

The
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Of
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Research &
Innovation
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Internships Special Edition



Issue 8 | Winter 2014

**Say hello to the
SHIPs 2014 Interns!**

Doctoral Times.

The team of Doctoral interns, representing each faculty at the University of Sheffield, have responsibility for a high-profile project bringing together social enterprise, the third sector and the City Council to improve the lives of thousands of Sheffield citizens.

**The Newsletter for Doctoral and Higher
Degree Students**

Introduction



My name is Hilary Jones, and I've been working as the University's Postgraduate Internships Coordinator since January this year.

It's been an interesting adventure so far – I have explored all corners of the university's masters programmes to see where internships might fit in, and have spoken to academics and Doctoral students from all departments and faculties about internships they would like to be involved with.

It seems that there's a lot of enthusiasm all across the University - from both students and staff. There are some brilliant ideas already in place and some exciting new ones on the way. It's a great time to be a Doctoral student at Sheffield!

For this issue, I've been busy interviewing students and staff from around the Uni to get the lowdown on Doctoral internships.

Maybe you'll think about doing one too...

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Outside of work, Hilary enjoys teaching and practising Ashtanga yoga, and walking her dog Milo.



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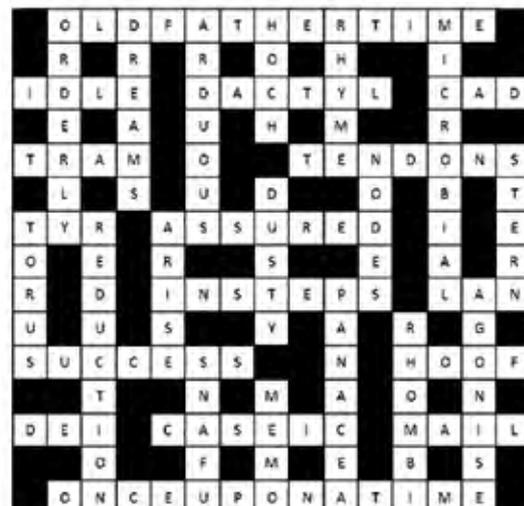
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To be part of the next Doctoral Times please email the editor Anita Jane: a.j.kenny@sheffield.ac.uk

Solution to Issue 7 crossword



What is a Doctoral internship and how does it work?



Internships have been common in the USA for many years, with University students spending time working for an organisation - often unpaid - in order to get work experience.

In the UK in 2014, the word has a much broader meaning. For a start, the University of Sheffield insists that internships are paid except where they are a built-in and assessed part of the degree. And if you're a funded Doctoral student, then this means that you will continue to receive your stipend during the internship.

An internship can vary in duration - usually from 1-12 months. It can also be closely related to the degree subject or something completely different.

Why should I do one?

If you've got some clear careers ideas then an internship can be a great way get new ideas for your research and to build more connections. The funding landscape in academia is becoming much broader, and funders are interested in collaborations not just between academic institutions but with other organisations too. An internship could be the start of some exciting research partnerships. If you're not sure what you want to do next, then an internship is a chance to explore some other routes. You'll be able to see how the skills and experience you've picked up in your PhD can be used in different organisations, and you'll get a feel for what really interests you.

Am I allowed to do an internship?

On some Doctoral programmes, an internship is expected but for others it is optional. If you're on a programme that doesn't include an internship, you can still take one by organising it yourself. You might choose to take a Leave of Absence to do it, or complete it during the registration period of your PhD. Whichever route you choose, you'll need to have the agreement of your supervisor so make sure that you have a chat with them first. If you're an international student, there are additional rules that relate to working in the UK. For more information, see page 14.

What is a Leave of Absence?

Students can take a Leave of Absence (LOA) for financial or medical reasons but if an internship is outside the scope of your research programme then your supervisor may agree to you taking an LOA.

However internships are increasingly being seen as an integral part of the research degree programme. (See page 12) If you are a funded doctoral student, then your stipend payments will cease whilst you are on your LOA. If your internship is unpaid, then you can apply to the Research Student Internship Support fund to replace your stipend during the LOA. You can also apply to this fund to cover things like travel expenses. For more information on funding for your internship, see page 7.

"If you're not sure what you want to do next, then an internship is a chance to explore some other routes."



