

## Junior researchers at IMB – Action Plan

| Priority           | Action   | Expected outcome   | Responsibility*   |
|--------------------|--|--|---|
| Junior researchers | <p><b>Writing applications:</b></p> <ul style="list-style-type: none"> <li>• Provide information on available funds and other relevant fund announcements (email with link) and encourage applications.</li> <li>• Annual seminars on funding opportunities (e.g. NFR Young Talents, KF, UiO Growth House, Novo Nordisk, Nansen etc.)</li> <li>• Annual motivation seminar on writing applications: “Tips and tricks”, “From Idea to Application”</li> <li>• Mentoring during the writing of applications</li> </ul> | <p>Experience in writing applications</p> <p>Obtain their own funding</p> <p>Build their own professional network</p> <p>Build awareness of innovation</p> | <p>Philippe, Stine<br/>Kåre-Olav, postforsk@molmed</p> <p>Stine</p> <p>Philippe</p> <p>Department Heads</p> |

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|  | <p><b>Teaching experience:</b></p> <ul style="list-style-type: none"> <li>Involve/include postdocs and researchers in teaching – check up on the HR issues (Hela), inform about opportunities, put postdocs/researchers in touch with the Head of Teaching.</li> </ul> | <p>Improve qualifications for academic posts (CV development)</p>                  | <p>Department Heads</p> <p>Section Heads</p> <p>Head of Teaching</p>                               |
|  | <p><b>Career development:</b></p> <ul style="list-style-type: none"> <li>Adopt a postdoc development plan: start-up guidance (MED) and implementation plan</li> <li>Seminar on career opportunities (with examples from the public and private sectors)</li> </ul>     | <p>Heighten postdocs' and Group Leaders' awareness and sense of responsibility</p> | <p>IMB Administration</p> <p>Group Leaders</p> <p>Postdocs/researchers</p> <p>Department Heads</p> |

\* Will involve postdocs/researchers where appropriate, e.g. when planning and conducting seminars