

MAKING THE MOST OF YOUR FELLOWSHIP

Dr Andrew Holmes
Researcher Developer
(Research Staff)

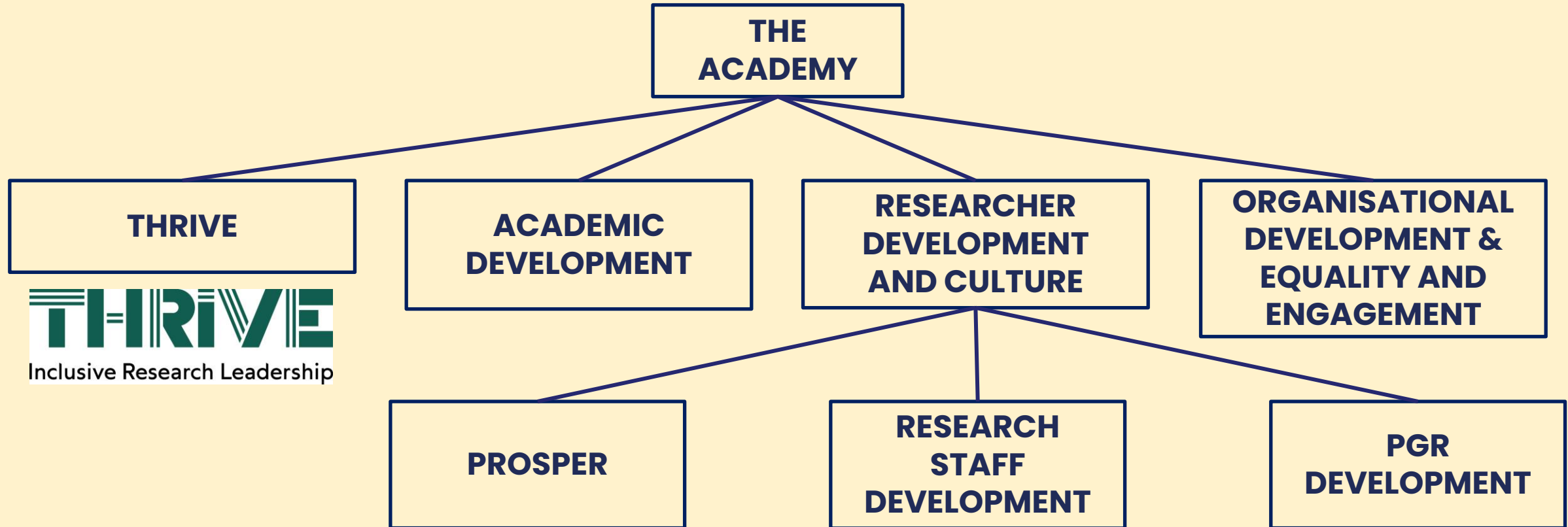
Researcher Development and
Culture Team



OVERVIEW

- Introductions – who are we, who are you
- The Fellows Development Programme
- Panel of existing fellows
- Coffee break
- Planning your development needs
- Communications, staff profiles and the press team
- The Fellows Research Showcase

CENTRAL RESEARCHER DEVELOPMENT



Prosper. Unlocking postdoc
career potential

INTRODUCTIONS

RESEARCH STAFF DEVELOPMENT



**Dr Saneeya
Qureshi**



**Dr Amy
Birch**



**Dr Andrew
Holmes**

INTRODUCTIONS

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TELL US ABOUT YOURSELF!

- Introduce yourself and your research area
- What do you most enjoy about being a fellow or are most excited for?
- Based on your experience so far, what is one top tip for working as a fellow at the University?

FELLOWS DEVELOPMENT PROGRAMME

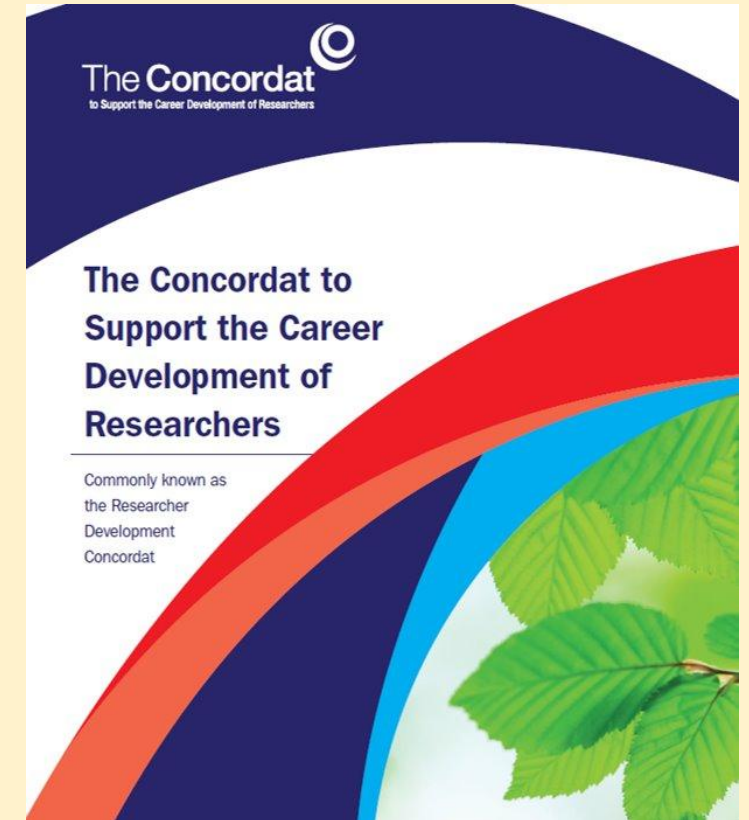
A programme designed to support your development needs as you complete your fellowship