Phillis Dee - Our very own agony Aunt

If you're in a dilemma then put pen to paper, or digit to desktop and ask your very own Agony

Aunt Phillis Dee for her advice. We'll publish a selection of your dilemmas in each Doctoral Times issue. Send your questions to: phillis-dee@sheffield.ac.uk

Dear Phillis,

How I am supposed to balance my future career and my desire to have a family? I'd really like to be a lecturer, but I only know one young female lecturer in my department who has children and she had a very hard time balancing publications and her family life. It seems to be possible for the male lecturers. I know my supervisor's wife works part-time. It seems unfair of me to expect my partner to work part-time so I can pursue my career, especially because there will be physical parts of it that I'll have to do.

How does it work? Should I wait to have children until I'm more established? I'm already thirty-one and I don't want to wait too long. Most of my high school friends have children already and it's been something I've wanted that's more acute now.

Dear Anon,

I put your question to the Parents' committee at TUoS Women's Network. Here's what they said:

"Firstly, when is a good time to have children? Well, there never is a perfect time in a career to have children, you have to find what seems right for you and your partner. Whatever you choose, you will always be able to adapt to the situation. However if you are still carrying out a PhD and are perhaps quite close to the end of it, it might be better to wait until you have finished writing up. In terms of affect on your career. It's inevitable that by having children, there will be a career gap and you have to accept there will be a slight delay in things like publications etc.

However it's perfectly possible to work full time and have enough time for both a family and career. Plenty of female lecturers manage it. The key is to look beyond the traditional 9-5 hours. The UoS is a very flexible environment which enables you to fit work around family life. What is important is to meet other people who have experience of this and find examples of role models.

The Parents@TUOS coffee mornings are open to anyone, not just those who already have children. It's a great way to hear other people's experience of balancing a career and family. Also on the P2P buddy scheme website (www.sheffield.ac.uk/hr/equality/support/p2p) you are able to open up the biographies of a number of academics with a family who are happy to talk about their experience."

Dear Phillis,

I'm in my final year of my PhD and from the first semester I have swung wildly between wanting to stay in academia and running for the proverbial hills. I'm guessing this is probably fairly normal. On the run for the hills days I worry that I should be spending more time setting myself up for a career outside of academia and should spend less time frantically worrying about whether or not my papers will be published. On the academia days I regret not worrying so much about my papers being published. Is there someone who can just tell me what to do when I finish and put me out of my misery?

Dear Anon,

This is a tricky one, that most of us face while in the throes of our PhDs. And of course, I can't tell you what to do. BUT publishing your papers is always going to be a good plan, whichever career path you go into as it proves that you've got brilliant communication skills, and can explain and defend your ideas to a professional audience.

When I was in the middle of my PhD I felt much like you and, I began to explore different careers and found a few things that seemed like exciting possibilities. Just knowing that there were several options out there was exactly what I needed to crack on with my PhD and get it all done. I continued onto a postdoc and it was at that point that I decided academia was not for me, this is very common - lots of people move on at the postdoc stage.

*Maybe you can dedicate a small amount of time each week to exploring other careers - perhaps interviewing others, attending events like the *V i s t a* seminar series and making an appointment for a chat with a careers adviser (there are two at the Careers Service especially for PhD students).*

This doesn't have to be a large amount of time - just an hour or two per week could turn up a few things to get your brain ticking. Then you can dedicate the rest of your time to the satisfaction of getting those papers published!

Dear Phillis,
How do you make people around you (undergraduates, master students etc.) understand how busy PhD students are? I'm a PhD student in humanities having almost no classes or lab experiments. And I like to work in my room. I live/ have lived with undergraduates and master students who have loads of classes (around 13 per week) and they often envy/envied me saying that I have so much free time and can linger at home. But I AM busy with my research and such criticism is not fair...how do you explain how busy PhD students are and doing work at home is as serious as at school to non-PhD people?

Dear Anon,
Explaining what we do to others can sometimes seem like more of an effort than it's worth. On the one hand we don't want to sound boastful, and on the other there's the niggling worry that we might actually bore them to death! However, I counsel you to persevere with your explanations - raising our visibility is really important, whatever profession we're in. Talk to people about what you've achieved, if you publish a paper, make sure you celebrate the fact - not just amongst your friends and housemates, but make sure that the word is out on your professional social networks too such as ResearchGate and LinkedIn.

When I was an undergraduate student, I had no clue what a PhD actually was, so it might be worth taking some time to talk to your housemates about what it would be like if they did a PhD, what research question would interest them? How would they motivate themselves? How would they feel about being the world expert in their subject? Perhaps they might begin to get an idea about the importance (and enormity!) of the task you're currently working on.

It might also be worth being clear to yourself what you are achieving in your regular day-to-day work by having a plan and some definite targets that you can tick off. Then if someone suggests that you've been lazing around all day, you can have an informative answer that will knock their socks off.

