Office of Human Resources
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UMEÅ UNIVERSITY

ReaL
Research & Leadership

STEP 1 – Researchers in an early stage of the research career
Group A5 - 2020

FRAMEWORK PROGRAM

Theme	Contents	Dates
INTERVIEWS	The course leaders interview all the participants as an introduction and in preparation for the program.	**15-22/1 2020**
COURSE INTRODUCTION **- getting to know one another and each other's research**	Presenting the programme and the course participants. Working in an academic organisation. Research and research leadership. Presentations of the participants own research.	**18/2**
THE UNIVERSITY AS AN ORGANISATION **- being part of a context**	The University's support functions. The University's career structure. Financial and staff functions. Rules and regulations, Ethical framework.	**10/3**
LEADERSHIP **- creating the best conditions**	The role of the research leader. Project management for a research group. Leading groups and individuals. Building a research group and/or a network. Personal leadership.	**2/4**
INTERNAL AND EXTERNAL COMMUNICATION **-Developing skills**	In the role as a leader, researcher and teacher. In groups and networks. Stimulating a creative climate - Dealing with conflicts. Developing a good culture characterized by research ethics and equality. Communication of research.	**5/5**
RESEARCH FUNDING **- being successful in applying**	Information regarding various research councils and foundations. Writing an application. The review process. How to communicate your research when applying.	**2/6**
RECRUITING **- carrying out successful recruitment**	The recruitment process, formal and informal. How do you ensure that the best candidate applies? How do you find the best candidate? Evaluating CVs. Job interviews. Selecting and hiring	**1/9**
RESEARCH CAREER **- planning for the future**	Future perspectives on science and its connection to the development of the society and societal needs. Future perspectives on my research, knowledge production, teaching, outreach and innovation. Career paths, inside and outside of academia.	**29/9**
CONCLUSIONS **- facing the future**	Completion. Creativity and research for the future. My own further development as a researcher.	**20/10**