Postdoc Welcome

Presentations
Vice-Chancellor’s Welcome: Deborah Prentice
Postdoc Academy: Steve Joy
Postdocs of Cambridge Society: Nino Läubli
Postdocs Careers Service: Diane Caldwell
Action Research on Research Culture: Kate Dawson
What is special about Cambridge?

Self-governing – at times bureaucratic, but highly democratic

150+ Faculties and Departments within 6 Schools
- Biological Sciences
- Clinical Medicine
- Humanities and Social Sciences
- Arts and Humanities
- Technology
- Physical Sciences

31 self-governing Colleges

Non-school Institutions - Libraries, Museums, Botanic Garden

University Partner Institutes – Sanger, EBI, Babraham

4,000+ Research staff
University of Cambridge Postdoc Academy

**Information**
*Bringing postdocs the information they need when they need it*

**Community**
*A sense of belonging for all postdocs*

**Advocacy**
*Working with the community to solve issues*

**Professional Development**
*Helping you to develop for your current role and beyond*
Information

Bringing postdocs the information they need when they need it

Weekly newsletter  Postdoc Calendar  @Postdoc_Academy  Information events

Events for postdocs  Professional opportunities
Social community activities  Support and initiatives

www.postdocacademy.cam.ac.uk  contact.pda@admin.cam.ac.uk
Community
A sense of belonging for all postdocs

Offering hot-desking and event spaces at the Postdoc Centres

Providing various topical events and activities focusing on themes that relate to the community

Working with postdoc societies and groups supporting social activities and community endeavours
PdOC's aim is to
- represent postdocs
- support and create a social and intellectual network
- facilitate communication and provide information

Recognised as a Senior University Society and as a Research Staff Association (RSA).

www.pdoc.cam.ac.uk  contact@pdoc.cam.ac.uk
Aspects of PdOC

Providing advice and information
- New Starters Guide, NVS
- College Affiliations, Travel Grants, Wellbeing, and more
- University Policies

Representing the University’s very diverse postdoctoral community
- On university, national, & European level
- Diversity and Equality
- PdOC Department Network
PdOC RD Events

Professional development
- Seminars and talks by ECRs
- Annual Research Showcase
- Research Cafés with WestHub

*Climate Change – Wed, 24\textsuperscript{th} April*
PdOC Social Events & Activities

Social events
- Restaurant, pub nights, day trips
- Climbing and sports events
- Board games night @Eddington
- Cambridge Herbarium Tour: Tuesday, 6th February 2024
Get in touch, get involved!

What’s next?

• Sign up for our newsletter!
• Visit our website for the new starter & college affiliation guides!
• Join an upcoming event!

Webpage: [www.pdoc.cam.ac.uk](http://www.pdoc.cam.ac.uk)

Postdocs of Cambridge
@CamPostdocs
CamPostdocs
Postdocs of Cambridge Society

Subcommittee positions available!
Postdoc Centres
Unique spaces dedicated to postdocs
Creating and delivering resources and programmes to support the development of researchers beyond their current research project

- Masterclasses
- Workshops
- Courses

Postdocs to Innovators Network
www.p2i-network.eu
How can the Careers Service help me?

I don’t know what my options are...

I want to stay in academia – how can I increase my chances?

I need help writing my CV – both for academic jobs and others

Yikes – I have a interview soon!

Our advice is confidential, tailored and impartial.
What kind of help suits you?

Do you want to focus on your individual needs?
Book an individual appointment

Do you enjoy learning through experience and with others?
Try one of our interactive live and online workshops through our series,
Career Essentials for PhDs and Postdocs

Do you like to hear from the experts?
Attend one of our live panel events or hear about it on our YouTube channel

Do you prefer to read about it?
Visit our website or access other resources through the Career Centre on Handshake, including our bespoke CV book
Website
www.careers.cam.ac.uk

Information

Interaction

Blog
https://postdoccareers.edublogs.org/
The first 3 ways to interact…

**Register** with the Careers Service on Handshake:

https://www.careers.cam.ac.uk/careers-support-postdocs

Click on the Registration Form

**Explore** our bespoke webpages for all aspects of careers planning for postdocs.

**Book** a space on a group learning Careers Essentials for Researchers workshop or a one-on-one appointment

Any questions? Email us at enquiries@careers.cam.ac.uk
Understanding the lived experience of Cambridge postdocs, working with individuals and groups to understand and address needs.

Representing postdoc voice is within the University, nationally and internationally.

Aiming to improve the landscape for current and future postdocs.
Policy

**Human Resources:** www.hr.admin.cam.ac.uk

- Dignity at Work Policy
- Flexible working and family leave policies
- Career progression and promotion
- International Working Policy

**Policies for Research Contracts:**
www.research-operations.admin.cam.ac.uk/research-contracts/policies-research-contracts

Open Access
The Action Research on Research Culture Project

www.arrc.group.cam.ac.uk
# The ARRC Project

~testing proposed solutions to issues in research culture~

## Study 1: Hiring
Do Narrative CVs influence shortlisting decisions in academic recruitment?

## Study 2: Development
How can we support the postdoc / PI relationship?

## Study 3: Precarity
Is redeployment a useful way to mitigate the effects of short-term contracts?

<table>
<thead>
<tr>
<th>Recruiting PIs who are hiring for postdoc positions at Cambridge.</th>
<th>Recruiting postdocs early 2024</th>
<th>Developing online survey on postdoc priorities when making career choices, for late 2024</th>
</tr>
</thead>
<tbody>
<tr>
<td>More info and sign up: <a href="http://www.arrc.group.cam.ac.uk">www.arrc.group.cam.ac.uk</a> Email: <a href="mailto:arrcproject@admin.cam.ac.uk">arrcproject@admin.cam.ac.uk</a></td>
<td>• Identity and expectations in the postdoc / ECR experience • Research culture celebration • Conversation with PDA</td>
<td>Pilot phase Spring 2024</td>
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</tbody>
</table>

More info and sign up: www.arrc.group.cam.ac.uk
Email: arrcproject@admin.cam.ac.uk

Pilot phase Spring 2024
The ARRC Project

Three ways to get Involved:

• Sit on our postdoc advisory group – email kmd54@cam.ac.uk

• Sign up for our study on postdoc identity and expectations: QR code above and fill in the form linked on the ‘researcher development’ page.

• Sign up to fill out our survey on how postdocs make career decisions (mid 2024): QR code above and fill in the form linked on the ‘precarity’ page.

www.arrc.group.cam.ac.uk
General Interest

CRASSH (Centre for Research in the Arts, Social Sciences and Humanities) seminar series on research culture.

researchculture_at_cambridge
Equality, Diversity, Networks & Benefits

Equality, Diversity and Inclusion
Occupational Health
Staff Counselling Centre
Local wellbeing initiatives
Diversity Networks
Networks local to specific departments
CAMbens
Career Support Scheme and Returning Carers Scheme

www.hr.admin.cam.ac.uk
Quick-Start guide
These are the best ways to get started and make the most of our services

1. Register to use a Postdoc Centre
2. Subscribe to the Postdoc Bulletin
3. Check the Postdoc Calendar

VIEW GUIDE
Postdoc Welcome

Networking

• Childcare Office
• Centre for Research in the Arts, Humanities and Social Sciences
• Equipment Sharing Database
• HR Transformation Programme
• Postdoc Academy
• Postdocs to Innovators
• Research Computing Service
• Research Integrity
• Researcher Development
• Staff Counselling Service
• Visas and Immigration