Dear Phillis,
I have essentially taken a career break in order to undertake my PhD. The research I am undertaking is in collaboration with an organisation, therefore in addition to my contribution to knowledge and the academic / theoretical purpose of my PhD, there is also a very practical goal in relation to applying my research to the work I am involved in. I do not know at this stage whether or not I want to pursue a career in academia, however what I don't want to do is to rule it out. In terms of other activities I am involved in at university - I have acted as an academic tutor for young people engaged in WP Realising Opportunities programme and I am part of a reading group that is hosting a workshop next year.

My question is how much time to dedicate to trying to get teaching and facilitation experience during my studies? I have a lot of experience in my working life of delivering training and I host a conference as part of my work every year. I need to be selective in terms of what I do, mainly owing to a lack of time to fit everything in. I'd really appreciate your advice!

Dear Anon,
It sounds like you're in a great position and have a lot of options available to you. Although an academic selection panel will be interested in your teaching/facilitation experience they are likely to place most emphasis on the research that you've done, papers you've published and experience you have that relates to academic governance, such as participation in committees and organising conferences.

You don't say what year you're in, but as you get towards the end of your PhD it's probably time to buckle down and get on with the writing rather than taking on many more responsibilities.

It might be a good idea to speak to some academic staff in your department and ask them to comment on your CV and how the experiences you have might be viewed by a selection panel.

Finally, don't underestimate how transferable your skills are - the experiences with your previous work together with the things you've been doing alongside your PhD should make you a very interesting candidate.

How to find an internship

So, you've decided you want to do an internship, and have an idea about what you'd like to do, but what next? There are several ways to find your internship - here are some:



Your supervisors and staff in your department

If you're interested in an internship that's related to your subject area, then staff in your department are a good place to start. They might have some contacts that you could get in touch with and may be able to recommend you. So book an appointment to have a chat about possibilities.

The Careers Service

The Careers Service has contacts with a range of organisations and might be able to suggest some organisations to approach. Have a chat to Hilary.

Formal internship schemes

Some larger organisations have formal internship schemes that you can apply for as you would apply for a regular job or a graduate scheme. Don't forget to highlight the extra skills that you have as a researcher.

MyVacancies

The University has its own webpage for advertising internships and part-time vacancies. Take a look to see if there's anything there that interests you (log in with your usual university username and password):

<http://shef.prospects.ac.uk>

Professional contacts

If you've got a LinkedIn profile (and if not, why not?!) then search for companies of interest and see if you've any contacts there. If you don't, you should still be able to take a look at the profiles of people there to find out what they do and who might be worth contacting. Take a look at Twitter and see who is tweeting - you could contact recruiters this way too.

Personal contacts

Don't neglect your personal contacts too. A call for help on Facebook or Twitter and emails to friends and family could well turn up something you hadn't thought of, or a contact you didn't know about. You've nothing to lose!

Cold calling

There's nothing wrong with writing a speculative application. Prepare a professional email outlining what you've got to offer, and whether you are part of a funded scheme. Follow up with a further email and a phone call if you don't hear anything back. A little tenacity might be just what's needed.



Funding your internship



If you are a funded Doctoral researcher and you are expected to do an internship as part of your PhD, then funding should be relatively straightforward - you will just receive your stipend payments as normal whilst you're doing your internship.

The University of Sheffield believes that all doctoral researchers should have the opportunity to undertake a useful internship

In the 2014/15 academic year the University has set up the Research Student Internship Support Fund (RSISF) to help support doctoral researchers who wish to take an internship but find themselves disadvantaged for financial reasons.

All doctoral researches are eligible to apply to the RSISF to cover things like travel expenses

If the internship is not an expected part of your PhD, and you and your supervisor agree you should take a Leave of Absence (LOA), then your stipend will stop for the duration of your LOA. You can apply to the RSISF for a stipend replacement but the funds are limited and it has been set up to support as many doctoral researchers as possible.

If you're interested in an internship in the area of health technologies and medical devices, then you can apply to the HEFCE catalyst fund - more information opposite.

If you've any questions about funding your internship, do get in touch with Hilary, the Postgraduate Internship Coordinator, based in the Careers Service.

hilary.jones@sheffield.ac.uk

Opportunities for Post Graduate Student Placements in Med Tech

- *Are you a current PhD student, who would like to do an industrial placement alongside your studies?*
- *Do you want to increase your skills and gain experience by collaborating with industry on a 2-12 month project?*
- *Do you have skills and interests that would be beneficial to organisations working in the health technologies and medical device sectors?*

In 2013, the University of Sheffield was awarded a Catalyst fund from the Higher Education funding Council for England for projects that enhanced higher education's contribution to economic growth.

