Prosper.

Unlocking postdoc career potential

Using narrative CVs to support you and your team's career development

Dr Taryn Bell (she/her)
University of Leeds
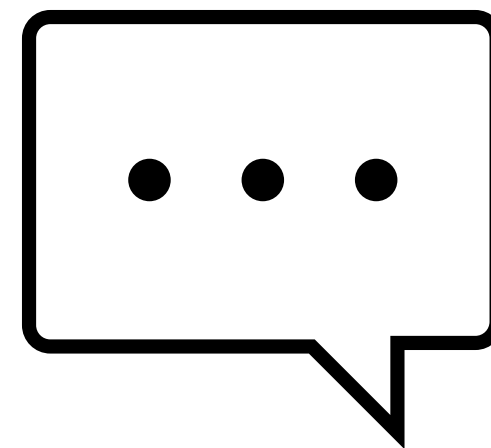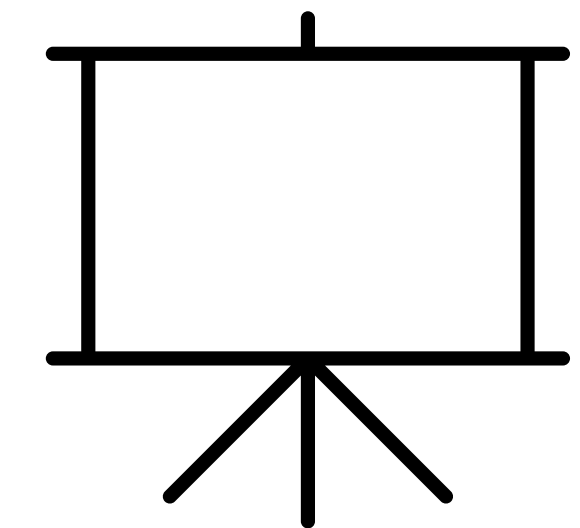
Housekeeping
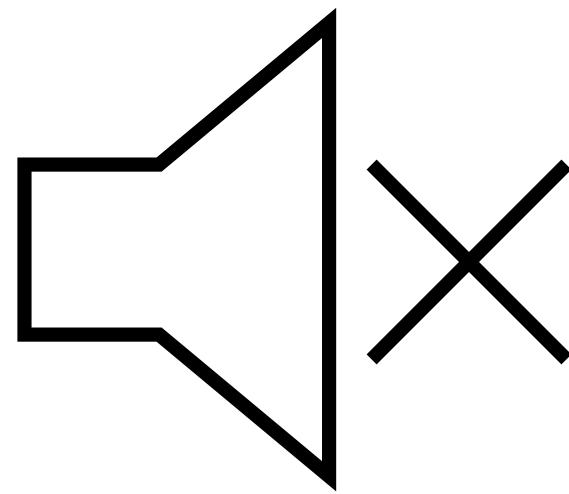
Mute your mic when not speaking

Get involved (verbally or via the chat)

Slides will be provided afterwards

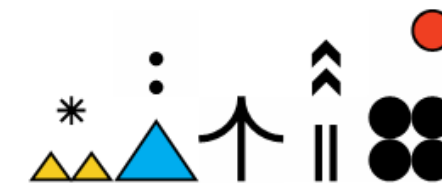**Prosper.** Unlocking postdoc career potential
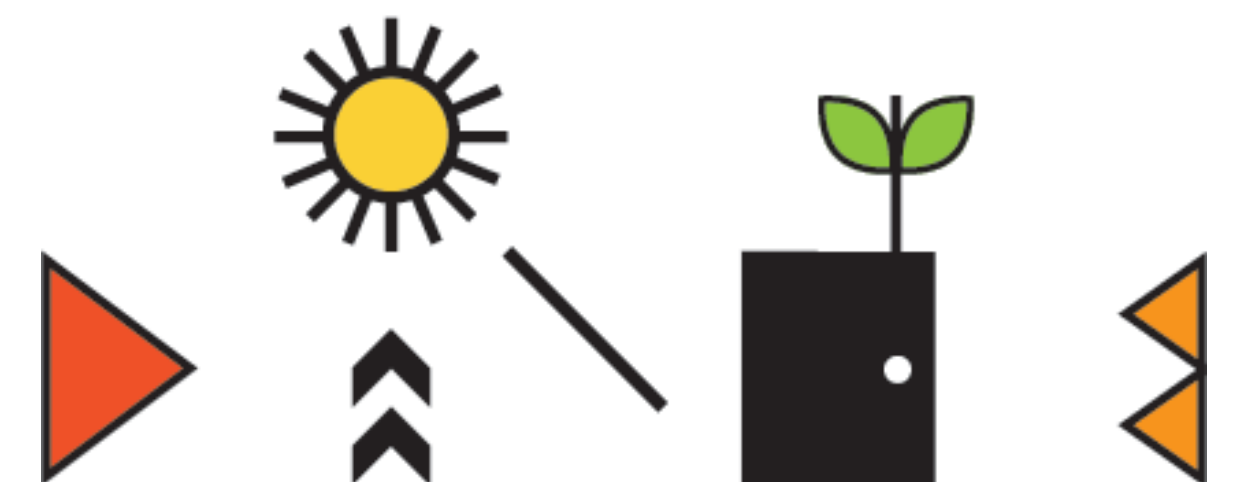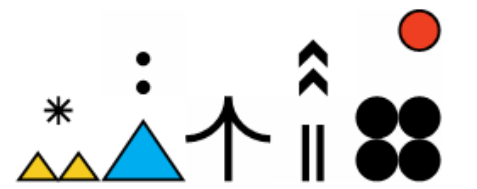
What we'll cover today

By the end of this session, you should have an improved understanding of:

1. How the NCV aligns with key academic competencies
2. How to use the NCV as a positioning tool
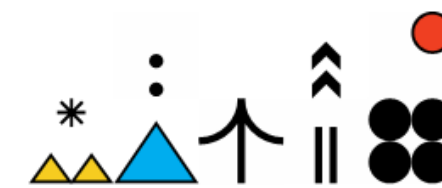3. How to use NCVs to support the development of you and your team

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A (re)introduction to narrative CVs

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Using the NCV to understand academic careers

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Using the NCV to make the 'case for you'

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Using the NCV to support career development

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A (re)introduction to narrative CVs

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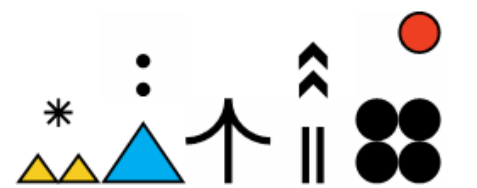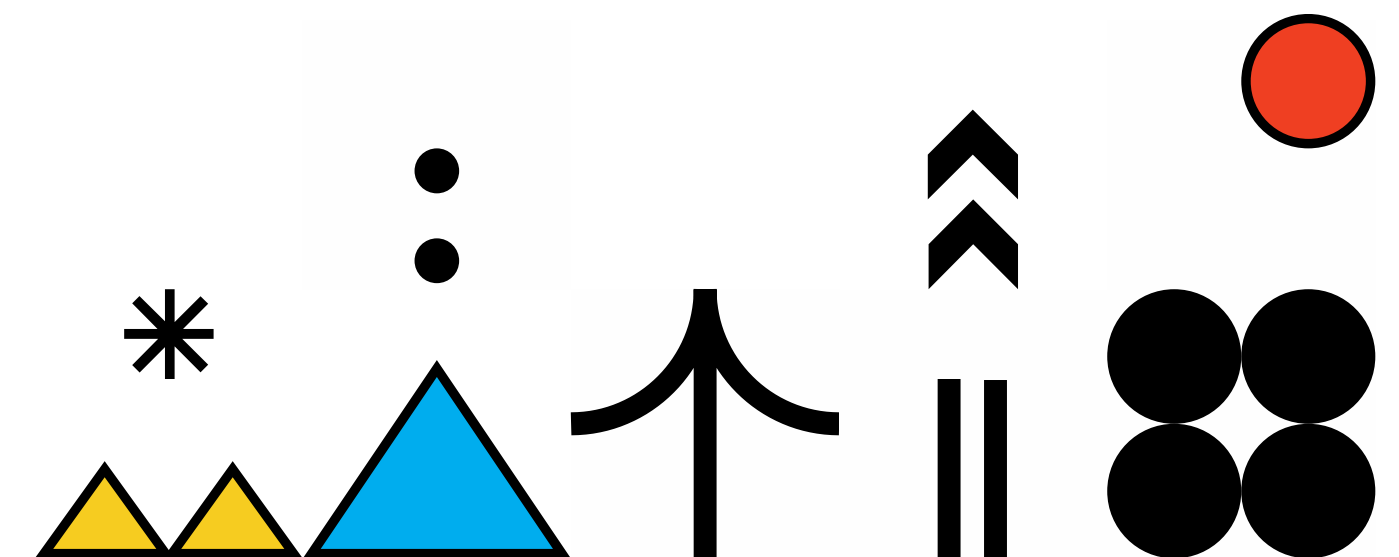
What is the narrative CV?

