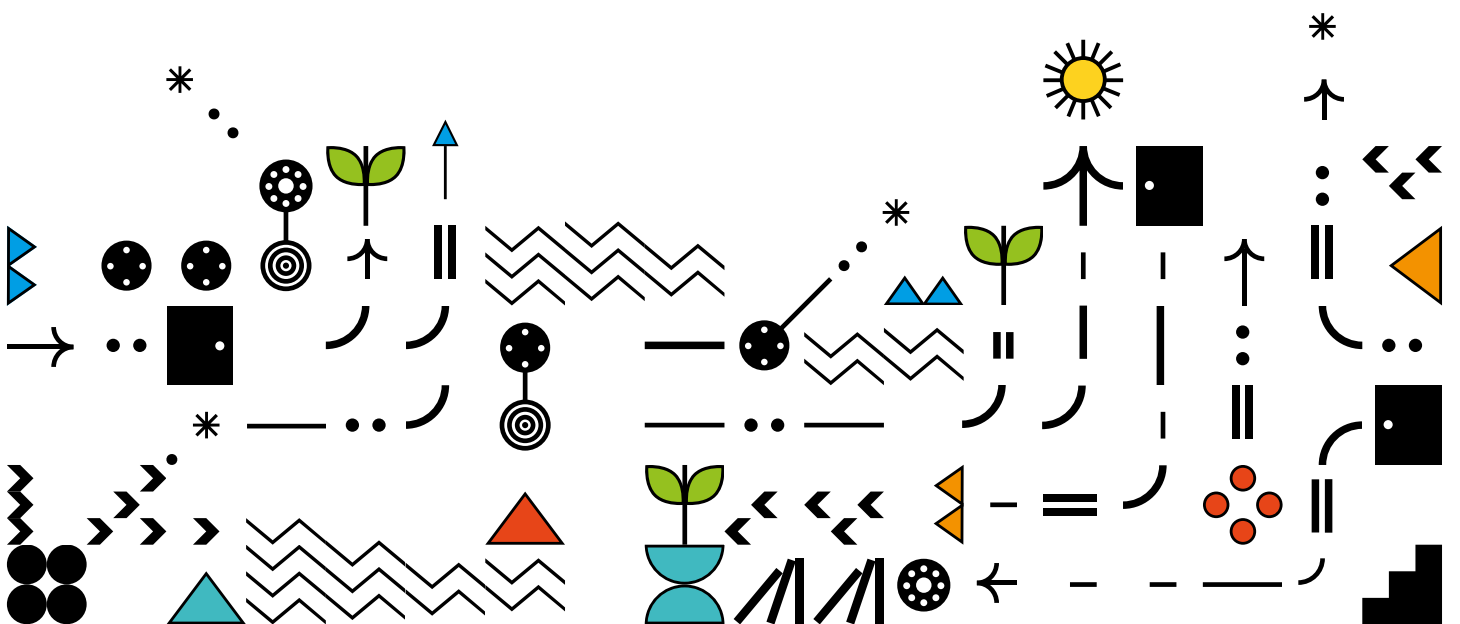


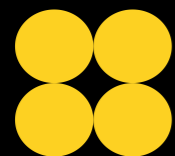
# Prosper.

Unlocking postdoc  
career potential



“People are absolutely core to a vibrant research and innovation culture, and a major priority for UKRI and the wider sector. The UK’s postdoctoral community is a diverse pool of world-class talent. With the right support, postdoctoral researchers will play a key role in tackling the myriad social, economic, and scientific challenges of today and tomorrow, driving excellence both within academia and wherever their careers may take them.

What Prosper has built in this regard is very impressive, and the impact it has had on postdoctoral researchers in its pilot phase is extremely promising. I believe Prosper can play a leading role in driving best practice in developing postdoctoral research careers and strongly encourage research institutions across the UK to adopt and make use of Prosper resources.”

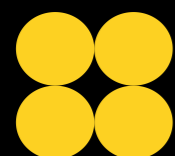


Professor Dame Jessica Corner,  
Executive Chair of  
Research England



“It’s great to see just how far Prosper has come since its inception. All the co-creation, testing and refining has culminated in a genuinely unique offering in the postdoc career development space – a rich and comprehensive set of resources designed for postdocs as postdocs, crafted in close collaboration with our partner institutions, the wider sector, employers, and of course postdocs themselves.

