

TWIND

Twinning for an Offshore Wind Energy Partnership

Call identifier: H2020-WIDESPREAD-2018-2020

D3.1 – Personal development plan for the ESRs, compiled with the support of their mentors



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1 EXECUTIVE SUMMARY

The TWIND project has the main objective of creating a network of excellence that will dynamize a pool of specialized research professionals and trainees in the domain of offshore wind energy to support an emerging industry in Portugal in the context of a governmental Industrial Strategy (EI-ERO) with the aim of exploring the country's offshore wind potential.

This objective is being fulfilled through a set of structured strategic activities throughout the project including specific training programmes, mentorships, short-term scientific meetings, long-term staff visits, networking meetings, attendance to relevant conferences, knowledge transfer workshops and an annual event. These networking activities and exchange of knowledge will stimulate research activities that impact the economy and the society.

This document presents the template and basic guidelines for the Personal Development Plans (PDP) in the process of being prepared by up-and-coming researchers at WavEC. The PDP serves as a basis for discussion between the researchers, their supervisors, and their mentors, to develop a career plan in the offshore wind energy field.

The PDPs will be prepared before the end of month 18 (December 2020), and reviewed by month 27 of the project (September 2021), and before the end of the project, in month 35 (May 2022), to monitor progress and career goals. If needed, additional follow up discussions can be added. The completed PDPs for each researcher will be kept confidential to the network.

The PDP will act as a guide during the mentorship program.



2 OBJECTIVES

The main objectives of this Personal Development Plan are:

- To develop the skills of the researchers in the field of offshore wind.
- To mentor researchers for career development in offshore wind, in areas of specific interest to academia and the industry sector.
- To transfer knowledge on how the various value-chain players interact within the offshore wind sector.

As a result, WavEC's increased knowledge will also increment the institution's opportunities to participate in a wider number of projects related to offshore wind, covering different areas of expertise.

To create each PDP, at least one mentor will be identified at each of the partner organizations to mentor the researchers from WavEC. This will facilitate knowledge transfer to the Widening country but also enhance the career development and network of the researchers across the whole consortium.



3 INTRODUCTION

The following chapter contains the basic information that should be included in the Personal Development Plan (PDP) that each researcher participating in the mentorship program will fill in, with the help of their mentor, and submit to their supervisor before the end of month 18 of the project (December 2020).

In this section, a non-exhaustive series of aspects that could be covered by the PDP is presented. It is relevant to the short-term objectives that will be set by the researchers. These objectives should be revised on months 27 and 35 of the TWIND project and should be used as a pro-active monitoring of progress of the researcher's career.

3.1 Personal Development Plan

The PDP is a written list of the short and long-term goals that the researchers have pertaining to their current and future projects, and a planned sequence of formal and informal experiences to assist them in achieving these goals, which should be linked to personal strengths and potential.

The PDP is optional. After a series of interviews with the staff, an initial group of researchers interested in participating were selected for this mentorship program. This does not exclude that in the future the program could be expanded to include other researchers.

3.2 Goals

Ultimately, the purpose of the PDP is to assist the researchers in achieving their career goals. In doing so, the organization also increases the likelihood of being involved in a larger number of projects, since the expertise of the company expands as well.

The PDP also helps researchers setting realistic expectations of career growth by suggesting time frames for specific milestones to be achieved, and identifying areas they need to develop before becoming eligible for their next career milestone (e.g. becoming a Project Manager, pursuing a PhD, etc.). These milestones can also be related to specific activities (e.g. analysis of wind turbine performance factors).

4 PROCESS

4.1 Step 1: Researchers

The Researchers from WavEC participating in the mentorship program represent the four major groups in which the institution is structured:

- Economy & Industry
- Monitoring & Technology
- Marine Environment and Public Policies
- Numerical Modelling

The Coordinators of the above mentioned groups will act as supervisors of the researchers. Both the researchers and the supervisors are part of WavEC's staff.

In this initial phase, six researchers were identified to participate in the program.

4.2 Step 2: Mentors

At least one mentor will be identified at each of the partner organizations to mentor researchers from WavEC. This will facilitate knowledge transfer to the Widening country but also enhance the career development and networking of the researchers across the consortium at large.

WavEC's researchers identified topics of interest to be included in the mentorship program, as well as their current knowledge on the subject and their personal goals. The details of this information will be kept within the Consortium, but some of the topics to be considered are listed below.

