



ECF to CDF

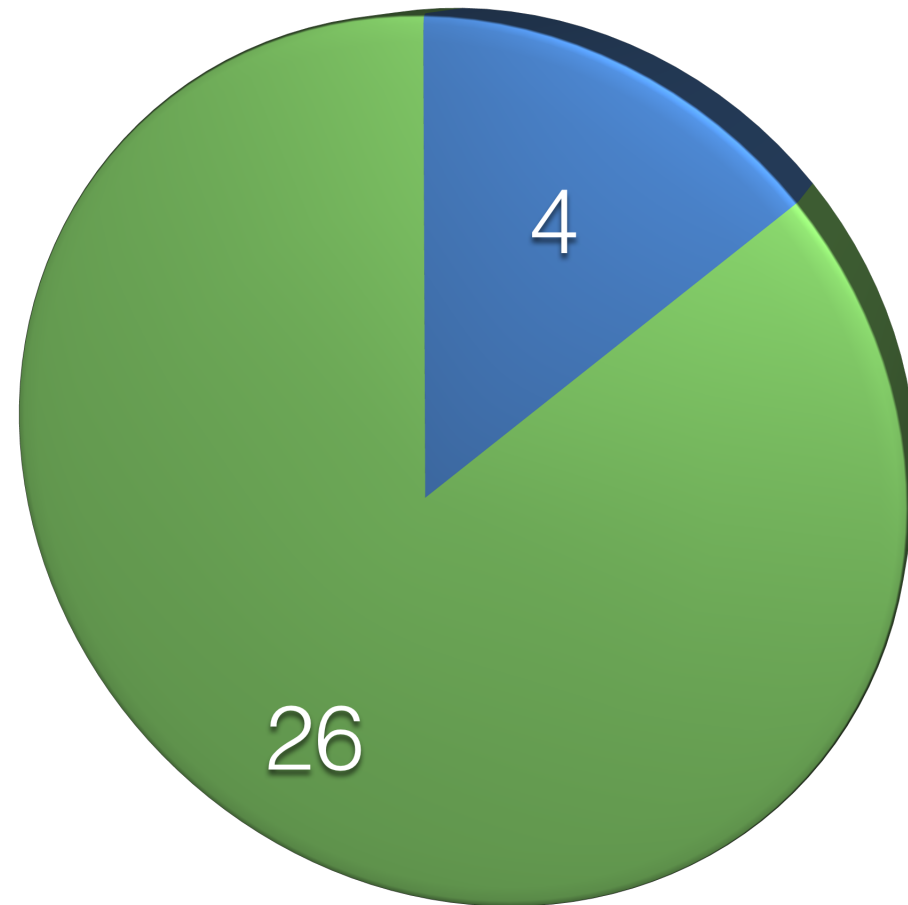
Dr Hayley Dickinson

NHMRC Career Development Fellow

Head, Embryology and Placental Biology Research Group



Survey results from PSANZ ECRs

