



THE UNIVERSITY *of* EDINBURGH
Careers Service

Topic 1: Develop a Career Vision

Biomedical AI CDT





Introductions: What you (might) want to know about me



Rebecca Clacy-Jones
Link Careers Consultant
for the School of
Informatics (and
Chemistry)

- Background in Recruitment, HR and Project Management, Training
- PGDip in Career Guidance and Development
- Coaching and Facilitation – not all the answers
- Not replacing the PhD workshop Series



Inspiring futures





PhD Careers Programme



book your place, by searching for PhD Careers 2023-24 under 'Events' on [MyCareerHub](#).

support accordingly. Whether you are looking for a career within academia or interested in what might be on offer beyond academia, we have the resources, people, and support to help you manage and develop your career.

PhD Careers programme

Our PhD Careers programme covers all the career essentials, including making effective use of the Careers Service and employability support, marketing your PhD qualification, understanding how to discuss the skills and attributes you have developed, career planning & decision making, and understanding and navigating the job market, both within academia and beyond.

Our 2023-2024 PhD Careers Semester One sessions run throughout October and November 2023.

Please check details and times, and **book your place**, by searching for PhD Careers 2023-24 under 'Events' on [MyCareerHub](#).

Title	Format
PhD Careers: Career Planning	online
PhD Careers: Planning an academic career: CMVM/CSE	online
PhD Careers: Planning an academic career: CAHSS	online
PhD Careers: Careers beyond academia: CMVM/CSE	online
PhD Careers: Careers beyond academia: CAHSS	online
PhD Careers: Academic applications	online
PhD Careers: Applications beyond academia	online
PhD Careers: Academic CV Masterclass	Careers Service, 3rd floor Main Library Building
PhD Careers: CV Masterclass - CVs beyond academia	Careers Service, 3rd floor Main Library Building





Introductions

Small Group Introduction – Warm Up

- Your name
- Three words to describe your research

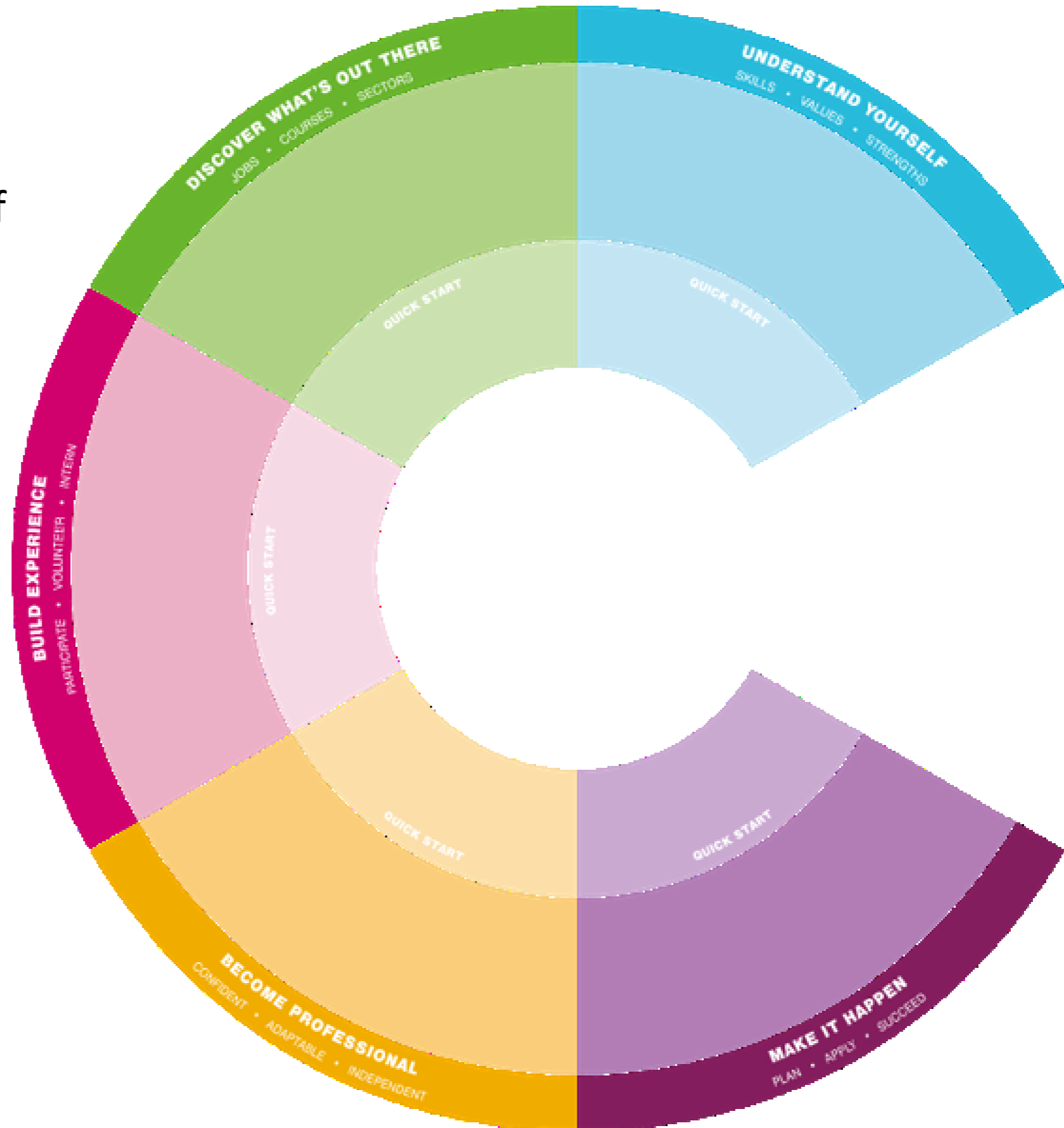




Career Cor

Understand Yourself

- Skills
- Values
- Strengths
- Interests





In Today's Session you will...

