

Imperial College
London



PFDC ANNUAL REPORT 2021-22



POSTDOC AND FELLOWS DEVELOPMENT CENTRE

Tailored support and development for postdocs, fellows and clinicians

PFDC ANNUAL REPORT 2021-2022

1. Introduction

The [Postdoc and Fellows Development Centre](#) (PFDC) has been providing support for early career researchers at Imperial College London since 2009. The PFDC offers an extensive programme of professional skills and career development training, support, and opportunities, which enable postdocs, fellows, and clinicians to succeed in their current position while planning their next steps.

Most of the PFDC's provisions have traditionally been delivered in person. In 2020, in response to the COVID-19 global pandemic, the PFDC team transitioned to an online programme of support. After seeking feedback from the postdocs and fellows, a large part of the PFDC's provisions continued to be delivered online throughout the 2021-2022 academic year.

The 2021-2022 academic year enabled the PFDC to continue providing an already established programme, as well as develop and launch new resources, projects and courses. The current report aims to highlight both new and continuing activities that were delivered in 2021-2022.

2. Research England

In response to the Government's [R&D People and Culture Strategy](#), [Research England awarded Imperial £950,000](#) in December 2021 to support efforts in enhancing research culture.

In January 2022, the PFDC was awarded **£432,500** to work on the following areas:

1. Tackling bullying and harassment
2. Improving research leadership skills across all career stages
3. Creating routes for collaboration and exchange with businesses, third-sector organisations and government
4. Securing and supporting the careers of researchers and associated professions
5. Diversifying recruitment, reward and recognition approaches at all career stages

The award enabled the PFDC to undertake and deliver 21 projects under the following four key areas:

These were derived from:

- The College's obligations to the [Concordat to Support the Career Development of Researchers](#)
- Recommendations of two scoping projects: assessing the needs of [Probationary Lecturers](#) and [Principal Investigators](#)

- Outstanding PFDC projects which have not been addressed due to lack of funding / staff resources and the Engineering Ambassador's year plan

The following projects were delivered:

Scoping projects

1. Improving the wellbeing of early career researchers through tangible actions against bullying and harassment
2. Understanding ECR Career Perceptions
3. What do women need to progress in academia?
4. Quantifying and describing the experiences of long-term researchers (LTRs) at Imperial
5. Enhancing Academic Culture: The Role of Teaching Fellows and Learning Technologists
6. The Independent Research Fellows' 'Life-cycle' at Imperial College London: A review of fellows' experiences of processes across departments

Collaborative opportunities

7. Seeds for Success and Wings for Ideas funds
8. UROP placements
9. Extra spaces on "Become a science founder" programme
10. Leadership sessions for postdoc reps
11. Regaining a sense of empowerment workshops
12. Blackett Lab Family Rising Stars Research School
13. Black Researchers of Imperial Symposium

Creation of new resources

14. Principal Investigators (PIs) and Probationary Lecturers (PLs) materials
15. Career conversations guidance for Postdoc Champions
16. Update of Managing your First Research Group
17. Update of Leadership in Research
18. Resilient Leadership in Action programme
19. Confidence Coaching materials
20. UNIque course

Staffing

21. Salary costs for Project Manager, Fellows Consultant, Advisor and Coordinator posts

Information about the above projects is highlighted on the PFDC webpage [Enhancing Research Culture](#). The webpage also includes the final reports and recommendations from the six scoping projects.

The outcomes from the 21 projects, and particularly the six scoping ones, will feed into the [2023-25 Concordat action plan](#).

3. Courses and workshops

3.1 Courses

The PFDC offers a [wide range of courses](#) grouped under the following themes: “Postdoc essentials”, “Communication and presentation skills”, “Leadership and management”, “Succeeding now”, “Planning for success”, and “Next steps”. The courses provided are free of charge to Imperial postdocs, fellows, and clinicians. In 2021-2022, all courses were delivered online.

