

Career guidance from the beginning for a successful doctoral experience & professional development?

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ABG: Supporting recruitment and career development of PhD candidates and holders

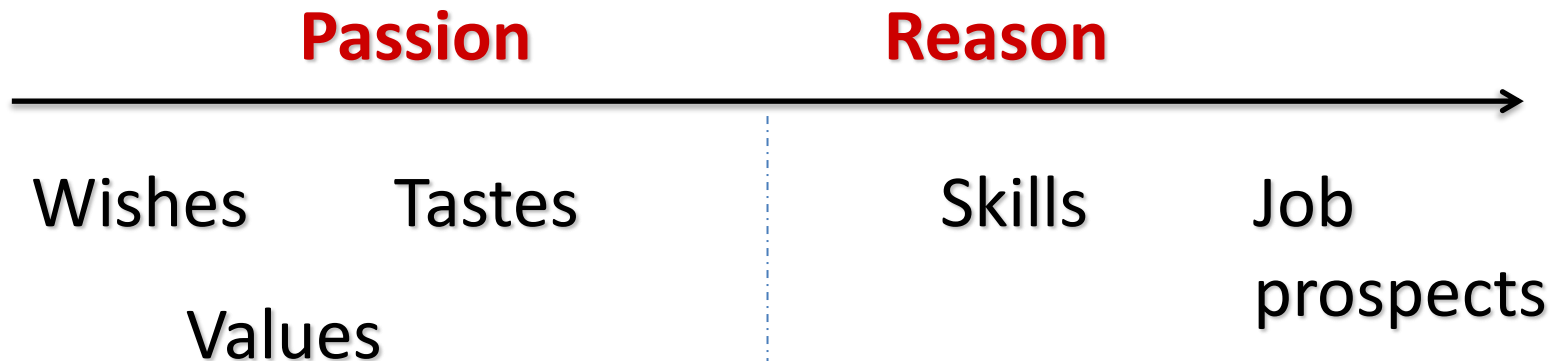


- **Non-profit** created in 1980 and partly funded by the French government
- We publish **job offers, thesis topics, masters internships** on our website: www.abg.asso.fr – *4000 ads per year*
- We **help companies** recruit PhDs
- We set up **events** and share **information (PhD career paths, recruiters' career advice, fundings, mobility...)** about opportunities outside academia
- We **train and coach doctoral candidates, post-docs and researchers** to steer their career – *3200 people trained in 2021 in France and in Europe*
- **EURAXESS Career Development Centre** since 2017

The French context: a few figures

- 70,000 doctoral candidates (16,000 1st year registrations/year)
- 40% international
- 74% funded doctorates
- Duration: 3-4 years (HSS: 2/3 \geq 52 months)
- More than 14,000 new doctorates delivered/year
- Less than 2,000 entry positions/year in academia (public)
 - Success rate: 5% (research) - 13% (teaching)
 - Average age: varies between 31 – 37 yo

AvanThèse (« Before Thesis ») Trainings: Integrating the doctorate to the career plan



