



UiB FERD

karrieresenter for yngre forskere

UiB Ferd Career Centre – Why, Who and What

Development in academia 2000 - 2020

Position/year	2000	2010	2019/20	% Growth
PhD	592	1106	1531	160 %
Postdoc	235	918	1340	470 %
Researcher	189	554	885	368 %
Associate professor	1364	1331	2146	57 %
Professor	1786	2138	2669	49 %



2000 ERA

Free circulation of researchers, scientific knowledge and technology.

2004 START OF EXPANSION OF EU FROM EAST EUROPE

2005 CHARTER & CODE

2010 HR EXCELLENCE

2019 UiB HR EXCELLENCE



The Charter for Researchers and Code of Conduct for Recruitment of Researchers

40 recommended principles:

- Career Development
- Value of Mobility
- Access to research training and continuous development
- Access to Career Advice

PHDs in Norway

– Statistics Norway

- 19 000 persons started on PhD in 2005 – 2015
- By 2021 – 78 % had completed PhD

Statistics Norway -2022: Workplace after PhD

Universities and HEIs	29 %	Public adm.	4 %
Hospitals/specialists	11 %	Teaching	2 %
Research institutes	11 %	Health services	8 %
Private sectors	17 %	Unknown	19 %
			(emigration?)

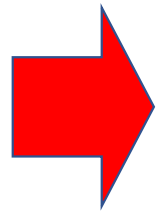
Developing Researchers Development

University Library

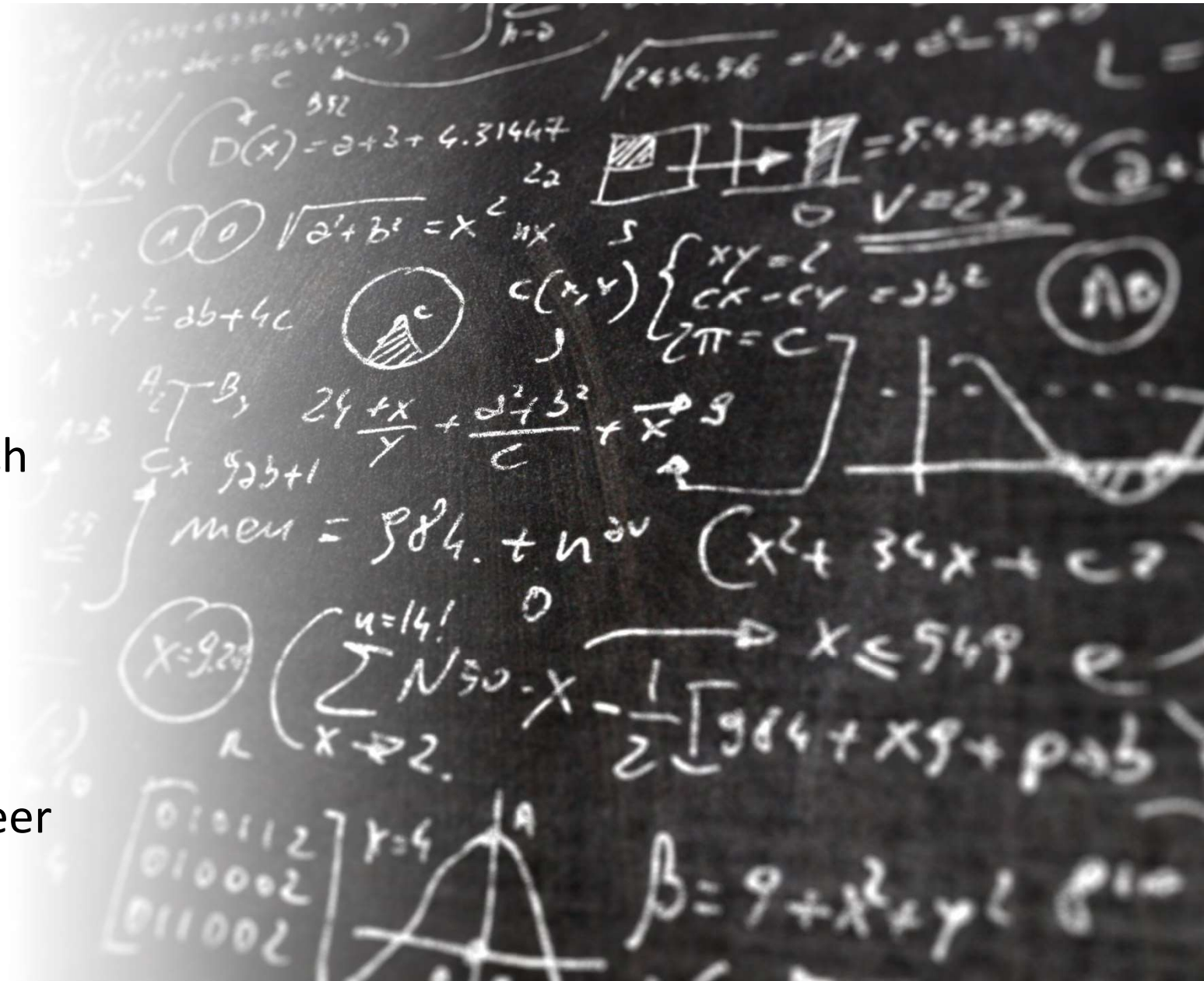
+ Division of Research
and Innovation

+ Division of HR

= UiB Ferd



Web portal & Career
Centre





UiB Ferd Career Centre for Early-Stage Researchers

- Career guidance
- Organize courses & presentations
- Web portal
- Event calendar
- Newsletter
- Nordic network

Career Guidance



Offer career guidance according to rules on confidentiality and in accordance with the national quality framework for career guidance.

103 career talks (Feb-22 - Feb.23)

- Explore options/ Skills awareness
- CVs / Cover letters / Job announcements
- Workplace problems and well-being



UiB Ferd Courses

- Ferd offers courses and WSs for further academic careers, for sector mobility and for transversal skills.
 - 2-3 hours
- Invitations to present the career centre, do courses or WSs and contribute to various events.
 - When competence and time.
- Inform about relevant external courses

16 months of Experience



- Information – information – information!
- Want closer contact and more cooperation with faculties
- Need to build more cooperation and contact with industry
- Documentation/study points for participating in activities
- Continue experimenting – establishing UiB Ferd internally and become known externally



Thank you for your attention!

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