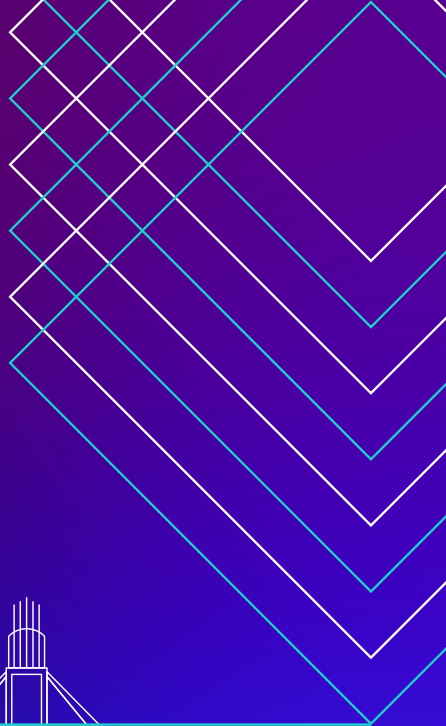




UNIVERSITY OF
LIVERPOOL



POCKETBOOK OF TOP TIPS

NPDC21

**NATIONAL POSTDOC
CONFERENCE 2021**

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N8
15 YEARS
2021

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Active wellbeing



BEGIN WITH THE END IN MIND

Begin with the end in mind can help you focus on what you do want to have happen rather than what you don't.



VISUALISE YOUR FUTURE

When we visualize or imagine a successful outcome we actually stimulate the same brain regions as we do when we physically perform that same action. Visualisation is a way of conditioning for our brain for successful outcomes.
Ask any elite athlete!



7/11 BREATHING

A simple technique such as 7/11 breathing can help slow the breath and activate the relaxation response. 7/11 breathing is a simple technique using the breathe to help you relax. By making each "out" breath last longer than each "in" breath and counting at the same time it helps initiate the body's natural relaxation response all within minutes.



OUT OF YOUR HEAD INTO YOUR BODY

Experts estimate that the mind thinks between 60,000 – 80,000 thoughts a day – and most of those thoughts are repeats! Over thinking can lead to unnecessary anxiety and worry. When you find yourself stuck in thinking mode, get moving – do some exercise, stand up and stretch, anything to break up the chain of thought.



BODY SCAN MEDITATION

Body scanning helps us be more mindful and aware of our bodies. Its an excellent way to release tension and let go of emotions. Body scan meditation is a good way to release tension you might not even realize you're experiencing. Body scanning involves paying attention to parts of the body and bodily sensations in a gradual sequence from feet to head.

TOP 5 TIPS

Network your way to success



ATTEND EVENTS

There are so many virtual events going on, so make the most of them, you may meet someone you never expected to.



BE BRAVE

If no one is speaking, be the one to step up and start the conversation. It can be nerve-wrecking but if you're respectful and interested, you can't go far wrong!



USE TWITTER

Follow people and use relevant #s to engage with a wider audience, and don't be afraid to @ people directly to connect!



FOLLOW UP

If you've met someone at a conference, follow up with an email thanking them for the talk. It'll give you a basis for future conversations!



ASK QUESTIONS

Ask questions in person or online (over email or social media). Most people will appreciate you showing an interest in their work.

Collaborating with postdocs outside of your institution



KEEP UP-TO-DATE

Find out what's happening within postdoc communities nationally by following @UK_NPAW, @UKRSAvitae or @ukpdocslack on twitter or via academic societies or funders.

START LOCAL THEN BRANCH OUT

Join your Local Research Association (Vitae has a list) and organise the events that you feel are missing, or if your university doesn't have one, start one! From there expand your networks locally and nationally.



REACH OUT

Invite people you've met or seen online and invite them to speak - this can help lay the groundwork for future collaborations.



START CONVERSATIONS

Best practice emerges when we learn from one another. Ask postdocs from other fields or universities what their experiences are!



JOIN AN (INTER)NATIONAL STEERING GROUP

Meet other postdocs and shape (inter)national initiatives by joining steering groups like UKRSA or Eurodoc.

TOP 5 TIPS

How to Thrive as a Postdoc – Tips for Postdocs by Postdocs

CONNECT WITH OTHER POSTDOCS



Conferences, workshops, seminars and research staff associations are all great places to meet fellow postdocs. While a good network can be helpful for securing future opportunities, postdocs can also provide friendship and important emotional support.



