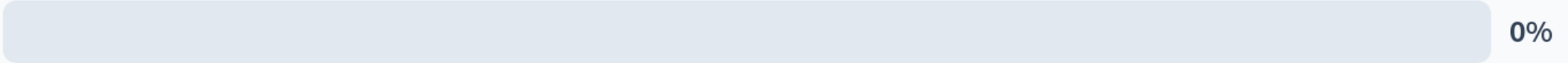
Very confident.



Perhaps. I'm hopeful.



Not really.



Who usually surrounds you in your social life?

0

My family

0%

A small group of close friends

0%

Friends and their friends

0%

Colleagues & people from work

0%

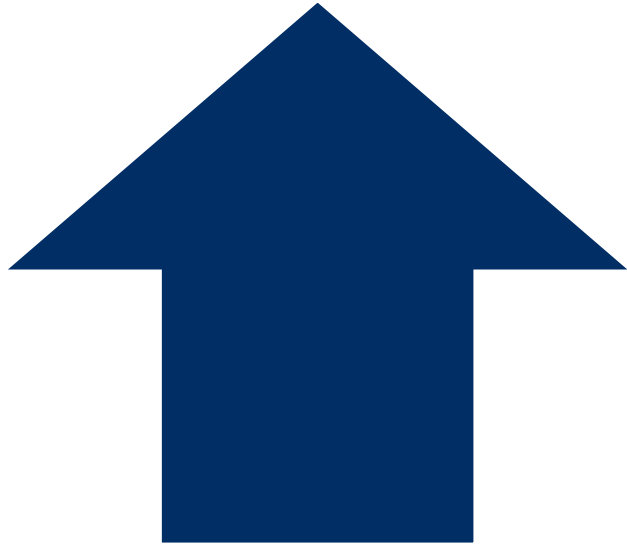
I'll talk to anyone at the bar

0%

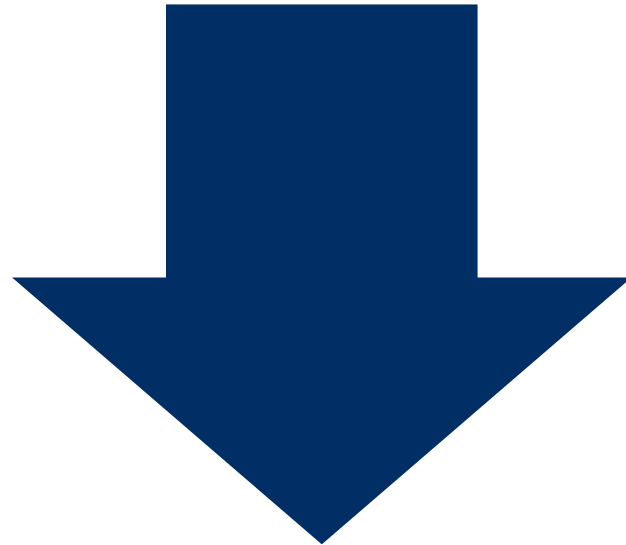
I don't know anyone (yet) around here

0%

Research



There has never
been a better time
to be a researcher



There has never
been a worse time
to be a researcher



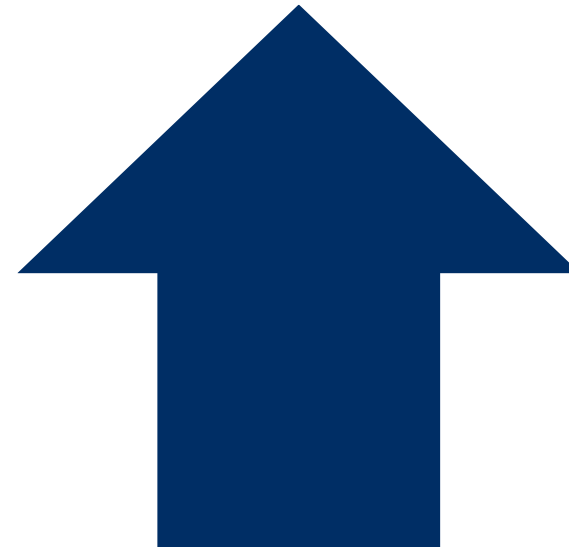
Best possible time

- Flanders: highest salary/bursary of all EU
- More research funding than ever in the history of time
- Government support for research careers (EU, national)
- High demand for highly skilled people



