

Careers Guide for Doctoral Supervisors

Careers
Service



UNIVERSITY OF
BATH

Support from the Careers Service

The Bath Careers Service provides impartial support, advice and guidance to students in defining and developing their careers during and beyond their degree. We do this through confidential individual careers advice and guidance, information provision, skills training, and activities encouraging engagement with prospective employers and others who can provide insight into career options.

We work with doctoral students at all stages in their programme to encourage a proactive approach to career and professional development, raise awareness of possible career opportunities both inside and outside of academia, and assist with effective self-presentation in applications and interviews.

What we provide

One-to-one advice and guidance in Careers appointments

A 20-minute appointment useful for discussing first steps in career planning and job-search strategies. Appointments are available daily. 20-minute careers appointments specifically for doctoral students are offered on campus twice a week. Appointments on campus can also be used for feedback on job applications. Careers appointments can be booked by students [via MyFuture](#).

Doctoral researchers can contact the Careers Service enquiries desk at careers@bath.ac.uk or [Anne Cameron](#), the Researcher Career Development Adviser, directly for:

45-minute careers guidance appointments

These are useful for doctoral researchers who feel they need more in-depth help with career planning and jobhunting. Guidance appointments are available every day.

Practice interview

For students who have a confirmed interview coming up.

Guidance appointments and practice interviews

Can be offered via telephone or Microsoft Teams for doctoral students based off campus.

We also provide specialist support within the Careers Adviser team for students with disabilities and long-term health conditions, and also for international students.

Career Management workshops and skills training

We deliver tailored career management sessions for doctoral students as part of the Doctoral Skills Programme, on topics including career options, interview preparation and CVs. In addition, doctoral students can participate in our careers adviser- and [employer-led events programme](#) which is open to all students.

Access to employers and professional networks

The Careers Service organises a number of careers fairs and hosts presentations from employers representing a wide range of sectors. Throughout the academic year all students have the opportunity to meet a wide range of employers on campus or virtually when they give presentations. Students can also access [Bath Connection](#), a database of Bath alumni contacts, including doctoral graduates, who can offer insights into their experiences of working in various roles, sectors and organisations. In

addition, we encourage doctoral students to develop professional networks through involvement in conferences, research seminars and non-academic activities, and particularly through active engagement with relevant Professional Bodies and Learned Societies.

Specialist Information resources

The Careers Service website has a [specific section for doctoral students and postdoctoral researchers](#) which contains extensive information on career options, vacancy sources and self-marketing, and there is information for researchers in specific disciplines.

An in-house vacancy database and advice on where to look for jobs

[MyFuture](#) is a comprehensive source of vacancies for full-time jobs, internships, and voluntary work opportunities, and there is a specific search option for PhD students. We can also advise on where to look for work in specialist fields.

Provision for specific groups on request

We are very happy to provide tailored sessions for Departments, Faculties, Doctoral Training Centres and research groups. Contact Anne Cameron to arrange this.

What do doctoral researchers do once they've graduated?

Doctoral students find work in a wide range of sectors and industries. A limited number of roles will ask for a PhD as an essential requirement; numerous others will consider a PhD as advantageous or desirable, and many roles will make use of the transferable research skills and experience gained through undertaking a PhD. The high level analytical, critical thinking and problem-solving skills developed through doctoral research are highly valued by employers. The Careers Service supports the collection of data from all students about what they are doing at a specified time period after they have graduated. Overview leaflets summarising the

employment destinations of UK and other EU domicile doctoral students between 2012/13-2016/17 from each Department [are available on our website](#).

National information on the employment destinations of doctoral students is available through the [What do researchers do? leaflets published on the Vitae website](#).

You may also find it helpful to look at the infographics summarising [employment data and sample job titles for each discipline](#).

How can you support the career development of your doctoral students?

As a doctoral supervisor, you may find that you are the first port of call for careers advice from your doctoral students, particularly those considering an academic research career. Here are some suggestions for ways you can support doctoral students with their career development:

Be open to having conversations about future career plans

These could be integrated into training needs analyses or progress review meetings, or take place on a more informal or ad-hoc basis. You may find that these conversations happen more in the latter stages of the PhD, but try to encourage early engagement with career planning. The [Careers Service's Career Planning timeline for doctoral students](#) includes suggestions of career planning activities doctoral students can engage in at every stage of their doctoral programme.

Take a supportive, non-directive approach

Avoid assumptions about what particular individuals may want to do. Be open to discussing career options outside of academia, even if you feel you don't have all the answers; more than

50% of doctoral researchers will move outside of academia six months after graduating. If asked give constructive and honest feedback about an individual's suitability for an academic research/teaching career.

Ask open questions and encourage reflection

Questions could include: 'What are your thoughts about options for after graduating?'; 'What skills and experience will you need?'; 'What skills are you developing though doing a PhD?'; 'Where could you get more information and advice?'

Signpost to appropriate sources of advice and support

Signpost doctoral students to the Careers Service if they are interested in options outside of your area of knowledge or would benefit from more in-depth careers support. The Careers Service has [extensive web resources for researchers](#).

Introduce doctoral students to your own internal and external networks and collaborators

You may be able to introduce them to former supervisees, external stakeholders or collaborators who may be additional sources of career advice and information and employment opportunities.

Provide support and mentoring on academic career development

Help with development of a publication strategy; involve doctoral students in your own grant writing and encourage them to apply for small pots of money; help facilitate teaching experience and let them observe your own teaching; encourage involvement in conferences; provide feedback on academic CVs and advice on interview preparation; share your own career pathway with them and the highlights and challenges of an academic career.

Encourage and facilitate a proactive approach to professional development and involvement in wider departmental and university activities

This will help to develop non-research networks and to build transferable skills such as team working, organisation and leadership. Encourage involvement in research-related activities such as organising conferences, enterprise and research commercialisation, involvement in departmental committees, student representation or peer support, as well as opportunities to present and communicate their research to a variety of audiences. Employers outside of academia will value a wide range of experience.

Encourage doctoral students to record their own progress in research and other activities

Encourage self-reflection and the recording of progress and achievements. This will help with the preparation of CVs and applications as well as the development of research plans.

Additional Resources

Here are some other websites which might be useful to those seeking more information about the diverse field of sports careers.

- [Vitae](#) - the national researcher development organisation has a wealth of careers and professional development information and advice, particularly [career stories of other researchers](#), [CV examples](#) and the [Career-wise researcher booklet](#).
- [Jobs.ac.uk](#) - As well as being one of the main places to look for HE academic and non-academic roles in the UK, jobs.ac.uk also have a blog and articles with careers advice, and a range of free e-books on topics including writing cover letters for research jobs and academic job interviews.
- [Careers Service blog](#) - We write posts on a range of careers-related topics, including many

that are of specific interest to doctoral and postdoctoral researchers

- [Nature careers articles](#) - Lots of careers-related articles for scientists.

Check for more resources in [MyFuture](#).

Workshops are run by Careers Advisers and employers. They are advertised in [MyFuture](#).

Sign up to our [Careers Perspectives blog](#) which give the latest information on all career areas including applications.

Careers Service

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If you require this information in another format, [please get in touch](#).