The generation of new ideas, hypotheses, tools or knowledge

The development of others and the maintenance of effective working relationships

The wider research and innovation community

Broader users/audiences and towards wider societal benefit

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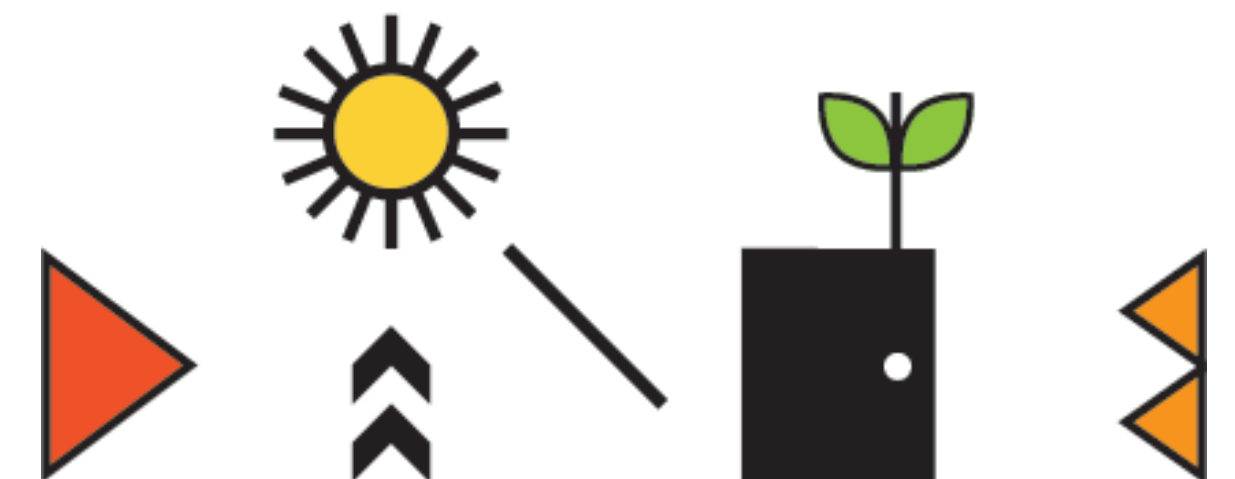
What is the narrative CV?

Original, innovative research

Supporting others, teamwork and leadership

The research community (beyond your School/Institution)

Engagement with non-academics

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What are they used for?

Funding
applications

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Funders using NCVs

What are they used for?
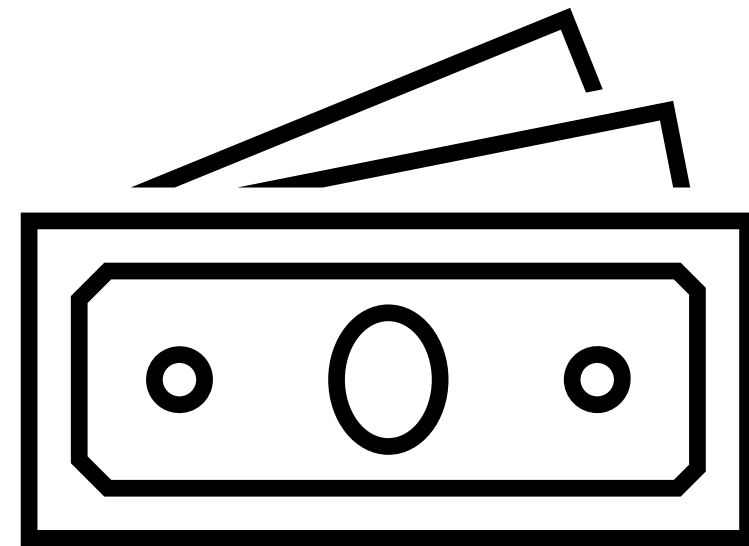
Funding
applications
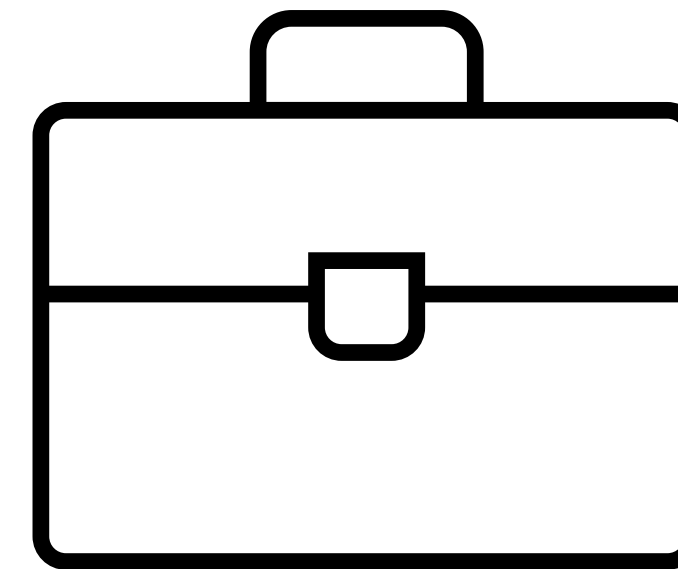
Academic job
applications and
promotions

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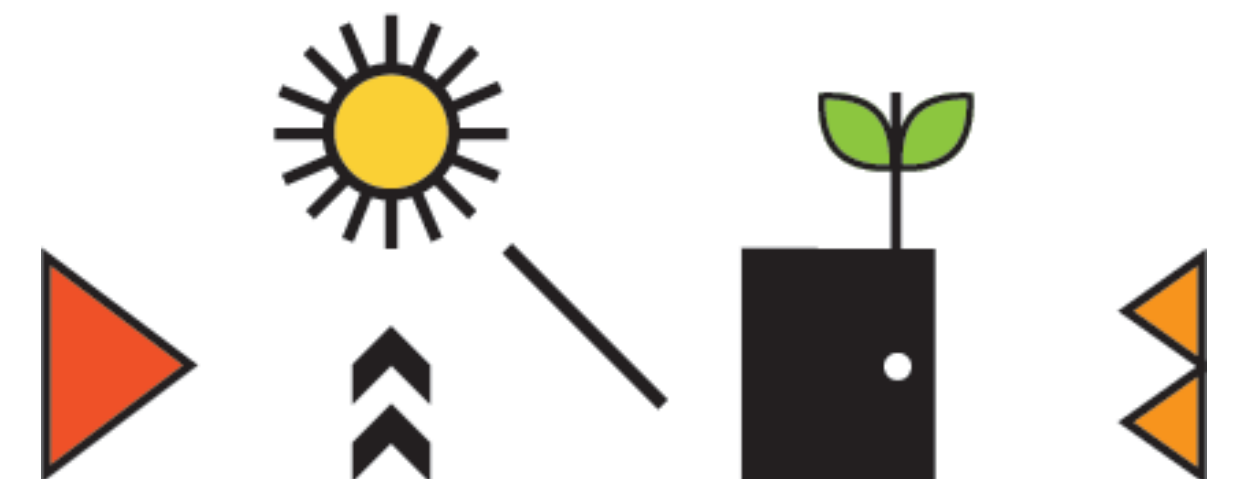
Today's key message:

Narrative CVs aren't just useful for jobs or funding applications – they can help to support you and your team.

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Using the NCV to understand academic careers

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What parts of your role fit into each section?

Add examples into the chat!