- **Flexible**
- **Varied**
- **Responsive**
- **Inclusive**

Workshops, community events, showcases, and resources
In collaboration with:

- Research Partnerships and Innovation
- Organisational Development
- Faculty leads
- Academic Development

<https://www.liverpool.ac.uk/researcher/fellowships/>



LIVERPOOL 2031

LIVERPOOL 2031

Research Frontiers



AI for life

Developing solutions AI technologies to advance human potential and address major societal challenges.



Infection resilience

Breaking down barriers between fundamental science and frontline medicine to defeat infectious diseases and protect society.



Materials discovery

Providing game-changing solutions for net zero challenges in clean energy, healthcare, sustainable living, and consumer products.



Particle physics

Developing technologies and making discoveries that deepen our understanding of the universe.



Therapeutics innovation

Making critical scientific discoveries across the drug development pathway to transform health and medicine.

LIVERPOOL 2031

Our strategic pillars and themes

The strategic framework features four pillars, representing our main areas of strategic focus. The pillars are:



**Research and
impact**



**Education and
experience**



Global experience



**Place and
Innovation**

There are also two overarching themes, essential to each pillar and to achieving the overall vision:



People and Culture



Sustainability

LIVERPOOL 2031

Interdisciplinary Centre for Sustainable Research



Our research

We are harnessing our high quality interdisciplinary research expertise to address global issues.



Sustainability at Liverpool

We're driving forward environmental and social equity through education, research and operations, making a positive impact within and beyond our boundaries.



Sustainable Development Goals (SDGs)

We are addressing the UN SDGs, harnessing our strengths to drive forward the solutions needed to move to a sustainable future.



Uniting experts to tackle the climate crisis

On THE Connect podcast, Professor Katie Atkinson discusses the ICSR, its goals, and its role in the University's broader strategy.



ICSR events and updates

We are bringing together our interdisciplinary community to drive innovative solutions for sustainability.



Become a member

We are seeking members with an interest in using interdisciplinary methods to tackle the UN Sustainable Development Goals (SDGs).

LIVERPOOL 2031

Our Values

Ambitious	Collaborative	Inclusive	Innovative	Responsible
We dream big and make things happen We have the confidence to make bold decisions to achieve success	Together, we achieve more We make an impact through partnerships, releasing the power of collective expertise and shared endeavour	Shaped by diversity, powered by difference We champion a culture in which all are valued and supported to thrive	Original thinking with an independent spirit We create, reimagine and break new ground	A focus on doing the right thing We create positive change that improves lives

LIVERPOOL 2031

Our Vision: To deliver ground-breaking research that changes the world for the better

Develop our unique, world-leading research strengths, growing their number, scale, leadership capacity and impact



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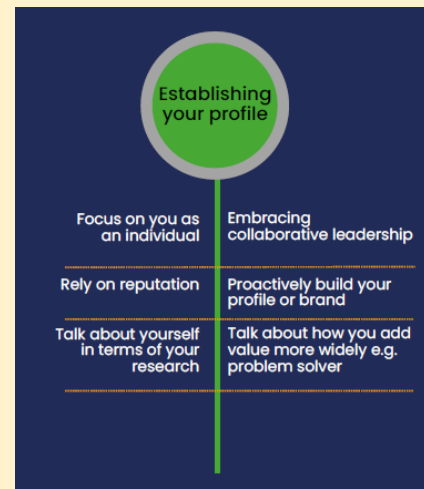
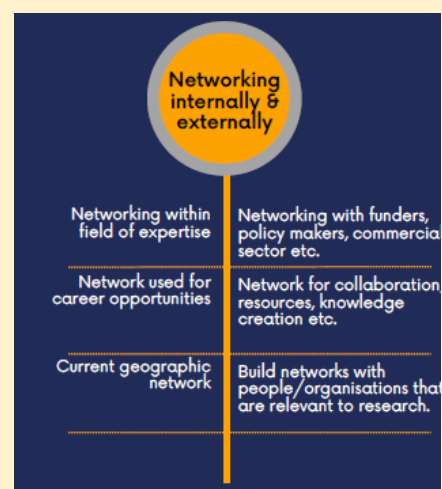
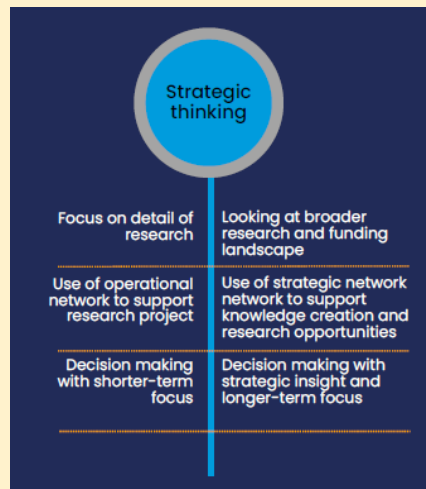
Support all those involved in research to flourish - through a thriving and inclusive research culture, prioritised infrastructure and investment