One of these activities is the Industrial Postgraduate Student Placement Programme, or "HEFCE Catalyst Studentships", and Sheffield Healthcare Gateway is now inviting applications from PhD students to undertake short collaborative projects with external parties, typically business and industrial partners, in the health technologies and medical devices sectors.

The placement can be undertaken at any time during the PhD programme, or immediately afterwards as long as the student continues to be registered with the University. The student will receive a stipend at the current Research Council rates to cover the additional time spent on this programme.

This is a great opportunity to work closely with industry and to gain a better understanding of the workplace.

If you'd like to know more, please contact Karen Booth at the Sheffield Healthcare Gateway.



Karen.booth@sheffield.ac.uk,
Ext 21404

A Prestigious New internship Scheme for Postgraduate Researchers



A team of five doctoral researchers from the University of Sheffield is taking on one of Sheffield's biggest challenges as part of a brand new internship scheme.

Fighting off fierce competition, one doctoral student from each of Sheffield's five faculties was chosen to take their place on the team. The internships are based at Sheffield City Council's department for Lifelong Learning, Skills and Communities and the team will be looking at how councils can meet the needs of its citizens with a smaller financial budget.

The team are working with social enterprises and third sector organisations around the city and will make recommendations on how their successes could work on a larger scale. The team will present their findings to parliament and if they impress, their ideas will be rolled out in communities around the UK.



The ShIPs interns - From left to right, Colin Whittle, Victor Gonzalez Sanchez, Uzma Reem, Chris Olewicz and Jose Angel Garcia

"A ShIPs internship is your opportunity to apply the diverse set of soft skills you've gained during your PhD, especially creative problem-solving and critical thinking to projects in various sectors across the city that capture your imagination, passion and interest. It's an opportunity to lead the way with fresh innovative thinking and make a huge positive impact on the social, cultural and economic front in the city!"

Uzma Reem, ShIPs Intern

The team are managed by Tony Tweedy, Director of the Department of Lifelong Learning, Skills and Eve Waite, Head of Employment and Skills.

Tony said "I am really enthused about this project. It's going to be really useful to have intelligent outsiders coming in as critical friends. These interns can help us by bringing their academic perspective, we need to be challenged. Until now we haven't been able to get to the point of 'what does the research tell us?' "

Eve said "I'm really focussed on delivery. It's wonderful to have this resource to say 'go and investigate these things, and we will trial them'".

I met up with the team one month into their internship to see how they're getting on...





*Uzma Reem,
Faculty of Medicine,
Dentistry and Health*

“Being involved in a project with the potential to enrich the lives of individuals affected with learning difficulties and the journey of exploring the avenues that would make this possible has been a personally exhilarating and professionally fulfilling experience”



“ through your internship you don't only help other people but you help your personal development”

*Jose Angel Garcia,
Faculty of Social
Sciences*



“This is a great opportunity to use our knowledge to positively affect other people's lives”

*Victor Gonzalez
Sanchez, Faculty
of Engineering*



Colin Whittle, Faculty of Science

“Doing a project like this is about taking a chance - a bit of a risk, but you'll never know what you can do if you don't try!!!”



Chris Olewicz, Faculty of Arts and Humanities

“It's not about what academic discipline you're doing, it's about using your academic skills practically”.

Thinking of doing an internship? Words of wisdom from the SHiPs Interns...

1. Before you start your internship, be really clear on all sides about what it will involve and what you're going to achieve - find out everything you can about what outputs the employers will be expecting from you so that you can plan accordingly
2. The working environment might be very different to what you're used to as a PhD student - so don't make assumptions and communicate clearly about what's expected.
3. Have a plan for your work, show it to your manager and then stick to it!
4. This is a great opportunity to use your expertise - don't be afraid to put your stamp on the work
5. You can apply the skills even in areas that aren't related to your PhD. It's like going to the gym for years, and the discovering that the strength you built up has made you really good at other sports too!

Internships - An academic's perspective



Deborah Sporton is a senior lecturer in Human Geography – Hilary tracks her down to find out what academics really think about postgrad internships...

HMJ: Tell us a bit about your background and your involvement with non-academic organisations in your field

DS: My research background is focused on International Development and this has brought me into close contact with NGOs, CBOs and Policy organisations in the field who have helped shape the work I do.

HMJ: So you set up your own NGO? Wow. What does it do?

