

## Research plan and career development plan for doctoral researchers

The doctoral project should be designed in such a way that it can be completed within three years. Before appointing the doctoral researcher, the supervisor(s) formulates a brief description of the doctoral project. On this basis, the doctoral researcher develops the research plan and career development plan for the doctoral project with the supervisor's support.

Scholarship holders who are carrying out their doctoral projects at GEOMAR as guests prepare the research plan and career development plan in consultation with the primary supervisor, based on the description of their funded doctoral project.

The research plan and career development plan for the doctoral project defines all responsibilities of the people involved in the project and the milestones, thus enabling sustainable quality assurance.

### **Research plan:**

- Brief summary of the project with references to which larger research project it is integrated into (POF, third-party funded projects, etc.)
- The project's working objectives
- Work plan
  - including milestones and publication plan (and type of doctoral thesis, if applicable)
  - timetable for the working objectives and milestones
- Analysis of possible risks and possible measures to compensate for them should they occur
- Added value of the project for science in general and the scientific goals of GEOMAR.

### **Career development plan:**

- Supervision needs that go beyond the arrangements set out in the supervision agreement (e.g. integration of external subject supervisors, cooperation partners)
- Networking needs (e.g. participation in conferences, subject-specific workshops, working group seminars, exchanges, e.g. with partner laboratories)
- Training (determined by the supervisor as well as the individual needs of the doctoral researcher):
  - introductory courses for scientific qualification
  - advanced courses for scientific qualification
  - possibility of further training (e.g. transferable skills)
- Discussions on career opportunities and, from the third year onwards, postdoctoral planning.

The research plan and career development plan for the doctoral thesis is discussed with the doctoral committee within the first three months of starting the doctoral degree and submitted to [youngtalents@geomar.de](mailto:youngtalents@geomar.de). A copy is sent to FYORD, if applicable. The progress of the doctoral project is discussed every six months at meetings with the doctoral committee and the work plan is updated accordingly. The discussions and agreements, especially regarding qualification measures, are documented and filed with GEOMAR Young Talents Support.

Any delay in the doctoral project must be reported promptly so that the research plan can be revised together. For this purpose, supervisors and doctoral researchers can seek assistance from GEOMAR Young Talents Support.