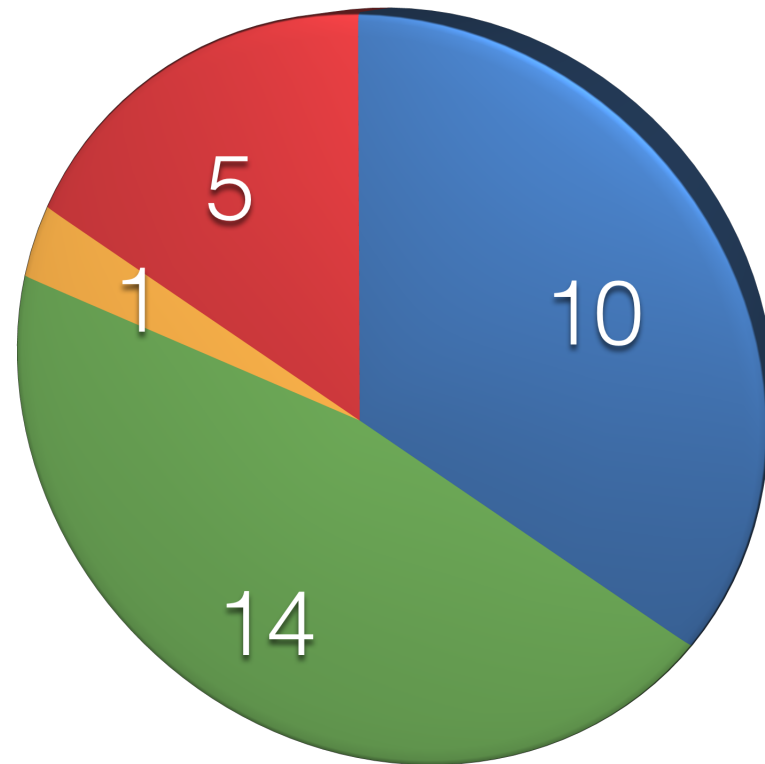


Sex of respondents

Mean age is 37.2 years (23 - 60 years)

Mode is 29 years

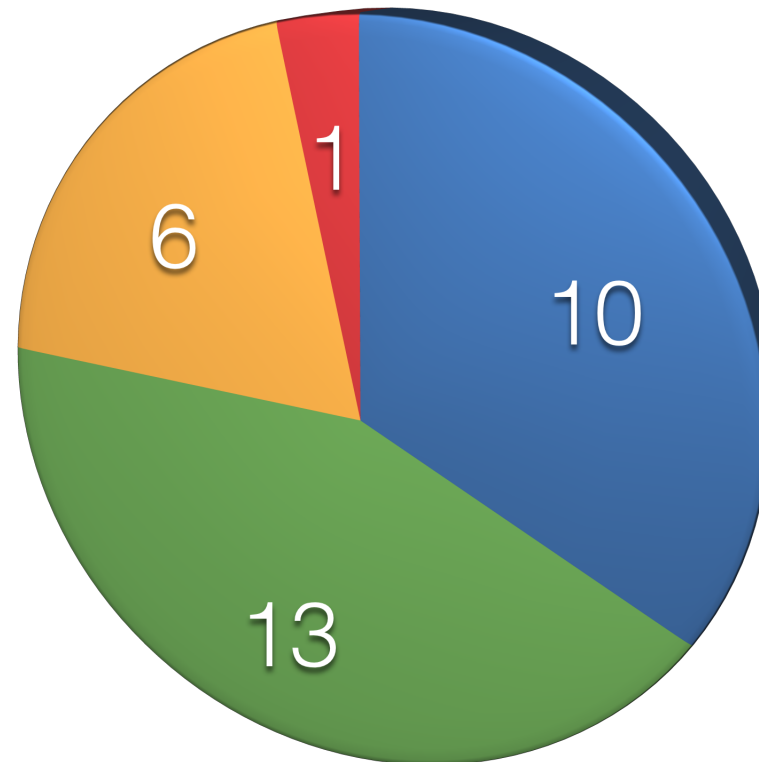
● PhD Candidate ● No Fellowship ● Internal ● NHMRC