Original, innovative research
e.g. key outputs (publications, conference papers, datasets, software, products, exhibitions); development of methods, tools or resources; generation of new ideas and hypotheses; funding, awards and prizes

Supporting others, teamwork and leadership
e.g. supervision; teaching; mentoring; teamwork; establishing and maintaining collaborations; leadership

The research community (beyond your School/Institution)
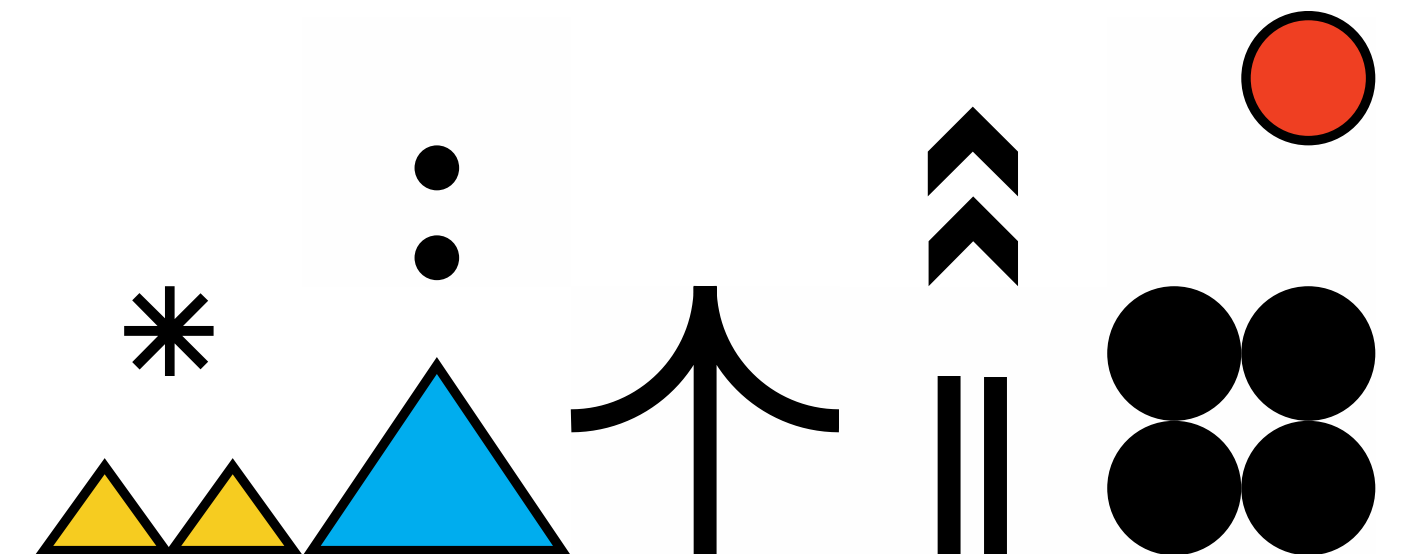e.g. a) interdisciplinary, interinstitutional or international engagement with other researchers; b) academic citizenship - editing or reviewing; positions on committees/professional bodies; activities benefitting the research community
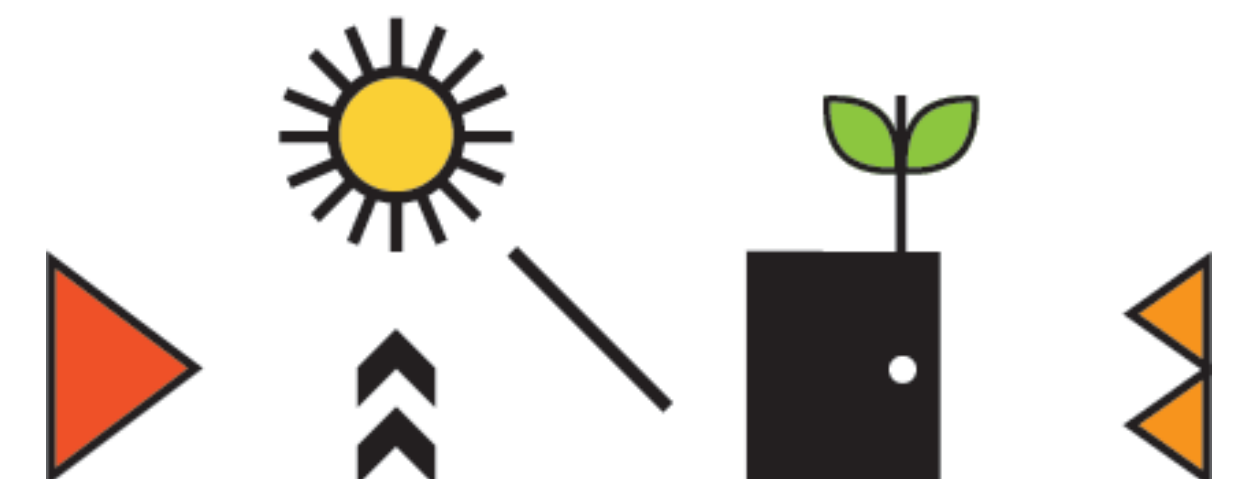
Engagement with non-academics
e.g. work beyond academia – knowledge exchange, policy engagement, partnerships with business, industry, healthcare, community groups; public engagement; participatory research

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What goes into each section of the narrative CV? (Open Access Resource, Leeds)

Using this with your team

Example: Use this as a framework for 1:1 discussions.

Original, innovative research

Supporting others, teamwork and leadership

The research community
(beyond your School/Institution)

Engagement with non-academics

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How does this help you (and your team)?

For early career researchers

→ Understanding what's required in a modern academic career

→ Thinking about where they're leading, beyond formal positions

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Non-academics

Your wider discipline and community

Those working around you

Your research area

Consider your 'spheres of influence'

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How does this help you (and your team)?

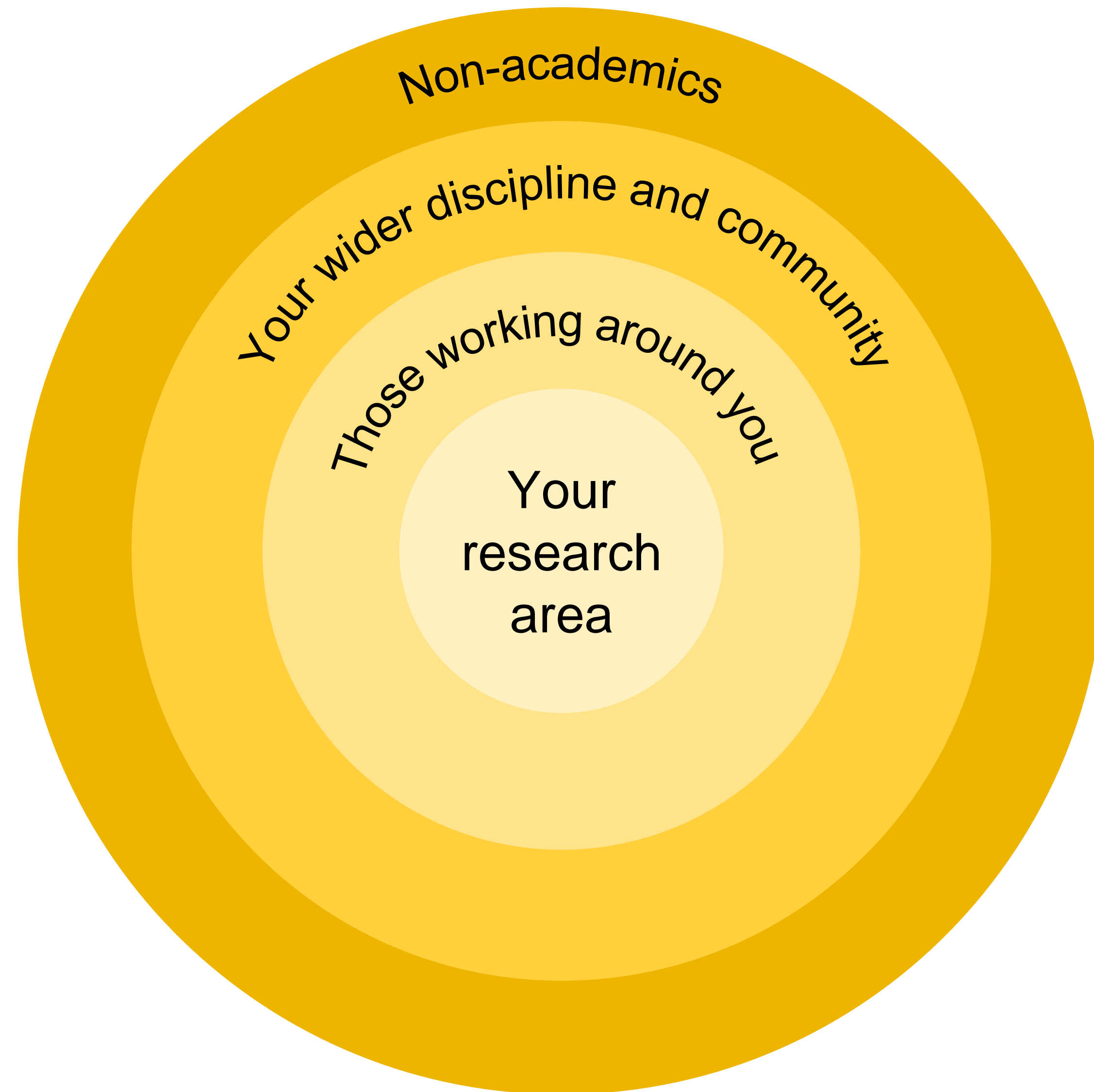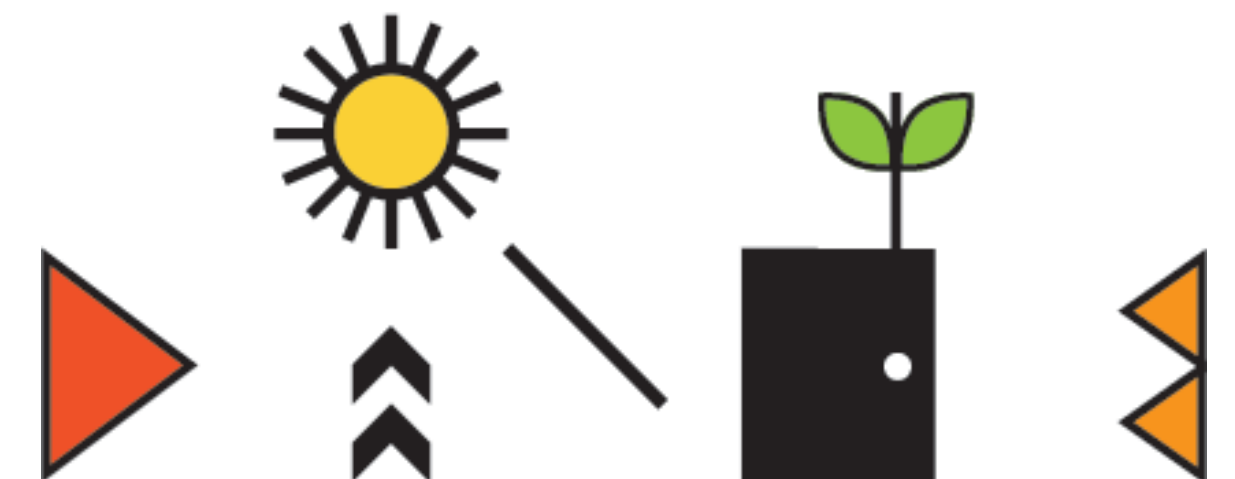**For early career researchers** → Understanding what's required in a modern academic career

