This Trailmap is your guide to engaging with personal, research, and career development opportunities available to all fixed-term researchers at Oxford. You will find further resources on your department or faculty and division web pages. Please explore the map, click on the links, and tailor it to your individual timelines and goals.

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**3 Months: Settling in**

- **Yourself**
  - Understand the wellbeing support available
  - Consider signing up for ongoing support
  - Get involved in equality, diversity and inclusion

- **Your Research**
  - Using metrics responsibly
  - Seek opportunities to develop your research skills further
  - Plan for your research future

- **Your Career**
  - Open a Career Connect account & sign up to news for researchers
  - Begin or refresh your career planning
  - Ask your department/faculty HR lead how to access a Career Development Review (CDR) or Professional Development Review (PDR)

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**6 Months: Early stage of your contract**

- **Yourself**
  - Learn more about the University
  - Understand the wellbeing support available
  - Consider signing up for ongoing support
  - Get involved in equality, diversity and inclusion

- **Your Research**
  - Prepare your research outputs for dissemination
  - Research Practice and Governance guidance
  - If setting out to have impact

- **Your Career**
  - Fieldwork
  - Grow your professional network
  - Talk to former and current academic researchers with experience in other sectors
  - Reflect on your various career options

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**1 Year: Mid contract**

- **Yourself**
  - Be heard and share your ideas

- **Your Research**
  - Prepare your research outputs for dissemination
  - Research Practice and Governance guidance
  - If setting out to have impact

- **Your Career**
  - Meet fellow researchers and other colleagues
  - Explore Oxford
  - Know what you can expect, your rights and your responsibilities

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**2 Years +: Late stage of your contract**

- **Yourself**
  - Protect your mental health

- **Your Research**
  - Develop your research role(s)
  - Update your CV and identify gaps
  - Develop your core skills
  - Prepare to make effective applications

- **Your Career**
  - Consider your contributions to a supportive, inclusive and equitable research culture
  - Understand the end-of-contract employment processes
  - Read more about common scenarios
  - Think about your post-contract career plans

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**Your Safety**

- Reflect on your various career options
- Meet fellow researchers and other colleagues
- Explore Oxford
- Be heard and share your ideas
- Communicate and negotiate your research role
- Use the Careers Service for support for one year after your contract ends
- Consider your contributions to a supportive, inclusive and equitable research culture
- Understand the end-of-contract employment processes
- Read more about common scenarios
- Think about your post-contract career plans
- Know what you can expect, your rights and your responsibilities

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Please explore the map, click on the links, and tailor it to your individual timelines and goals.