- Get a chance to try out some tools, techniques and approaches to Understanding more about yourself – focusing on
 - Strengths and Skills
 - Energy
 - Values
 - Interests
- Start to think broadly about where you want to be two years after your PhD
- Start a Career Development Plan to help you get there





You can and you should...

- Interrupt, ask questions, challenge, explore, speculate, consider 'wild' options
- Feel uncertain, and maybe uncomfortable – go with it!
- Support each other – your biggest supporters may be in this room
- Record your actions, make a note of what seems important (take photos, scan QR codes, record URLs), Start a Personal Development Journal – Write things down
- Set time to follow up – keep the momentum going – take control!





Use the Workbook

Paper copies if you need or prefer



TOPIC 1:
UNDERSTAND
YOURSELF –
DEVELOPING A
CAREER VISION

WORKBOOK – THIS WORKBOOK IS
DESIGNED TO BE INSERTED INTO AN
ONLINE NOTEBOOK LIKE ONE NOTE – BUT
YOU CAN PRINT IT IF YOU PREFER
Rebecca Clacy-Jones



Self Awareness

A realistic and accurate perception of your interests, values, skills, limitations, and lifestyle preferences

Important because:

- Exploring possibilities
- Making informed choices
- Selling yourself to employers
- Identifying development areas





Ikigai





Values Shape Career Planning

An Example -

What do I want to be with my PhD? The roles of personal values and structural dynamics in shaping the career interests of recent biomedical science PhD graduates Kenneth Gibbs and Kimberley Griffin CBE Life Sciences Education Vol 12 711 - 723 2013

Scientists showing low interest and those showing high interest in an academic career :

- showed no difference in research productivity (publications)
- reported no difference in relationship with their PhD supervisor
- agreed that an academic career was challenging (workload and competition for posts)

Primary driver for pursuing an academic career* was:

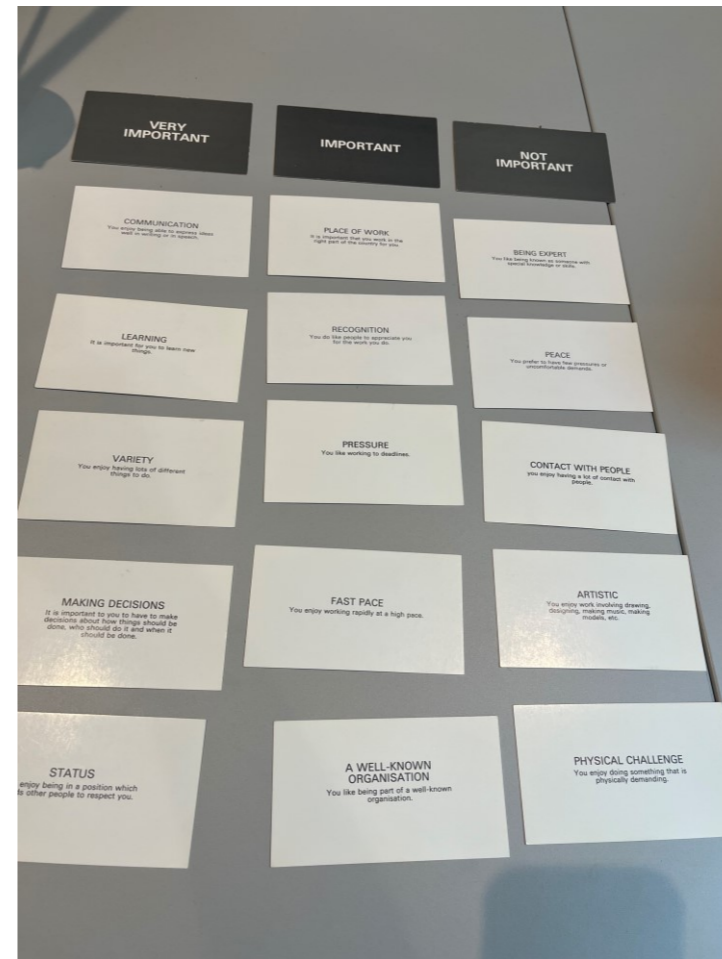
- personal values

*and other career areas



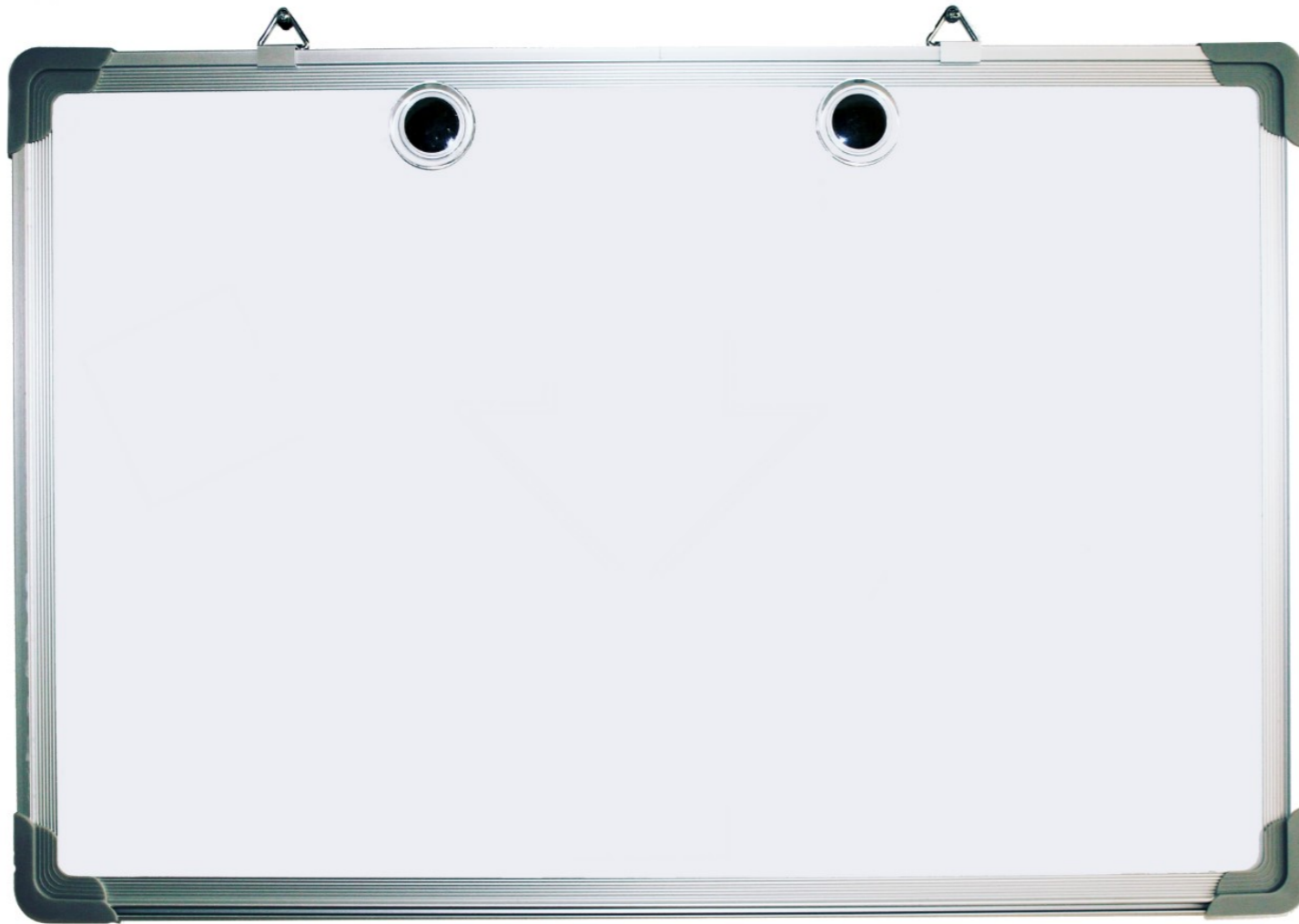
Activity: Work Values

- Card Sort
- Work in pairs or small groups
- Take turns to decide what is Very Important, Important, Not Important
- Take a photo (save it to your workbook)





How was that?



Could you start a personal development journal?

- A nice notebook or journal?
- OneNote, Trello or online tool
- Or just a note on your phone

You could record:

successes, challenges, problems you solve, feedback you receive, ideas, people you meet, articles you read





Strengths





Strengths: What? Why?

Something we are good at *and* enjoy

"People who use their strengths every day are six times more likely to be engaged on the job." (Gallup)

Identify a Strength through the Concept of Flow



Where are you now?

Flow (Csikszentmihalyi (1956) “A state in which people are so involved in an activity that nothing else seems to matter.”

When was the last time you were ENERGIZED and ENGAGED?

- What were you doing?
- Your Research? Be specific? What tasks or activities?
- Or maybe a Social Activity? Playing a sport or doing a hobby? Tutoring? Teaching or Demonstrating?





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Join the Padlet



<https://padlet.com/UoECareers/flow-biomedical-ai-cdt-bc5hc2dx21eszuw9>

(Link is also in the Workbook)