→ Thinking about where they're leading, beyond formal positions
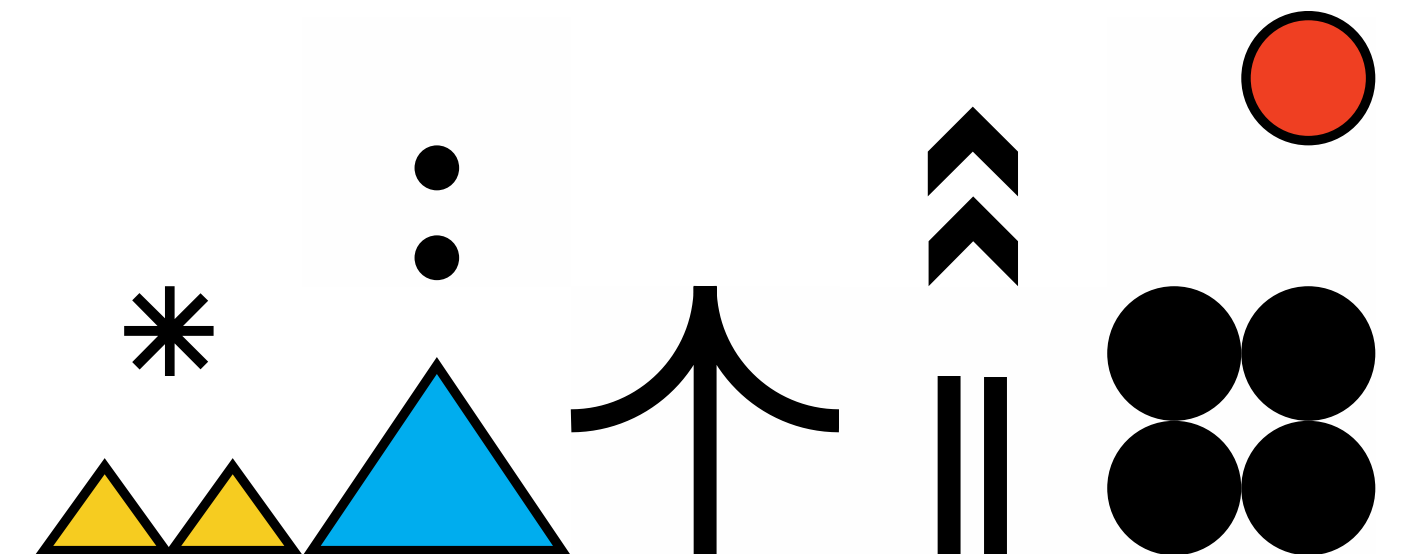
For senior researchers → Considering your increasing spheres of influence

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Using the NCV to make the 'case for you'

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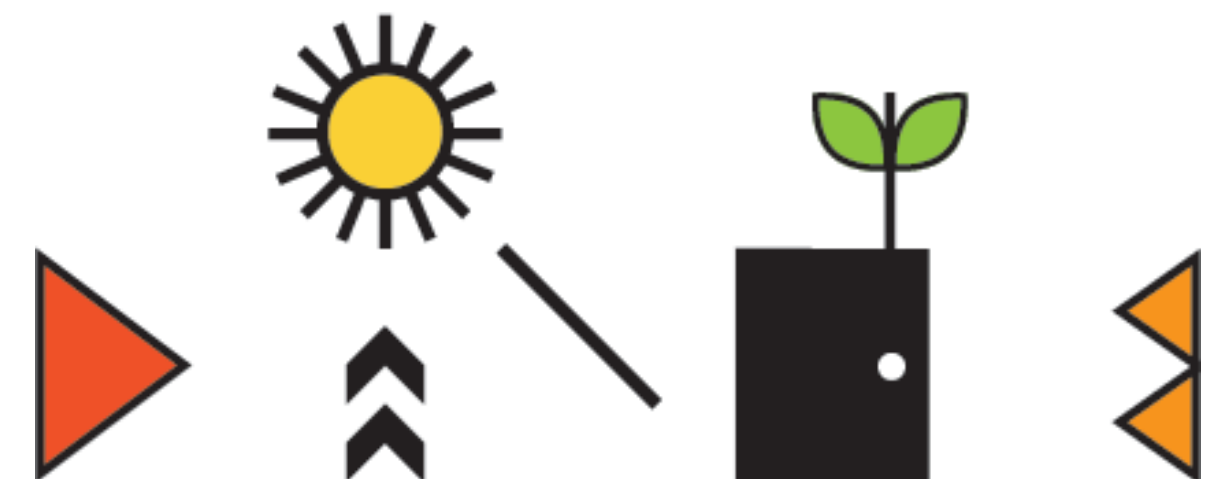
Step 1 – Map achievements and take stock

The generation of new ideas, hypotheses, tools or knowledge

- Project on exciting methods, leading to 2024 publication in *Journal of Exciting Methods*
- Open-access database on exciting methods, on excitingdata.com
- Internal funding (£5k) for proof-of-concept work on exciting methods

The development of others and the maintenance of effective working relationships

- Supervising Masters students
- Teaching undergraduate students on Exciting Methods, Boring Methods and Introduction to Methods
- Mentoring PhD researchers
- Setting up a collaboration with other researchers

The wider research and innovation community

- Co-organiser, 2020 Conference on Methods in Practice
- Editor for *Journal of Methods*
- Reviewed papers for *Journal X, Journal Y*
- EDI Lead for Department of Methods

Broader research/innovation-users and audiences, and towards wider societal benefit

- Developed an exhibition for the Museum of Exciting Methods (May-September 2019)
- Worked with industry partner to develop exciting methods

Supporting your team

Take 10 minutes at the end of a 1:1 to discuss 1 of the modules

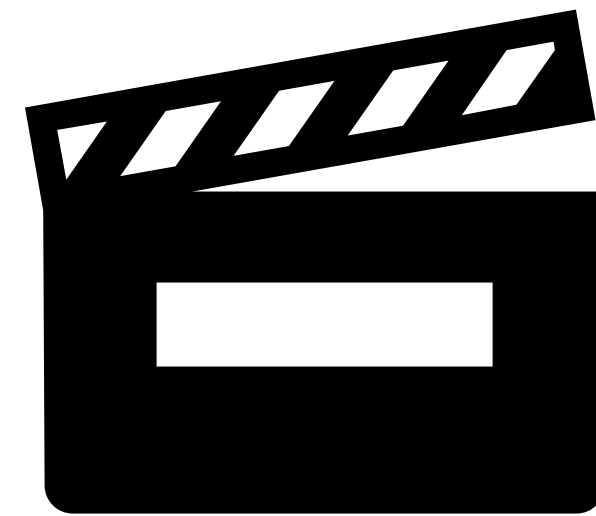**Prosper.** Unlocking postdoc career potential