Summary of provision:

From August 2021 to the end of July 2022, the PFDC ran **56 courses with 462 participants**. The PFDC introduced a number of new courses, which include:

- Being for beginners – a series of six one-hour sessions on wellbeing delivered in June 2022
- Communicating science – delivered on Friday 26 November 2021
- Confidence coaching – delivered between September - November 2021 and May – July 2022
- [Introduction to great design](#) – delivered on Wednesday 1 December 2021 and Tuesday 28 June 2022
- [Mind your mate](#) – delivered on Tuesday 25 January 2022 and Monday 9 May 2022
- [UNIQUE](#) – delivered between January-March 2022 and April-June 2022

Participant satisfaction:

At the end of each course, participants are requested to fill in a survey asking the following questions:

Course survey questions

Q1. I found this course useful

⑤ Strongly agree

| | |
|---|------------------------------|
| Q2. I know more about the subject having attended the course | ④ Agree |
| Q3. I learned things that will help me improve the way I work | ③ Neither agree nor disagree |
| Q4. I will apply what I learned on this course | ② Disagree |
| Q5. I am satisfied with the trainer/s | ① Strongly disagree |
| Q6. I am satisfied with the course materials | |

Overall satisfaction is 90.7%. Of all participants who responded to the survey between August 2021 and July 2022:

Q1. **90.3%** strongly agree or agree they found the course they attended useful

Q2. **89.2%** strongly agree or agree they know more about the subject having attended the course

Q3. **87.3%** strongly agree or agree they learned things that will help improve the way they work

Q4. **90.3%** strongly agree or agree they will apply what they learned

Q5. **96.9%** strongly agree or agree they were satisfied with the trainer(s)

Q6. **90.7%** strongly agree or agree they were satisfied with the course materials

A notable course run by the PFDC is the [Springboard women's development programme](#). This is an award-winning international programme which enables women to identify the clear, practical, and realistic steps they want to take for their professional and personal development, and allows them to develop the skills and self-confidence to take those steps. The programme is an important part of the College's commitment to the [Athena SWAN charter](#), with three members of the PFDC team being qualified as Springboard tutors.

During the programme, participants review topics such as qualities, strengths, goals, networking, assertiveness, dealing with pressure and managing image and visibility. As well as the opportunity to network with other colleagues, participants have the chance to hear women from across the College speak of the challenges they have faced during their personal and professional lives.

The programme is open to all members of staff who identify as women and consists of four development days set over four months.

Summary of provision:

The PFDC ran the Springboard programme **twice** in 2021-22, with a total of **68 participants**.

Participant satisfaction:

50 participants from the 2021-22 Springboard cohorts completed the programme evaluation survey. Highlights include:

| Question | Answer: Yes |
|--|-------------|
| I feel more confident in the area of: Personal development | 80.65% |
| I feel more confident in the area of: Goal setting | 78.19% |
| I feel more confident in the area of: Own development needs | 74.47% |
| I feel more confident in the area of: Understanding own values | 85.56% |
| I feel more confident in the area of: Assertiveness | 75.98% |
| I feel more confident in the area of: Managing change | 67.74% |

3.2 Pop-ups

[Pop-up workshops](#) are brief, informal and interactive sessions designed to deliver timely, targeted information on a range of themes that will be helpful for personal and professional development. They range from focusing on skills and goals development, to hosting guest speakers from across the College and exploring relevant external initiatives, such as industry and funders. They are open to all postdocs, fellows, and clinicians from across the College. All PFDC pop-ups were online in the 2021-22 academic year.

Summary of provision:

From August 2021 to the end of July 2022, the PFDC ran **29 pop-up workshops for 1,166 attendees**.

Pop-up topics included (but were not limited to): academic CVs and cover letters, preparing for fellowship applications and interviews, lectureship applications, LinkedIn and career talks from people with non-academic research careers.