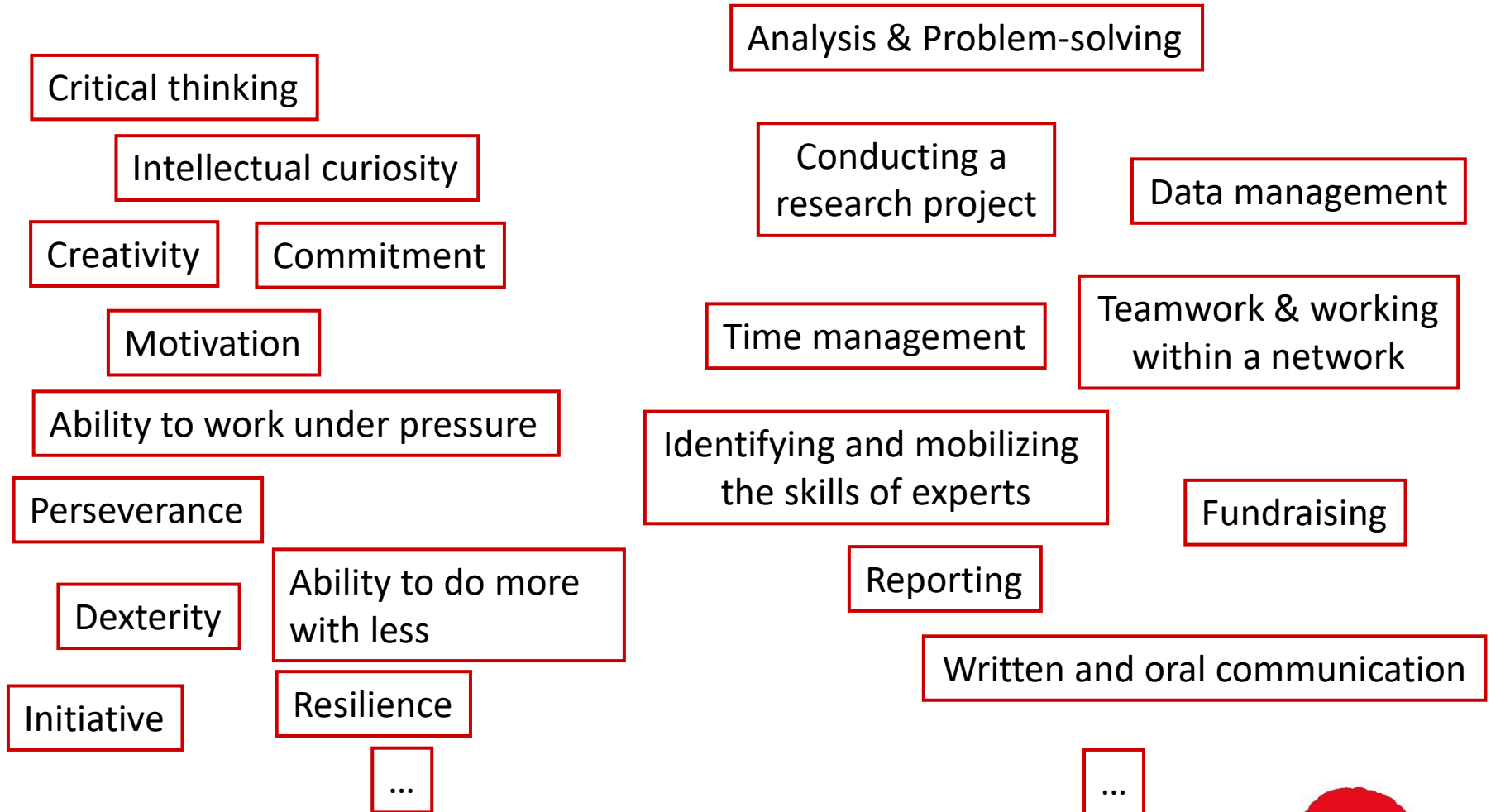
Asking the right questions

Is a PhD useful for my future career?
Do I have the skills and qualities needed?
What are my real motivations?

Discuss with people

Network, meet professionals

Necessary skills for a successful doctorate?



During the doctorate

1st year

Initiating reflection on career planning
& Self-awareness

Insight into the job market & career
options
after a doctorate

Making the most out of the doctoral
experience for a future career in or
outside academia

2nd year

Identifying and assessing the skills
and assets acquired during the
research experience

Practicing presenting them

Networking

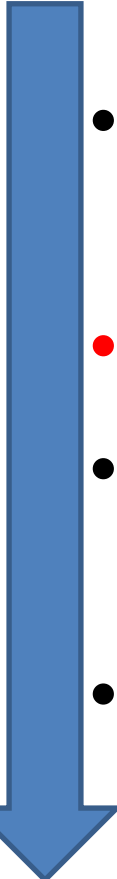
3rd year

Optimizing applications

Recruitment process

Job interviews

The supervisor's role

- 
- Quality of the **recruitment** (=> preconditions for starting a doctorate ?)
 - **Onboarding** of the doctoral candidate
 - Ensuring high quality research *and integration* (***the importance of the first year**)
 - Fostering **career development**, encouraging vocational training



**Association
Bernard Gregory**

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