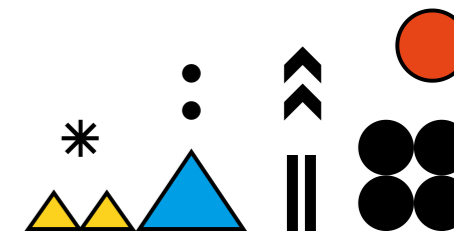
I’ve seen first-hand the transformative impact Prosper has had on the postdocs involved in our pilots. Now that offering will become freely available to postdocs and institutions up and down the country. I’m confident Prosper can act as a gold standard for the sector from the get-go.”



Anthony Hollander,  
Pro-Vice-Chancellor for  
Research & Impact at  
The University of Liverpool



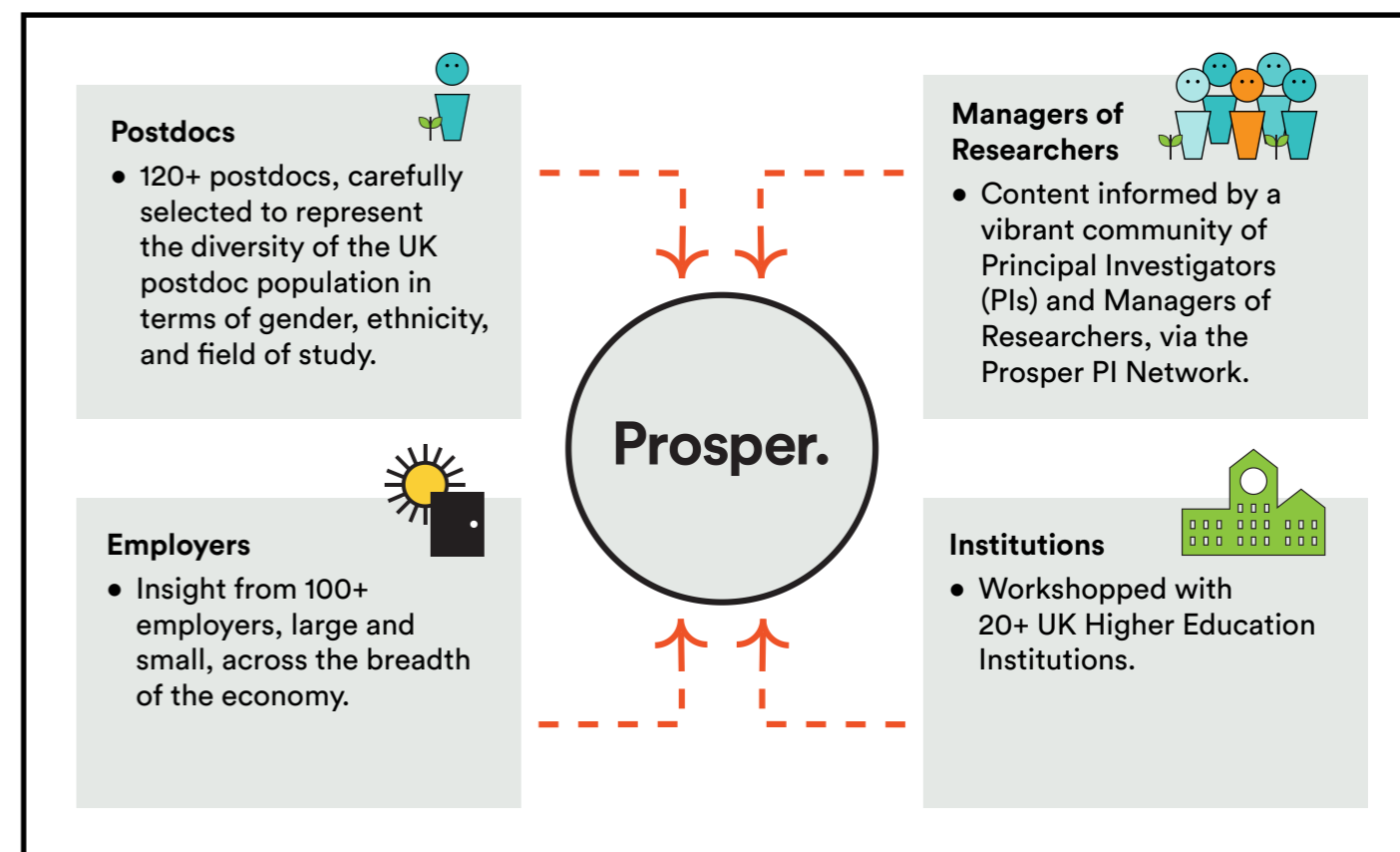
# What is Prosper?