<https://strategy.liverpool.ac.uk/>

RESEARCH FELLOW TOOLKIT

A self-directed learning toolkit is designed to support your journey as a new Research Fellow. The toolkit is designed to

- Encourage **self-reflection**
- Highlight your current **strengths**
- Give you an understanding of **priority areas for focus**
- Help you anticipate what may be most **challenging or crucial** in the coming years



COMING UP

Fellowship Essentials

- Develop your publication strategy to strengthen your outputs and career | Wednesday, 12 November 2025, 2-4pm
- Media training for fellows | Thursday, 26 February 2026, 2-4pm
- Fellows Showcase | Tuesday, 12 May 2026, 09.30am-4.30pm
- Introduction to recruitment | Tuesday, 19 May 2026, 2-4pm

Community Essentials

- University Fellows Team
- University of Liverpool Mentoring Network
- Research Staff Association

<https://www.liverpool.ac.uk/researcher/fellowships/>

University of Liverpool Research Staff Association

4 Co-Chairs

Selina Johnson (she/her)

Rishav Agrawal (he/him)

I Gusti Ngurah Edi Putra (he/him)

Ceren Kabukcu (she/her)

9 Deputy Co-Chairs

Iaroslav Michurin (he/him)

Lakshay Jain (he/him)

Thomas Spain (he/him)

Sibel Cal-Kayitmazbatir (she/her)

Joshua Hurwitz (he/him)

Yanhong Wang (she/her)

Flavia Alves (she/her)

Xiaomian Tan (she/her)

Ritabrata Dobe (he/him)



ResearchStaffAssociation@liverpool.ac.uk



Weekly e-bulletin

- To all ARON staff
- Includes upcoming events/ activities, important university notices and (some) funding opportunities

RSA Monthly Coffee Mornings

- Last Thursday of every month
- Next: 30 October
- 10:30-11:15am – 126 Mount Pleasant, Researcher Development Studio, 3rd Floor

<https://www.liverpool.ac.uk/researcher/uol-rsa/>

RSA Weekly e-bulletin | Opportunities and Information for Research Staff



UoL Research, Staff Association
To

RSA Weekly e-bulletin
15th October 2025

University of Liverpool Research Staff Association
run on a voluntary basis by researchers for researchers

Weekly e-bulletin: Opportunities and Information for Research Staff
Full details of all development opportunities open to research staff are available at <https://www.liverpool.ac.uk/researcher/development/rdp/>
Upon commencement of their contracts, all academic research staff automatically become members of the UoL RSA.

To avoid these weekly e-bulletins going to your 'Other' folder rather than your 'Focused' email inbox, we recommend that you change how this email is auto-organised. Right-click one of the e-bulletins and select Move > Always Move to Focused inbox.

Upcoming RSA- and The Academy-organised events & Save the Dates

Last Chance! Making the Most of Your Fellowship
Tuesday, 21 October, 2:00-4:00pm, in-person
Open to all research fellows at any stage of their fellowship, although particularly pertinent to those who have started their fellowship in the past year or two, this session will introduce opportunities and support available, provide a chance to learn from existing University Research Fellows via a panel, and help participants to create their own



Research Staff Conference 2025

'Beyond Boundaries: Developing an Interdisciplinary Mindset'

Wednesday, 3 December, 09:30-16:30
126 Mount Pleasant

<https://www.liverpool.ac.uk/researcher/research-staff-conference/2025/>

UoL RSA

RESEARCH STAFF CONFERENCE 2025

Beyond Boundaries: Interdisciplinary Research for a Sustainable Future

Keynote Speaker
Prof. Iain Buchan
Associate Pro Vice Chancellor for Innovation
Civic Health Innovation Labs (CHIL) Director
University of Liverpool