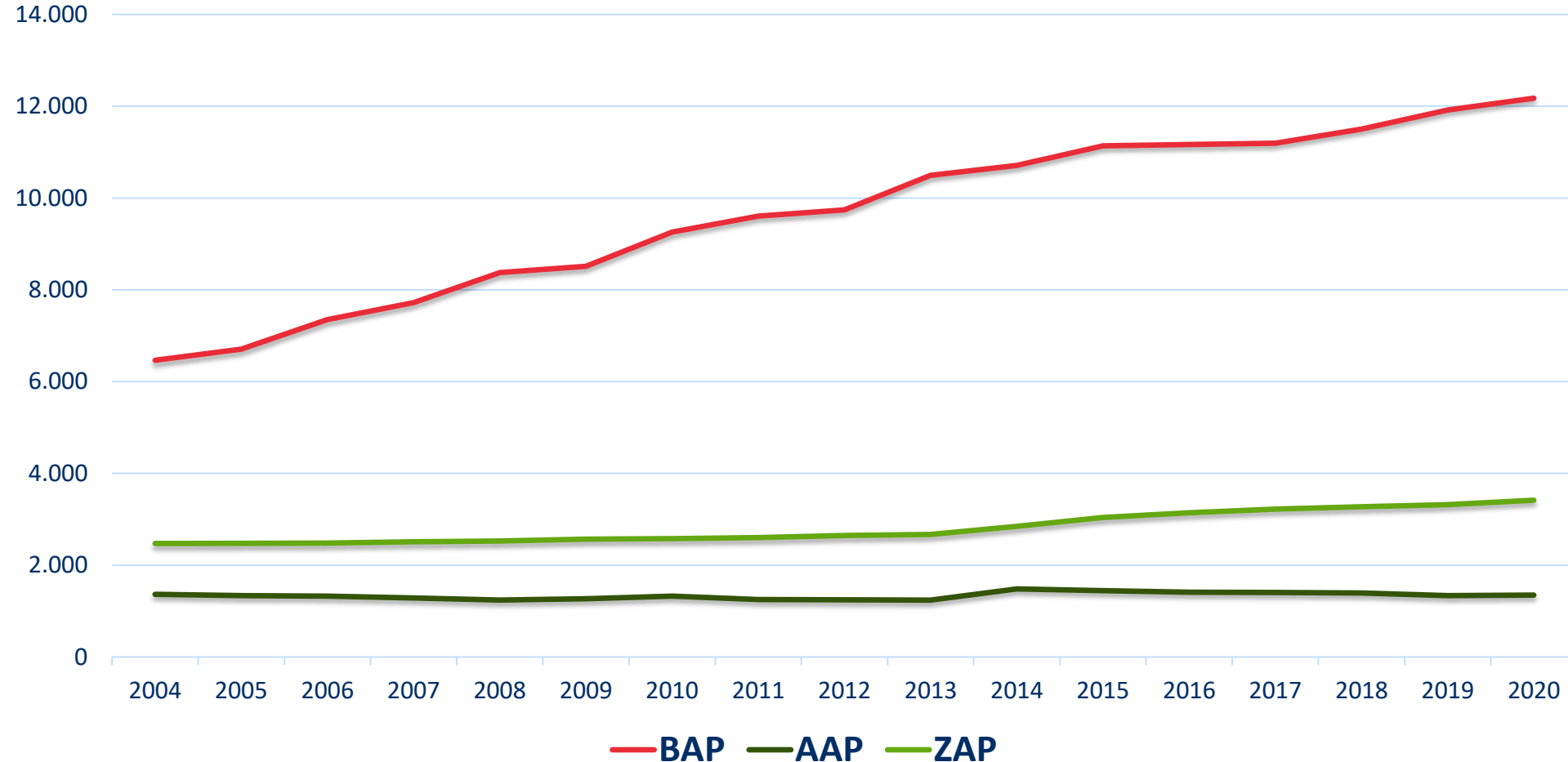
Worst possible time

- More career insecurity than ever
- Fast changing environment: new challenges & changing priorities
- COVID did not lead to a higher level of trust in science