Step 2 – Use CAR stories to build your narrative
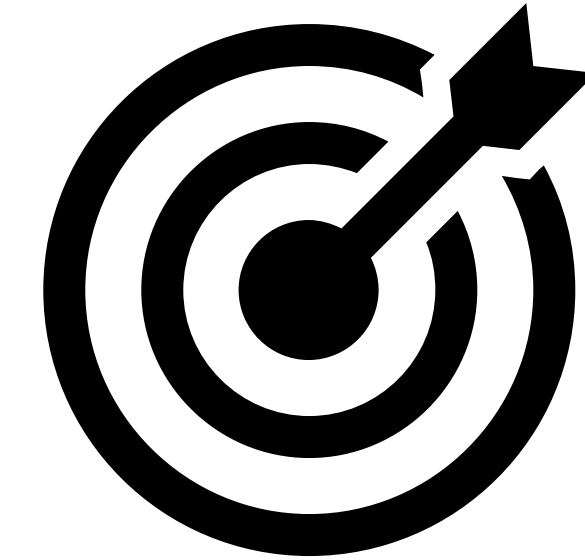
Context

What was the situation?
What was your role?

Action

What did you do?

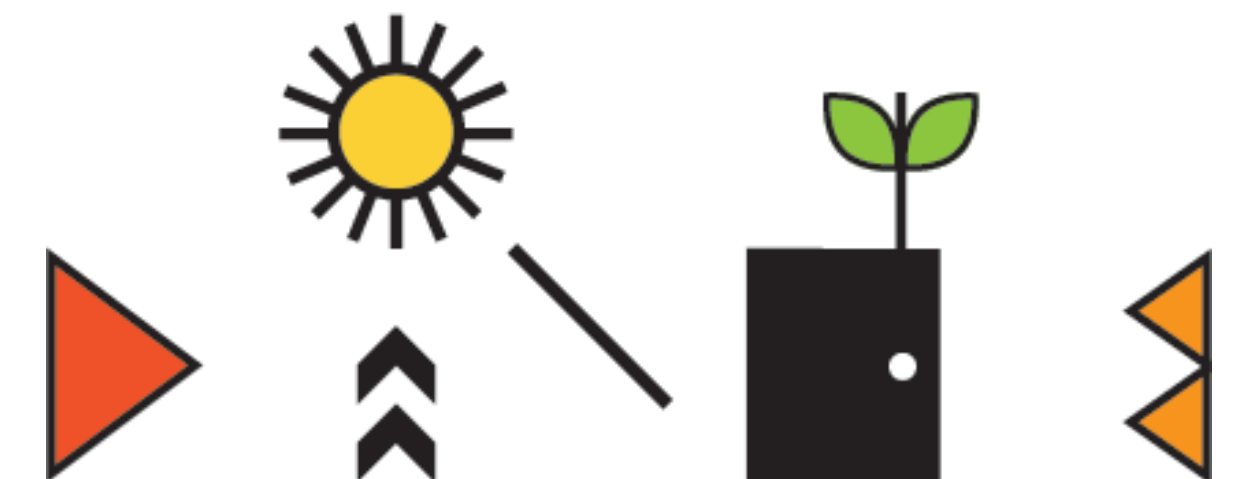## Result

What was the effect/impact?

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Sharing Your Achievements with CAR Stories (Open Access Resource, Leeds)

Example:

Traditional CV: "Supervised 4 Masters students and 2 PhD researchers."

==Context==   ==Action== | ==Result==

CAR story: "==I've successfully supervised 4 Masters students and 2 PhD researchers.== ==I support my supervisees with both their research and their career development, developing tailored development plans, incorporating time at 1:1 meetings to discuss their careers, and giving them protected time to pursue their own research interests.== ==One of my PhD researchers said that my support "gave me confidence to explore a range of careers beyond academia"; this student has since progressed to a role in X industry.==
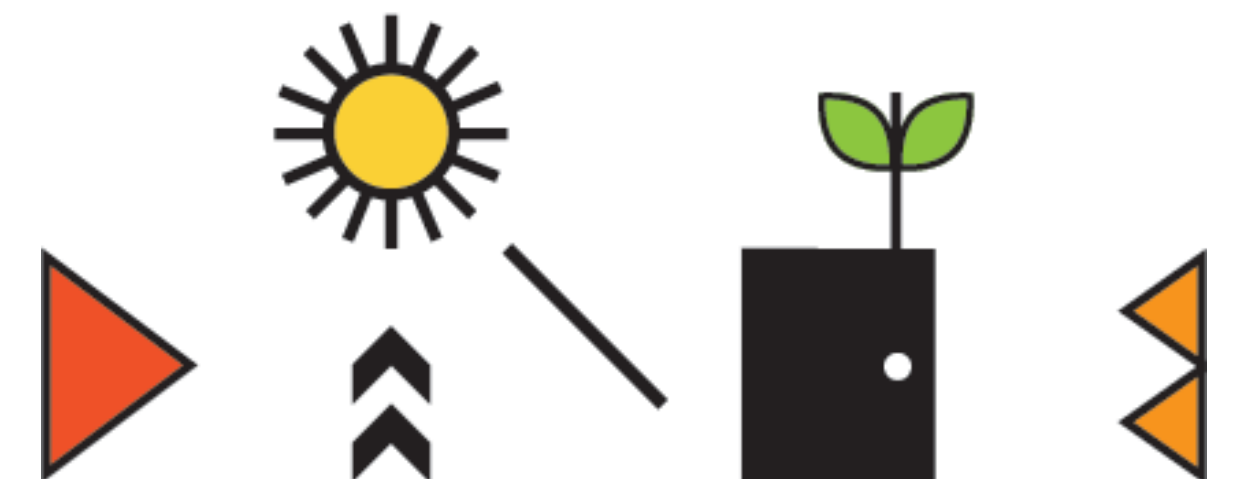
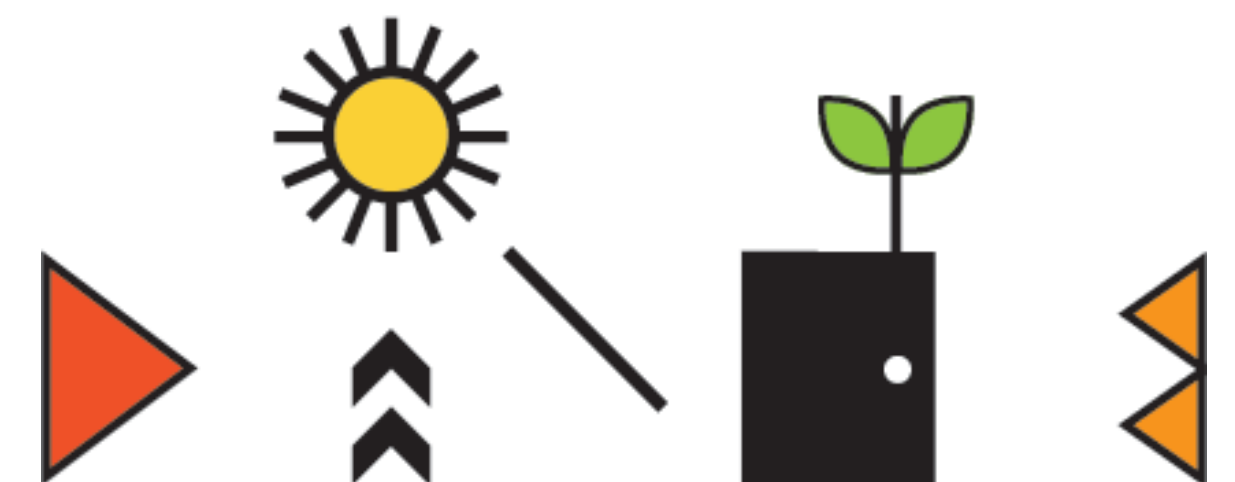**Prosper.** Unlocking postdoc career potential