**Panel : How does interdisciplinary research happen?
Building and maintaining interdisciplinary collaborations**


Prof. Michelle Briggs
University of Liverpool


Dr Matthew Flynn
University of Liverpool


Sam Mukhopadhyay
University of Liverpool


Dr Jacqueline Waldock
University of Liverpool

3 December 2025

University of Liverpool

Follow us on LinkedIn to stay updated or email us
 University of Liverpool - The Academy
 ResearchStaffAssociation@liverpool.ac.uk

Register here,


Our Sponsors:

BROUGHT TO YOU BY THE RESEARCH STAFF ASSOCIATION

OTHER RSA OPPORTUNITIES

RSA Lunch & Learn Seminars

- Write On: Strategies to start, shape and sharpen your writing | Tuesday, 11 November 2025, 1-2pm
- How to improve grant success by partnering with industry | Thursday, 22 January 2026, 1-2pm
- How to make the most of your PDR | Wednesday, 6 May 2026, 1-2pm

RSA Writing Retreats

- Autumn Writing Retreat | Wednesday, 19 November 2025, 9.30am-4.30pm
- Summer Writing Retreat | Wednesday, 15 July 2026, 9.30am-4.30pm

RSA Buddy Scheme for postdocs and fellows – Feb-March

<https://www.liverpool.ac.uk/researcher/uol-rsa/buddy-scheme/>



OTHER OPPORTUNITIES

WriteFest – November

<https://www.liverpool.ac.uk/researcher/development/writing-resources/>

Making an Impact – June

<https://www.liverpool.ac.uk/researcher/making-impact/>

Researchers 14 Networking and Profile Building course – November-December and June

<https://www.qmul.ac.uk/queenmaryacademy/postdocs-pis/courses/networking-and-profile-building/>

WRITE*fest* 2025



RESOURCES



Communication and Dissemination

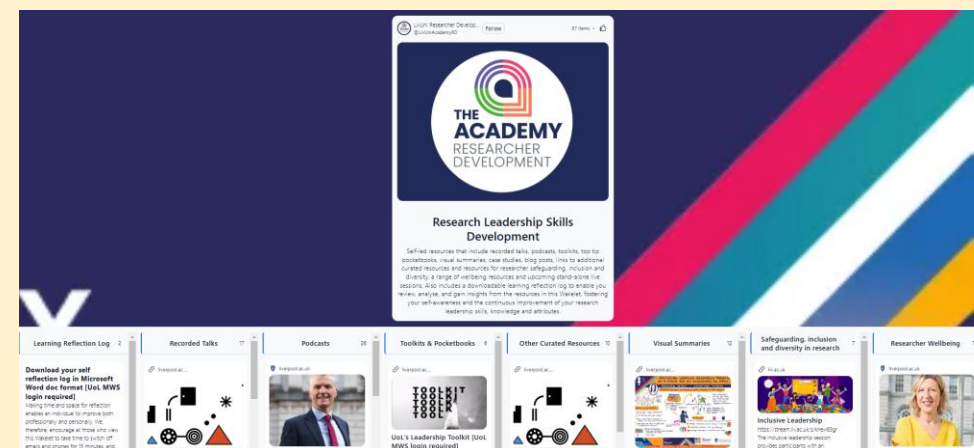
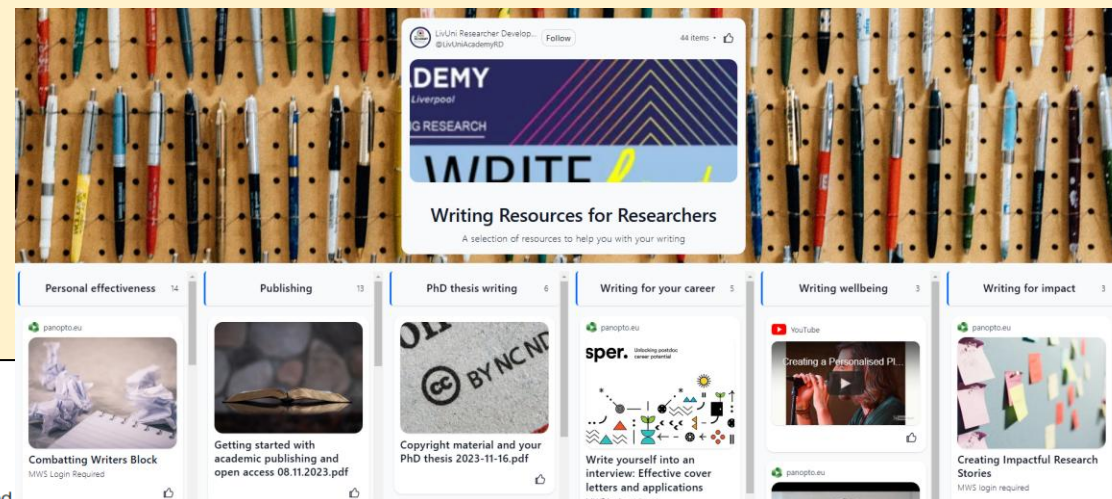
Good communication skills are essential to publishing papers, crafting funding proposals and with the public conversation around research. It enhances the promotion of your research with peers, collaborators and the public, and can result in successful engagement in meetings and interviews.