Position

Mean 3.1 years (1 - 8 years) since PhD completion

● None ● One ● Two ● Three

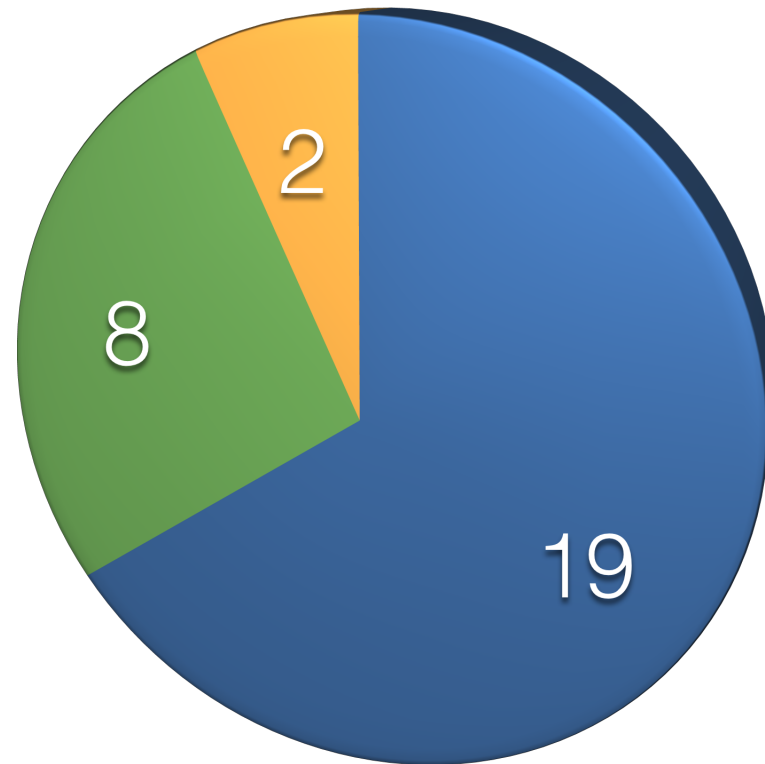


Number of post-doc positions

● Full-time

● Part-time

● Casual