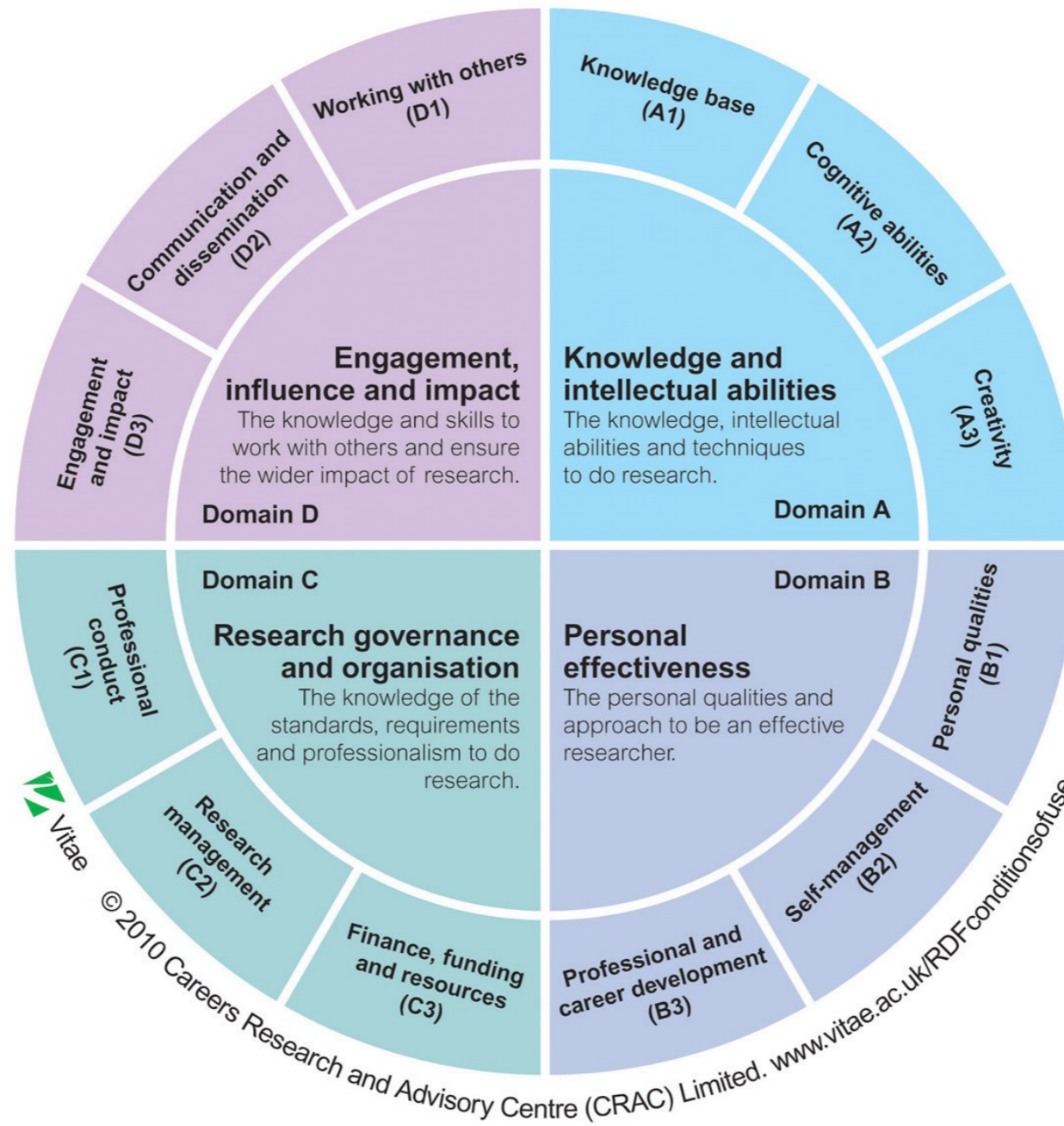




Skills



Vitae Researcher Skills Framework





What do employers want?

Analytics & AI Accelerate Graduate Programme



Ideally, you will have some or all of the following:

- A passion for applying analytics and data science to solve business challenges
- Knowledge, experience or strong interest in some of the following:
 - Programming languages used for Data Science (i.e. Python, R, SQL)
 - Data visualisation tools (i.e. Power BI, Tableau, Looker)
 - Digital Analytics tools (i.e. Google Analytics, Adobe Analytics)
 - Analysing, drawing insight, and identifying trends from various types of data sets
 - Data Management & Governance
 - Data Architecture
 - Data Strategy
- A strong desire to further your own personal development
- The ability to overcome barriers through drive and determination
- Problem solving skills and the ability to think strategically
- Strong team working skills, demonstrating effective communication
- The ability to work away from home

Software Engineer – Biomedical AI



We are looking for:

- A degree in a quantitative or engineering discipline (e.g., computer science, computational biology, bioinformatics, engineering, among others); OR equivalent work experience as a professional software engineer.
- Demonstrated advanced programming expertise in Python and in developing and delivering robust software solutions.
- Knowledge of modern software development tools and practices (agile frameworks).
- Basic understanding of at least one major deep learning framework (PyTorch, TensorFlow).
- Knowledge of software engineering best practices, including continuous integration (CI) and continuous deployment (CD), containerization, and shell scripting.
- Background or interest in biology or medicine is a plus but not required.
- Fluency in English. Knowledge of German is not required for this position.