THE ART OF RESILIENCE

It can be tough, but try not to take rejections personally. Many postdocs face multiple rejections before successfully securing an academic post or transitioning beyond academia. Your postdoc network can be a great support for dealing with setbacks.

RESEARCH FIRST, ALWAYS!



As a postdoc, your research is what makes you unique. Make time for career planning and professional development, but remember to keep your research as your main priority.



TAKE OPPORTUNITIES TO TRAVEL

You may have the opportunity to travel (for archival research, visiting fellowships, or to attend conferences). Not only is this a great way to explore new places on a budget, but interacting with researchers in different countries brings a diversity of thinking – you may be inspired to approach research problems in ways that you had not previously considered.



GO WITH THE FLOW

Our research changes, and might not always go in the direction that we had anticipated. Rather than being disheartened or disappointed, embrace the change and the opportunity to explore new avenues of research that you might not have anticipated.

TOP 5 TIPS

Careers in industry: How to make the switch



DEFINE YOUR REASONS

You will almost certainly be asked why you want to move into industry. Make sure you have a good answer prepared.

UNDERSTAND YOUR TRANSFERRABLE SKILLS

Your research career has given you expertise outside of your area of focus. Have clarity on what these are.



BUILD YOUR NETWORK

Don't be afraid of networking. The more people you know, the more opportunities you'll encounter. This is absolutely critical if you want to find the right move.



USE THE NETWORK YOU BUILD

Ask for introductions, information, advice and help – you may find that people are much more forthcoming than you expect.



TRY, TRY AND TRY AGAIN

It's very unlikely that you'll secure the first job you apply for. Or the third. Or the fifth. There's a position out there for you, but it's important to give yourself as many options as possible.

TOP 5 TIPS

Self-assessment tools:

Knowing me, knowing what to do



PICK A SELF-ASSESSMENT TOOL AND TRY IT OUT

Do you know what's really important to you?
What your top skill is? How you work in a team?
Try a self-assessment tool (or tools) and see
what findings you get.



REFLECT ON THE FINDINGS

You thought you were an introvert, but your
findings suggest otherwise? Have a think
about the output of the self-assessment
tool you used.



ASK A FRIEND

Not sure where your strengths lie? Try asking a friend,
family member or colleague, or why not all three?



FIND A BUDDY

Find a buddy who's also interested in learning more
about themselves, discuss what you've been finding out
about yourself via self-assessment tools with them.



APPLY YOUR FINDINGS

Now you've got a clearer idea of
what's important to you, use this
to help develop your career. Look
for opportunities to try things out
in your role or beyond it.

TOP 5 TIPS

The what, why and how of team science



UNDERSTANDING TEAM SCIENCE

Team science is when a group of scientists come together, often from different disciplines, to work collaboratively on a research project. These teams could be small, medium or large, and they could span a few or very many different disciplines.



A COLLABORATIVE CONTINUUM

Team science research happens along a collaborative continuum, starting from unidisciplinary through to varying levels of crossdisciplinarity. In multidisciplinary team science, researchers work independently, often in sequence, while interdisciplinary team science implies there is integration of methods and language among the team members. Transdisciplinary research is used when working across sectors, with specific populations or with communities of practice.



TEAM DYNAMICS

Teams go through five stages of development. Forming is when members of the team are introduced to each other, and is followed by Storming when leadership and work allocation conversations take place.

Norming is when everyone understands their roles and what is expected of them, and the team begins Performing. At the end, Adjourning wraps up the project.



ACHIEVING THE BEST RESULTS

The best team science happens when members are equally motivated around a common goal, are self-aware and aware of the dynamics within the team, and have the skill sets and domain expertise to complete the project. Good leadership and mentorship provide additional strength to the team.



COLLABORATIVE AGREEMENTS

Trust can be built by discussing co-authorship and allocation of resources and work packages very early on. This is helped by drafting a collaborative agreement between the researchers concerned, setting expectations, outlining limitations, and providing potential solutions and avenues for impact.

The talented Dr Postdoc: A skills celebration



PAUSE

Take a moment to really appreciate the breadth of experience you have gained as a postdoc.