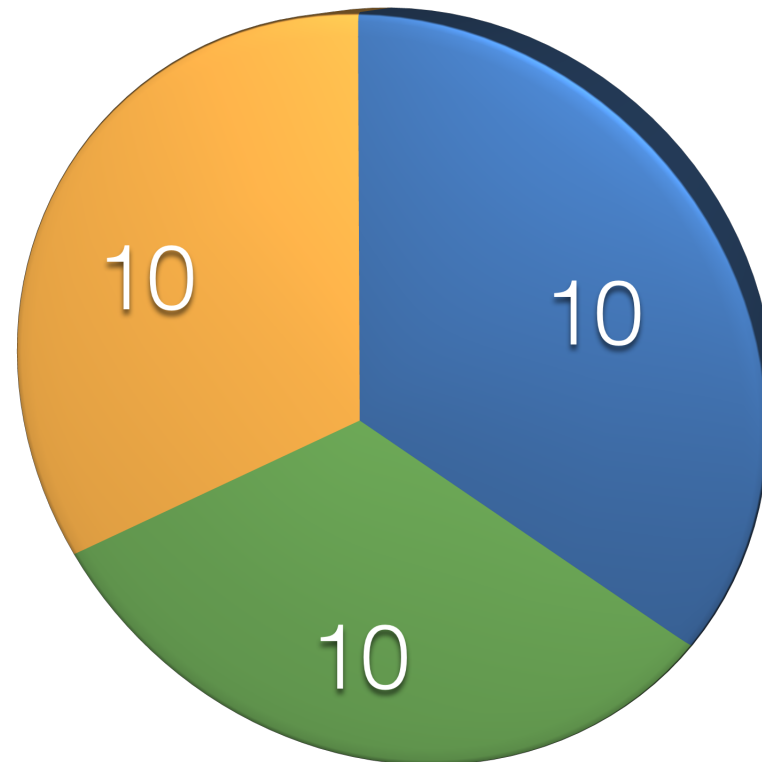


How you work

● <1 year

● 1 year

● >1 year

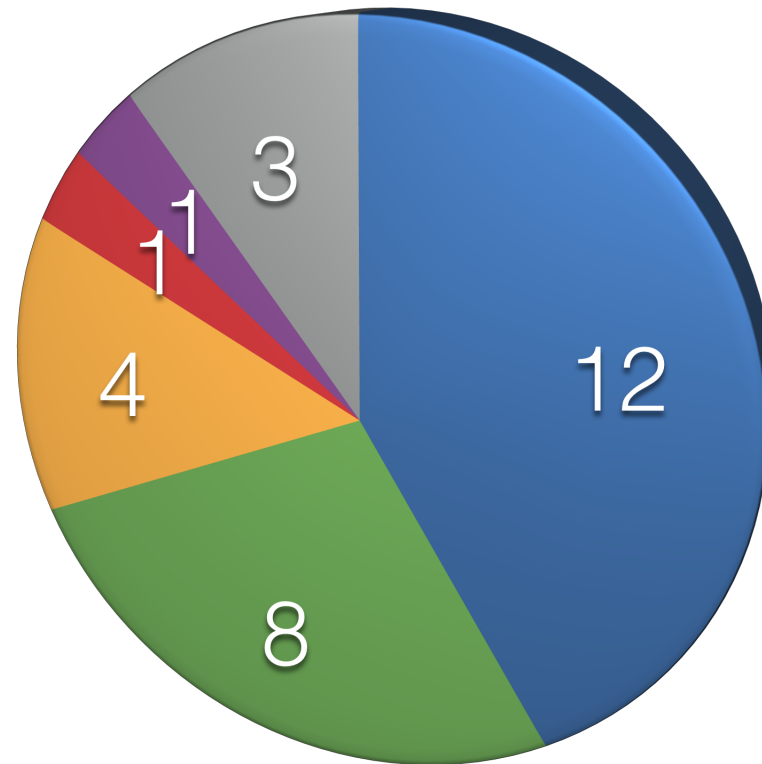


Employment contract length

● None ● 1-5 h ● 6-10 h ● 11-15 h ● 16-20 h ● >20

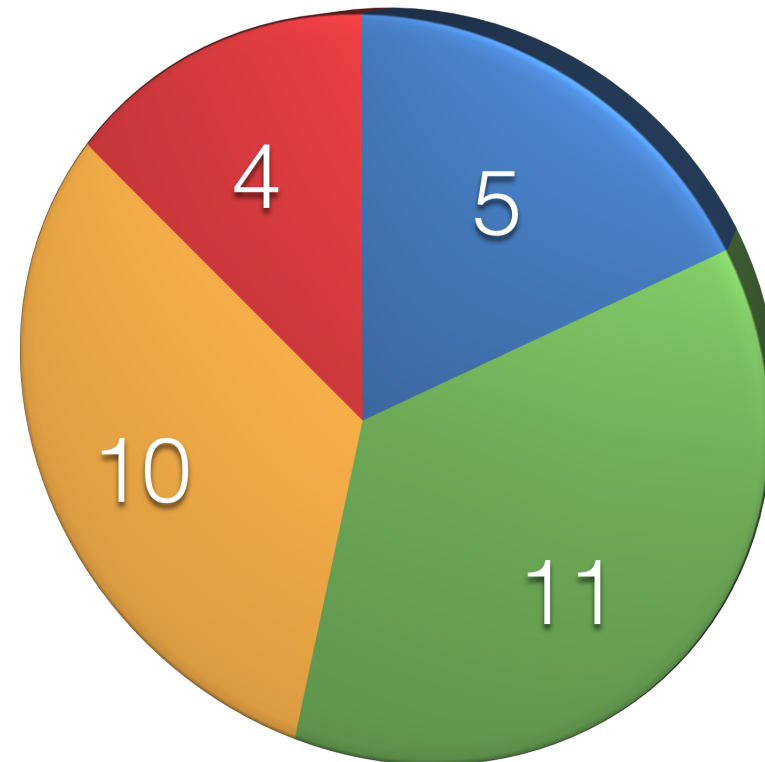