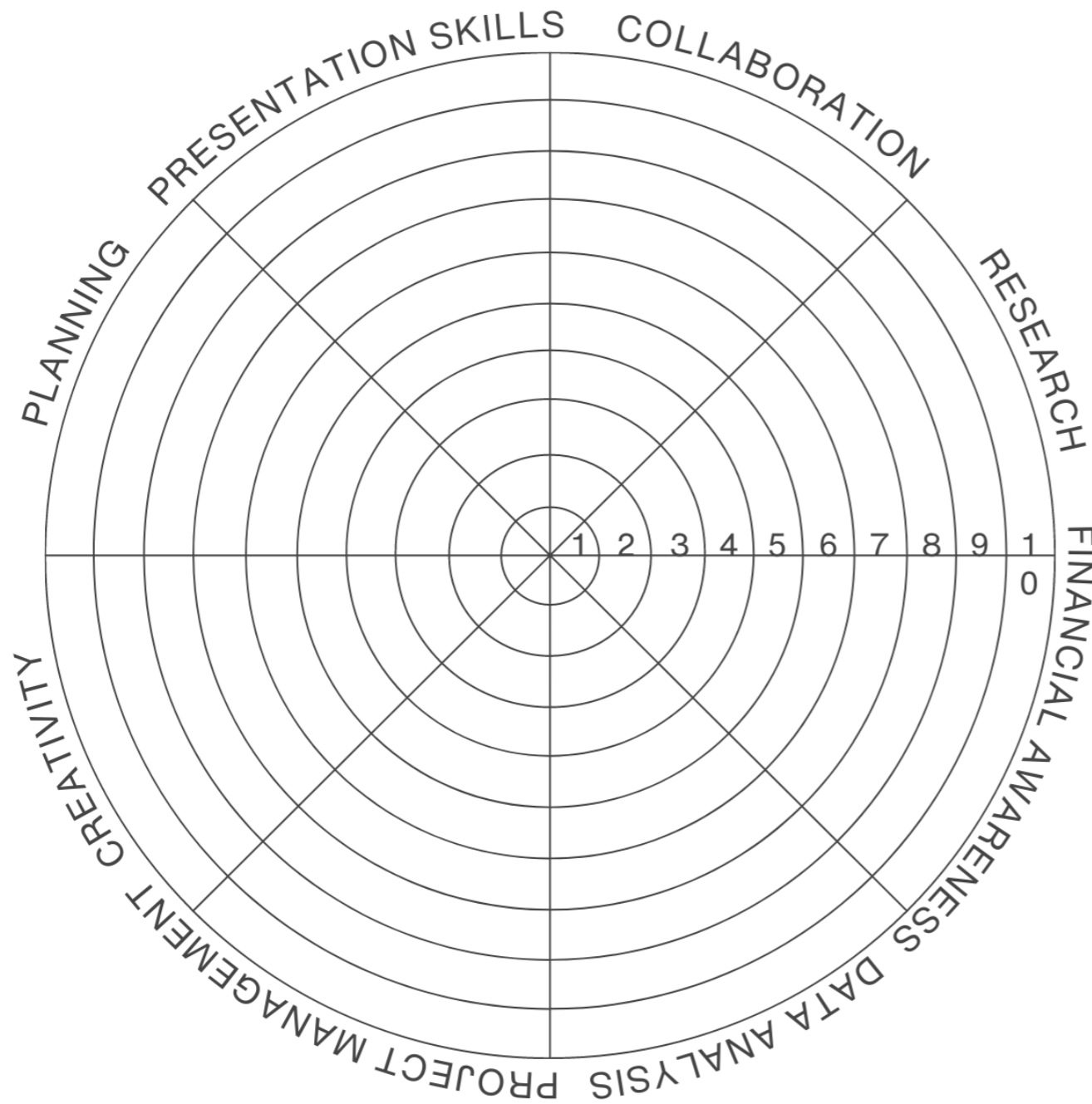
In addition, it would be nice if you bring:

- Experience in design, development and deployment of commercial data-driven software.
- Basic familiarity with machine learning principles and state-of-the-art modelling approaches.
- Contributions to relevant open-source projects.
- Knowledge or interest in disease biology, molecular biology and medicine.
- Experience working with biomedical data (e.g., genomics, transcriptomics, proteomics, electronic health records, clinical images)





Activity: Complete your own skills audit



- Work individually
- Take 5 mins
- Consider each skill in turn
- Shade in or mark up your feelings about your skills
- Which areas are strongest?
- What do you want to work on?





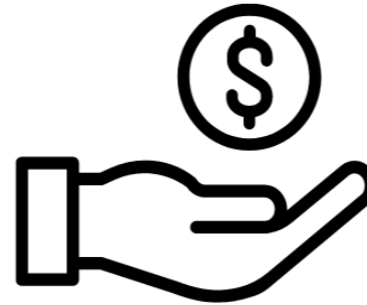
What do you NEED?



Family and caring responsibilities



**Location, which country?
town or city? cost of housing**



**How much do you need
or want to earn?**



**Working environment? Quiet?
Busy?**



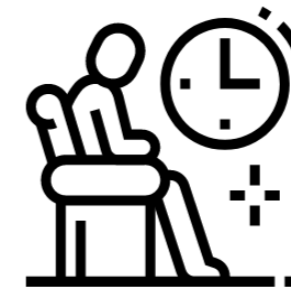
**Flexible or or part time? Hybrid
or home working?**



Physical and mental health



**Hobbies, interests
and social life**



**Active or sedentary?
Travel?**





Development Areas? What do you want to work on?