BREAK IT DOWN

Take an example (could be a routine task you do, or a job ad) and break it down into its individual parts, what skills are needed to accomplish it? Make a list.



EXEMPLIFY

What are the best examples you can give that best show off the full range of your skills?



JARGON – CHECK IT

When you talk about your skills and give examples, can you do this without using very specialist language? Would everyone be able to understand what you're describing?



SELL IT

Are you being too modest? You've got a great bunch of skills, do them and yourself justice.

TOP 5 TIPS

The Declaration on Research Assessment (DORA)



A SERIOUSLY WIDE UPTAKE

Over 19,000 individuals and organisations in over 145 countries have signed DORA. In the United Kingdom, over 200 organisations are signatories.



'REPUTATION' AND 'PRESTIGE' ARE FRAUGHT

Prestige and esteem afforded to journals and institutions based upon metrics, income, league table rankings, and name recognition largely favour the Global North. Refraining from using uncritical notions of esteem/reputation can be used to help dissolve historical hierarchies.



EQUITY, INEQUALITY AND RESPONSIBILITY MATTER

Responsibility for opening up the academic community beyond its traditional membership lies within those who currently hold the power in the system, including tenured faculty, administrators, and those with seniority.



A MORE HOLISTIC ASSESSMENT

The Declaration of Research Assessment (DORA) seeks to grow the importance of other research outputs, such as training new researchers or producing new intellectual property, while encouraging a judgement based on scientific content of research papers, not journal impact factors.



IMPACT FACTORS AREN'T FIT FOR PURPOSE

The Journal Impact Factor was originally created as a tool to help librarians identify journals to purchase, not as a measure of the scientific quality of research in an article.

TOP 5 TIPS

Fast track your research impact: Using your research to make a difference

FIND OUT WHO'S INTERESTED

- Work out as early as possible who outside the academy is interested in your research and might benefit from it.
- If you can't think of anyone, get help from someone who is better connected than you.
- If you have limited time, prioritise the most important organisations or groups, for example that are highly influential or vulnerable and hard-to-reach.

START WITH THEIR NEEDS RATHER THAN YOUR IDEAS

- Reach out to those you've prioritised, explaining how your work might address their interests or benefit them.
- Meet them in listening mode, putting yourself in their shoes to understand how they see the world.
- Work with them to make an impact plan that delivers clear benefits, with tailored activities and get their help to put it into action.

KEEP THEM ENGAGED

- Deliver quick wins, for example turning your literature review into a briefing note.
- Regularly get feedback on how the research is progressing and their priorities and contexts are changing, for example via a Stakeholder Advisory Panel.
- Co-design and produce events (e.g. industry workshops) and outputs (e.g. policy briefs) together, sharing resources so you can follow up with participants effectively.

LEARN ABOUT WHAT WORKS

- Remain curious about who has benefited and how, looking for unintended consequences, learning from mistakes and building on what works.
- Create a space where you and other team members can quickly and easily keep evidence of impacts e.g. an email folder, a shared online document or an app like Evernote or OneNote.
- For significant impacts, research your impact and provide evidence that your research played a significant role.

REMEMBER WHY YOU ARE A RESEARCHER

- To engage with impact, you don't have to be someone who wants to change the world.
- You might simply be curious. Ask how engaging with the public or stakeholders might enable you to ask new questions and learn interesting things.
- Rather than engaging in impact just to tick boxes for funders or enhance your career, find impact opportunities that inspire you and remind you why you love being a researcher.

TOP 5 TIPS

Allyship in academia: Creating a community of inclusion



BE A MENTOR

Mentorship is usually based on differentiations in the hierarchy of power. However, creating peer mentorships by engaging with your colleagues can be an equally effective way of learning and creating a culture of cooperation.



BECOME OK WITH HAVING COURAGEOUS CONVERSATIONS

Discussions about bias at any level can be difficult. However, when we are brave enough to have these conversations, we can change our culture for the better. Let's get comfortable with talking about topics that we may not want to but are needed if we are to learn from one another.



RECOGNISE YOUR PRIVILEGE

All of us have a certain level of privilege that may have aided our social advancement. Recognising when our privileges may have given us advantages over others can aid us in learning how to use our privileges and the platforms that accompany them, to create opportunities for the advancement of those with less privilege.



