

Framework for CNBP Professional Development

OVERVIEW

In alignment with our Nurturing Environment Pillar, CNBP encourages the continuous professional development (PD) for all CNBP Members.

The CNBP develops and hosts annual PD activities and encourages individuals to engage in external workshops, conferences and seminars to fill their personal PD goals.

It is expected that individuals engage with the annual professional development review (PDR) process at their host organisation and use this as a chance to discuss PD needs with their manager /supervisor.



Scope and Application

CNBP's Plan for PD of cnbp members consists of three main pillars

1. Align with and promote existing programs to reduce duplication and user fatigue.
 - CNBP members are encouraged and supported in applying to participate in PD activities organised and managed externally. For examples see Appendix 1.
2. Schedule structured programs aligning with the communities need.
 - CNBP develops program to fill identified needs with goals that include: encouraging transdisciplinary, inter-nodal research projects; support CNBP members in achieving their career aspirations and providing a nurturing environment for all (especially minority populations).
 - CNBPs Program of PD activities are described in Appendix 2.
3. Offer individualised opportunity for personalised PD.
 - CNBP members are encouraged to commit 5% of their CNBP time to support the Centres non-academic goals. Examples for how individuals contribute are outlined in Appendix 3.

Definitions & Descriptions

'CNBP member' here refers to students (Honours, Master and PhD), CNBP postdoctoral researchers, Early-Career Researchers (ECRs); Mid-Career Researchers (MSCRs); Senior Researchers; Associate Investigators, partners and members of the professional team

Stakeholders: Any individual of organisation with an interest or concern in CNBP

Inclusivity: This strategy is designed for inclusivity of all members of the CNBP community; including Students (Honours, Master and PhD); Early-Career Researchers (ECRs); Mid-Career Researchers (MSCRs); Senior Researchers; Associate Investigators, Partners and members of the professional team. It is recognised that PD requirement will vary for different members of the community.

Diversity: In addition CNBP is committed to developing programs that are respectful of the diversity within our community with a goal of inclusiveness in respect to age, culture, gender, sexual preferences and English language proficiency.

Funding Professional Development

The funding model will vary across the PD activities. Funding for individual PD activities to be supported through Node travel funds and approved by line managers (and where appropriate node Director).

For Centre run activities: Core PD will be funded through the Core Budget under the Core Flexible Fund and Node PD will be funded through the node budgets under the Node Flexible Fund. However travel to attend PD events is to be paid from node travel funds.

Individuals and Nodes are encouraged to seek non-CNBP funding and grants to supplement existing CNBP travel /PD funding.

Responsibility for this document: Nurturing Environment Committee

RMO File/Document Number	
Policy Custodian	COO, Kathy Nicholson
Responsible Officer	COO, Kathy Nicholson
Endorsed by	Dir, Mark Hutchinson
Approved by	EMC – 4 July 2018
Related Documents and Policies	Travel Policy GED Policy
Next Review Date	4 July 2020
Contact for queries about the Policy	COO, Kathy Nicholson

Appendix 1: Engage with Existing Infrastructure:

CNBP members are encouraged and supported in applying to participate in PD activities organised and managed externally. Examples include:

- Graduate School PD Programs (including mentorship) organised by local Universities
- Academic, innovation and industry conferences
- Science&Technology Australia: Science Meets Parliament, Science Meets Business, Science Meets Policy Makers
- CSIRO OnPrime
- Questacon Science Communication workshop
- Superstars of Science
- Fresh Science
- eChallenge
- AusSMC: Scimex platform and educational programs
- Laval Summer School
- AAA: International Fellowship
- ALLY Network
- Gender and Diversity Networks

APPENDIX 2: CNBP led activities

Ongoing CNBP Programs

- CNBP Orientation
- CNBP workshops & Annual Conference/ Retreat
- CNBP Seminar Series: Hosted weekly for the ECR community to present their research
- Mastermind Program: A formal mentoring program for students and researchers
- ECR and PhD Networks: Online Slack channels enabling ECRs/PhDs to communicate across the nodes.
- UoA/MQ/RMIT Networks: Peer-led “Boss free” support system
- ISC Mentorship: Senior Investigators & ISC members meet annually for scientific & career mentorship
- CNBP Mums Group: Peer-led support system
- Industry placement (min. 2 week placement)
- CNBP-MBA Project Partnership

One off CNBP-led Professional Development Events:

(Examples of past and future events 2014-2018)

- | | |
|--|--|
| <ul style="list-style-type: none"> - Nov 2014: Understanding the ARC (Annual Conf) - Nov 2014: Using Social Media (Annual Conf) - Oct 2015: Media Training (Annual Conf) - June 2015: Science Writing (workshop) - Sept 2015: Entrepreneurship (workshop) - Nov 2015: Preparing for Fellowships (Annual Conf) - Nov 2015: PowerPoint Tips & Tricks (Annual Conf) - Nov 2015: Professional Team Day (UA) - Nov 2015: Exploring Superannuation (UA) - June 2016: Student/ECR social evening (mid-year workshop, MQ) - June 2016: Successful Fellowship Writing (mid-year workshop, MQ) - June 2016: Grants & Commercialisation (mid-year workshop, MQ) - Oct 2016: Student /ECR Social evening (Annual Conf) - Oct 2016: Working towards Team Excellence (Annual Conf) | <ul style="list-style-type: none"> - Feb 2017: Professional Team Day (RMIT) - July 2017: Grant Writing Workshop (mid-year workshop MQ) - July 2017: Alternate Science Careers (mid-year workshop MQ) - July 2017: Student/ECR social evening (mid-year workshop MQ) - Dec 2017: Networking (Annual Conf) - May 2018: Writing for the conversation (webinar) - May 2018: Entrepreneurship (UA) - May 2018: Make your own science video (MQ) - May 2018: Professional Team Day (Griffith Launch) - June 2018: Alternate Science Careers (RMIT) - July 2018: Clinical translation (mid-year workshop, SAHMRI) - Oct 2018: Residential Publications workshop (Vic) - 4-7 Dec 2018: CNBP Annual Conf |
|--|--|

Appendix 3: Provide Access to Individualised Opportunities:

CNBP researchers and students have exposure and access to:

- Cross-nodal and transdisciplinary research projects
- Strategic scientific discussions and brainstorming
- Leading supervisors at CI, PI and postdoc level
- Travel support for international and domestic conferences/ lab visits
- World-class equipment and associated domain specific training

In recognition of unique goals and interest for each CNBP individual, students and researchers are encouraged to commit 5% of their time (5% rule) to a non-science CNBP related activity. Individuals use this to gain knowledge about other industry sectors. 5% engagement can include:

- Student or ECR representation on the Executive Management Committee
- Student and ECR Node representatives
- Management of the CNBP seminar series
- STEM outreach in schools
- STEM outreach to community groups
- Build relationships with Industry and end users
- Assist team members to report their KPIs
- Social media champion
- Member of the Nurturing Environment committee
- Organising committee for annual conf / PD activities
- Assist at University Open Days
- Act as host for VIP/school group tours