This section will direct you to resources to support in the communication and dissemination of your work.

Please note that some resources are temporarily unavailable while we work on updating the Roadmap. We apologise for any inconvenience caused.

10 entries per page Search: CV

Format	Resource	Aimed at	Length
Masterclass	Tips for getting started with Narrative CVs	PGRs, ECRs, and Postdocs	24mins
Masterclass	The background to Narrative CVs	PGRs, ECRs, and Postdocs	19mins
Panel	Narrative CVs: an evolving story	Researchers across all career stages	1hr
Workshop	Don't know where to start with a narrative CV?	Researchers across all career stages	60 mins



<https://www.liverpool.ac.uk/researcher/development/roadmap/>

<https://wakelet.com/@LivUniAcademyRD>

PANEL – CURRENT FELLOWS

Dr Amy Harding, North-West Cancer Research Senior Fellow in Molecular & Clinical Cancer Medicine, Institute of Systems, Molecular & Integrative Biology

Dr Ceren Kabukcu, University of Liverpool Research Fellow, Archaeology, Classics and Egyptology, School of Histories, Languages and Cultures

Dr Samuel Coates, EPSRC Research Fellow, in Physics, School of Physical Sciences

COFFEE BREAK

PLANNING YOUR DEVELOPMENT

What is Personal and Professional Development?

- Lifelong process of evaluating your skills, competencies, behaviour and personal goals.
- Ensures your growth aligns with your research and career ambitions.

Why is it Important?

- Helps you stay focused and organised.
- Identifies opportunities for growth and learning.
- Builds a foundation for long-term success in research and academia.

PLANNING YOUR DEVELOPMENT

What is a PDP (Professional Development Plan)?

- A structured document that outlines your career aspirations, development needs, and strategies for achieving them.

Key Components:

- **Goal Setting:** Identify short- and long-term career objectives.
- **Self-Reflection:** Assess your current skills, knowledge, and experiences.
- **Development to support goals:** Decide which development specifically supports your goals
- **Action Plan:** Create a timeline with specific actions to achieve your goals.
- **Review and Revise:** Regularly update your plan to reflect changes and progress.

Personal and Professional Development Plan

NAME:		Job Role:		Department:	
--------------	--	------------------	--	--------------------	--

PERIOD FROM:		TO:	
---------------------	--	------------	--

Development Objective What knowledge or skills do I want to develop?	What will I be doing differently? How will I know I have been successful? What key differences do you aim to make in your workplace?	Development Activity How will I achieve this? What is the most appropriate development activity?	Category Research Technical Transferable Career Personal	Support Needed? What resources or support will I need? Financial, time, resource	Date for Achievement Target Dates for review /completion

[Personal Development Plan.docx](#)

IT ALL STARTS WITH YOUR GOALS

For example:

By xxx, 2026/2027 I would
like to confidently and
effectively be able to:

- XXX
- XXXX
- XXX
- XXX

PLANNING YOUR DEVELOPMENT

Once you have listed your goals:

- **Reflect on Your Current Situation:**
 - What are your strengths?
 - What's important to you – your values?
 - Where are your skill gaps?
 - What are your interests and passions in your research field?
- **Questions to Consider:**
 - How will you find out what your development needs are?
 - What feedback have you received from colleagues, mentors, or supervisors?
 - What experiences or skills do you need to advance your research or career?

Reflect

 3 minutes

In this section, we offer resources and tools to help you develop your self-awareness and identify your career goals, including articles, assessments, and exercises....

[Career pathway](#) [Imposter feelings](#) [Job-fit](#) [Resilience](#) [Show all](#)

[Read more](#) >

Skills audit

 6 minutes

Identify skills and gaps, practice recording evidence and better plan your development....

Path: Reflect

[Hard skills](#) [Leadership](#) [Problem-solving skills](#) [Research](#) [Show all](#)

[Read more](#) >

Strengths Profile: personality assessment

 4 minutes

Strengths Profile is an assessment tool designed to help individuals identify their unique strengths and areas for development....

Path: Reflect

[Self-assessment tools](#) [Self-awareness](#) [Wellbeing](#)

[Read more](#) >

Define your values

 11 minutes

Understanding your values, skills, and motivations can help you to identify a career or role that meets your needs....

