



Teagasc Post-Doctoral Development Programme

2016–2017

Teagasc Post-Doctoral Development Programme

Teagasc, the agriculture and food development authority, is the leading organisation in the fields of agriculture and food research in Ireland. Its mission is to support science-based innovation in the agri-food sector and the broader bio-economy that will underpin profitability, competitiveness and sustainability.

Teagasc offers post-doctoral opportunities across its four research programmes; animal and grassland research; crops, environment and land use research, food research and rural economic and development research. More information on the current post-doctoral opportunities in Teagasc is available at:
www.teagasc.ie/opportunities/postdoctoral

The Teagasc Post-Doctoral Development Programme (TPDP) provides professional development to post-doctoral researchers in Teagasc. This is aimed at developing the performance of post-doctoral researchers while in Teagasc, but also preparing them for the variety of career options ahead. Participants will have access to development opportunities that will equip them with the necessary skills for the next stage of their career.

About the Courses

Induction Programme

This course will introduce the main aims and content of the Teagasc Post-Doctoral Development Programme, including the use of Professional Development Plans. It will introduce post-doctoral researchers to Teagasc policies and the organisational supports that are provided by Teagasc. It will initiate the professional development of post-doctoral researchers by delivering an overview of issues related to personal effectiveness in a research environment that can be implemented in advance of attending more detailed courses. The course will include a seminar from one or more leading professionals in the agri – food industry, with the aim of motivating post-doctoral researchers at the beginning of their research with Teagasc.



Media & Communication skills

Teagasc researchers and industry professionals increasingly need to disseminate their research findings and business activities in general print media, digitally and through social media, television and radio interviews. This course aims to give the post-doctoral researchers an insight into how to frame and translate the complicated information and trends of science, agriculture, food and technology into meaningful, perceptive prose and media that serves a vital public purpose. There will also be a session on building your professional network and how to develop our digital presence. There will be a workshop on social media platforms and how professionals can best use these to disseminate their message and make valuable connections with the widest possible range of stakeholders.

Writing Successful Grant Applications

Whether they are located within research institutes or industry, professionals need to be able to write effective and persuasive funding proposals. This course will demonstrate and explain the process of writing a research grant application, and many of these principles will be more widely relevant to industry professionals who must prepare business cases for R&D projects, or business initiatives. The facilitator of this session is a project manager and reviewer of EU grants in the agri-food sector who will use their extensive experience to advise researchers on general principles that inform how to develop, write and present effective and successful research proposals. The course will outline considerations in managing the budget and reporting requirements.

Advanced Scientific Writing & Presenting

This course builds on existing skills that post-doctoral researchers have in writing scientific papers and involves critical appraisal of publications that they have already produced and practical support in improving standards in writing and understanding the publishing process. It will also give a master-class on how to give a scientific presentation, with practical sessions for post-doctoral researchers to improve their own presentation skills. This workshop will be delivered by academics in the agri-food sector with a strong track record of publishing and writing scientific papers, reviewing and editing scientific papers and textbooks and producing professional blogs.



Career Planning & Development

This course will provide Teagasc post-doctoral researchers with the opportunity, information and tools to plan the next phase in their careers with confidence and enthusiasm. A three-pronged approach will be developed, in which researchers will:

- Evaluate their own personal abilities and goals;
- Learn about techniques to become more confident networkers and to think more strategically about their professional impact, and finally;
- Examine creative job hunting techniques and explore opportunities to enhance their professional reputation.

Change heading to Supervising and Professional Skills

Many post-doctoral researchers will be expected to supervise PhD and MSc researchers in their role in Teagasc, and in the next phase of their careers. This course outlines the skills necessary to manage a postgraduate researcher. It will also introduce the concept of coaching and the roles of mentors and coaches as a means to solve professional or career issues in order to manage these and other professional relationships. The course will be delivered by a range of experts who are very experienced in such training (including delivery of this for Teagasc specifically), and includes a highly internationally recognised speaker on this topic.

Commercialisation & IP

This one-day introductory course in intellectual property management and commercialisation is designed to introduce researchers to key concepts of intellectual property management and to stimulate commercial awareness. The course will provide an overview of the key concepts for intellectual property management with a primer on types of IP protection. It will look at issues relating to IP from publicly funded research and development and Teagasc's policy and strategy for commercial development of research.