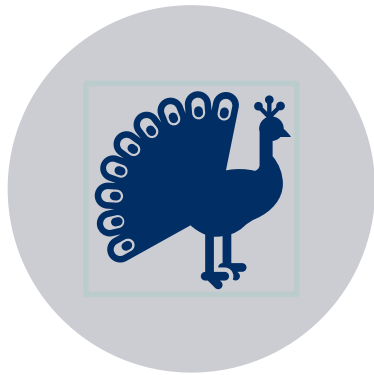
15 years ago... and today

Researchers & Academic staff members at Flemish Universities



Courage

Researchers are the most highly trained people in our society



TALENT

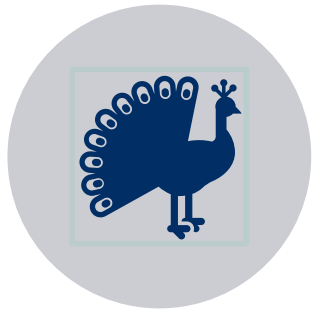


INSECURITY



IDENTITY

Researchers are the most highly trained people in our society



TALENT



INSECURITY



IDENTITY



COURAGE

Two years ago, we radically reformed the career structure for researchers at Antwerp University



Clarity

Honest expectations
Career path
Tasks & responsibilities
Boundaries



Employability

≠ “employment”
Shared responsibility
Talent Center & PI &
YOU



No flexibility without control

Tools
Support
Some rules &
limitations

New BAP career structure



3 career levels:

junior BAP

senior BAP

leading BAP

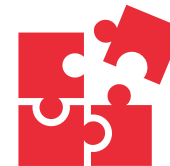


3 focus areas:

education

research

research management



2 types of commitment:

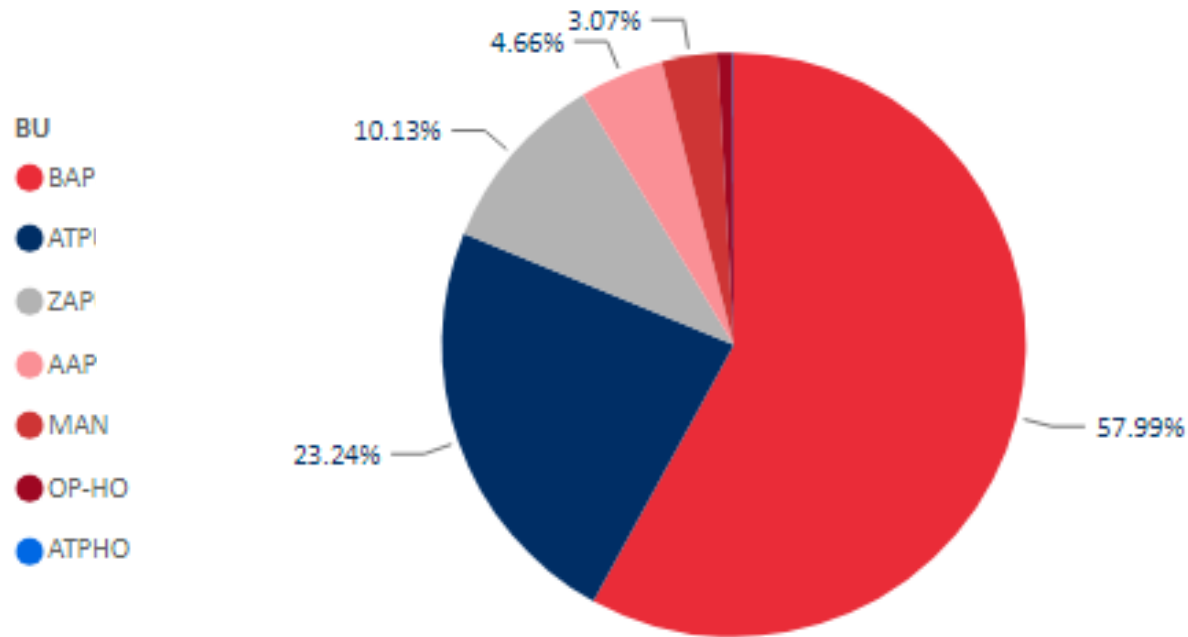
project-based

sustainable

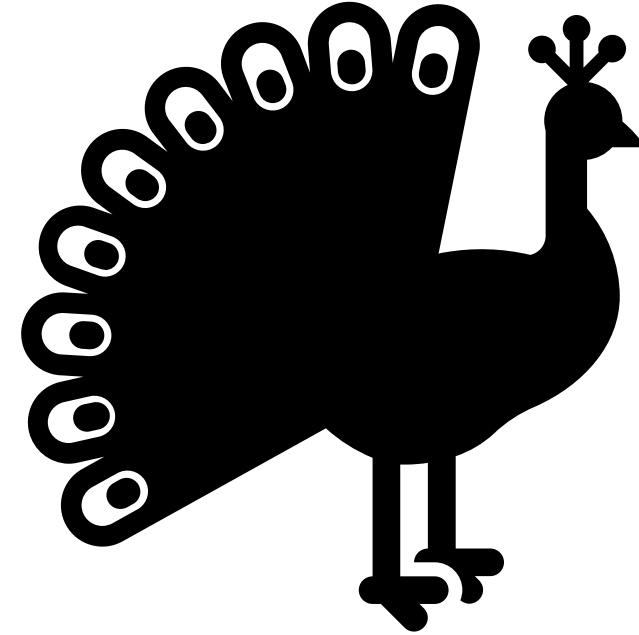
BAP career policy: new BAP structure

	Junior BAP	Senior BAP	Leading BAP
Project-based focus on education	Academic interim staff predoc Teacher/tutor Language instructor	Academic interim staff postdoc Guest lecturer	Academic interim staff ZAP Guest professor Guest professor external funds
Project-based focus on research	Researcher Doctoral scholarship holder Predoc researcher FWO External Predoc researcher (bv VIB, IMEC) Antwerp Doctoral School	Senior researcher Postdoctoral scholarship holder Postdoc researcher FWO Fundamental clinical researcher External Postdoc researcher (bv VIB, IMEC)	Research leader External Principal researcher (bv VIB, IMEC)
Project-based focus on Research Management	Project manager Data manager	Senior project manager Senior data manager	Portfolio manager
Focus on sustainable role as knowledge broker	Research officer	Valorisation manager Research manager Research expert	Senior valorisation manager Senior research manager Senior research expert

Antwerp University Staff members



**Other doctoral researchers:
AAP
+ PhD researchers without funding**



We should... *“reject the myth that there is a single, perfect job out there waiting for us to discover it, and instead identify our multiple selves – a range of potential careers that might suit the different sides of our character”*

From ‘How to find fulfilling work’ – Roman Krznaric, School of Life

Dreams

Your PhD state of mind





” **Yes, be a dreamer.**





You're not the only dreamer

- European Commission & Flemish Government initiatives
- “Framework for Research Careers”
- Open Science
- Evaluation of academic careers
- ...





The strength of weak ties

Mark S. Granovetter

**American Journal of Sociology, Vol. 78,
No. 6 (May, 1973), pp. 1360-1380**



Skills

The Talent Center

for postdocs and more

Our key principles



Employee-driven

Each staff member owns their career trajectory



Collaborative

Just like you, we collaborate with faculties, RIVA, ADS, and the other universities



Tailored support

You can find both broad and customized offerings to meet your individual needs



Talent-focused

Your individual strengths and interests are our starting point, so you can reflect and build on them

The Talent Center

We focus on enhancing your employability



Connect with others

To build your professional network



Explore career options

Inside or outside academia



Receive tailored support

Through coaching and training



Develop your skills

To make your career future proof

Get to know us!

Career development is for every stage, not
just at the end of your PhD



talentcenter@uantwerpen.be

**Be inspired.
Inspire.**

**Enjoy your time doing PhD
research
at Antwerp University!**