Participant satisfaction:

At the end of each pop-up, participants are requested to fill in a survey asking the following questions:

Pop-up survey questions

- | | |
|--|------------------------------|
| Q1. I found this pop-up useful | ⑤ Strongly agree |
| Q2. I know more about the subject having attended the pop-up | ④ Agree |
| Q3. The pop-up content was relevant to me | ③ Neither agree nor disagree |
| Q4. I am likely to apply what I learned on this pop-up | ② Disagree |
| Q5. I am satisfied with the delivery | ① Strongly disagree |

Overall satisfaction is 92.4%. Of all participants who responded to the survey between August 2021 and July 2022:

Q1. **91.9%** strongly agree or agree they found the pop-up useful

Q2. **92.9%** strongly agree or agree they knew more about the subject having attended the pop-up

Q3. **92.9%** strongly agree or agree they thought the pop-up content was relevant to them

Q4. **91.9%** strongly agree or agree they were likely to apply what they learned on the pop-up

Q5. **93.9%** strongly agree or agree they were satisfied with the delivery

3.2 Funder showcases

The PFDC organises a series of [funder showcases](#) which highlight the fellowship opportunities individual funders have to offer, as well as providing the opportunity for current fellowship holders to share their expertise and experiences of the fellowship application process through to interview top tips.

Summary of provision

This year, the PFDC held **five funder showcases with a total of 187 attendees**. These included: [URKI Future Leaders Fellowships](#), [BBSRC](#) and [Imperial College Research Fellowships](#).

4. Individual support

4.1 One-to-ones

The PFDC provides [one-to-one coaching, advice and guidance to postdocs and fellows](#). These 45-minute sessions cover topics such as CVs, fellowships, job applications, moving out of academia, issues relating to working in a lab/team, development opportunities, networking opportunities, career-related issues, and concerns relating to life as a postdoc at Imperial.

Summary of provision:

There were **261 one-to-ones** from August 2021 to July 2022. All one-to-ones were online this academic year.

| General area of advice | Total | Percentage |
|-------------------------|-----------|------------|
| Fellowship application | 76 | 29% |
| Lectureship application | 35 | 13% |
| Careers advice | 37 | 14% |
| CVs/Cover letters | 34 | 13% |
| Job application | 17 | 7% |
| Other | 62 | 24% |

| Faculty | Total | Percentage |
|---------|-------|------------|
|---------|-------|------------|

| | | |
|------------------|------------|------------|
| Engineering | 82 | 31% |
| Medicine | 106 | 41% |
| Natural Sciences | 63 | 24% |
| Business School | 8 | 3% |
| External | 2 | 1% |

| Title | Total | Percentage |
|------------------------|--------------|-------------------|
| Postdocs | 154 | 60% |
| Fellows and clinicians | 67 | 25% |
| Lecturer | 18 | 7% |
| Other | 20 | 7% |

Participant satisfaction:

Having completed a one-to-one consultation, participants are asked to evaluate their experience via an online survey. **121** participants (**46%**) filled in this survey.

One-to-one survey questions

- Q1. I found the one-to-one useful and informative ⑤ Strongly agree
- Q2. The advice I received during my one-to-one was helpful and relevant to my concerns ④ Agree
- Q3. I learned more about the resources and opportunities available to me as a postdoc or fellow during my one-to-one ③ Neither agree nor disagree
- Q4. As a result of my one-to-one, I feel more positive about the issues(s) addressed ② Disagree
- Q5. I have used the information and advice I was given to make positive changes ① Strongly disagree

Overall satisfaction is 87.8%. Of all participants who responded to the survey between August 2021 and July 2022:

Q1. **98.4%** strongly agree or agree they found the one-to-one useful and informative

Q2. **97.5%** strongly agree or agree they found the advice helpful and relevant to their concerns

Q3. **60.3%** strongly agree or agree they learnt about resources and opportunities available

Q4. **95.0%** strongly agree or agree they were more positive about issues addressed in the one-to-one

Q5. **95.9%** strongly agree or agree they have used the information and advice given to make positive changes

4.2 Mock interviews

The PFDC arranges non-technical [mock interviews](#) for postdocs, fellows and clinicians who have been shortlisted for fellowships, academic positions, and positions outside of higher education.

Summary of provision:

There were **120 mock interviews** from August 2021 to July 2022. All mock interviews were online this academic year.

| Type of roles applied for | Total | Percentage |
|---------------------------|-------|------------|
| Fellowship | 55 | 46% |
| Lectureship/Professor | 47 | 39% |
| Scientist/Research | 10 | 8% |
| Non-academic | 8 | 7% |

Participant satisfaction:

After the candidates have completed the mock interview and attended their formal interview, participants are asked to evaluate the mock interview via an online survey and inform the PFDC if they have been successful. **62 participants (52%)** filled in this survey.

Mock interview survey questions

- Q1. I had a better idea of what to expect from an interview as a result of the mock interview. ⑤ Strongly agree
④ Agree
- Q2. I was more prepared for the questions that I was asked as a result of the mock interview. ③ Neither agree nor disagree
② Disagree
- Q3. I received constructive feedback from the mock interview panel. ① Strongly disagree
- Q4. I was more prepared for my interview as a result of the mock interview.

Overall satisfaction is 96.8%. Of all participants who responded to the survey between August 2021 and July 2022:

Q1. **100%** had a better idea of what to expect from an interview as a result of the mock interview.

Q2. **93.6%** were more prepared for the questions they were asked as a result of the mock interview.

Q3. **98.4%** received constructive feedback from the mock interview panel.

Q4. **95.2%** were more prepared for the interview as a result of the mock interview.

| Interview outcome | | |
|-------------------|-------|------------|
| Result | Total | Percentage |
| Successful | 40 | 33% |
| Unsuccessful | 26 | 22% |
| Unknown/other | 6 | 5% |

To obtain interview outcomes, the PFDC admin team requests this information from the candidates in the mock interview evaluation survey. When a survey has not been completed, the PFDC team emails the candidate four months after the mock interview date to ask for their outcome.

5. Working with departments

5.1 Postdoc reps

The [PFDC Postdoc Reps Network](#) has grown significantly over the last decade from a handful of postdocs, to a thriving community of **83 reps** who now represent postdocs from every department across all campuses. Their hard work, commitment and creativity has resulted in a significant culture change, not just in their own departments, but across the College.

The reps are key to ensuring that the PFDC stays well-informed about the needs and issues facing postdocs in departments at Imperial. They form a crucial bridge between the PFDC and the postdocs. The reps can influence the nature of what the PFDC offers by being involved in planning and decision-making processes via the termly Reps Network Meetings and by also taking part in voluntary focus groups to discuss a range of topics and provide opinions and feedback. The [list of PFDC postdoc reps](#) can be found on the PFDC website. During this academic year, the Reps Network meetings took place in September, December and May.

Management Development Sessions for the Reps

Thanks to the Research England funding, the PFDC offered the reps the opportunity to take part in a series of management development sessions aimed at addressing topics that are relevant to them as researchers. These were run by Dr Steve Hutchinson between March and July and covered aspects such as resilience, managing teams and influencing skills.

These six sessions took the form of one-hour monthly online sessions over lunch. Each session was standalone so that the reps could choose to come to all the sessions or individual ones that they found most relevant.

PFDC Reps Awards

The PFDC Reps Awards were introduced to thank and recognise all PFDC postdoc reps for their significant contribution through their role within their departments. The awards run annually, with this year's awards ceremony taking place on 1 July. The winners of this year's PFDC Reps Awards were:

Individual award

WINNER

Dr Humera Ansari - Chemical Engineering

FINALISTS

Dr Tanweer Beleil - Metabolism, Digestion and Reproduction

Dr Ilaria Belluomo - Surgery and Cancer

Team award

WINNER

Institute of Clinical Sciences

FINALISTS

Department of Physics

5.2 Postdoc and Fellows Champions

The PFDC works closely with departments to ensure that the voices of postdocs and fellows are well-represented at the departmental level. [Postdoc and Fellows Champions](#) are integral to this effort.

During this academic year, the Champions meetings took place in November, March and July.

The [list of Champions](#) can be found on the PFDC website.

5.3 Networks

The [Imperial Postdocs and Fellows Enterprise Network \(IPFEN\)](#) delivered seven events in 2021-2022. This included a four-week Hackathon which brought together MBA students and postdocs supported by Enterprise Lab and the IPC team (Enterprise section) and concluded with a successful final event in March 2022.

The Hackathon effort was led by three committee members. 22 student teams signed up, out of which six were selected to participate. These were then joined by two postdocs each in the competition, where they were allocated four weeks to solve the teams' technical challenge and put forward a business plan and a final pitch.

During the Hackathon, the PFDC supported two workshops:

- Business concept and Business Planning - delivered by Professor Chris Tucci from the Business School
- Pitching Workshop - delivered by Devika Thapar from Wilbe

Devika was also a judge in the final event, alongside Enterprise Director Dr Simon Hepworth, Victoria Nicholl from Enterprise Lab, Professor Markus Perkmann, Academic Director of the Imperial MBA, and Dr Liz Elvidge, Head of Postdoc and Fellows Development.

5.4 Collaborations with the Enterprise Lab

The PFDC and Enterprise Lab also collaborated in delivering the Venture Science Series, a series of six workshops between November 2021 and January 2022. These were:

- Thinking like an entrepreneur
- Introduction to commercial readiness
- Product market fit & testing your idea
- Entrepreneurial finance
- Building the team
- Business strategy for beginners

Each session was attended by an average of 17 people. In total, there were 43 unique attendees, and 20 people attended more than one session. Despite positive feedback, the Venture Science Series will not be repeated in the same format, as it was found that this was not the most suitable way to cater to postdocs' needs. However, the topics covered by the six workshops will be addressed again via the Enterprise Lab, through a combination of programmes, masterclasses and courses delivered for the PFDC.

The collaboration between the PFDC and Enterprise Lab has opened conversations about the availability of Enterprise Lab's provisions and support to researchers. These have taken the form of monthly meetings with:

- Sarah Ranchev-Vale - Head of Programmes and Partnerships at the time (currently Head of Enterprise Lab)
- Victoria Nicholl – Head of Incubation Services
- Eleni Assargiotis - Techcelerate Project Coordinator
- Augusta Critchley - MedTech SuperConnector Programme Manager

As a result of these meetings, all documentation for the Enterprise Lab programmes was reviewed to improve language and include researchers – view [VCC example here](#).

IPFEN and the PFDC have also participated in the second Imperial Entrepreneurship Forum (IEF), where the members from the full spectrum of Imperial's entrepreneurship ecosystem (Enterprise, academics, Support Services and external sponsors) presented updates. The Forum meets termly and serves as a networking platform, as well as a place where everyone can share updates and ask for support with all Enterprise aspects.

5.5 Departmental events

The PFDC works extensively with departments in a variety of different ways, including delivering bespoke training courses for postdocs, fellows, and clinicians. Bespoke training can either be requested directly by individual departments or through the departmental reps that make up the Postdoc Reps Network. We are also working with departments to share the findings and recommendations of the Research England funded scoping projects.

5.6 Other collaborative events

BAME Early Careers Conference in STEMM & Business

The PFDC collaborated with [Imperial As One](#) and delivered the BAME Early Careers Conference in STEMM & Business on Friday 10 September 2021. This was an online interactive day designed to give delegates an understanding of the complex journeys that can be taken to fulfil their career ambitions. The conference was attended by students, postdocs and early career professionals with an interest in STEMM & Business, from Imperial and beyond. The programme consisted of a series of talks from keynote speakers, along with workshops on topics such as CVs, career goals and teaching.

Collaborative writing retreats

During November 2021 (academic writing month) and July 2022, the PFDC collaborated with other universities across the UK (including but not limited to King's College London, University of Cambridge, University of Glasgow and Ulster University) to host WriteFest, a series of dedicated writing sessions for researchers in the UK. These sessions gave researchers from the participating institutions a friendly and constructive environment in which to meet like-minded peers, discuss challenges and work in a focused way using the established Pomodoro technique.

5.7 Funding Calls

Dame Julia Higgins Postdoc Collaborative Fund

This year, postdocs in the Faculties of Engineering and Medicine had the opportunity to apply for the Dame Julia Higgins Postdoc Collaborative Research Fund. Over the course of June 2022, 55 Engineering and Medicine postdocs came together through a mixture of online and face-to-face networking events to establish new collaborations. In total, 34 applications were submitted to the fund.

The assessment panel met to consider all the applications and after a review of the scores and much discussion, a total of 12 proposals were funded: seven with an Engineering lead and five with a Medicine lead.

Seeds for Success

In 2022, the PFDC ran the Seeds for Success and Wings for Ideas funds once again to support the postdoc and fellows' community at Imperial on their career development.

The aim of Seeds for Success is to allow postdocs to gather preliminary data for a fellowship application. There was a total of £50,000 available to fund projects, with up to £5,000 per project.

30 projects were submitted for review, and a total of approximately £135,000 was requested. The PFDC and reviewer panel awarded 11 projects, with the full funds totalling £50,053. Winners and their projects can be found on the [PFDC website – Seeds for Success](#).

Wings for Ideas

The aim of this fund is to allow postdocs and fellows to work on research that might lead to a new venture, a product, or a prototype. There was a total of £10,000 available to fund projects, with up to £2,500 per project. Further funding was received to support a further project via the Research England Research Culture Award.

Ten projects were submitted for review, with a total of approximately £23,000 requested. Out of these, five projects were selected and awarded a total of £12,235. Winners and their projects can be found [on the PFDC Website – Wings for Ideas](#).

5.8 Expressions of Interest

From August 2021 to July 2022, the PFDC managed nine expressions of interest from internal and external contacts, with a total of 113 interested and over 70 people put forward. The expressions of interest were for the programmes below:

- Wilbe “Becoming a Science Founder” courses (three calls in spring and autumn 2021 and spring 2022)
- Global Young Scientists Summit 2022 & 2023 – the calls were in November 2021 and July 2022
- World Laureates Forum – September 2021
- Broadening Horizons mentoring programme (sponsored by Wellcome) – September 2021
- Research Job Family review working group and workstream – September 2021
- European Talent Academy (Imperial College London / Technical University Munich / Politecnico Milano partnership) – October 2021

6. Leadership development for postdocs and fellows

6.1 Resilient Leadership in Action

In May and June 2022, the PFDC ran the Resilient Leadership in Action (RLiA) online programme for 60 participants from Imperial at various levels of seniority (postgraduate researchers, postdocs, fellows and probationary lecturers). The programme took place over three weeks, with three half-day workshops each week. The course evaluation evidences significant individual growth in the areas of self-awareness, leadership presence, resilient decision making, and gaining clarity of direction.

Building on the success of the programme, the PFDC will join other UK universities to offer an online programme for postdocs and fellows in February 2023. In May 2023, Imperial postdocs and fellows will have the opportunity to attend the RLiA programme in person on campus.

6.2 PFDC funded leadership opportunity for independent research fellows

In March 2022, the PFDC offered all independent research fellows the opportunity to develop their leadership skills by funding Undergraduate Research Opportunities (UROP). During July 2022, six fellows hosted a UROP student for a four-week programme within their research group. Participating fellows were able to gain experience in recruiting students, develop their leadership skills through student supervision, and help to foster the next generation of research scientists by developing their transferable skills, employability and understanding of the research environment.

6.3 Leadership coaching for Future Leader Fellows

Between January and July 2022, the PFDC successfully piloted a leadership coaching programme with a Consultant at the PFDC, who is an experienced and accredited leadership coach. More than half of the current Future Leader Fellows (FLFs) made use of the opportunity to have confidential one-to-one coaching conversations, to work through current and general challenges they face and to find sustainable and motivating ways forward. Participants noted significant improvements relating to interpersonal and communication skills, as well as their work/life balance.

Building on the success of the pilot, the PFDC is now extending the leadership coaching offer. From October 2022, all independent research fellows have been able to apply for up to three one-hour coaching sessions, as part of their leadership development requirement.

7. Events

7.1 Postdoc Appreciation Week (PAW)

Further events supplemented the PFDC's programme in the 2021-2022 academic year. Between 20 and 24 September 2021, the PFDC organised and delivered sessions during [Postdoc Appreciation Week \(PAW\)](#). PAW is celebrated annually across universities in the UK and US. This year's PAW events at Imperial included:

- Q&A with the Provost
- Workshop: Taming your inner critic
- EDU: Teaching for Postdocs
- Getting the best from people – Mentoring and coaching

7.2 Women@Imperial week

The PFDC also contributed during [Women@Imperial week](#) (Monday 7 – Friday 11 March 2022) with the following events:

- How do you become a future leader? – Monday 7 March

- Springboard taster session – Thursday 10 March
- Panel discussion: In conversation with academic women – Friday 11 March

7.3 Mental Health Awareness Week

The following two events were delivered during Mental Health Awareness Week (Monday 9 – Friday 13 May 2022):

- Webinar: Imposter syndrome and perfectionism – Monday 9 May
- Mind your mate – Monday 9 May 2022

7.4 CV clinics

Throughout the year, the PFDC also hosted a series of CV clinics for postdocs seeking careers outside of academia. **16** postdocs attended the clinics which took place on: Friday 14 January, Wednesday 19 January, Monday 24 January, Tuesday 29 March, Thursday 31 March and Friday 1 April 2022.

7.5 Welcome inductions

To help postdocs integrate into their new role, the Centre invites all new postdocs to PFDC welcome inductions. During the meeting, postdocs learn about the support and opportunities available to them at Imperial and have an opportunity to meet other recent joiners at the College. In 2021-2022, there were four welcome inductions held on: Wednesday 1 September 2021, Wednesday 12 January, Wednesday 6 April and Tuesday 5 July 2022.

7.6 Pathways for postdocs re-launch

From 28 March to 1 April, the PFDC relaunched its [Pathways for Postdocs](#) provisions, which highlight the support the PFDC provides for careers outside academic research. The relaunch involved a new and improved webpage which includes short videos of postdocs who are currently working in different industries. The following events also took place as part of the relaunch:

- Collaborative panel event between IPFEN / Synthetic biology academics and a company
- “Planning a career change” course delivered by the Careers Service
- Eight CV clinics
- A panel event with postdocs who are currently working in industry
- A Twitterchat conversation from the PFDC account ([#PathwaysTwitterChat](#) [#ImLeavingAcademia](#))

- A pop-up on Skills analysis

7.7 One-off events

Finally, the PFDC also delivered one-off events targeted specific groups and needs. These include:

- Public Engagement Taster Session for ICRFs and FLFs - Monday 13 September 2021
- Webinar: Parenting and Academia - managing the mental load – Thursday 25 November 2021

8. External work

The PFDC undertakes work for external organisations, accepting requests for training, talks, and other services.

The PFDC delivered the following sessions:

- “Making the Most of Your Postdoc” for King Abdullah University of Science and Technology (KAUST) – Tuesday 17 - Thursday 19 August 2021
- “Planning for Success Beyond your Postdoc” for King Abdullah University of Science and Technology (KAUST) – Wednesday 15 and Thursday 16 September 2021
- CV workshop for the University of Glasgow – Monday 8 November 2021
- “Planning for Success Beyond your Postdoc” for King Abdullah University of Science and Technology (KAUST) – Monday 14 and Tuesday 15 March 2022
- “Lectureships: Ready, Set, Go!” for Queen's University Belfast – Tuesday 22 March 2022
- Mock interview for the University of Galway – Monday 11 April 2022
- “Lectureship CVs: What you need to be working towards now to succeed in five years” for King Abdullah University of Science and Technology (KAUST) – Thursday 21 April 2022
- “Lectureship applications: what you need to know to be successful” for King Abdullah University of Science and Technology (KAUST) – Thursday 19 May 2022

9. Summary

In the 2021-2022 academic year, the PFDC organised **85** courses, pop-ups and funder showcases for approximately **1,628** participants. Additionally, **261** one-to-one meetings and **120** mock interviews were provided. Further funds, resources and events were also created and provided by the PFDC, which together made up the tailored programme of support for early career researchers and clinicians.

