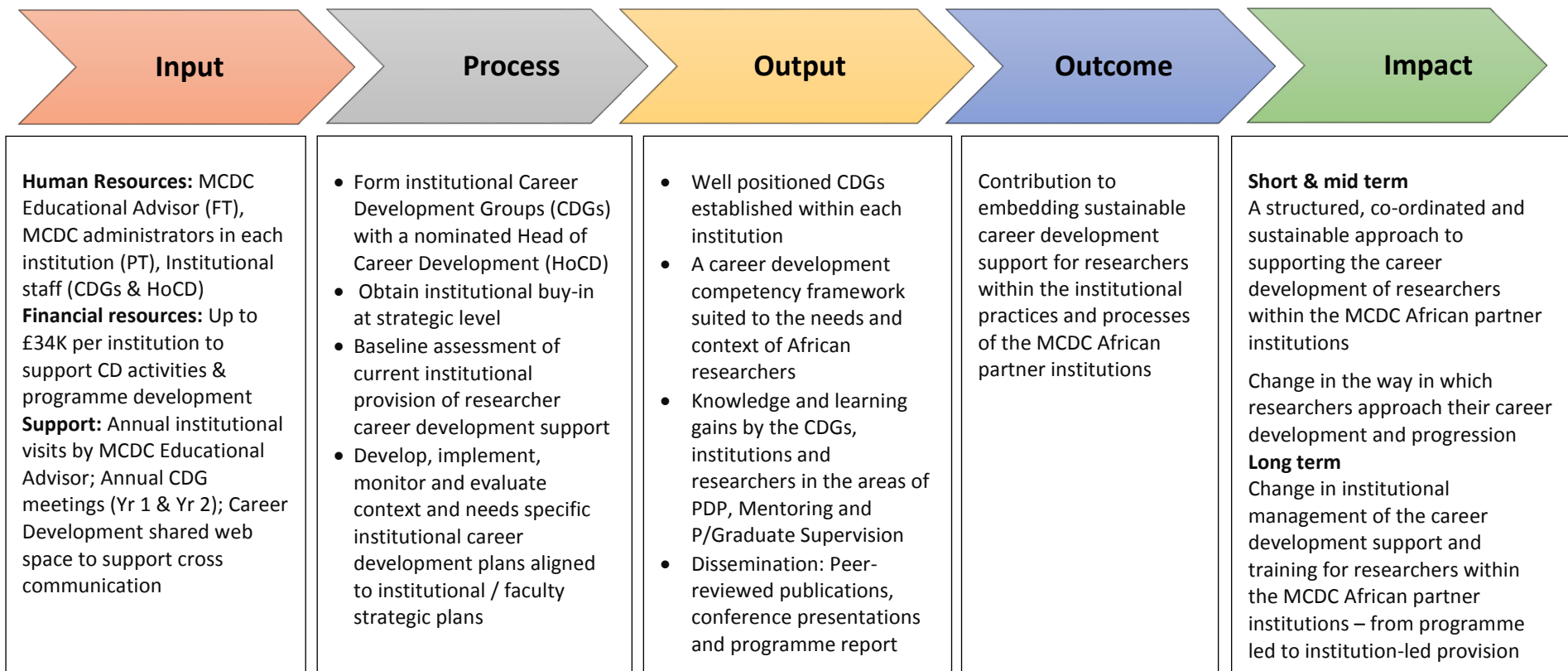


## OVERVIEW OF THE CAREER DEVELOPMENT GROUP PROGRAMME TO EMBED SUSTAINABLE RESEARCHER CAREER DEVELOPMENT SUPPORT IN THE MCDC AFRICAN PARTNER INSTITUTIONS

**Aim:** To facilitate the embedding of sustainable career and professional development support for researchers within the MCDC African partner institutions

**Objectives:** To embed sustainable support for African researchers in: Personal Development Planning (PDP), Mentoring and Postgraduate Supervision  
To develop a Career Development Competency Framework that meets the needs and context of African researchers

**Priorities:** Set up institutional Career Development Groups (CDGs) with a nominated Head of Career Development (HoCD) in each of these areas and convene a meeting with all to frame a programme, agree TORs, share ideas and resources, and start developing plans to meet the individual needs and context of each institution



**Assumptions:**

- Senior management teams will see the value and priority in investing in embedding career development support for researchers within the institution
- Sustained engagement with the CDGs and career development programmes and activities developed by the CDGs for researchers beyond the end of MCDC

**External Factors:**

- Geographical locations presents challenging communications and sustained momentum of development between the MCDC Educational Advisor and the CDGs
- Limited initial human resource capacity to develop, manage and facilitate the career and professional development activities within the institutions