Bulgaria

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Supporting early career researchers

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RESEARCHERS IN MOTION

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Research intensive University (www.durham.ac.uk)

Postgraduate research students – approx 1500, 40% international

Post doctoral research staff – approx 350

Strategy – to recruit the best research students, early career researchers and academic staff – international recruitment

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Durham Context – Research Students

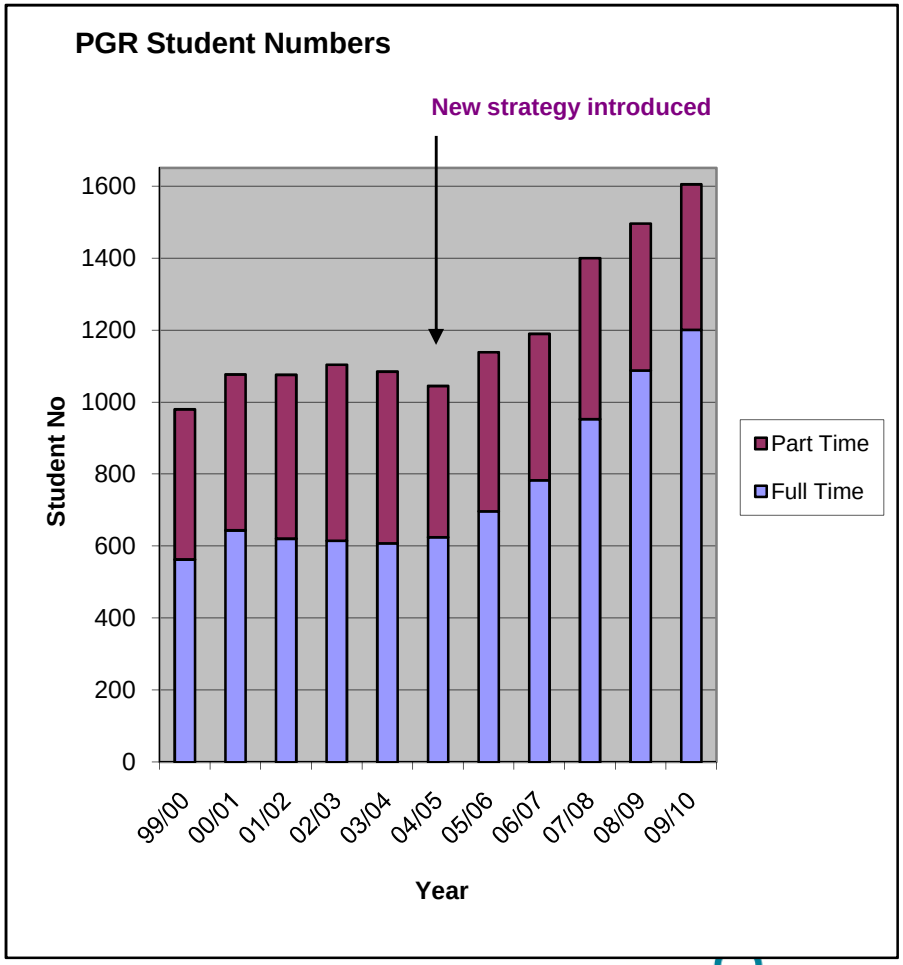
Current PG numbers

PGR 1600 (54% increase from 2005)

PGT 3000 (20% increase from 2005)

PGR Breakdown:

Full Time Home Fee	47%
Full Time O/S Fee	28%
Part Time Home Fee	14%
Part Time O/S Fee	11%



2009 THE AWARDS
Times Higher Education
Winner Outstanding Support for Early Career Researchers

gold award 2010

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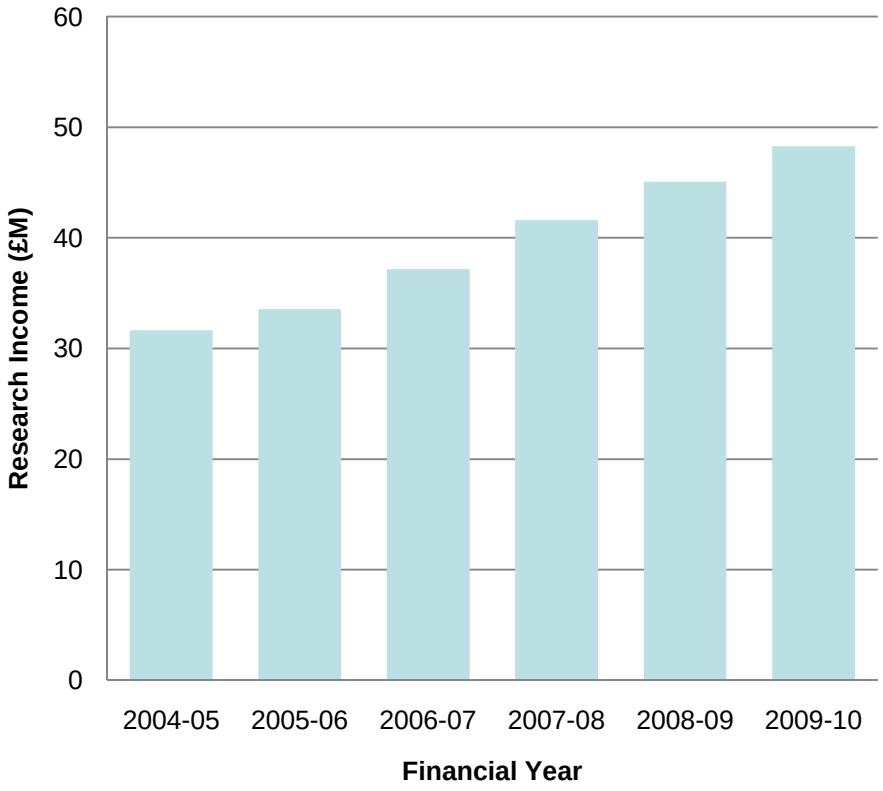
Durham Context – Research Staff

Research staff numbers – approx 300

32% academic staff non-UK origin

Staff and students from 130 countries



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How are we attractive?

Excellent facilities – policy is that all research should be international competitive

WIde range of funding opportunities – research students and early career research staff

Major focus on interdisciplinary research – interdisciplinary research institutes and Doctoral Training Centres

Excellent support for career development of researchers

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Researcher support

Centre for Academic and Researcher Development

Run extensive programme for personal and career development of researchers – see http://www.dur.ac.uk/resources/graduate.school/Handbook2010.pdf

Budget about £0.5M per year

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The programme

Designed to

- Develop generic research skills (time management, project management, presentation skills, etc)
- Develop skills for future academic career (teaching, research management, ….)
- Develop skills for a non-academic career (how to sell academic experience to non-academic employers)
- Develop enterprise, outreach, policy informing, etc
- Run non-academic work experience and internship scheme
- Support for spin-outs, other enterprises

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Training supervisors and principal investigators

Essential that supervisors of doctoral candidates and research leaders support their mobile researchers.

However many are not aware of the issues

Important to put in place

1. Programmes to train supervisors in good practice, especially to move away from master – apprentice model
2. Programmes to train PIs as research managers, especially to effectively manage their research staff

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Thank you for you attention

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