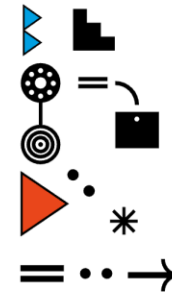
Path: Reflect

[Job-fit](#) [Role](#) [Self-assessment tools](#) [Self-awareness](#) [Show all](#)

[Read more](#) >

Prosper: Unlocking postdoc potential

Prosper is a new approach to postdoc career development that unlocks postdocs' potential to thrive in multiple career pathways.



[Find out more](#) >

STRENGTHS • PROFILE

?

Free Starter Profile

You can discover your top 3 realised strengths, 3 unrealised strengths, 2 learned behaviours and 1 weakness in our Free Starter Profile. Use it to start your strengths journey, gain self-awareness of what you love to do and support any job applications. You can choose to upgrade to a more in-depth [Profile](#) at any time to learn more of your strengths and gain action advice, tips and a career guide to release further potential.

FREE STARTER PROFILE

[Download Sample](#)

1

Complete the Assessment

2

Share your Profile

3

Be Your Best SELF

Personal Values
Free Online Test

TestPricingCompare resultsArticlesList of valuesFor professionalsSign in

Personal Values
Free Online Test

COURAGE

fearlessness, bravery

CURIOSITY

willingness to explore and learn

CREATIVITY

imagination, inventiveness

REPUTATION

other people's opinion

Select values that resonate with you

Please select at least ten values from the list below

Select all

Unselect all

CONTROL

control of the situation or environment

HEALTH

well-being, fitness, not being sick

WEALTH

CORE VALUES ASSESSMENT

You're not lost — just ready for clarity.
Discover your core values now.

START TEST >

PLANNING YOUR DEVELOPMENT

Identify Development Needs

Categories of Development Needs:

- **Research Skills:** Data analysis, methodology, project design.
- **Technical Skills:** Lab techniques, coding, software proficiency.
- **Transferable Skills:** Communication, leadership, collaboration.
- **Career Development:** Networking, publishing, grant writing.
- **Personal Development:** Time management, work-life balance, resilience, confidence.

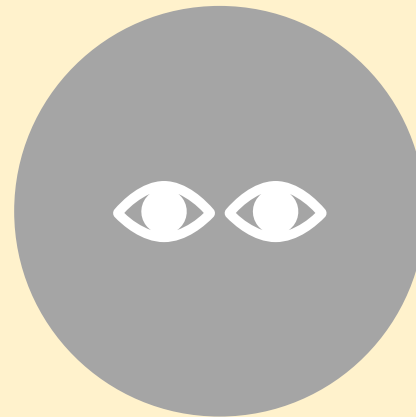
PLANNING YOUR DEVELOPMENT

Review, Reflect, Revise

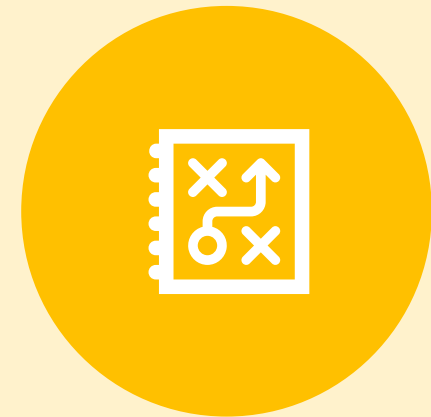
- **Why Regular Review is Important:**
 - Personal development is an ongoing process.
 - Regular reviews help you adapt your plan as your career evolves.
 - Track your successes and adjust based on new opportunities or challenges.
- **How Often to Review:**
 - Set time aside quarterly or biannually to assess your progress and update your PDP.
 - Involve your mentor or person who you trust who will listen, challenge and provide feedback and accountability.



PERSONAL DEVELOPMENT IS A
VITAL PART OF YOUR RESEARCH
CAREER.



STAY PROACTIVE, CURIOUS, AND
OPEN TO GROWTH OPPORTUNITIES.



USE YOUR PDP TO GUIDE YOUR
JOURNEY AND ADAPT AS NEEDED.

COMMUNICATIONS, STAFF PROFILES AND THE PRESS TEAM

Media Relations team (aka The Press Office!)

Alison Cornmell

Health and Life Sciences

Alison.Cornmell@liverpool.ac.uk

Sarah Stamper

Science and Engineering

sarah.stamper@liverpool.ac.uk

Jenny Morgan

Humanities and Social Sciences

J.L.Morgan@liverpool.ac.uk

The team is managed by Jo Carr and sits within Communications and Public Affairs (CPA) alongside Internal (Staff) Comms, Research Comms, Social Media and Corporate Events.

Role of the Press Office

Work as 'gatekeepers' for the University and its people, building relationships with journalists, guiding them to the most appropriate researchers to talk to, making sure interviews go as smoothly as possible and helping people to feel prepared.

PROACTIVE: *Finding opportunities to promote institutional partnerships, research priorities*

REACTIVE: *Protecting the University's reputation and managing negative press interest*

The day-to-day...