Topics of interest for the mentorship:

- Proficiency in CFD applied in the offshore wind environment.
- Development of an innovative, new application for data science/machine learning/artificial intelligence tools coupled to hydrodynamics/CFD code.
- Data acquisition systems.
- Environmental impact assessment for cetaceans.
- Underwater noise.
- Ecosystem services.
- Environmental impact assessment of seabed.
- Effects of biofouling.
- Floating offshore wind turbines.
- Techno-economic modelling.
- Economic modelling in Python.
- Database management of offshore wind data.
- Economic Assessment of Offshore Wind.

This information was shared with the Consortium and disseminated within their staff. Members of staff interested in participating as mentors sent a summarized CV following the format presented in Annex 1.

The CVs were then sent to WavEC and the researchers selected the respective mentors. When needed, additional communications between the mentors and the researchers took place.



The final match between researchers and mentors (as well as the respective supervisors) will be listed as follows:

Researcher from WavEC (Group)	Supervisor (Group)	Mentor from (Institution)	Topic of the mentorship
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4.3 Step 3: Initial assessment

Researchers should fill in an initial assessment with the help of their mentors before Month 18, consisting on:

- Short-term career goals/objectives (1-2 years)
- Long-term career goals/objectives (+3 years)

The mentorship program should collect information on a number of aspects with relevance in guiding the researcher's career improvement, as summarized in the following:

1. Research

List of publications, conference, workshop attendance, courses, and/or seminar presentations, patents etc. (before the mentorship and goals to achieve during the mentorship). This list should be reviewed by the end of the project.

2. Research Skills and techniques acquired

- Competence in experimental design, quantitative and qualitative methods, relevant research methodologies, data collection and analysis, statistics, analytical skills.
- Original, independent, and critical thinking.
- Critical analysis and evaluation of one's findings and those of others.
- Acquisition of new expertise in areas and techniques related to the researcher's field and adequate understanding of their appropriate application.
- Foresight and technology transfer, grasp of ethics and appreciation of Intellectual Property Rights.

3. Research management

- Ability to successfully identify and secure possible sources of funding for personal and team research.
- Project management skills relating to proposals and tenders work programming, supervision, deadlines and delivery, negotiation with funders, financial planning, and resource management.
- Skills appropriate to working with others, in teams and in teambuilding.

4. Communication skills

- Personal presentation skills, poster presentations, skills in report writing and preparing academic papers and books.
- To be able to defend research outcomes at seminars, conferences, etc..



- Contribute to promote public understanding of one's own field.
5. Other professional training (courses, teaching activity)
- Involvement in teaching, supervision or mentoring
6. Anticipated networking opportunities
- Develop/maintain co-operative networks and working relationships as appropriate with supervisor/peers/colleagues within the institution and the wider research community.
7. Other activities (community, etc) with professional relevance
- Issues related with career management, including transferable skills, management of own career progression.

These topics will vary according to the area of research and the type of results most common to each field. The information at this level should be relatively general since the career development plan does not strictly constitute a report on the scientific results achieved. It is meant to be a guide to help the researcher evolve in a specific area of expertise, namely Offshore Wind Energy.

By the end of the project, the PDP should provide an overview of the main direct results obtained as a consequence of the mentorship carried out over the course of TWIND.

5 TEMPLATE FOR THE PDP

1) Mentorship program

- a. TOPIC of the mentorship:
- b. Researcher:
 - i. Name of Researcher:
 - ii. Name of Supervisor:
 - iii. Institution / Group:
- c. Mentor:
 - i. Name of Mentor:
 - ii. Institution / Department:
- d. Date:

2) Personal Development Plan

- a. BRIEF OVERVIEW OF THE TOPIC OF INTEREST, CURRENT KNOWLEDGE, AND MAJOR ACCOMPLISHMENTS EXPECTED (half page should be sufficient):
- b. LONG-TERM CAREER OBJECTIVES (over 3 years):
 - i. Goals:
 - ii. What further research activity or other training is needed to attain these goals?
- c. SHORT-TERM CAREER OBJECTIVES (1-2 years):
 - i. Goals:
 - ii. What further research activity or other training is needed to attain these goals?
- d. DEFINE, if needed, other activities/areas necessary to reach your goals (such as the ones defined in Section 4.3).



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D3.1 – ANNEX 1. Template for CV's



1 TEMPLATE CV MENTOR

Institution	
Name	
Job Title	
Research Theme	
Research Interests	
Current Research Projects	
Research Highlights	
Specialist tools and techniques	
Previous work experience	
Desired outcomes	
Dates not suitable for exchange	
Would you be interested in mentoring staff from WavEC?	