EDUCATE ONESELF THROUGH ACKNOWLEDGMENT OF OUR OWN UNCONSCIOUS BIAS

Unconscious bias are biases that we ourselves are not aware of. They are often based on preconceived notions of people we have had little previous interactions with.

This can contribute to a creation of prejudice against people for which we have not had meaningful interactions with. Cultivating a culture with minimal bias requires us to learn about the historical context of structural inequities in our workplaces and to address our own unconscious biases so that diversity and opportunity can flourish simultaneously.



BE A CHAMPION FOR CHANGE

Understand that we may not be responsible for historic wrongdoings, but we are all responsible for dismantling structures that cause ongoing inequalities today. Recognise your own power to challenge inequalities and to drive change. We each play a role in challenging policies and attitudes that create imbalances in opportunities. You can advocate for a culture that is free and equitable. Recognise your power, put on your cape, be a hero for change!

TOP 5 TIPS

Raising your research profile by writing for The Conversation



WORK WITH TEAM OF PROFESSIONAL EDITORS TO UNLOCK YOUR KNOWLEDGE FOR USE BY THE WIDER PUBLIC

You'll get expert advice and an opportunity to develop transferable skills.



IMPROVE YOUR WRITING SKILLS

Learn how to write short, newspaper style articles using the right tone and style to engage with the public.



BUILD A HIGHER PROFILE FOR YOU AND YOUR RESEARCH

Position yourself as an expert voice to address a global audience.



REACH A WHOLE NEW AUDIENCE BEYOND TRADITIONAL ACADEMIC CIRCLES

Inspire people to take an interest in your subject and inform public debate.



CREATE NEW OPPORTUNITIES FOR IMPACT, PARTNERSHIPS AND PROJECTS

Articles can lead to further contact from the media or from academics seeking collaboration or further information.

TOP 5 TIPS

Preparing for a successful future



PRIORITISE YOURSELF

Put time aside to prioritise your own career and development. It's easy to allow your time to be filled up with everyday tasks. People often say 'I don't have time for professional development', when what they mean is 'I don't make time for professional development'. Time for yourself is time well spent, so give yourself permission to focus on your development.



MAKE A PLAN

Design your own future by writing a professional development plan. Consider your long-term, mid-term and short-term goals, then reflect on what you could do to help you get there and who you might ask for help. It's likely you'll have to flex your plan as your career takes different paths, but by reflecting on where you want to go you'll feel more in control and have a broader view of options available to you.



NURTURE NEW CONNECTIONS

building a professional network is a key element of preparing for a successful future. Meeting new people can help you to find out about new opportunities, give you inspiration and new insights for your work, and lead to future collaborations or roles.



GET INSPIRED

have an open mind and explore what options and opportunities are open to you. As a researcher, you have sought after skills and there are lots of opportunities available. Consider the multiple paths your career could take, you never know where things will lead if you are open to them.



LEARN TO FAIL

Not everything in your career, or life, will go as planned. You won't always achieve the things you set out to do, but don't be discouraged - every failure is a learning opportunity. Following a setback, take time to reflect on what you can take away from the experience that will help you in future, and turn it into a positive.

TOP 5 TIPS

Research Survival: How to manage your health and wellbeing on your research journey



SLOW THE FLOW

The media is fully aware that our brains fixate on threat, uncertainty, and negativity - and they capitalise on it. To reduce anxiety, it is important to be aware of and take control of your information diet.



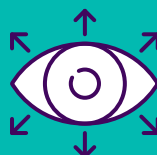
CHARGE UP

The body is like a car battery: we must expend energy to make energy. We can charge up by paying attention to our physical needs: planning healthy meals in advance, developing a regular exercise routine and practicing sleep hygiene.



STAY CONNECTED

Research suggests that when it comes to social interactions, it's quality, not quantity that matters. Cultivate the connections that make you feel comfortable, heard and understood.



GET PERSPECTIVE

Ask yourself: What is the worst possible outcome? What is the best? What is the most realistic? How do I direct my efforts towards the outcome that I want? How important will this moment be in a years time?



DEVELOP A SELF CARE PLAN

A self-care plan can help you enhance your health and wellbeing, manage your stress and maintain professionalism.