Extra hours

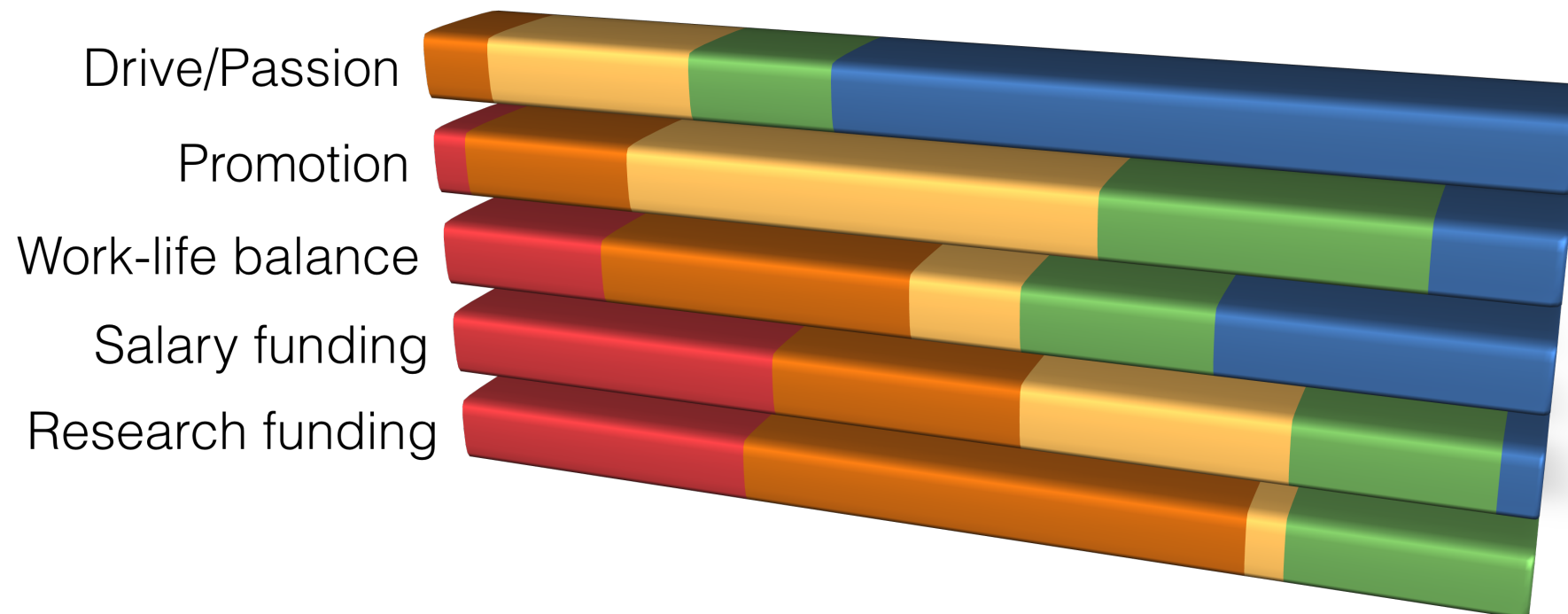
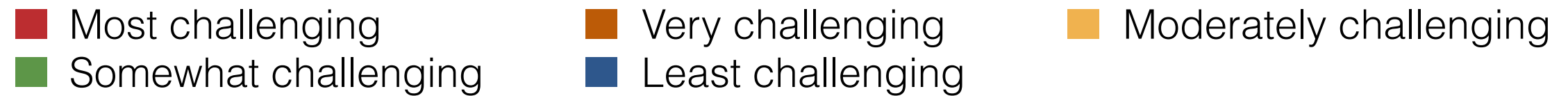


Career aspiration

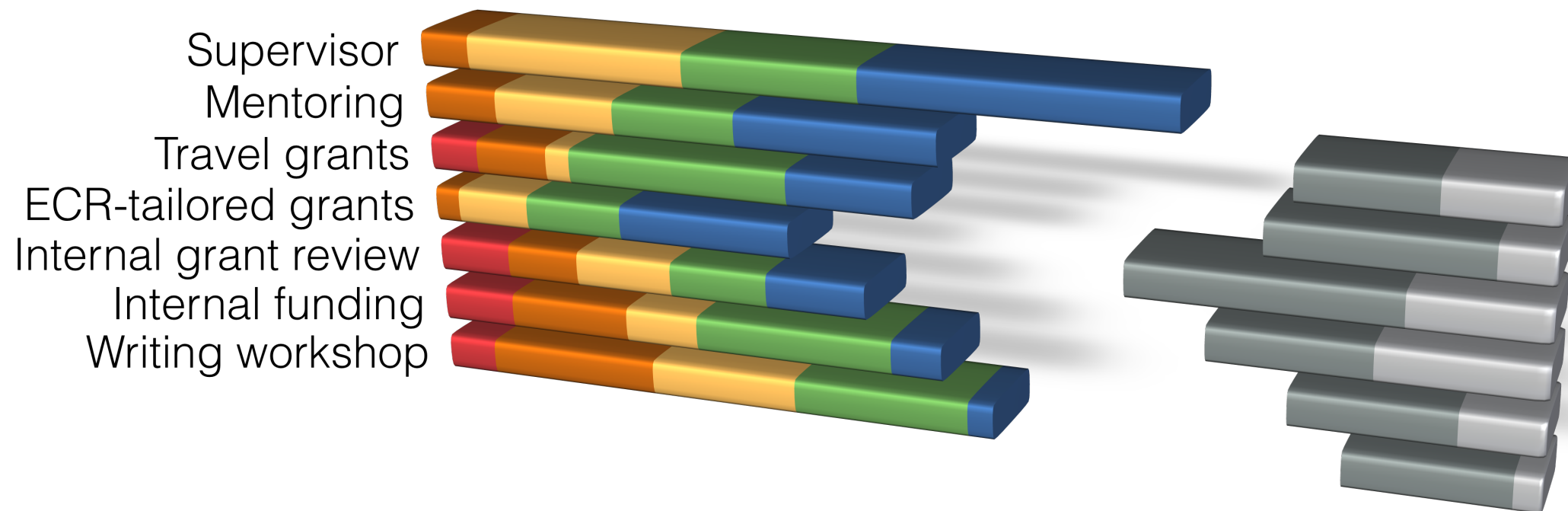
● Unlikely ● Neutral ● Likely ● Highly likely



