Early-Career Researcher Development in the Post-PhD Phase

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What defines a successful Post-PhD programmes?

❖ **Research Excellence**
  - Increased impact (knowledge & societal)

❖ **Career advancement**
  - Accelerating career progression of candidates and exposure to practical R&D environments

❖ **Leveraging additional resources** (infrastructure, research, financial etc.)
  - Increased   resources through collaborations
  - Increase mentorship opportunities
  - Increased student throughput

❖ **University performance**
  - Contribution to institutional performance

❖ **Expanded networks**
  - Increased networks and relationships with international experts

❖ **Learning, positioning, global presence, visibility**

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What are the key barriers for effective Post-PhD Programming?

Limited **funding**

Lack of **knowledge** what others in the field are doing. Secretive research.

Researchers work **in silos** with very little collaborations.

Work environment **not** **supportive/conducive**

None really. Up to personnel drive.

No incentives

Lack of **networking tools & platforms**

Limited coordination

No time. **Too much teaching duties**

No effective project/programme management

No Mentorship

Established expertise / **not willing to share** opportunities/knowledge

Examples of good practices

❖ Setting guidelines and standards (national/regional/continental)

❖ Designing and funding comprehensive career-development programmes that consider

- training in professional competencies and transferable skills,

- funding for networking activities,

- funding for time away or residencies,

- family support, relocation support, and return funding to help researchers reintegrate into their home country

❖ Good communication between parties.

❖ Fostering enabling environments that support and create opportunities

❖ Involvement of experts with right skills

❖ Creating spaces for shared learning for sharing experiences, networking, matching, documentation of research collaboration

❖ Accountability and expectations

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Whare are we doing about it

❖ Foster transformation and inclusive development through funding, infrastructure provision and mentorship

❖ Developing and funding targeted programmes for Early Career Researchers (e.g. BAAP, Thuthuka)

❖ Unlock national and international research and innovation funding opportunities, through partnerships;

❖ Provision of partnership platforms: networking, matching, documentation of research collaboration

❖ Increased visibility of regional programmes in the global science system;

❖ Promote research excellence and impact; Promoting joint research between academia and industry;

❖ Etc.

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Thank you