DS: I set up the NGO SIIDshare in early 2013 as a student-run social enterprise embedded within the Sheffield Institute for International Development Research. Students from across the University routinely engage with International Development through their studies, through student societies and through activities such as advocacy and fundraising. I wanted SIIDshare to add value to these activities, by providing training, internship opportunities and by building partnerships with over 50 organisations both overseas and in the UK. We have worked in partnership for example with Barnsley FC to set up a sports development scheme in SW Uganda and with Engineers without Borders and the NGO, Butterfly Space to set up a pedal powered water pump system in Nkhata Bay, Lake Malawi.

HMJ: And do your students get involved?

DS: We currently have around 300 students drawn from all levels and all disciplines across the University who are involved in various activities that are now recognised as part of their HEAR.

HMJ: Lots of people think of internships as something that undergrads do – what are your thoughts on PhD internships?

DS: PhD Internships in my view are important both in terms of employability – providing students with workplace experience and different skill sets but also in terms of impact and engagement.

HMJ: What sort of things do your students do on their internships?

DS: We have facilitated internships for PhD students who have worked for NGOs both in the UK but also in Chile, Nepal and Argentina and also for policy 'think tanks' and Government Departments.

HMJ: Do you see any changes in your students when they come back from doing an internship?

DS: Yes, students begin to think about what they want to do after their PhD and focus on the additional skills that they might need. Many also maintain relationships with their employers that endure throughout their registration and at least one student has gone into full-time paid employment with their internship organisation.

HMJ: What advice would you give to someone who wasn't sure whether to bother doing an internship?

DS: I would always recommend students use every opportunity that they have when studying for a PhD to develop additional skills including internships both to enhance their employability but also for them to develop an awareness as academics of life outside the 'ivory tower'.

HMJ: And any words of reassurance for supervisors who aren't sure about their students taking time to do an internship?

DS: Students who return from an internship actually come back with skills that supervisors love the most – the ability to meet deadlines, organisational skills and often improved communication skills.

HMJ: What do you think the University of Sheffield could do to support or encourage internships at postgraduate level?

DS: The University already supports internships at doctoral level in a number of ways. I think there is scope to develop closer links with the University of Sheffield Enterprise to explore opportunities at doctoral level for students to develop enterprising skills.

My Internship...

*Carla Chivers,
Doctoral Researcher in Psychology
tells us why she's looking forward
to her internship...*

"Can you tell what I'm thinking?" is often the response I will receive when I tell people I study Psychology. However, away from Derren Brown, Psychology is a broad and varied discipline focused primarily on the study of human behavior and the thoughts, feelings, motivations and mechanisms underlying that behavior.

Not only concerned with gaining an understanding of human behavior Psychology also focuses on the impact that this understanding of human behavior can have on society. With PhD topics such as autism, anti-social behavior, dyslexia and my own on bias in jury decision making it is clear to see the potential impact which psychological research can have for society. However, could the 'publish or persish' ethos engrained in academia actually be having a detrimental effect to the potential societal impact of our research?

could the 'publish or persish' ethos engrained in academia actually be having a detrimental effect to the potential societal impact of our research?

As junior researchers we are all too aware of the crucial impact that our publishing record can have on our future careers. A good publication record can determine whether or not researchers get hired, promoted, or funded for their future research. However by seeking to publish our research in the highest quality subscription only journals we may, inadvertently, be restricting access to those who would be of greatest benefit, the general public.

It is for these reasons that I was particularly keen to get involved in an internship as part of my PhD. As well as providing an opportunity to re-connect with the 'real' world after being consumed in the bubble that is academia, it would also allow me to engage directly with those whom my research could have the biggest impact.

In the coming months I will be undertaking an internship with North Yorkshire Police, applying my research expertise in intergroup processes to current policing issues. By undertaking this internship I hope to make not only my own research but scientific research in general more accessible to those who this could have the greatest impact for.



About the organisation

Carla will spend a proportion of her time at the Office of Police and Crime Commissioner for North Yorkshire looking at data and contributing towards evidence-based practice. Currently the Commissioner is Julia Mulligan, whilst South Yorkshire's Commissioner, covering Sheffield is newly-elected Allan Billings.

The Police and Crime Commissioner is actually separate from the police and performs an independent scrutiny role. Commissioners are members of political parties and are chosen through an election process.

South Yorkshire Police and Crime Commissioner:
www.southyorkshire-pcc.gov.uk/Home.aspx

North Yorkshire Police and Crime Commissioner:
www.northyorkshire-pcc.gov.uk

An interview with BBSRC's Rob Hardwick



The Biotechnology and Biosciences Research Council (BBSRC) was the first to introduce Professional Internships for PhDs (PIPs) into its PhD programmes. Hilary interviews Rob Hardwick, Senior Innovation and Skills Manager for BBSRC to find out more about them - and what lies ahead...