TOP 5 TIPS

Code-switching between academia and research consultancy



WRITE AS CLEARLY AND SIMPLY AS POSSIBLE

Use simple, short,
active sentences



SET YOUR PROJECT UP FOR SUCCESS

Take time to analyse and
plan before you do



COMMUNICATE OFTEN AND OPENLY WITH YOUR TEAM

Avoid unexpected
setbacks and
misunderstandings



BE CLEAR AND TRANSPARENT ABOUT YOUR RESEARCH APPROACH

Provide recommendations that
follow on from findings



SPEND A LOT OF TIME TALKING TO CLIENTS AND ASKING QUESTIONS

Elicit clear requirements
and expectations

TOP TIPS

Bouncing back after a disappointment: The 6 questions you really need to ask yourself



HOW IMPORTANT IS THIS ISSUE ON A SCALE OF 1 – 10?

It might not be as important as you think when you stop to reflect.



WILL THIS MATTER IN 6 MONTHS' TIME?

Will help you put the situation in perspective.



HOW WOULD I LIKE TO RESPOND TO THIS DISAPPOINTMENT?

– is my response appropriate



WHAT ADVICE WOULD I GIVE TO A FRIEND?

We can be our own worst critic so show yourself some respect when replaying the situation in your mind.



WHAT CAN I FIND POSITIVE IN THIS SITUATION?

When we look for the positive it helps focus our minds and inspires us to move forward.



WHAT WOULD YOU DO DIFFERENTLY NEXT TIME?

There is learning in everything especially things that don't work out the way we had hoped.

TOP 5 TIPS

More than “just about managing” Stepping up to project leadership



CONSIDER THE BIGGER PICTURE

Think of your overall purpose, value and impacts.



RUN A PRE-MORTEM

Look ahead at the challenges that could cause everything to fail, and create a plan to deal with them.



DEVISE AN EFFECTIVE PLAN

Have a meaningful visible, current and flexible plan.



DON'T IGNORE THE HUMAN FACTORS

Keep in mind the environmental, organisational and job factors and individual characteristics which influence behaviour.



PLAN FOR A SOFT-LANDING

Don't just get busier – establish how you're going to transition from the design to implementation and delivery phases of a project; and give yourself time to plan the next one.

TOP 5 TIPS

Tackling isolation: Community-building for postdocs



REMEMBER YOU'RE NOT ALONE

The postdoc community is big and diverse – did you know there are ~6,000 postdocs in the UK? So you're not alone in your journey, and it really helps to connect with others with similar (or different) experiences.

BE VOCAL BUT PATIENT

We tend to forget or get frustrated by how long it takes to make actual changes, but the postdoc community is diverse and good changes take time. Remember to not push your agenda on other people, as it's very important to be inclusive of all different experiences.



FIND OUT ABOUT LOCAL INITIATIVES

You can find out about local postdoc associations/events in your institution, and identify your postdoc representatives who will be able to signpost you to local events and initiatives.

DON'T BE AFRAID TO ASK

Because the postdoc community is so diverse, if something doesn't exist doesn't mean it can't – it is more likely that nobody has thought about it, or perhaps even didn't think it was something that will appeal to more people. Ask for what you need or feel is missing! A good way to start is by talking to your local representatives, but you can also start your own initiative! You can get advice or guidelines from other organisations, for example the UKRSA has guidelines to set up a local Research Staff Association and are always happy to help.



JOIN US ONLINE!

There are many UK & Republic of Ireland-wide postdoc communities you can join or get involved with. A good way to start is social media; follow on Twitter @UKRSAvitae, @UK_NPAW and @ukpdocklack (to name just a few), where you can keep up to date with initiatives, interact with colleagues, join mailing lists, Slack groups, and get involved!

TOP 5 TIPS

Inner realities:

Stronger connections
and successful futures



NOTICE THE BODY



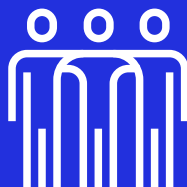
NOTICE FEELINGS



NOTICE THE MIND



CONNECT WITH NATURE



CONNECT WITH OTHERS

TOP 5 TIPS

Blue Sky Research in Industry – not everything is measured by the quarter!



VALUE IS DEFINED BY CONTEXT

Take a keen interest in what is going on around you.