Supporting your team

Take 10 minutes at the end of a 1:1 to discuss 1 of the modules

Encourage them to write up accomplishments as CAR stories for later use

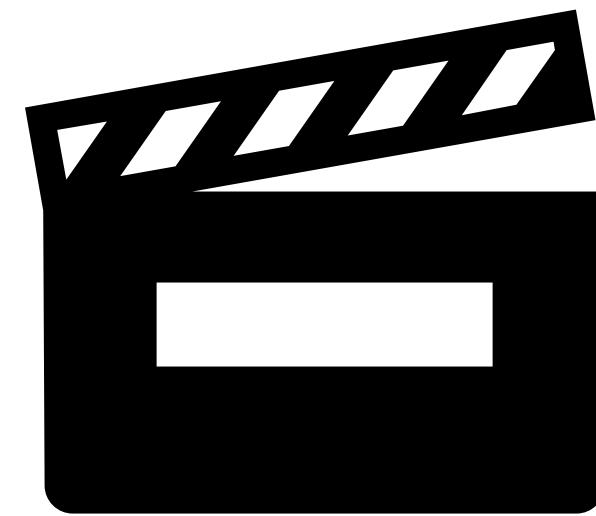**Prosper.** Unlocking postdoc career potential

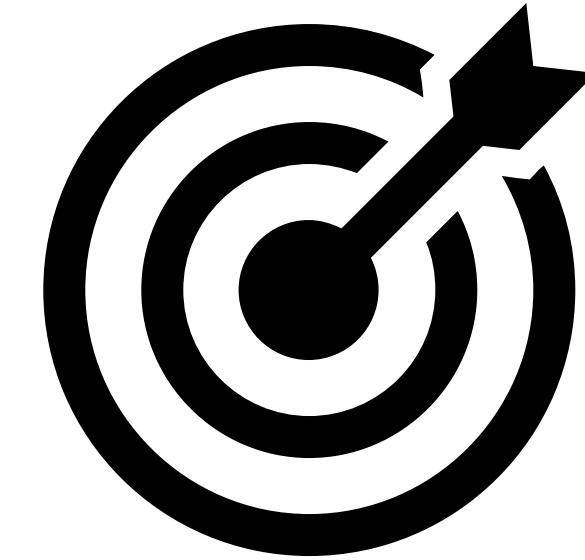# Step 2 – Use CAR stories to build your narrative

Context

What was the
situation?
What was your
role?

Action

What did you do?

Result
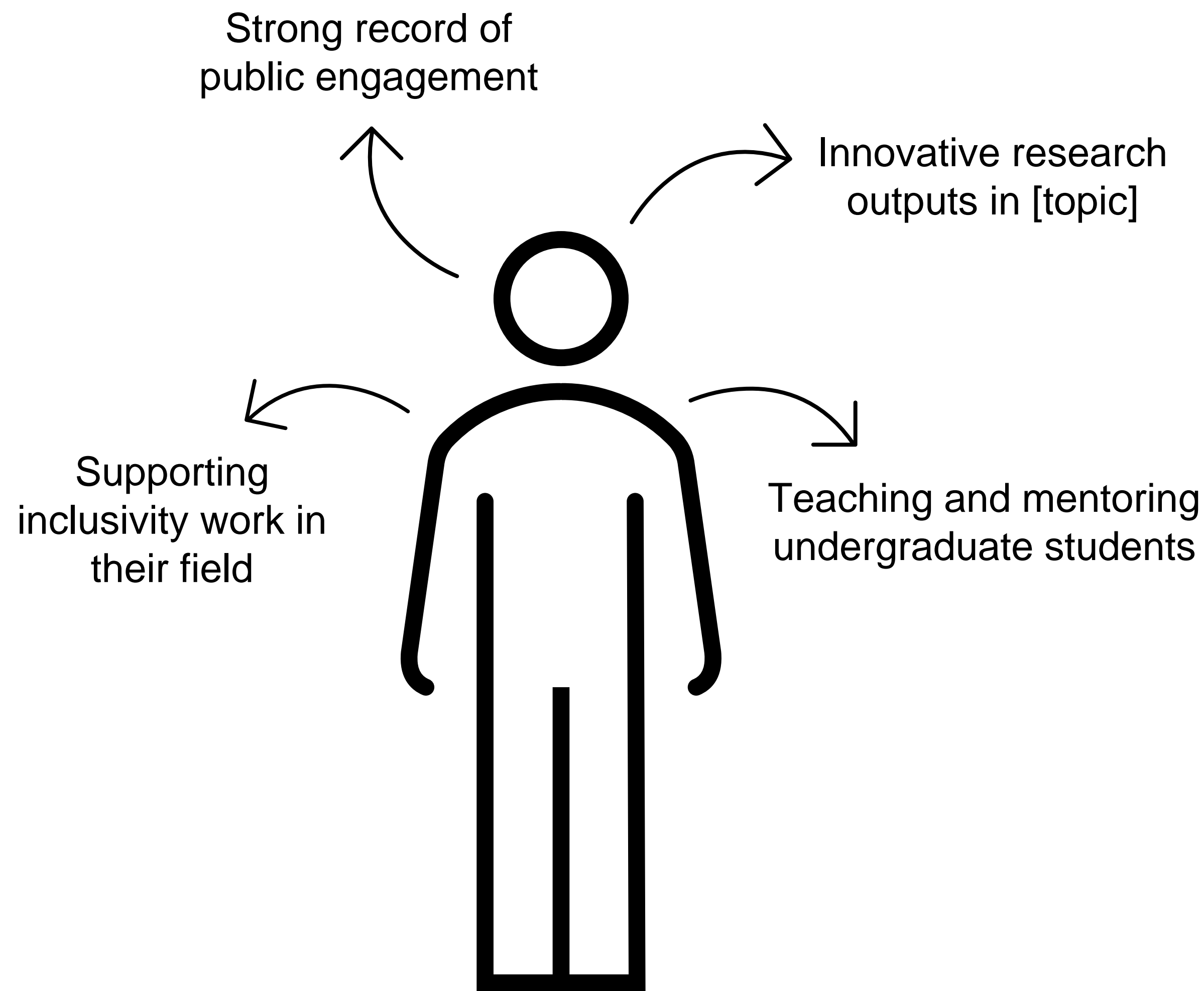
What was the
effect/impact?

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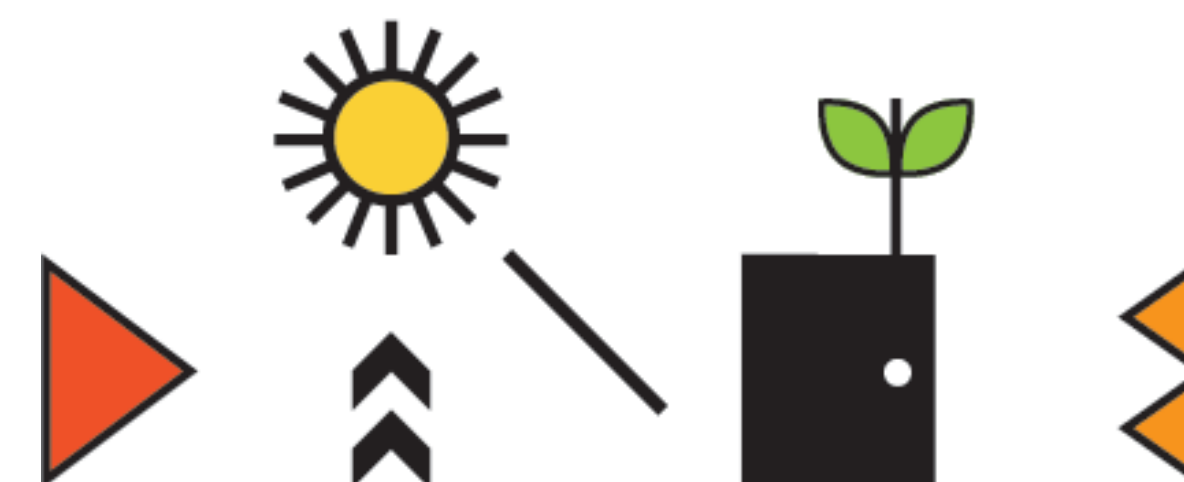career potential

Sharing Your Achievements with CAR
Stories (Open Access Resource, Leeds)

Strong record of
public engagement

Innovative research
outputs in [topic]