Goal Tracker

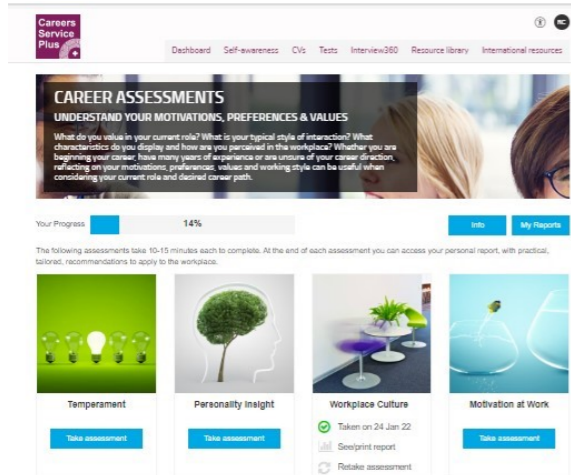
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goal	activities	success criteria	agreed by	by when	support required	provided by
a brief description of what you want to achieve	What activities you need to undertake to achieve this goal?	What demonstrates that you have been successful?	Who confirms success?	When will this be achieved?	What do you need from others to be successful?	Who will provide this support?
Get better at Presenting to large groups	Take IAD presentation skills course	Complete course	Course Tutor	Semester one	Course	IAD
	Join Toastmasters Society					
	Look for Conference Speaking Opportunities					
	Ask Supervisor for Advice		<i>tbc</i>	<i>tbc</i>	<i>tbc</i>	<i>tbc</i>
					<i>tbc</i>	<i>tbc</i>
					<i>tbc</i>	<i>tbc</i>
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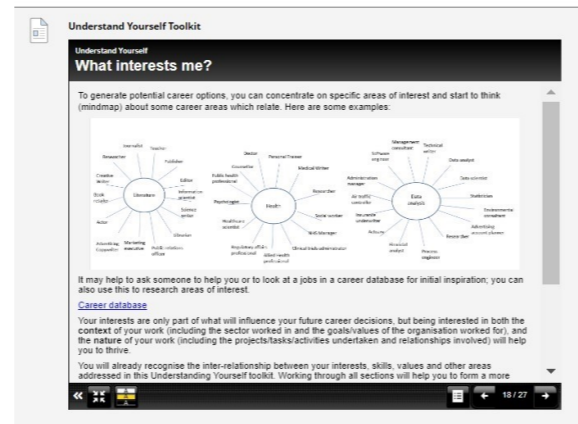




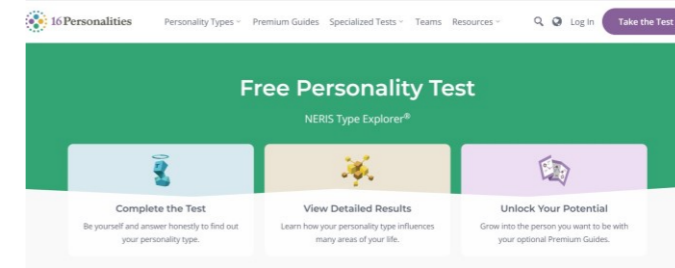
Understand yourself: More ideas



Careers Service Plus



Career Compass Toolkits



Myers-Briggs Type personality assessment



Ask others!

Inspiring futures





Exploring your Options





How are you feeling now?

1

I'm figuring out
what I want to
do when I finish my PhD

10

I know exactly
what I want to do





How are you feeling now?

1

I'm figuring out
how to get there

10

I know exactly
how to get there



What might be possible?

Life Design



Sketches

Challenge: Create 3 radically different 5 year sketches:



Top of Mind

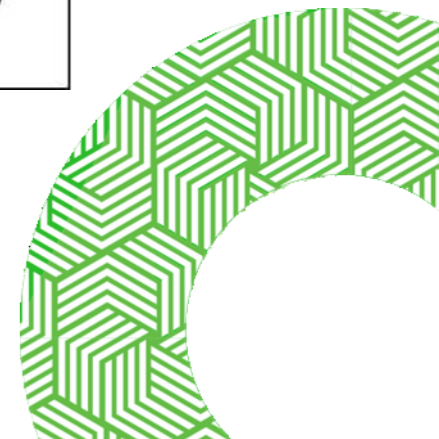
The idea that most easily comes to mind/that you most often share with others

Pivot Sketch

What you would do if you had to do or were able to do something entirely different/if your go-to plan was disrupted and no longer available.

Constraint-Free

What you would do with no constraints (money, time, geography, financial or familial obligations, nobody would think less of you or judge you; you were not bound by oppressive structures in society)





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Padlet



<https://padlet.com/UoECareers/nlp-phd-career-planning-workshop-cmfye0uopdm4iyus>

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Do your Odessey Plans fit within the Ikigai Diagram?





Make a start...

Odyssey Plans

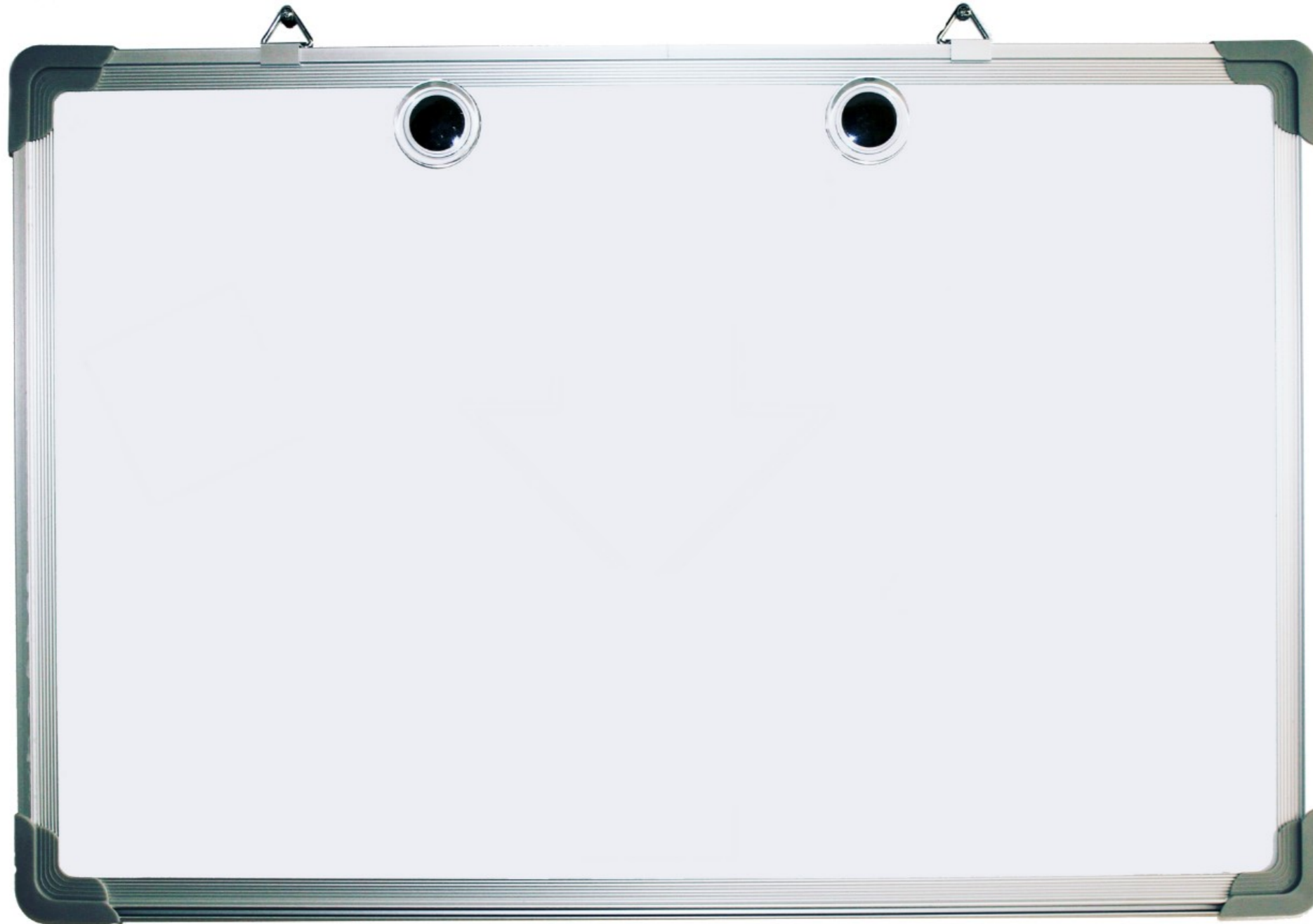
Your name: _____

Options	What do you need to know or do?	What actions will you take?		
		What?	Who / What can help?	By When?
Top of Mind - the idea that most easily comes to mind or you share with others				
Pivot Sketch - If you had to do something entirely different, go-to plan not an option				
Constraint Free - What you would do with no constraints (time, money, geography, family, society etc)				





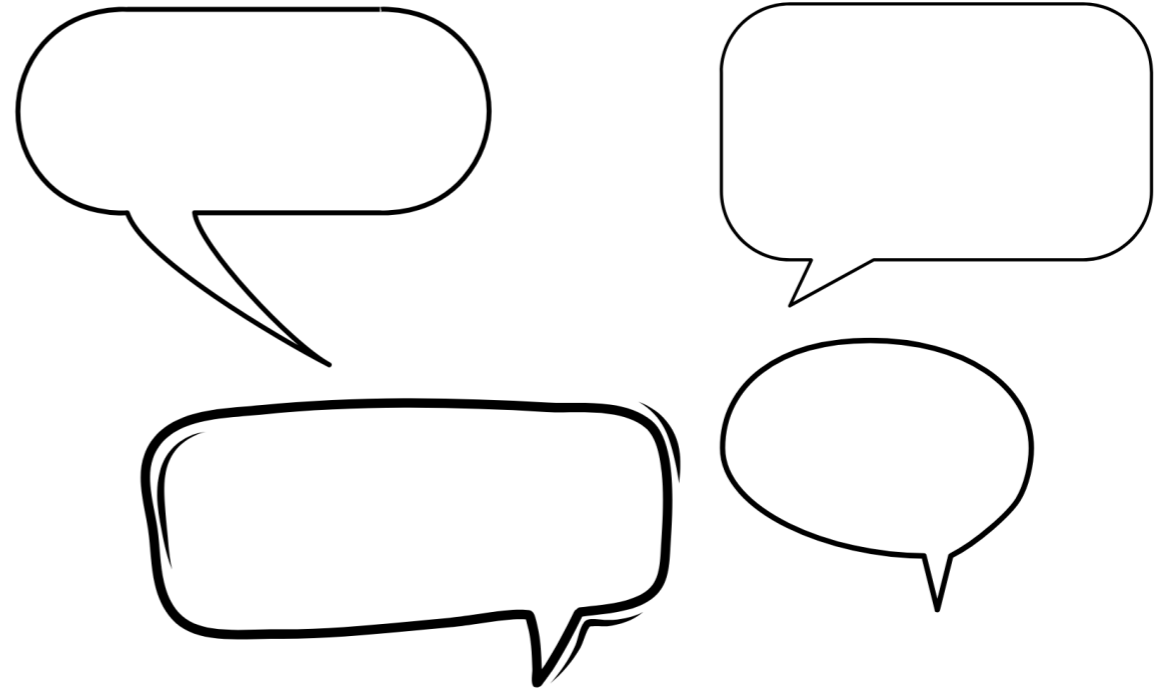
How can you broaden those options?