Prosper is a new, holistic approach to postdoc career development, designed for use by postdocs, managers of researchers, and institutions. It aims to give postdocs the tools and resources they need to thrive across multiple career pathways, both within and beyond academia.

Developed between 2019-23 with funding from the Research England Development (RED) fund, our aim is to transform this area of research culture for the better, to the benefit of all. Our resources were co-created and trialled with postdocs, managers of researchers, employers and the wider sector over the course of two pilot cohorts across the Universities of Liverpool and Manchester, and Lancaster University.

The resulting model is now freely available to all via the Prosper Portal, an online hub for all your postdoc career development needs. Whether you are a postdoc, someone who manages postdocs, or a researcher developer looking to enhance your own postdoc career development programmes – there will be something on our portal for you.



This brochure provides an overview of what we have to offer. Come and explore for yourself at: [www.prosper.liverpool.ac.uk](http://www.prosper.liverpool.ac.uk) or by scanning the QR code.



# For Postdocs

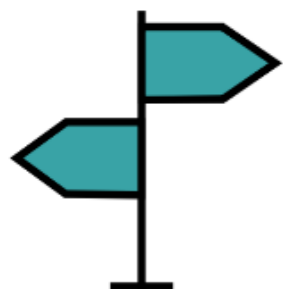


## Reflect



- Identify your skills and skill gaps.
- Build your confidence.
- Discover your career priorities.

## Explore



- Direct insights from employers across 12 career clusters.
- Learn first-hand about routes other postdocs have taken.
- Develop in-demand skills.

## Act



- Learn how to effectively showcase your skills and tailor them to roles.
- Discover the essentials of setting up your own business.
- Grow in your role and drive continuous development.

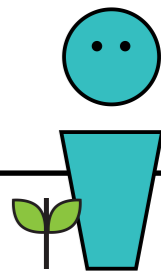
“ Self-reflection helped me to know myself better – what I really enjoy and value. I realised that just because I can do a job, doesn't mean I have to. ”

Prosper postdoc

“ I felt very supported by Prosper – it was like I was building myself up again from scratch. It gave me back the confidence I'd lost. ”