Can be planned for...

Press releases – research, corporate, people stories

University news site - news, features, video

Monitor and evaluate media coverage

Coordinating media campaigns

BlueSky @livuninews.bsky.social

Giving talks / training to staff and students

Harder to predict...

Journalist queries – usually on a tight deadline!

Daily news agenda – pitching academic experts for comment

Crisis communications

Filming on campus - news interviews, features, TV/Films

Providing ad hoc advice to academics

RESEARCH COMMUNICATIONS: OUR TEAM

Hannah Jefferies – Head of Research Communications

Andrew Sloan - Research Communications Manager

Gavin Freeborn – Research Communications Officer

Amy Dann – Senior Content Designer

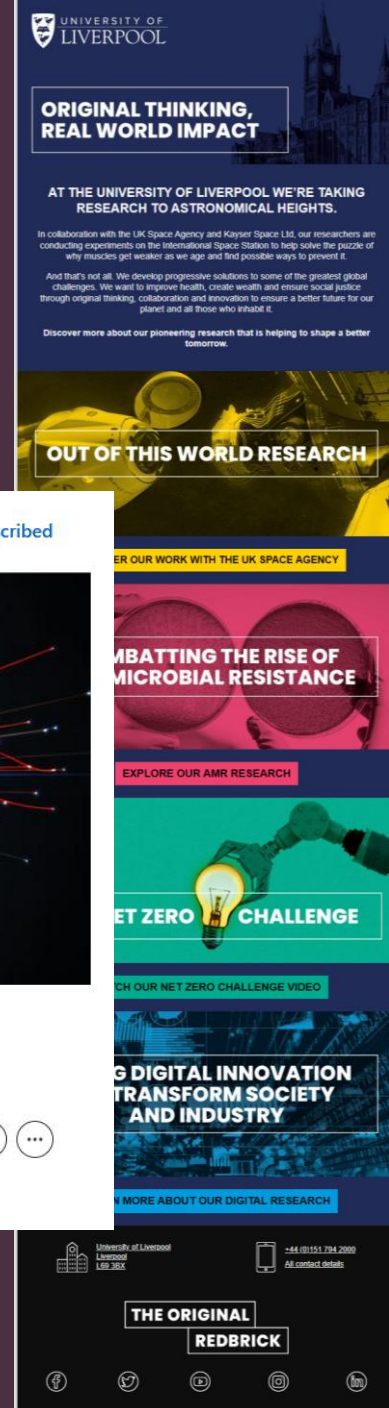
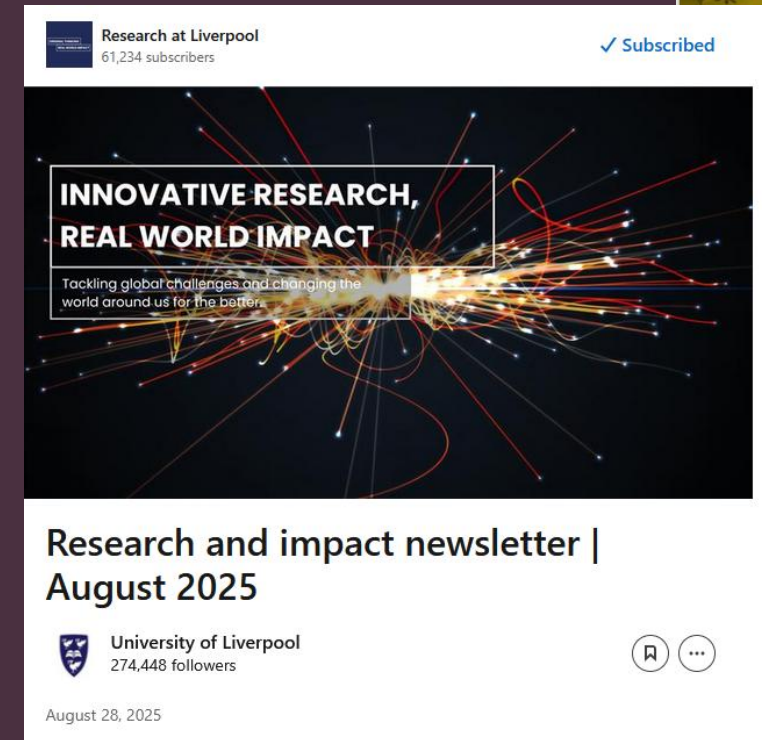
Nick Jones – Digital Content Coordinator, HSS

OUR ROLE

- **Broaden the visibility and reach of the University's research to a global audience to:**
 - Increase awareness of the University's considerable research and impact strengths, specifically for our **Research frontiers** and **Interdisciplinary Centre for Sustainability Research (ICSR)**
 - Drive audiences to more information about what we do
 - Place the University front-of-mind among academic audiences
- **Deliver research campaigns for multi-channel activity at intervals across web, email and print**
- **The Conversation – expert analysis/expert requests**

