

TALENT MANAGEMENT CENTER (TMC) – Doctoral School, University of Alcalá (UAH)

During the academic year 2023-2024, the Doctoral School launches a pilot project for the management of the training of doctoral students, which has been called the Talent Management Center (TMC), developed within the European project **DocTalent4EU - Transforming Europe Through Doctoral Talent and Skills Recognition**. It consists of seven services that aim to provide support and guidance to doctoral students to plan their training, improve the acquisition of transversal skills and improve their employability. The Doctoral School, the School of Employability, the School of Entrepreneurship and OTRI participate in the center. Participating students will have priority in transversal activities and in the services included.

TALENT MANAGEMENT CENTER (TMC)-UAH SERVICES:

1. TRAINING AND EMPLOYABILITY FOR STUDENTS IN THE FIRST AND SECOND YEAR OF THEIR PhD

- a. UAH Mentor Program (Mentor): third and fourth year PhD students.
- b. UAH Mentor Program (Mentored): priority for first-year PhD students. Second year PhD students can participate.
- c. Ethics and good practices in research
- d. Writing and communication skills in the scientific field
- e. Transversal skills
- f. Others:
 - Communication and image
 - Personal branding
 - Emotional intelligence

2. PROFESSIONAL PORTFOLIO: EXAMPLES

- Career center UAH - Jobteaser (<https://uah.jobteaser.com/es/events>)
- Feedback career examples (<https://emprendimiento.uah.es/es>)
- Alumni meetings (<https://alumni.uah.es/es/actividades/encuentros-alumniuah/>)
- Guest lectures

3. EVENTOS PITCH

- Courses to prepare an elevator pitch – convince, promote your idea (<https://emprendimiento.uah.es/es/>)
- 3-min Thesis Contest
- Elevator pitch (1 min presentation) (<https://emprendimiento.uah.es/es/>)
- Young Researchers Conference

4. PRACTICAL SUPPORT FOR THE JOB SEARCH PHASE

- Doctoral thesis and professional future.
- Putting your Talent to Work: LinkedIn, communication, contacting companies, competency-based interviews, emotional management.
- Networking (company breakfasts)
- Professional orientation. Personal development plan (<https://empleabilidad.uah.es/es/empleabilidad-uah/catalogo-de-servicios/Orientacion-profesional-00001.-Plan-de-desarrollo-personal/>)

- Career center (<https://empleabilidad.uah.es/es/career-center/career-center-de-la-uah/>): coaching for job interviews, support material, personal sessions to review the CV and the motivation letter, orientation sessions, personalized advice.

5. SPECIFIC SUPPORT FOR ENTREPRENEURS

- OTRI (<https://www.uah.es/es/investigacion/servicios-para-empresas/otri/>)
- Entrepreneurship school (<https://emprendimiento.uah.es/es/>)
- Protection of innovation.

6. FORMATIVE STAYS IN THE NON-ACADEMIC SECTOR

- Short stays in companies and institutions in the non-academic sector. The PhD student will be able to learn how research processes work in the sector in which they are developing their doctoral thesis. These stays will reinforce the employability and training of PhD students, since they will operate in an environment in which they will develop their future professional activity.

7. NETWORKS AND MEETINGS WITH FORMER STUDENTS.

- Alumni meetings (<https://alumni.uah.es/es/actividades/encuentros-alumniuah/>)

Methodology

PhD students who enroll in the Talent Management Center will participate in the services of their interest and must be enrolled in a minimum of four transversal activities that are included in the program. These activities must involve at least 35 hours (there is no limit on the number of activities to be carried out or number of hours).

Once PhD students have been selected to participate in the program, they will have an initial information meeting and two follow-up meetings throughout the academic year.

After completing the program, they must complete the requested surveys and provide their feedback.

Resources for PhD students

PhD Hub is a European platform created to personalize the education and training of PhD students and to foster collaboration between researchers and the non-academic sector. On this platform, higher education institutions, doctoral schools, research centers and companies can publish training activities, calls for scholarships and projects, conferences, invitations to events or calls for research training stays - <https://phdhub.eu/>