CRIS Out-Back Fellowship Programme Personalized Career Development Plan

For the candidates to take ownership of their careers and obtain a multidisciplinary and intersectoral training, the CRIS Out-Back Fellowship Programme will perform a **Personal Career Development Plan (PCDP)**. This plan consists of periodical mentoring by the programme supervisors, multidisciplinary training sessions and annual mentoring sessions.

For the development of this plan, candidates will fill in a Personal Career Development Plan self-assessment form, to identify candidate's strengths, areas of interests and short-/long-term objectives.

Training Plan:

CRIS Foundation has developed planned a schedule of Training Sessions that is aimed to go beyond the purely practical and scientific by enhancing different aspects of a researchers' career, providing the fellows with useful professional tools in the future, promote interaction and direct communication between other beneficiaries CRIS Programmes and external entities and partners participating in the training. The skills acquired in these sessions will provide fundamental knowledge assuring fellows employability and improving their career expectations.

Training Sessions:

Sessions will be divided in three Modules:

→ **Career Skills:** Such as Open Science and Open Data training, project and paper writing, ethics in research, science dissemination, clinical trial planning and implementation, fundraising, leadership and group Managing…

→ **Career Counseling:** These sessions will be oriented to describe the scientific and medical landscape, not only locally but also internationally. These sessions will also include training on collaborations, networking and talent attraction.

→ **Knowledge Transfer:** Such as Understanding EU funding programmes, intellectual property, business model development, project communication, EU proposal writing, finances for entrepreneurs…

Training sessions will take place as webinars, and they will be provided by experts chosen from CRIS Foundation partner institutions. There will be **2 Training sessions per year. Attendance to a minimum of 75% of the sessions is mandatory,** and any missing session should be duly justified.

Fellows will send a training progress report annually that will be reviewed by the Mentoring Panel and discussed in the Annual Mentoring Session.

Mentoring Plan:

Each fellow will have **three supervisors**: two primary supervisors, one at each host institution (outgoing / return phase), and an external co-supervisor provided by CRIS Foundation. In case that the fellow undertakes a secondment, there will also be a secondment supervisor. Supervisors will contribute to the advancement of the project, evaluate the scientific training of the fellows, and provide advice in scientific and other multidisciplinary issues.

Additionally, there will be a **Mentoring Panel**, composed by 5 academic and non-academic experts that will participate in the Annual Mentoring Sessions.

Annual Mentoring Sessions:

The PCDP will be annually monitored and adapted by the Mentoring Panel and candidate's supervisors in an **Annual Mentoring Session**. In these sessions the fellows will perform a presentation of the project status, state their main challenges, discuss with the panel possible solutions to challenges and problems, and make a brief statement on the different aspects of their training during the last year.

Main objectives of these sessions are:

→ Provide guidance on the future of the project and potential candidate's options.
→ Suggest, if necessary, any specific training needs to add to the overall training plan.
→ Share experiences to provide new points of view, propose experiments and focus on the objectives of the project.
→ Identify potential risks or weaknesses of the project

Attendance to these mentoring sessions is mandatory. The date will be coordinated considering the availability of both the candidate and the members of the panel.

Open Science

This programme is committed to the change in scientific culture that the concept of Open Science implies. The beneficiaries of this programme will receive specific training in Open Science, new concepts of scientific integrity and ethics, citizen science and open access publishing. In addition, all publications resulting from projects funded by this programme must be published as open access. These sessions will cover topics such as:

→ Introduction to Open Science and how to implement it
→ Application of the FAIR principles (Findable, Accessible, Interoperable, Reusable)
→ Training in national scientific repositories, such as the Spanish Supercomputing Network (RES) and the National Academic and Research Network (RedIRIS), and European ones, such as the European Open Science Cloud (EOSC)
→ Application of the Open Access concept to scientific publishing.

After each session fellows will fill in a survey to improve the quality and the monitoring of the training.