COMMUNICATION CHANNELS

- Email – Monthly Research Newsletter (1k subscribers), LinkedIn Research Newsletter (c.60k subscribers), Times Higher campaigns (c.100k subscribers)
- Website – liverpool.ac.uk/research
- Social Media - [@livuniresearch.bsky.social](https://bsky.app/profile/@livuniresearch)
- Monthly Research Communications meeting (for all Uni research comms staff)
- Partnerships with Times Higher Education and ResearchGate



ORIGINAL IDEAS PODCAST

Original Ideas podcast

Original Ideas is a new podcast from the University of Liverpool - highlighting our ground-breaking research and its real-world impact.

Hosted by Sarah Freeman, the series explores different areas of our research activity, why it's so important and how it can benefit society in the future. Listen to it to inspire academics, students, and key partners of the University who are striving to shape a better tomorrow.

Explore our catalogue

Episode 1: Air Pollution

How is our research driving change for low- and middle-income countries? What research is taking place around the measurement of air quality in Liverpool, that could benefit the wider world?

Episode 2: Artificial Intelligence

AI is developing at an unprecedented rate. How is it being used to transform research across Chemistry and Computer Science, and what are the hopes for the future?

Episode 3: Feminist Cities

Glasgow became the city's first self-proclaimed 'Feminist City' in 2022. What is a Feminist City and how is academic research helping reform and create cities that are more inclusive for everyone?

Episode 4: Children's Rights

How is academic research improving children's rights in Europe and how can we safeguard children in times of conflict?

Episode 5: Popular Music

Exploring cultural phenomena from The Beatles to Taylor Swift, in this episode we look at the research taking place around popular music.

Episode 6: Dementia

Dementia is an illness without a cure, and what it means to those who live with it. In this episode we look at the research taking place around dementia.

Episode 7: Archaeology

What does the past tell us about the future? In this episode we look at the research taking place around the past and how it can help us shape the future.

Episode 8: Sustainable Business

The United Nations have highlighted that businesses are key to achieving their 17 Sustainable Development Goals by 2030.

Episode 9: Therapeutic Innovation

How are we transforming current research in infectious diseases and global health into real-world medical solutions?

Episode 10: Food

Explore the impact of food on our health, how our diets affect our health, and the role food plays in our daily lives.

THE ORIGINAL REDBRICK

Information for:
Current students
Current staff
Prospective students
Business and partners
Researchers
Visitors

Study at Liverpool
Undergraduate
Postgraduate taught
Postgraduate research
Online courses
CPD
Contributing education
International students

Quick links
Jobs at Liverpool
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Maps and directions
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University of Liverpool

Research at University of Liverpool @LivUniResearch · May 1

Catch episode 4 of #OriginalIdeasPod, to hear @LivUniSLSI's Prof Helen Stalford reveal how she has fought for children's rights through her research to make a positive impact on migrant children in Europe.

Listen to the full episode now;

[Bit.ly/Orig-Ideas](#)

UNIVERSITY OF LIVERPOOL
ORIGINAL IDEAS
EPISODE 4: Children's Rights

Research at University of Liverpool @LivUniResearch · May 2, 2024

In episode 4 of #OriginalIdeasPod, Kindah Ali from @CommediaLivUni tells us how her journey from Syria to the UK inspired her important research and her aims to change how the media use children's images during wars.

Listen to the full episode now;

[Bit.ly/Orig-Ideas](#)

UNIVERSITY OF LIVERPOOL
ORIGINAL IDEAS
EPISODE 4: Children's Rights

Kindah Ali
PhD Candidate
Department of Communication and Media
School of the Arts
Faculty of Humanities and Social Sciences

University of Liverpool
261,847 followers
1w · 📍

What does the past tell us about the future? How does Archaeology impact the world we live in? In 2024, the Liverpool Institute of Archaeology celebrated its 120th birthday, and it has developed an international reputation for its quality of teaching and ...more

But what Liverpool brings to this particular project



FELLOWS RESEARCH SHOWCASE

Tuesday, 12 May 2026, 9.30am-4.30pm

Opportunity for fellows to showcase research and connect with peers

- Talks, flash talks and posters by fellows (with flash talk and poster competitions) – call for abstracts opens 24 November 2025
- Keynote panel on responsible research
- Talk by Vice-Chancellor Professor Tim Jones
- Meet with central research support teams

CONTACTS



**THE
ACADEMY**
RESEARCHER
DEVELOPMENT

- Email us! Researcher@liverpool.ac.uk
- Follow us on LinkedIn: <https://www.linkedin.com/company/university-of-liverpool-academy>
- Join the RSA Steering Committee
- Write a blog! <https://www.liverpool.ac.uk/researcher/blog/>