Schedule of Courses 2016–2017

Dates	Course	Teagasc Location*
7 July 2016	Commercialisation and IP	Oak Park
29–30 September 2016	Writing Successful Grant Applications	Ashtown
3 October 2016	Media and Communication Skills	Ashtown
21–22 November 2016	Project Management	Moorepark
5–9 December 2016	Statistics	UCC
19–20 January 2017	Induction Programme	Johnstown Castle
2–3 February 2017	Supervising and Professional Skills	Ashtown
3–4 April 2017	Advanced Scientific Writing and Presenting	Moorepark
11–12 May 2017	Preparing for Recruitment	Athenry
20 June 2017	Commercialisation and IP	Moorepark
6–7 July 2017	Writing Successful Grant Applications	Moorepark
29 September 2017	Managing your Online Profile	Ashtown
2–3 October 2017	Project Management	Grange
27–28 November 2017	Media and Communication Skills	Athenry
4–5 December 2017	Career Planning & Development	Moorepark

Teagasc, Ashtown, Dublin 15	Teagasc, Athenry, Co. Galway	Teagasc, Grange, Dunsany, Co. Meath	Teagasc, Moorepark, Fermoy, Co. Cork	Teagasc, Oak Park, Co. Carlow	Teagasc, Johnstown Castle, Co. Wexford
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Statistics

This is a five-day course designed specifically for Teagasc post-doctoral researchers. It will identify types of analyses that are most used by researchers in their current research areas. Participants will be asked to submit the topics they wish to learn about to the course co-ordinator before November 2016 to inform the design of the course. All post-doctoral researchers who successfully complete the course will receive a certificate of attendance and the course is equivalent to 5 ETCS at level 9 on the national framework of qualifications.



Project Management

Project management and time management skills are invaluable skills to learn for effective working within Teagasc, as with any organisation. Most researchers fall into project management responsibilities with little or no formal training. This course is intended to give Teagasc post-doctoral researchers a formal introduction to the structures and requirements of a successful project manager and is complemented by techniques of effective time management.

Preparing for Recruitment

This course will enable Teagasc post-doctoral researchers to develop the reflective practices and necessary tools to convert their career history into a well-crafted and targeted CV. Preparation is vital for interview success and this course will give participants the confidence they need for effective completion of job applications, as well as interview preparation and performance.

Managing Your Online Profile

It is becoming increasingly important to actively manage your online profile. This course will provide post-doctoral researchers with strategies to identify and manage their online presence. Topics will include digital reputation and it's permanence, balancing professional and personal life on social media, making the most of your time online, managing privacy and enhancing your digital footprint.





The Teagasc Post-Doctoral Development Programme has identified three key areas that underpin the programme:

- Discipline-specific knowledge and research skills
- Professionalism and communication skills
- Leadership and management skills

The programme will have strong links with the agri-food industry, which will help broaden participants' awareness of the requirements of employers in the agri-food industry, and help prepare post-doctoral researchers to be ambitious and successful in their careers. There is a focus on enhancing business and personnel management, leadership and communication skills, as well as advanced research and development skills. The programme offers a range of training events and options that allows individuals to tailor their development to their personal requirements.

The programme offers an exciting opportunity for post-doctoral researchers to augment their core scientific skills with a wide range of professional training to enhance their current effectiveness and future career goals.

All post-doctoral researchers in Teagasc will participate in the programme. An Induction Programme will be held twice annually to familiarise new post-doctoral researchers with the programme. Individual courses will be one or two days with a range of courses available throughout the year and at various Teagasc locations.

Professional Development Plans

Post-doctoral researchers will complete a self-assessment of their skills and prepare a Professional Development Plan (PDP) with their project leader after the induction programme. The PDP is an online plan which will be regularly reviewed and monitored by the post-doctoral researcher and their project leader to ensure development objectives are being achieved.

Post-doctoral researchers can choose their courses from the range of courses specifically designed to develop their discipline-specific knowledge and research skills, professionalism and communication skills and leadership and management skills.

Collaboration

The Teagasc Post-Doctoral Development Programme was designed and developed in collaboration with UCC, UCD and the Agri-Food Graduate Development Programme management team.

Contact Information

If you would like more information on the Teagasc Post-Doctoral Development Programme or if you would like to suggest alternative or new courses that would be of interest to post-doctoral researchers please contact:

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