

## **Career and Personal Development programmes**

The academic divisions in the University provide a number of courses for researchers to support career and personal and professional development (see Concordat to Support the Career Development of Researchers, particularly principle 4 on personal development: <https://www.vitae.ac.uk/policy/concordat-to-support-the-career-development-of-researchers> ). The overall aim of these is to support DPhil students and postdocs in developing their individual career paths and professional skills; this includes an expectation to provide training in relation to personal effectiveness (domain B of the Researcher Development Framework: <https://www.vitae.ac.uk/vitae-publications/rdf-related/researcher-development-statement-rds-vitae.pdf> ).

The Springboard Development programme for women and the Navigator programme for men are one of the opportunities offered for this kind of provision. The ability to self-reflect and share personal experiences is a fundamental part of the programme. While men and women clearly have many commonalities of experience, evaluation of the programme by the founding organisation shows that women in particular benefit more from the programme when it is conducted in women-only groups. As women are under-represented in senior academic positions, particularly so in the sciences, we have further responsibilities via the Athena Swan agenda to ensure other needs are met. We therefore provide such courses for both men and women so that members of both groups have access to this opportunity.

Agreed by the University Skills Group Hilary Term (24<sup>th</sup> February) 2015