Do you think you'll get there?



What's in your way?



What's helping you?

Who am I?

- Female, aged 35
- PhD, 2006; 3 post-doc positions
- NHMRC CDF Level 1
- Full-time
- 11-15h
- Theme Leader and Deputy Director
- Highly Likely
- Work-Life Balance
- Team of high achieving students and post-doc; extensive community of collaborators



How did I get here?

- BSc Hons: 1999-2002
- PhD: 2003-2006
- 2 x Post-Docs: 2006-2009
- ARC Australian Post-Doctoral Fellow: 2009-2013
- Maternity Leave 2012-2013
- NHMRC Career Development Fellow (Level 1): 2014-2017



A Fellowship is like Christmas...

- 'Main Presents'
 - Research Output (50%)
 - Publications
 - Grants
 - International Reputation
 - Prizes / Commercialisation
- Vision (25%)
 - Need to have a plan beyond this fellowship



A Fellowship is like Christmas...

- 'Fillers'
 - Leadership (25%)
 - Supervision of HDR students
 - Research Team
 - Peer Review
 - Community Engagement

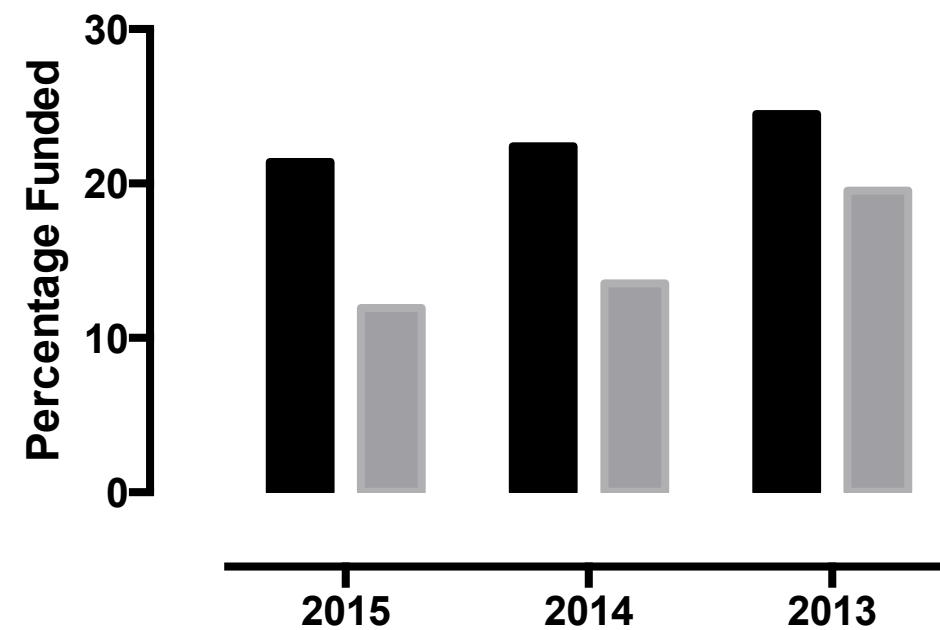
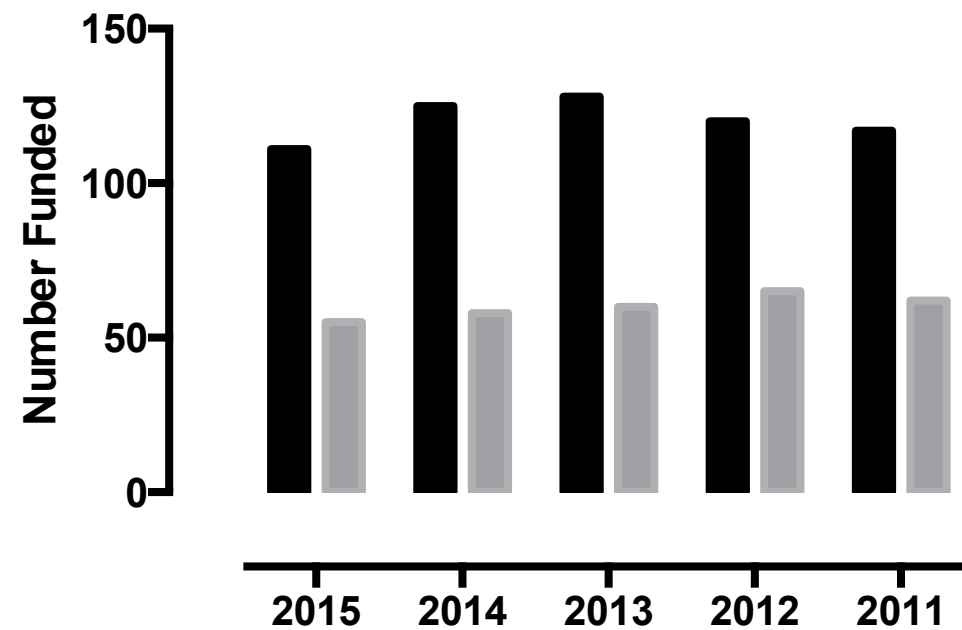