CHALLENGE YOURSELF

It is OK to fail, so long as you learn something from it.



'SO WHAT' IS AS IMPORTANT AS 'HOW'

Just because you can do something, doesn't mean you should.



BALANCE INVENTION AND DELIVERY

Too much invention and you won't progress, too much delivery and you won't innovate.



IF YOU WANT TO DO SOMETHING NEW, WORK OUT WHAT TO STOP

If you can't find anything, you shouldn't start new things.

TOP 5 TIPS

UKRI and researcher development: Changing culture across research careers

Working towards a research and innovation culture where everyone is valued and supported to reach their potential.

GET INVOLVED



Changing research culture will take all of us. Look for opportunities to get involved in culture change within your group, department, employer or even nationally.



KNOW YOUR POLICIES

Familiarise yourself with your employer's policies so that you know what you should have access to, what to do if things go wrong, and how you can contribute to a positive culture within your employing organisation.



OWN YOUR CAREER

It's your career, don't let others define it for you. Keep an open mind, explore opportunities and help others to do the same.



COMMIT TO DEVELOPMENT

Career development is a continuous process, keep thinking about and developing your skills. If you manage others, support and enable them to do the same.



THINK ABOUT YOUR CONTRIBUTIONS

Think broadly about research and innovation, it's not just about publications. How have you supported and developed others? How have you contributed to the wider research community or society?

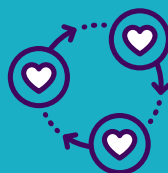
TOP 5 TIPS

ED(I) won't wait:

A research culture cabaret



**LISTEN TO THE
EXPERIENCES
OF OTHERS**



**VALUE
DIFFERENCE**



**BE OPEN AND
ACCOMMODATING**



**ALWAYS ASK
YOURSELF,
WHO MIGHT
THIS EXCLUDE**



**SUPPORT
ALL THOSE
AROUND YOU
TO BE THE BEST
THEY CAN BE**

TOP 5 TIPS

Octopus: changing the way we publish – and do – science



FORGET OLD-FASHIONED JOURNALS

Be part of the future of scientific publishing.



VALUE EVERY PART OF THE SCIENTIFIC PROCESS

Research problems, hypotheses, protocols, data, analyses, interpretations, real-world uses and peer reviews are all equally incentivised and published separately.



INSTANT PUBLICATION WITH NO BARRIERS TO DISSEMINATION

Peer review is post-publication and everyone can read everything, for free



REWARD SCIENTISTS FOR THEIR SCIENCE NOT THEIR STORYTELLING

Break up the linear narrative of 'papers' and publish in smaller units instead.



MERITOCRACY IS KEY

Publications are judged on the quality of the work, and nothing else.

TOP 5 TIPS

Researching the world, leaving no-one behind.



SEE THE BIGGER PICTURE

Don't get lost in metrics – focus on strategic outcomes.

THE EQUATION THAT EQUALS A BETTER AND MORE SUSTAINABLE FUTURE FOR ALL

17 Sustainable Development Goals
+ 169 targets + you = SDG solutions.



FOCUS ON SOCIAL IMPACT

Creating solutions that are locally rooted and globally connected.

NAVIGATE UNCERTAINTY USING THE SDGS

Volatility, uncertainty, complexity and ambiguity – VUCA times make it hard to plan, but the SDGs can be your compass.



RESEARCH THAT LEAVES NO-ONE BEHIND

Connect research to practice through policy to deliver inclusive transformational change.

TOP 5 TIPS

How to manage a tricky conversation with your manager



DON'T JUST LAUNCH IN!

Ask yourself when a good time would be to have a conversation and where would the best place to have it be. A place where you won't be interrupted or overheard.



PLAN WHAT YOU ARE GOING TO SAY

Then find a trusted friend who is happy to listen and give you some honest feedback on how it lands!



PAUSE!

If it gets emotional then pause the conversation and agree another time to speak



PERMISSION TO BE COURAGEOUS

It is OK to reasonably speak your mind so give yourself permission to be courageous. There is more inside you than you dare to think!



BALANCE WHAT ISN'T WORKING WITH WHAT IS WORKING

Even in the most difficult relationships there is always something positive that you can find that works well – even if you have to dig deep!

TOP 5 TIPS

Discovering your path to effective public engagement



WHO IS YOUR AUDIENCE?