Supporting
inclusivity work in
their field

Teaching and mentoring
undergraduate students
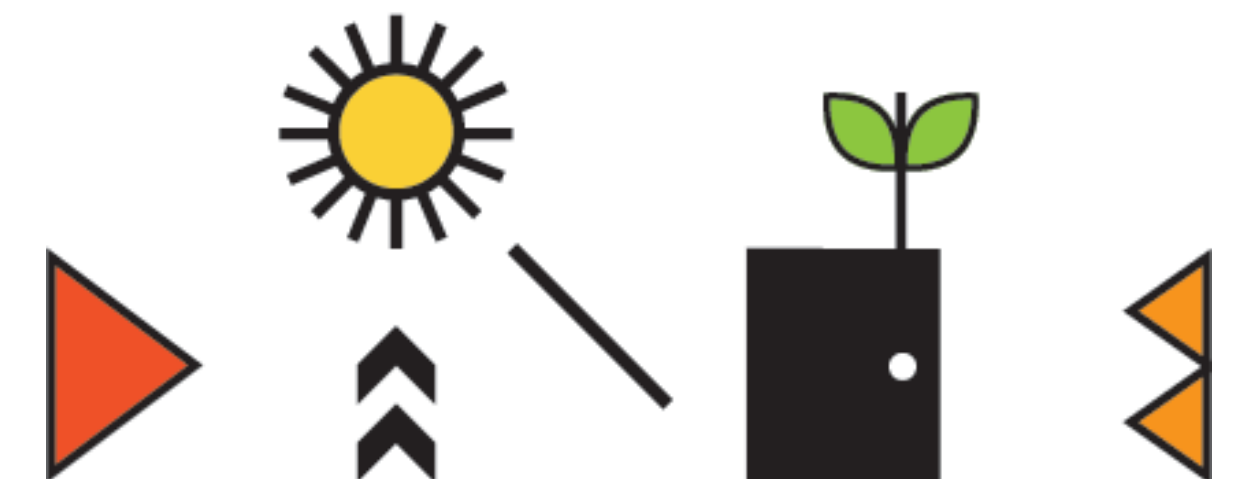
Step 3 - Bring this together to understand their Unique Selling Point (USP)

Or to plan for their 'ideal USP'

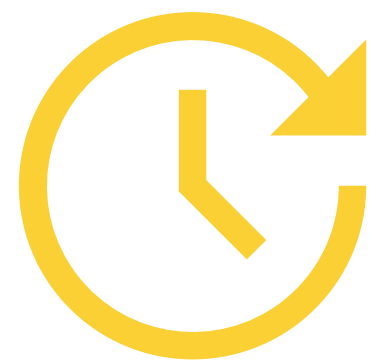**Prosper.** Unlocking postdoc
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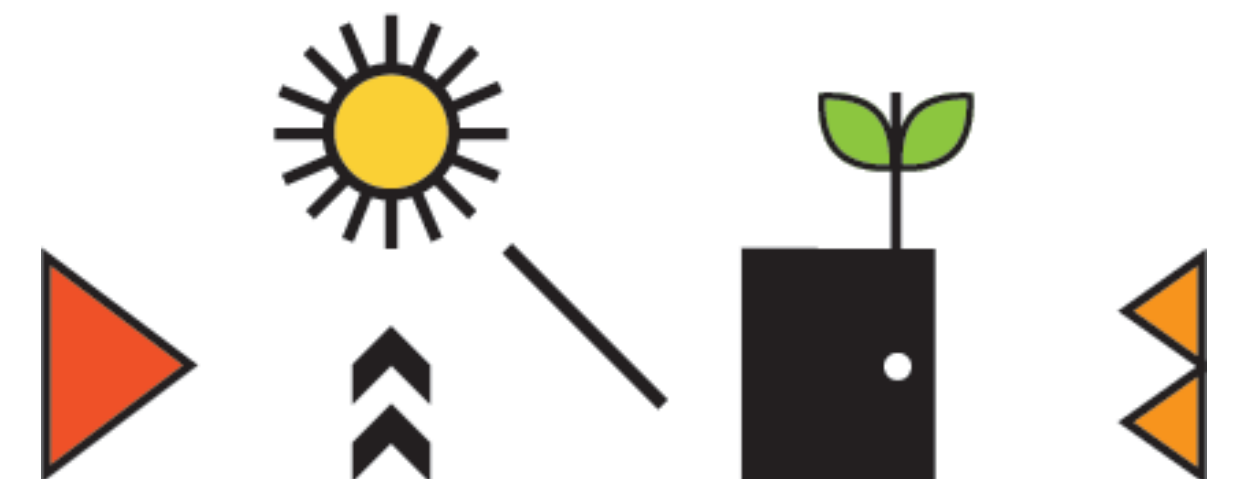
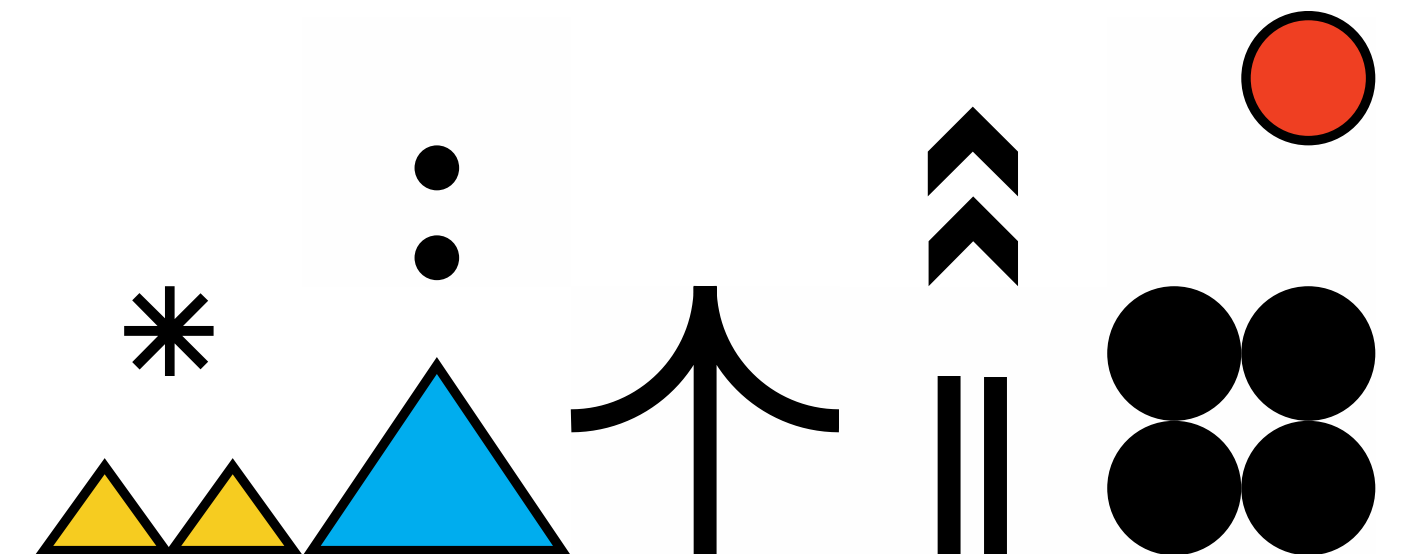# Supporting your team

Take 10 minutes at the end of a 1:1 to discuss 1 of the modules

Encourage them to write up accomplishments as CAR stories for later use

Use the NCV to discuss their future USP

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Rate yourself out of 5 for each module.

1 – relative beginner, 5 – expert.

Original, innovative research

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Where do you need to be in 1/5/10 years?

1 – relative beginner, 5 – expert.

Original, innovative research

Supporting others, teamwork and leadership

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NCV as a career development tool
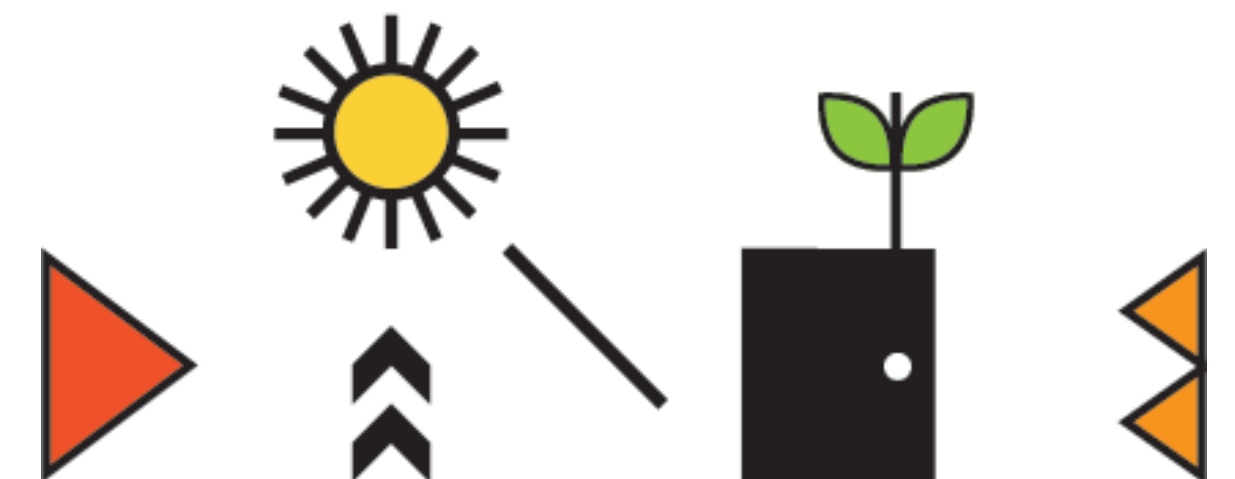
Identify priority areas