HMJ: Hi Rob. First of all can you tell me why should PhD students be doing internships on top of their research?

RH: I think there's a couple of reasons really. First of all, we believe that the skills they can learn from going into a non-academic environment will be very valuable to bring back into academia. We look through some of the reports that students have submitted following their placements and they're often quite simple behavioural changes like being in at 9, being home at 5 and being really efficient during the day. Things like that can make really big changes to the way that students approach their research. They build up good contacts as well, and different companies give them ideas about the different career options available. Perhaps only about 10% of PhD graduates will go on to find themselves an academic position so we think it's really important that they get a sense of what they can do with their PhD. So not only do they develop skills which they can take from the placement back into the lab, they also get an idea of the career options there for them.

HMJ: The PIPs scheme is different from sandwich placements that we've seen for undergraduates - you were quite specific that the internship is completely different from their research project work, which is quite a radical idea. Why did you choose this approach?

RH: We want our PhD students to be highly employable and highly skilled, and we believe that by exposing them to different kinds of environment that they wouldn't get from just staying in the University lab for the 4 years of the PhD - that diversity of experience will enhance and build the kind of skills that will make them really employable in a different way.

"only about 10% of PhD graduates will go on to find themselves an academic position so we think it's really important that they get a sense of what they can do with their PhD"

HMJ: How does PIPs fit in with BBSRC's strategy overall – is it part of a larger new way of thinking?

RH: At BBSRC we are keen to support all sectors of the bioscience community from academia through to industry and public sector as well. So we recognise there is a diversity of career options out there – a diversity of sectors where bioscientists can go and make a real difference with their bioscience knowledge and research degrees. So as an organisation we're not just funding people to come into academia we're funding people to go into a whole variety of different roles, and our role as an organisation is to prepare people for that.

HMJ: Yes, that makes a lot of sense. And I've noticed that other Research Councils are interested in your idea – so it must be a good one!

RH: Yes, so at the moment we're the only Council that has the scheme as a mandatory requirement of the PhD. I'd say that BBSRC very much leads the way – we're the only Council mandating PIPs as a requirement. I think the other Councils are watching what we do.

HMJ: So would you describe PIPs as a success so far?

RH: Yes. It's quite early to tell because we started with the first batch of students 2012-2013 and they tend to go on their internship in their second or third year, so our first cohort, the majority will be going on their internships this year. But having said that there are some who have done them in their first year and early indications are that the comments have been generally very positive. They go into a whole variety of places, so in one example, a student in Birmingham spent time in a finance office working as part of a team processing and costing grants. This was relevant to his career as a researcher, he still wants a career in research, and he has a new found appreciation of what goes into putting together a grant proposal. And also being on the other side, what they're going through, and why the process takes as long as it does. Now he fully appreciates that!

In Research Council Offices, again they see how ideas can be commercialised, how applications are pulled together. There are lots of things where they see how their research slots into the bigger picture, and what they can do with their research.

There were other examples where students were going off and doing something completely different. There was one student in Manchester I spoke to who is planning to go to South Africa to work in a vineyard where the wine is made, so I'm sure he'll have some to drink as well!

RH: One student went to the World Health Organisation in Geneva – there’s a whole range of things you can do, but the ones I’ve seen so far have tended to stay in research-related roles. So the comments are generally pretty good, they learn lots of things. They often come back and say it’s made them clear they want to stay in research, but one or two have said that they are considering – even though this is an early stage in their PhD – that they might want to do something else at the end of it. So the initial reaction seems to be quite positive – from the supervisors as well. Initially they were quite resistant, but now they are starting to see some of the benefits when the student comes back with a new attitude to their work.

HMJ: That’s really good news. Excellent. Do you have any idea about the numbers of students that will be undertaking PIPs through this scheme, each year?

RH: there are around 300 students per year nationwide across the DTP programme and they can do an internship in their first, second or third year. At the moment we’ve got about 50 people about to submit their final reports.

HMJ: BBSRC has hosted PIPs interns itself - so what’s in been like as an employer?

RH: the managers have been really very positive – they’ve found the students to be full of new ideas and very enthusiastic. Obviously they’re very clever people having got onto a PhD programme, from our own perspective, they have contributed a lot and have worked very hard. We’ve also had some employers who have taken on a student initially coming back and asking to take on more students.

HMJ: What advice would you give to someone who was thinking of doing a PhD internship?

