The Postdoctoral Association in the Faculty of Medicine was formed in 2003 to:

1) Support the career development of postdoctoral research staff/Early Career Researchers (ECRs)
2) Promote collaboration and networking
3) Promote the profile of FoM ECRs within the Faculty and University
4) Liaise with other faculties and external bodies to enhance support for ECRs

The Postdoctoral Association initially provided this support via an annual faculty research conference, an introduction for new ECRs within the Faculty of Medicine, a career tracking award and a small transferable skills programme for ECRs.

Since 2011, we have in addition implemented the following:

1) An ECR mentoring scheme that has proven to be highly successful and has now been implemented across the faculty to include all students and staff
2) Research Clubs in the individual Academic Units within the faculty. The individual clubs has now started to implement small peer-driven focus groups based around themes chosen by the ECRs
3) A Career Seminar across the Faculty of Medicine
4) A comprehensive transferable skills programme with more than 20 different sessions during the academic year.

5) A “one stop” Sharepoint site for ECRs within the faculty.

6) An annual refresher and Q&A session for ECRs about the work the Postdoctoral Association is doing and feedback on what can be improved.

7) Implementing the Concordat across the University of Southampton by joining the Career Development of Researchers Working Group.

8) An annual Christmas Lecture with an inspirational speaker about the lifelong journey of a scientist and general career advice.

9) Dean’s Awards for ECRs with four categories: Citizenship, education, enterprise and public engagement.