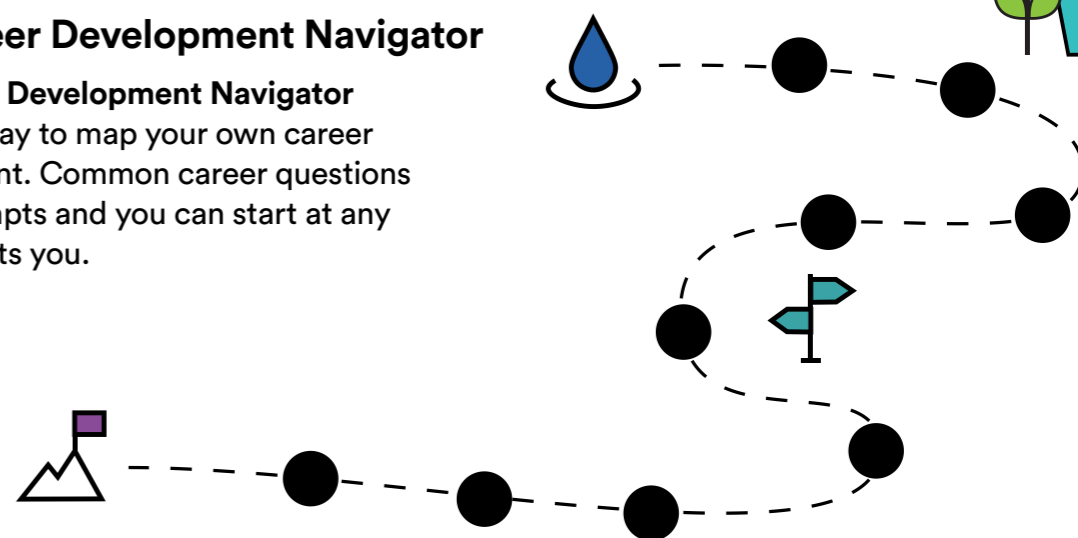
Prosper postdoc

# For Postdocs



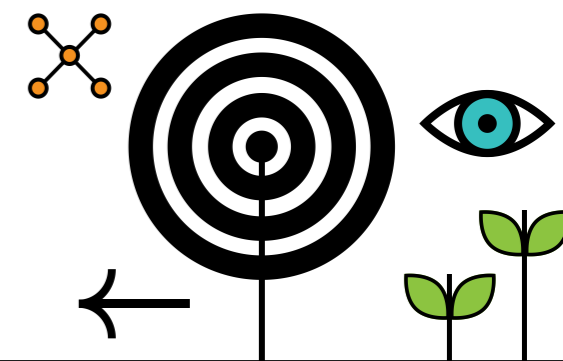
## The Career Development Navigator

The Career Development Navigator is a great way to map your own career development. Common career questions act as prompts and you can start at any point as suits you.



## Learning and Development

If you're interested in exploring resources grouped by topic or skill the Learning and Development Library is for you.



## Personalise Prosper to You

The portal can be used without registering. However, if you register you get access to a range of enhanced features:



### Plot your own career path

Set, track and achieve your own career goals.



### Navigate career advancement

Tailor your career development journey.



### Add notes to resources

Record your thoughts, and clarify key ideas.



### Save resources

Quickly access them whenever you want.

# For Managers of Researchers



- Support your postdocs' career development.
- Develop your own leadership and management skills.
- Foster a positive and inclusive working environment.

Over 100 universities in the UK have signed up to the Concordat to Support the Career Development of Researchers, which commits Managers of Researchers to prepare their researchers for a diversity of careers, and to allocate a minimum of 10 days pro rata per year for their professional development.

Prosper is an ideal starting point for those 10 days, and can help you become a more effective manager along the way. Our Managers of Researchers section includes:



## Creating an inclusive environment

- How to make your staff feel welcome and supported.
- Develop mutually productive working relationships.
- Prioritise the physical and mental wellbeing of staff.



## The PI Network

- Attend events focused on sharing best practice and providing peer support between Managers of Researchers.
- Revisit resources and shared learnings from previous events.



## Managing postdocs

- Leadership essentials.
- Effective use of Professional Development Reviews (PDRs).
- Learn first-hand from other managers.



## Developing your postdocs

- How to have career conversations.
- Help your postdoc identify and grow their skills.
- How to enable your postdoc to explore career options.

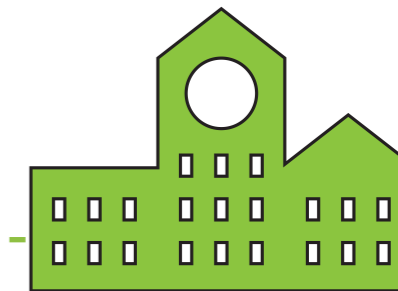
“ Prosper gave my postdoc an open-mindedness about their future options and helped create a really positive working relationship between us. ”

Professor, University of Liverpool

“ Prosper has the capacity to set excellent standards across institutions for professional development, and also to influence changes in attitudes. ”

Senior Lecturer, Lancaster University

# For Institutions



- Use Prosper as a flexible, modular and free career development model.
- Enhance your postdoc development offering.
- Cultivate a positive research culture at your institution.

People development is at the heart of a positive research culture. Institutions that invest in developing their people will reap the benefit of happy and productive teams, and increase their ability to attract and retain talent.