And why do they want to engage with your research?



FIND THE SUPPORT AVAILABLE TO YOU

Both financial and guidance through Universities, institutes and learned societies



LISTEN AND INTERACT

It's a two-way conversation



PLAN YOUR EVALUATION

From the very beginning of your project



FIND YOUR PATH AND BE BRAVE

Discover what works for you and your audience; give it a go

TOP 5 TIPS

What can researchers do? STEM skills outside the academy



IF YOU MEET HALF THE CRITERIA, GO FOR IT

Don't be dismayed if you don't meet all the essential criteria for a job. If you want it, go for it. Remember that you bring more than just your technical skills, you learn quickly, and your application might inspire new goals or directions that the employer hadn't previously considered.



YOUR SOFT SKILLS ARE IMPORTANT

It's easy to forget that your "soft skills", such as self-motivation, problem solving and networking, are actually most important to employers. These hard-earned traits developed over years of research are what make postdocs attractive across many fields and sectors.



ENJOY WHAT YOU DO

If you keep sight of your passion, you'll be good at what you do. Follow what makes you excited.



DON'T WORRY – YOU'RE HIGHLY EMPLOYABLE

In comparison with other sectors, postdocs are highly competitive. Don't forget that in a sense you've already "made it".



DON'T LEAVE IT TOO LATE

Careers outside academia are waiting and the possibilities are great. If you do want to work outside the academy, do so.

TOP 5 TIPS

Releasing potential

The power of coaching and mentoring



PAY ATTENTION

Notice the verbal and non-verbal clues. Listen for the text and subtext.



PLACE THEIR LEARNING AT THE CENTRE OF THINGS

It's not about you and your expertise.



DESIGN YOUR ALLIANCES

Be conscious about expectations and boundaries.



KEEP FOCUS

Mentoring is a conversation with a purpose.



BE FLEXIBLE IN YOUR RESPONSE

What does a mentee need in order to achieve their goals?

TOP 5 TIPS

How to get published in Nature – an ex-editor's perspective



DON'T ACCEPT A REJECTION BASED ON FUNDAMENTAL MISUNDERSTANDING OF YOUR WORK

It doesn't happen often, but if the reviewers have not grasped your work, and a scientific misunderstanding has resulted in rejection, you can (politely!) appeal



MAKE LIFE AS SIMPLE AS POSSIBLE FOR YOUR EDITOR AND PEER REVIEWERS

You want them on your side! They are looking for scientific impact, so make the message clear about what is novel in your paper, how unambiguous and generalisable are your results, and explain how your analysis is fit for purpose.



WRITE FOR YOUR VARIOUS AUDIENCES

Readers will include editors, reviewers, and journal readers, and they will have varying levels of specialist knowledge. Get your abstract right and write a narrative that structures each paragraph to enable selective reading (headlines first, detail afterwards)



CHOOSE THE RIGHT JOURNAL TO REACH YOUR TARGET AUDIENCE

Don't just go with the 'easy option' default journal – think about who you want to read your paper and aim as high as you can.



NEVER IGNORE REVIEWER FEEDBACK

Never resubmit to another journal without revising your paper – you never know when you might bump into the same reviewer again!

TOP 5 TIPS

Supporting the career development of researchers – how can we implement a supportive research environment?



CREATE A SUPPORTIVE AND INCLUSIVE RESEARCH CULTURE

Help create a supportive, fair and inclusive research culture and be a supportive colleague.



CREATE CONDITIONS THAT RECOGNISE AND VALUE RESEARCHER CONTRIBUTIONS

Positively engage with performance management discussions and reviews, and act on your role as a key stakeholder within your institution and the wider academic community.



PROMOTE A HEALTHY WORKING ENVIRONMENT

Take positive action towards maintaining your wellbeing and mental health.



TAKE OWNERSHIP OF YOUR CAREER

Identify opportunities to work towards your career goals, positively engage in career development reviews and consider opportunities to develop your awareness and experience of the wider research system.



IMPLEMENT THE RESEARCHER DEVELOPMENT CONCORDAT PRINCIPLES

We believe that if all parties work together to ensure effective implementation of the Principles, all UK researchers will be working in healthy and supportive research environments within a decade.

FOR MORE INFORMATION CONTACT:

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