RH: I think they should grasp it with both hands. This is a great opportunity to spend a period of time exploring what your career options are, three months it’s an opportunity really to do that kind of work. Most of the PhD programmes don’t incorporate that they stay in the research lab for the whole PhD. So it’s a fantastic opportunity to explore your career options.

HMJ: Has BBSRC got anything coming up in terms of internships or employability for early career researchers – is there anything in the pipeline?

RH: We will be revealing the effectiveness of the PIPs programme over the coming months and we’ll see what comes off the back of that. But another interesting area which is still quite early on in our thinking is what postdoc researchers need. They are obviously quite a different kettle of fish, but we want to work out what we can do with postdoctoral researchers. Is PIPs for a postdoc the right thing? I would suggest that for PhD students the PIPs programme is here to stay and the next phase will be the postdoctoral phase and there should be plenty of opportunities for them too.

“The PIPs programme is here to stay, and in the next phase we’ll be looking at whether PIPs for postdocs might be the right thing to do.”



Rob Hardwick is Innovation and Skills Manager at the Biotechnology and Biosciences Research Council - a major funder of PhDs in the Biological Sciences

International Doctoral students (Tier 4) and internships



The regulations surrounding working in the UK for international students can be confusing - but luckily Jo Holliday from the Student Advice Centre is on hand to help us.

If you are an international doctoral research student with a Tier 4 visa it is important that you fully understand what you are allowed to do on your visa should you wish to do an internship during the course of your studies.

Your Tier 4 visa allows you to work part time during your studies up to a maximum of 20 hours a week. It also allows you to do a work placement/internship during your studies which could be full time hours provided that:

- the placement is an integral and assessed part of your degree
- that it will not exceed more than 50% of the total registration period of your degree

By definition an internship is not a replacement for an actual job but is instead a structured opportunity for you to get an experience within a particular sector.

If the internship does not meet the above requirements you may be able to do a short placement during an agreed vacation period. Research students are normally allowed a maximum of 8 weeks vacation per year.

Please note the internship must not be a permanent full time job. By definition an internship is not a replacement for an actual job but is instead a structured opportunity for you to get an experience within a particular sector.

If you are in any doubt whether an opportunity meets the requirement for an internship please seek advice either from the Careers Service or the International Student Adviser in the Student Advice Centre.

We can also advise you on your options to remain in the UK after your studies including:

Tier 4 Doctorate Extension Scheme
Tier 2 General
Tier 1 Graduate Entrepreneur Scheme

Further information is available at:
www.shef.ac.uk/union/student-advice-centre/immigration/working-in-the-uk/working-after-studies.htm

Contact the Student Advice Centre:



advice@sheffield.ac.uk



0114 222 8660



The Student Advice Centre is on Level 3, Union Building.



Dates for your calendar

Internship with the UKCGE

Date

2/12/2014	Recruitment and Selection Techniques Beyond the Interview
4/12/2014	Networking for Career Success
9/12/2014	Hot Topics: An Introduction to Careers in Academia
11/12/2014	Understanding Commercial Awareness
15/12/2014	Academic Writing Retreat
16/12/2014	Springboard Women's Development Programme
8/1/2015	Parents @TUoS Coffee Morning
13/1/2015	Presentation Skills: A Masterclass (Filming day)
27/1/2015	Presentation Skills: A Masterclass
17/3/2015	Springboard Women's Development Programme
24/3/2015	Parents @TUoS Coffee Morning

A diverse range of other training is available via the DDP Portal

www.sheffield.ac.uk/ris/pgr/ddportal/steps/registration

Doctoral Researchers also have access to the University's Think Ahead programme for Early Career post doctoral Researchers

For more information about Think Ahead events, visit:

www.sheffield.ac.uk/ris/ecr/training/calendar



Think Ahead offers a comprehensive blend of training opportunities

This opportunity is suitable for Doctoral students undertaking a degree with integrated internship.

The UK Council for Graduate Education is offering the opportunity for current doctoral students to undertake a three month unpaid placement. This opportunity with UKCGE is to work alongside and in collaboration with the Council's office team to support and innovate new and existing activities such as events, publications and resources for Graduate Schools across the UK and Internationally.

