

**EMBL Conference:**  
**Lifelong Learning in the Biomedical Sciences**  
Heidelberg, 5–7 July 2016

*MEETING ABSTRACT*

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**A3.5**

**PhD Competence Model**

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**Aim:** In an increasingly competitive academic world, doctoral researchers need to be more conscious of the importance of developing competences and transferable skills.

**Problem:** More competition and less funding equates to uncertain career paths. PhD candidates routinely acquire competences and skills during the PhD track through on-the-job training and doctoral education. Selling their capabilities is crucial to convince potential employers of their added value to the labour market.

**Result:** The PhD Competence Model is a self-assessment tool to help PhD candidates more efficiently direct their time towards improving skills areas that are most needed for their own personal career development. It provides a clear understanding of how PhD candidates should develop as highly qualified research professionals. Seven competence areas are defined: at the centre Research Skills and Knowledge, surrounded by Responsible Conduct of Research, Personal Effectiveness, Professional Development, Leadership and Management, Communication, and Teaching. Each area comprises a number of specific competences. PhD candidates judge themselves, in comparison with peers. Results are shown in a spider graph.

**Conclusion:** The PhD Competence Model is an easy-to-use self-assessment tool to increase awareness of needed and acquired competences for PhD candidates, to improve career planning.

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