Statement of Expectations

- An NHMRC Career Development Fellow Level 1 is expected to carry out research as part of a research team, and engage in activities that will develop their expertise.... They will work with support, guidance and/or direction from more senior colleagues in establishing their research careers.

Successful Applicant

- In 2011, successful applicants typically, in the previous 5 years, had:
- Published an average of 17 or more peer reviewed journal articles and two or more review articles or book chapters, with the peer review panel also taking into account first authorship and quality of the published work;
- Presented at international meetings at least twice;
- Obtained research funding as a first named Chief Investigator in a competitive granting scheme;
- International postdoctoral experience;
- Led their own (small) research group.



Success Rates 2011-2015

Twice as many NHMRC ECFs awarded than CDFs

My 'Main Presents' in 2013

- 31 publications - 50% as 1st/senior author, 3 invited reviews / chapters in preparation
- NHMRC grant as CIA and CID, ARC discovery grant as CIB, CP Alliance grant as CIA (highest ranked grant in 2012)
- 1 past invited international presentation, 3 future invited international presentations
- Awards / Prizes = 10
- Vision

My 'Fillers' in 2013

- 4 PhD completions; supervised 5 PhDs
- Small (but mighty!) team
- Contributing to peer-review
- Some community engagement

Overall Advice

- Know you want to do this
- Focus on the main presents
- Choose fillers you enjoy
- Know the scoring matrix / eligibility years in advance
- Keep looking ahead
- Ask for help - early



What's in your way

- Funding
- Work-Life Balance
- Opportunities for Promotion



Funding

- Apply, apply, apply
- Know the funding body
- Find ECR specific grants
- Get help writing grants
- Talk to your supervisor



Work-Life Balance

- Set boundaries
- [https://
www.timeshighereducation.co
m/news/how-many-hours-
week-should-academics-work](https://www.timeshighereducation.com/news/how-many-hours-week-should-academics-work)
- [http://www.theatlantic.com/
business/archive/2016/04/
why-so-many-smart-people-
arent-happy/479832/](http://www.theatlantic.com/business/archive/2016/04/why-so-many-smart-people-arent-happy/479832/)





Productivity

<http://www.economist.com/blogs/freeexchange/2014/12/working-hours>

Promotion

- Go for it!
- Know your institute / university performance standards - early
- Meet the targets and present a clear plan for achieving the next level



What's helping you

- Supervisor
- Mentoring
- ECR Funding
- Internal Funding
- Travel Grants



What opportunities might you be missing?

- ECR Grants
- Travel Grants
- Internal Funding
- Mentoring

**OPPORTUNITY IS
MISSED BY MOST
PEOPLE BECAUSE IT
IS DRESSED IN
OVERALLS AND
LOOKS LIKE WORK.**