An example of a specific project would be working with UK Institutions to provide short publications/guides on common themes associated with postgraduate education. The publications would be accompanied by a short video (2 minutes) with the Student and a Link Member covering the main points in the publication and a blog piece (e.g. top 5 tips for good practice in: Research Ethics)

We would envisage that each publication be on one of these themes:-

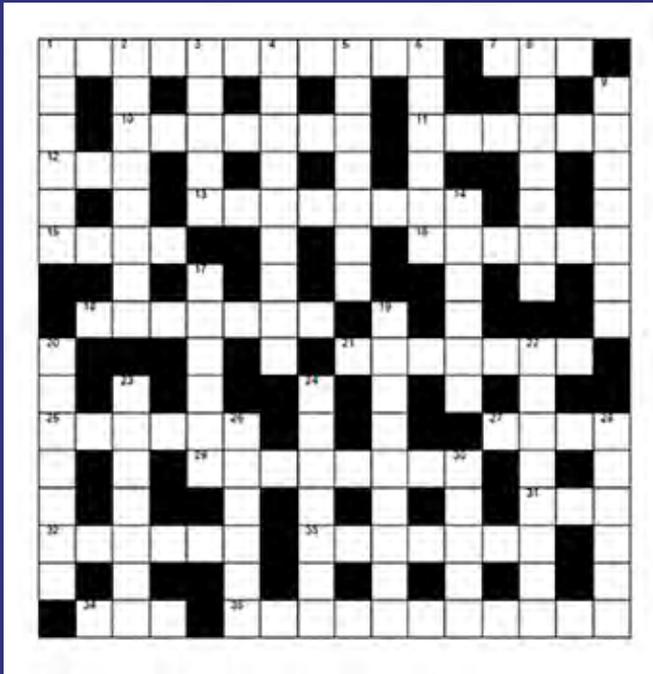
- PhD Supervision
- Public Engagement
- New Technologies in Social Media
- Research Ethics
- Postgraduate Communities
- Skills Development of PGT Students

The Council is particularly keen to engage with Doctoral students who can solve problems, be creative and take ownership of a project. All interested parties should email the council with a copy of their Curriculum Vitae along with a brief covering letter of no more than 500 words to: c.l.wynne@ukcge.ac.uk

We will be running the scheme for as long as there is interest and welcomed by the doctoral community. Placements will be available on a rolling 3 month period so January – March, April – June etc so there is no deadline date as such.

UKCGE's office is conveniently located in the Cathedral City of Lichfield which is located on the Birmingham cross city line. The placement would be based at our Lichfield Office primarily although there may be some travel required to visit some of our member institutions for the purposes of gathering information, where of course all travel expenditure would be paid for.

Cryptic Crossword



Compiled by Vanilla



The
University
Of
Sheffield.

Clues

Across

1. Help demon vet, strangely without hospital, with business expansion. (11)
7. The last of many and the utmost of 1 down (3)
10. No longer plaintiffs, it sounds like the 'ayes' are ignored in noisy debate. (7)
11. Evict a curiously energetic academic (6)
12. Narrow inlet providing shelter while the air is back (3)
13. Murdered by Edward, beautiful within, marrying my former wife.... (8)
15. ...and leaving the stage (4)
16. Hard work being done in our resequencing lab (6)
18. Initially the ear, nose & throat research lab takes worker, becoming a new member of the team (7)
21. Consecrate the orange juice initially, back at the front of the unemployment line (7)
25. No rise in crazy sui generis brilliance (6)
27. State levy has me at the end of my conveyance (4)
29. It stops the computer department worrying about run times. (8)
31. Pull back to eviscerate (3)
32. Make ready the whalebone corset? (6)
33. The University of East Lancashire's church uses the total processing capacity of the brain at first but ends up just making a soft sucking sound. (7)
34. A desire for sushi in cockney English? (3)
35. Some form of topical pain remedy (11)

Down

1. She took the honours in jade green (6)
2. He took inoculation without having Cincinnati in itinerary for holiday (8)
3. Welcome in the latin-quarter, with the French ahead for departure (5)
4. Ornamental fabric, and the gents who made it in platinum, on location (9)
5. The presentation caused lively interest even during its fifteenth use! (7)
6. Very alert about the need for a long distance journey (6)
8. Intuit design to include the origin of teaching (7)
9. The German unsolicited commercial emails come back for safe-keeping (7)
14. Frivolous approach to research as exhibited by colleague bringing bed into lab. (6)
17. To conduct the experiment in Tyr? (3,3)
19. The little people like to play uno with him around UCL. (9)
20. Silenced? It appears so! But we don't hear it's a result of being busy (7)
22. Force to work on a slow boat to China (8)
23. Theatrical action stations (2,5)
24. The sun at dawn, around some cup (5,2)
26. Stoic in south-east and north-east California (6)
28. Apprentice goes north twice to get involved with strange rite. (6)
30. Little Sally and her clone, not left behind this time, get a dance. (5)

**Please complete if you are submitting your entry*

Name:

Department:

