Preliminary Career Development Plan

Proposal ID no:

Proposal title:

Name and surname of the Applicant (Principal Investigator):

Name of the Host Institution:

Questions 1-3 will help to set background for your development and training goals.

1. Principal Investigator's previous project experience and training	
What position did you hold in the most recent project?	*Please put a cross in the relevant box. Select one.*
	Not applicable
	Team leader (PI, Co-PI)
	Team member
	Other – please describe: …………………………………………………….
What training courses have you attended/completed over the past year (since March 2021)?	*Please put a cross next to relevant courses. Select as many as appropriate.*
	Not applicable
	Leadership
	Project management
	Grant writing
	Communication and dissemination of research results
	Research integrity and ethics
	Intellectual Property Rights (IPR)
	Technology transfer and commercialization
	Other – please describe: …………………………………………………….
Project management certificates	*Please put a cross next to relevant certificates. Select as many as appropriate.*
	Not applicable
	Prince 2
	PMI
	SCRUM
	AGILE
	Other – please describe: ………………………………………………………

2. Principal Investigator's intersectoral experience					
Who did you collaborate with? In what capacity?	*Please put a cross in relevant boxes in each row, as appropriate*				
	business sector	industry	private non-profit sector	government sector	NGOs
not applicable - no previous experience					
research collaboration / joint project					
skills training					
internship					
consultancy					
permanent job – owner					
permanent job – employee					

3. Principal Investigator's self-assessment of professional strengths and areas for development (skills, knowledge and behaviours)

Area		not applicable / I don't know	I am not yet proficient in this area	I am partially proficient in this area	I am proficient in this area	I am highly proficient in this area	I am an expert in this area
Knowledge and intellectual abilities	Research methods and technical skills in PI's field – theoretical knowledge						
	Research methods and technical skills in PI's field – practical application						
	Managing data and resources						
	Statistical analysis						
	Interpretation of data						
	Creativity/innovative thinking						
Personal Effectiveness	Networking skills						
	Continuing professional development						
	Work–life balance						
	Stress management						
	Time management						
Research governance and organisation	Responsible conduct in animal and human research						
	Understanding IPR (research contracts & licensing agreements)						
	Structuring/managing operational plans and R&D execution plans						
	Planning and organising projects						
	Writing grant proposals						
	Developing/managing budgets						
Engagement, influence and impact	Working with others/teamwork						
	Training, mentoring, supervising individuals						
	Negotiating skills						
	Communicating research to scientists						
	Navigating the peer review process						
	Demonstrating and teaching skills						
	Communicating research to nonscientists, incl. media						
	Researching & evaluating business opportunities						

Please put a cross in the relevant box in each row to indicate your current competency level

Questions 4-9 constitute your Preliminary Career Development Plan. Answer these questions in the context of the analysis completed above.

4. What short-term goals does the Principal Investigator plan to achieve during the POLONEZ BIS fellowship?
Consider the skill types below and list anticipated development, training and networking opportunities: what knowledge/skills/expertise will you develop, who will you work with and how? If possible describe the role of the Host institution, mentor and research team, secondment, courses, external cooperation, etc.

A.   Core research knowledge/skills/expertise (relating to the project)

   …………………………………………………………

B.   Additional research knowledge/skills/expertise (relating to PI's competencies in their research area)

   …………………………………………………………

C.   Transferable and complementary knowledge/skills/expertise (skills the PI could transfer to future employment settings)

   …………………………………………………………

D.   Transfer of knowledge to/from other disciplines or sectors

   …………………………………………………………

E.   Other goals – please describe (optional)

   …………………………………………………………

5. Transfer of knowledge from the Principal Investigator to the Host Institution
What knowledge/skills/expertise do you plan to transfer to the host institution? Who will be the target audience? How do you plan to transfer the knowledge and what will be the benefit to the host institution?

…………………………………………………………………

6. Secondment plans/preferences
Has the Principal Investigator already chosen a secondment institution? **YES/NO** *(delete as applicable)*
If YES – *complete parts A and C below*
If NO – *complete parts B and C below*

A.   Information about the selected secondment institution
   Institution's name: …………………………………………………………
   Institution's location (town and country): …………………………………………………………
   Institution's profile: …………………………………………………………

B.   Describe the preferred profile of the secondment institution.

   …………………………………………………………

C.   Describe the expected goals/benefits of the planned secondment.

   …………………………………………………………

7. What are the PI's long-term career development goals in two/three years after completing the project?
Describe the expected long-term impact of the POLONEZ BIS fellowship on your career, including activities other than research.

………………………………………………………………

8. Plans for the dissemination and communication of the project results.
List of anticipated publications, anticipated conference and/or workshop attendance, courses, seminar presentations, reports, policy briefs, etc.

………………………………………………………………

9. Plans for outreach / public engagement activities.
*Describe the types of actions and their frequency, types of audiences and their expected size(s); the description must include **at least 2 forms** of public engagement or outreach activities (other than the project website), e.g. seminars and workshops for primary or secondary education students, engagement with policy-makers, participation in events promoting research, articles in the general press, blogs, Science Fairs and festivals, etc.*

Action 1
- Type of action: …………………………………………………………………
- Type of audience: …………………………………………………………………
- Expected audience size: …………………………………………………………………
- Expected frequency (if applicable): …………………………………………………………………

Action 2
- Type of action: …………………………………………………………………
- Type of audience: …………………………………………………………………
- Expected audience size: …………………………………………………………………
- Expected frequency (if applicable): …………………………………………………………………