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# Career Development

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One of the key parts of CHARLESTON is the Career Development Programme (CDP), designed to **support and advance the careers of postdoctoral researchers**. The CDP comprises three key components:

- **Career Development Plan:** Each postdoctoral researcher will collaboratively develop a personalized Career Development Plan with their academic supervisor at Charles University and their supervisor from the non-academic institution hosting their secondment. This plan goes beyond setting research goals to address the researcher's broader career and training needs. It includes training in transferable skills, teaching opportunities, publication strategies, and participation in conferences and public engagement activities that foster openness in science and research.
- **Training:** Researchers will benefit from a wide range of training opportunities covering various competence areas. These sessions are tailored to equip participants with essential skills for academic and non-academic career paths, ensuring their adaptability in a dynamic job market. The training is designed in alignment with the European Commission's [ResearchComp](#), which provides a comprehensive guide for developing the knowledge, skills, and attitudes required for researchers to excel in their careers.
- **Mentoring:** Each fellow will be assigned a dedicated mentor to guide them throughout their fellowship. Mentors will be drawn from both academic and non-academic sectors, offering diverse perspectives and expertise. They will provide invaluable insights, helping fellows navigate their research and career paths.

**More information here:**

**Didn't find what you were looking for? You might want to look at our [FAQs](#) .**

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