Our Institutions section contains a wealth of guidance and ready-made materials to enable the use of Prosper within your own organisation on a flexible, modular basis, including:



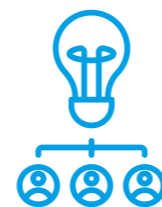
## Adapt

Choose from our modes of delivery - whether you want to replicate a full Prosper cohort, or simply adapt a specific resource.



## Run

Guidance for every step from start to finish. From recruitment and onboarding through to evaluation and testimonials.



## Learn

From planning communications and commissioning suppliers, to how to engage stakeholders and get buy-in, through to tips on running focus groups, panel sessions and more.



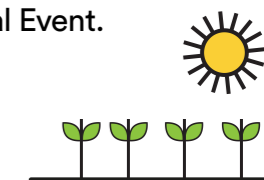
## Guidance on using Prosper resources

From how to promote Prosper to your postdocs, through to how to use our career clusters, self-coaching resources, and more.

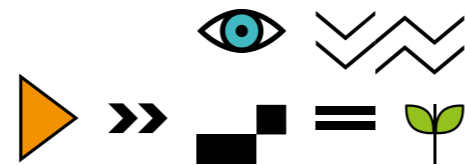
## Share

You can also join our thriving Community of Practice, open to anyone with a responsibility for postdoc career development at their institution. Here you can:

- Read examples of best practice shared by others, and share your own.
- Access resources uploaded by other institutions.
- Ask questions and post comments.
- Learn of upcoming events at other organisations.
- Get details of our Annual Event.



# Prosper is tried and tested



Prosper was co-created with 120+ postdocs over the course of two pilot cohorts – drawn from across the Universities of Liverpool and Manchester and Lancaster University, and carefully recruited to achieve a diverse and representative mix in terms of gender, ethnicity and discipline.

## Proactive behaviour

The pilots enabled our postdocs to switch from an uncertain mindset to one characterised by proactivity and clarity. They became far more active in terms of growing their networks, self-marketing, and engaging with employers and opportunities.

“ Prosper was a great help in preparing applications and searching for my next position – I felt like I had everything I needed to be successful. ”

Prosper postdoc,  
Physical and Environmental  
Sciences and Engineering

“ To say Prosper played an important role in helping me to secure my new position would be an understatement. ”

Prosper postdoc,  
Physical and Environmental  
Sciences and Engineering



## Inspiring outcomes

While Prosper is all about the long-term, many participants reported using what they had learned to secure exciting new roles both within and beyond academia, including positions at the Met Office, the European Commission, software companies, charities, and promising start-ups.

“ Prosper was crucial to gaining confidence in transitioning beyond academia and shaping my profile to develop my career in the direction I want. ”

Prosper postdoc,  
Physical and Environmental  
Sciences and Engineering

## Increased confidence

Our postdocs showed a huge improvement in confidence levels relating to various aspects of their career development. Participants showed significant growth in their ability to self-reflect, translate their skills to match what employers look for, identify opportunities, develop job applications, and more.

“ I started Prosper with a very limited idea of what options were available to someone with my skillset. I still really enjoy working in academia, but am now far less fearful of looking for opportunities elsewhere. ”

Prosper postdoc, Biomedical  
and Biological Sciences



## Broadened horizons

Participants reported a far broader and deeper understanding of the range of career pathways open to them, in many cases discovering options they didn't know existed before.



## Role growth

Prosper is all about furnishing postdocs with skills for their whole career, wherever it takes them – including the here and now. Many of our pilot postdocs reported being able to use their newfound confidence and skills to grow within their current roles, and become more effective in their academic environment.

“ Even if you're happy in your current role, Prosper is helpful and worthwhile for growing key skills to help you flourish. The resources on networking, leadership and communication are all very useful for what I do now. ”

Prosper postdoc, Arts,  
Humanities and Social Sciences

You can learn more about the impact being a part of our pilot cohorts had on the careers of participants in our postdoc case studies on the Portal: [prosper.liverpool.ac.uk](https://prosper.liverpool.ac.uk)




## Contact

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 [linkedin.com/company/prosperproject](https://www.linkedin.com/company/prosperproject)



**Prosper.** Unlocking postdoc  
career potential



Prosper was developed in partnership with



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