**MSCA PERSONAL CAREER DEVELOPMENT PLAN TEMPLATE**

**Instructions for the document’s format**

* Arial or Calibri or similar font style size 11. Single line.
* Margins established at 2 cm at all the sides.
* References must be inserted as footnotes in font size 8.
* Each page should have your name and surname in the header and page number in the footer.
* Page limit is 3 pages including this cover page. Do not add cover or table of contents or anything additional to the sections in this template.
* Useful links to guide you on drafting a Personal Career Development Plan:

“Career Development” section in EURAXESS Portal: [for researchers | EURAXESS (europa.eu)](https://euraxess.ec.europa.eu/career-development/researchers)

“Career Development Plan Handbook” from EURAXESS. <https://ec.europa.eu/research/participants/documents/downloadPublic?documentIds=080166e5bd4ed377&appId=PPGMS>

“Career Orientation Tool” from EURAXESS [Career Orientation tool | EURAXESS (europa.eu)](https://euraxess.ec.europa.eu/node/533841/)

Notes:

\*1 *The information at this level should be relatively general.*

\*2 *In this point, activities in specific new areas, research or management skills, or technical expertise or training may be included:*

1. ***Research Skills and techniques acquired.***

*Competence in experimental design, quantitative and qualitative methods, relevant research methodologies, data capture, statistics, analytical skills. Original, independent and critical thinking. Critical analysis and evaluation of one’s findings and those of others. Acquisition of new expertise in areas and techniques related to the researcher’s field and adequate understanding their appropriate application Foresight and technology transfer, grasp of ethics and appreciation of IPPR.*

1. ***Research management.***

*Ability to successfully identify and secure possible sources of funding for personal and team research as appropriate. Project management skills relating to proposals and tenders work programming, supervision, deadlines and delivery, negotiation with funders, financial planning, and resource management. Skills appropriate to working with others and in teams and in teambuilding.*

1. ***Communication skills.***

*presentation skills, poster presentations, skills in report writing and preparing academic papers and books. To be able to defend research outcomes at seminars, conferences, etc. Contribute to promote public understanding of one’s own field.*

1. ***Other professional training (course work, teaching activity):***

*Involvement in teaching, supervision or mentoring.*

1. ***Anticipated networking opportunities.***

*Develop/maintain co-operative networks and working relationships as appropriate with supervisor/peers/colleagues within the institution and the wider research community.*

1. ***Other activities (community, etc) with professional relevance.***

*Issues related with career management, including transferable skills, management of own career progression, ways to develop employability, awareness of what potential employers are looking for when considering CV applications etc.*

\*3 Please review the information about the research group at [Iberus Experience – Iberus Experience](https://www.iberusexperience.com/).

*Be aware that additional secondments should include a letter of commitment from the organization hosting the secondment.*

Erase instructions and indications highlighted in grey before submission.

**LONG-TERM CAREER OBJECTIVES (in 5 years):**

**1. Goals** \*1

*Description of your career objectives, professional and personal goals.*

**2. How this fellowship will help me to attain these goals?** \*1

*Describe your expectations of the fellowship in general terms and how the expected outcomes (both scientific and non scientific) will enhance your career towards the desired goals.*

**SHORT-TERM OBJECTIVES (1-3 years):**

1. **Desirable professional and personal development** \*1

*Brief description of your fellowship objectives for the 3 years. Expected outcomes in terms of foreseen publications, conferences, workshops, courses, and/or seminar presentations, patents, etc. Desirable development to reach your fellowship objectives.*

1. **Training skills** \*2

*Describe the necessary skills you expect to develop or improve to reach your short-term objectives*

1. **Proposed Secondments** \*3:

*Describe how the secondment proposed by the research group will contribute to the development of your research project and your professional kills and career opportunities. If there are any other additional secondments you would like to propose, please describe them accordingly.*