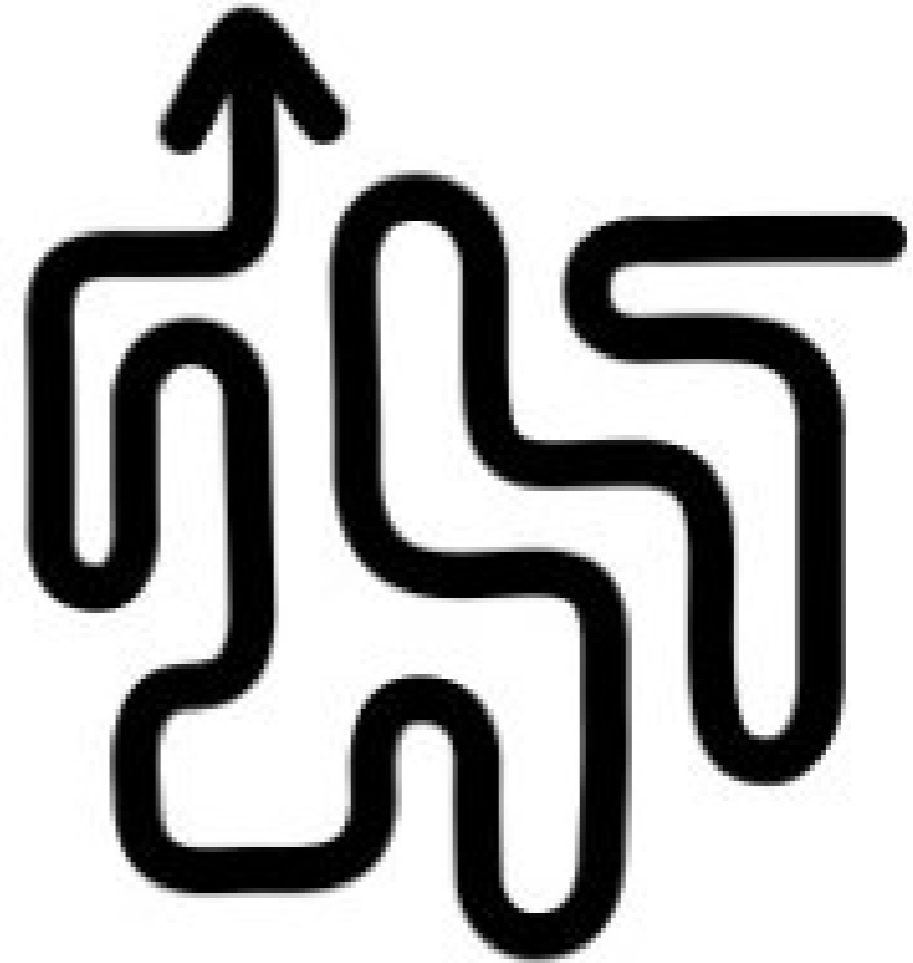
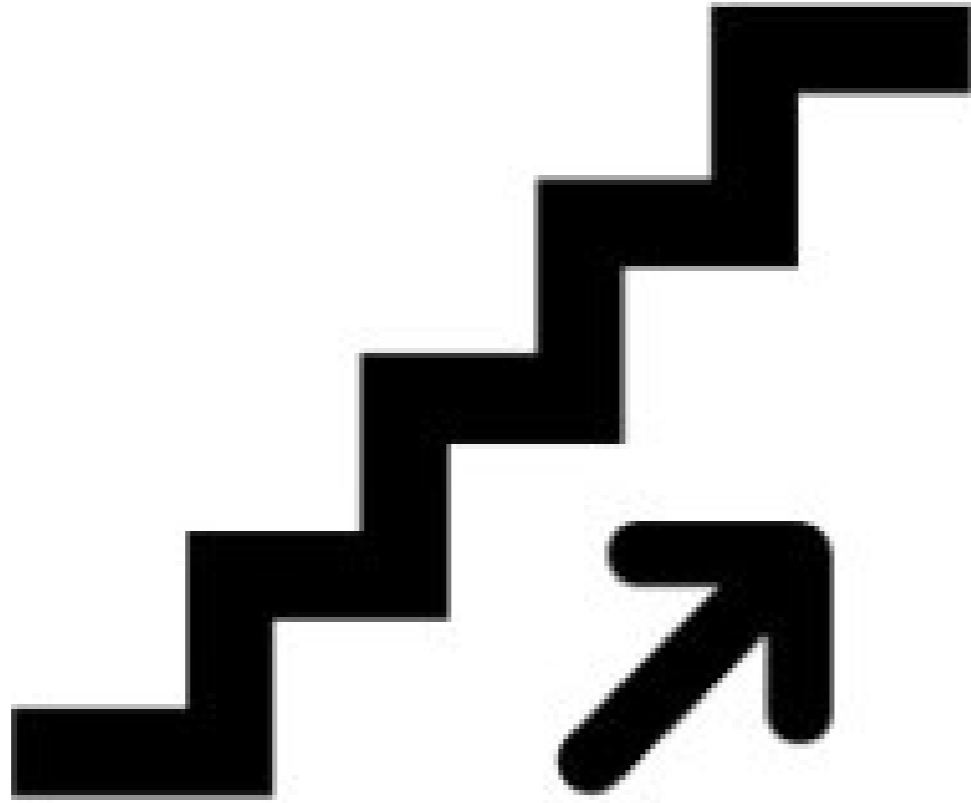




How will YOU make progress?

- Work with a Partner or a Small Group
- Share the Actions that you plan to take
- Arrange a check in meeting – set up a 30 coffee catch up in 6 weeks time to review your progress







EXIT TICKET – How did we do Today?

Develop a Career Vision



<http://bit.ly/CareersSession>

All responses are anonymous
Thank you.

