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.

**Yourself**

- **Arrive at Oxford**
  - Early essentials
    - Meet fellow researchers and other colleagues
    - Know what you can expect, your rights and your responsibilities
- **Research practice essentials**
  - Plan and design your research
- **Explore Oxford**
  - 3 Months
    - Settling in
      - Learn more about the University
      - Manage your research data
      - Ask your department/faculty HR lead how to access a Career Development Review (CDR) or Professional Development Review (PDR)
  - 6 Months
    - Early stage of your contract
      - Understand the well-being support available
      - Review your development and book training
      - Consider signing up for ongoing support
  - 1 Year
    - Mid contract
      - Grow your skills and professional network
      - Talk to former and current academic researchers with experience in other sectors
      - Reflect on your various career options
      - Consider applying for fellowships or funding
      - Sharing your research
        - Test your career ideas and identify several routes to pursue in parallel
        - Find guidance on decision-making and navigating transition
      - Build on your research role(s)
        - Update your CV and identify gaps
        - Explore personal & professional development opportunities
        - Consider your contributions to a supportive, inclusive and equitable research culture
  - 2 Years +
    - Late stage of your contract
      - Seek opportunities to further develop your skills
      - Share your results and ideas widely
      - Develop your core skills
      - Prepare to make effective applications
      - Protect your mental health
      - Explore further opportunities in Oxford

**Your Research**

- **Assess your research opportunities**
  - Research your research opportunities
  - Research your research group and co-workers
  - Manage your research data
  - Reflect and adjust your research plan
  - Seek necessary ethics approvals for your research

**Your Career**

- **Identify and set your career priorities**
  - Identify your career priorities
  - Explore your career options
  - Consider a career move to another sector
- **Support your career development**
  - Use the Careers Service for support for one year after your contract ends
  - Explore the human resources service page
  - Explore the member services page
  - Explore the training and development page
  - Explore the diversity and inclusion page
- **Share your results and ideas widely**
  - Share your research, ideas and contributions
  - Engage with external audiences
  - Engage with media teams
- **Prepare for a leadership role**
  - Prepare your CV
  - Prepare your research summary
  - Prepare for job interviews
  - Prepare for presentations
  - Prepare for academic peer review