Career planning and preparation are key:

- Take time throughout your doctorate to explore career options
- Make good use of valuable time to find the best fit career for you
- Make use of the careers support, training and development opportunities available to you as a doctoral researcher at the University of Bath
- Identify skills gaps and set goals for development
- Be prepared – high levels of competition are inevitable in career paths both inside and outside academia
- Consider how to market your research skills effectively for the job sector you are targeting
- Finding a good career match involves considerable research – but this will be easy, because this is what you do and are good at, and you may be able to draw on previous experience and contacts
1. **Year 1 (F/T) to 1/2 (P/T)**
   - Settle in as a research postgraduate
   - Start to build networks with team members, colleagues in your department cohort, people working in similar research fields and in fields of work that interest you
   - Familiarise yourself with the training opportunities provided by the Doctoral Skills Programme, and plan which ones to attend
   - Use the Postgraduate Training Handbook for Doctoral Students to record your training and development needs, goals and progress
   - Start to investigate career options for after your doctorate:
     - What type of work inspires you?
     - What are your strengths?
     - What matters to you in a job?
   - see the ‘Choose a career’ section of the Careers Service website, and the pages dedicated to researchers
   - Build your transferable skills portfolio, which will be relevant to a wide range of employers – this can be through work experience, public engagement activities and personal interests as well as your research – and reflect on your achievements and skills development
   - Make an appointment with a Careers Adviser to consider possible career options – remember you don’t need to have any specific ideas in mind before you speak to us!

2. **Year 2 (F/T) 3/4 (P/T)**
   - Identify jobs and sectors you are interested in pursuing after the doctorate:
     - to help you generate ideas, see the discipline-specific pages on the researchers section of the Careers Service website and read the Vitae ‘What do researchers do’ publications
     - Research these roles and select those most desirable
   - Seek guidance from a Careers Adviser to:
     - Clarify career selection
     - Identify good fit between you and the role/s that appeal to you
     - Identify your unique selling points
   - Expand your networks, and use these to build contacts and to help you look into possible career ideas. Talk to people already doing the jobs you are interested in – Bath Connection is a good resource for this
   - Identify suitable work shadowing opportunities
   - Start getting your CV in order – see tips and examples from Vitae and the Careers Service website, and attend a Doctoral Skills Programme applications webinar
   - Consider how to market yourself and your research skills effectively for your target sectors/employers
   - Continue to build your transferable skills portfolio, especially those relevant to your desirable career path
   - Make use of the training and development activities provided by the Doctoral College, across the University and externally
   - Attend Careers Fairs and employer presentations
   - Attend conferences to expand your network, become comfortable talking about your research and promote your research externally
   - If an academic career is your long-term aim, start to make plans for publications, and get some teaching experience

3. **Year 3 (F/T) 4 onwards (P/T)**
   - Identify specific job roles you are interested in pursuing after the doctorate
   - Plan regular time for job searching
   - Identify key and/or desirable employers in your chosen sectors
   - Familiarise yourself with appropriate job-seeking strategies for the jobs and sectors that interest you, and find out where, when and how suitable vacancies are advertised – Careers Advisers can help with this
   - Seek advice on interview preparation
   - Apply for some jobs to develop good practice – remember practice makes perfect!
   - Feedback on CVs and applications and practice interviews are available from Careers Advisers
   - Check out careers fairs and employers’ presentations