Help ECRs and PGRs plan ahead

Learn where to say no

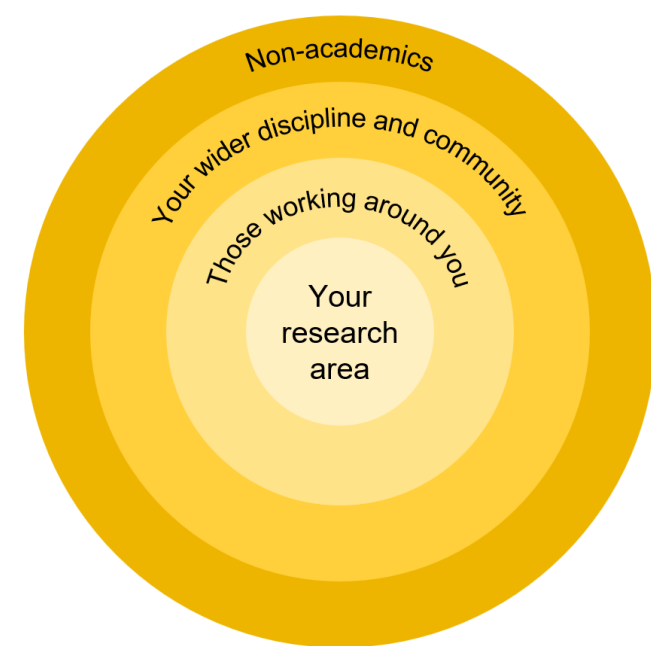"What's going to add the most value to my career?"

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Use the NCV to support your team's development

Understand academic careers
(and spheres of influence)
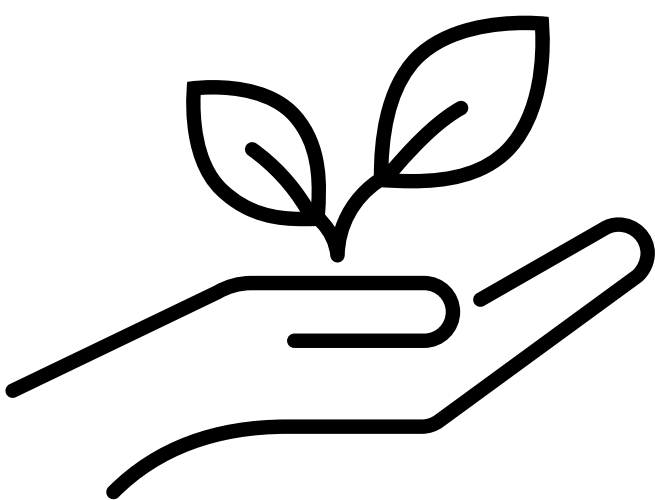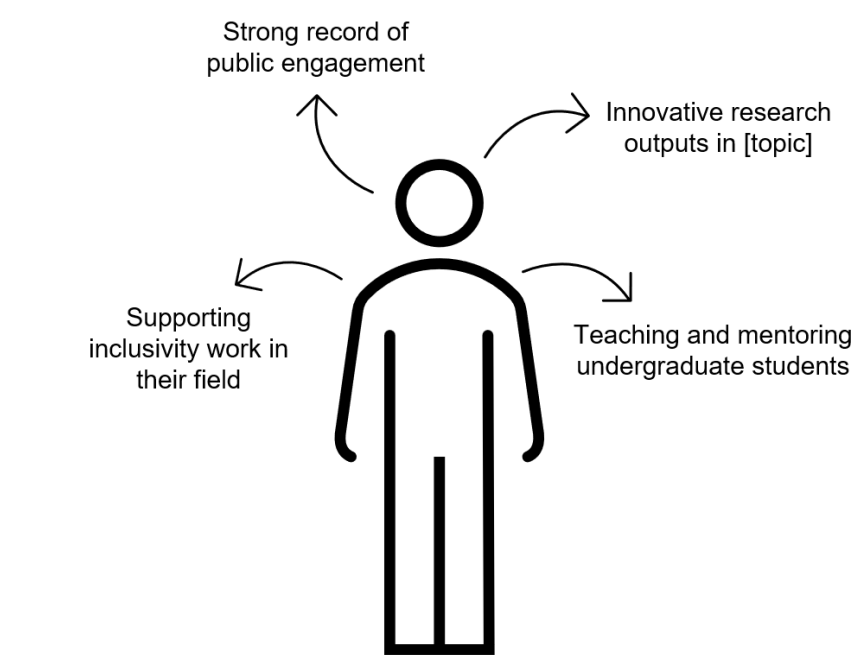
Make the 'case for you'

Support sustainable career development

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Resources

Scan the QR code or go to:

https://bit.ly/NCV-Resources

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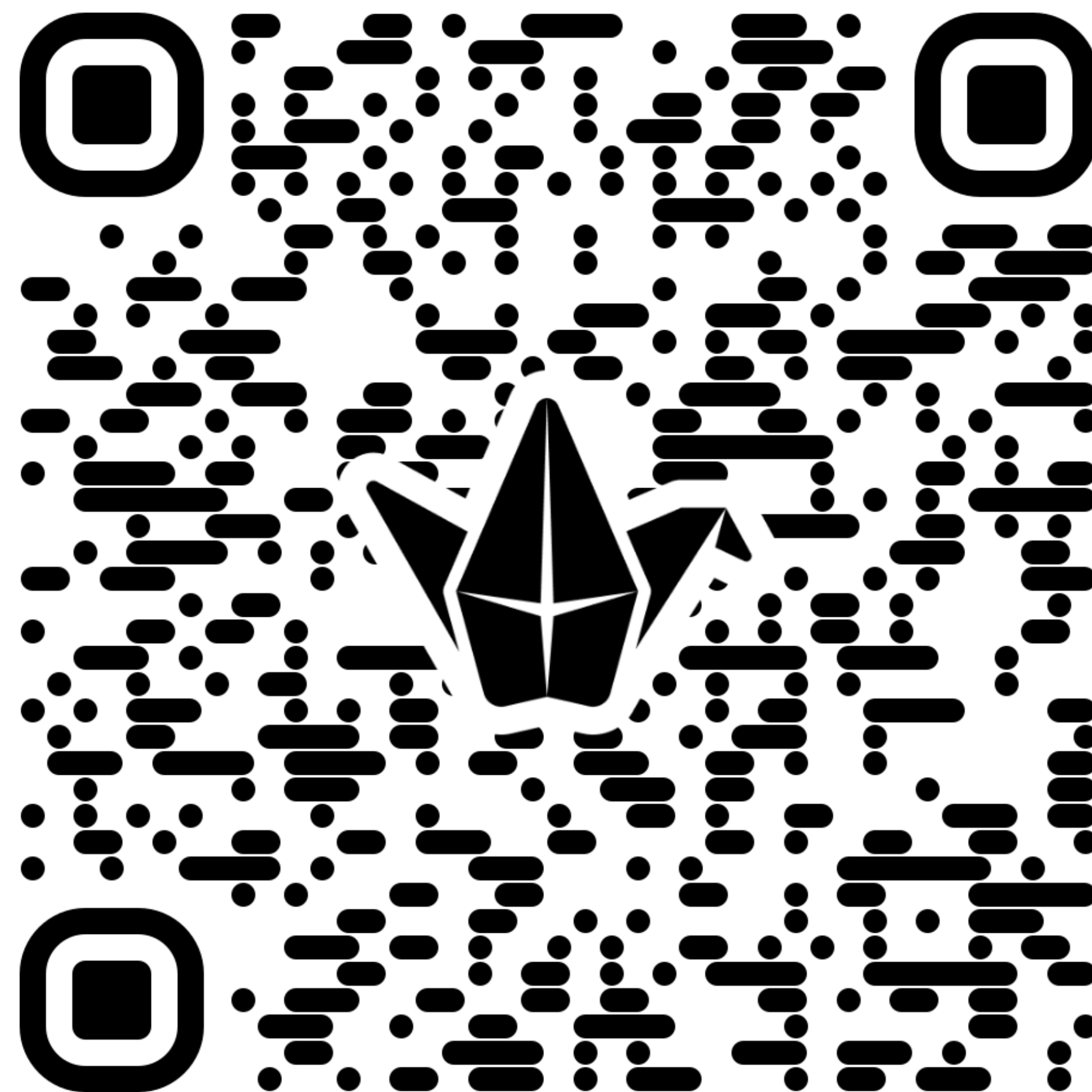
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Thank you. Get in touch:

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