

# RECRUITING PhD TALENT

Helping organisations to access some of the best PhD talent in the UK

The University of Manchester recruits some of the best graduate students into PhD study from across the globe. We have a strong record of developing individuals into professional careers and leadership roles across business, industry, private and public sector organisations.

A professional internship scheme forms an integral part of the flagship BBSRC Doctoral Training Partnership programme across the Biosciences. The scheme is intended to provide University of Manchester PhD students with experience of the types of working environment that they will aspire to be part of following their academic studies. The aim is that these high calibre and highly trained students will gain additional skills to enhance those gained during their PhD programme. To acquire this exposure, they will complete a 3 month placement outside of academia, away from their research.

The student will receive a BBSRC stipend during the placement, with the benefit that the host gains an outstanding individual to complete a project or piece of work over a short-term period with no salary costs attached. The opportunity to form long-term employment or collaborative links with a world-class institution is an attractive proposition that will be of mutual benefit.

Students may choose an internship in any employment sector. Whilst it may be science-related, it certainly does not have to be, and many students will consider the internship to be an opportunity to explore broader commercial and business roles. Around 40% of PhD graduates do not stay in academia in the long run, and we hope to prepare them for this eventuality, as well as to equip them with solid transferrable skills that will be useful in any setting.

The work offered should be a discrete project that will challenge the students and test both their intellectual and transferable skills. It should be designed to enable them to make a positive contribution to the work of their host organisation and to raise awareness of the opportunities that exist outside of the research environment.

Examples of professional internship placements:

- \* Science communication in a government organisation
- \* Computer programming at a blue-chip company
- \* Science learning mentor at 6th form college
- \* Service evaluation for a health charity
- \* Market research and development in a medical communications' company
- \* Public engagement at a zoo
- \* Journalism at a popular science magazine
- \* Research support at a biotech company.

## BENEFITS TO HOST ORGANISATION

- \* Work with a top quality PhD student for 3 months, at no cost
- \* Establish employment and collaborative links to a world-class academic institution
- \* Resource to complete a piece of project work
- \* 'Try and test' future recruits
- \* Opportunity to gain fresh perspectives and ideas, and access to cutting edge science and scientists.

## BENEFITS TO STUDENTS

- \* Opportunity to explore and develop career options and aspirations
- \* Gain transferrable skills
- \* A CV-enhancing experience
- \* Explore the wider context and impact of their research area
- \* Establish links with potential future employers.

# RECRUITING PhD TALENT EXPERIENCES

PHD STUDENT, STEVEN WOODS BENEFITTED FROM A PLACEMENT AT THE UNIVERSITY OF MANCHESTER INTELLECTUAL PROPERTY

"My placement [at UMIP] increased my commercial awareness and gave me the opportunity to network with people working in technology transfer. I have gained an understanding of the various routes to commercialisation of research outputs."



## CASE STUDY

### PHD STUDENT'S EXPERIENCE WITH IBM GETS THE RIGHT RESULTS

STUDENT: Rebecca Mackenzie

"My placement at IBM was everything I expected and more. In our first two weeks we were given some intense training to get us up to speed with what the lab were doing; although intense was enjoyable and really helped us get started with our own projects.

From then on we were assigned a manager and different projects for us to complete. My own project was to implement a website for IBM and client use showing various systems test results and carry out statistical analyses. These programs are now being used by other employees at IBM.

Working in such a setting was entirely different to working in the laboratory during my PhD (particularly the 9 to 5 timings!), the staff were helpful and friendly and I've learnt valuable skills (both programming and organisation) that I can use elsewhere. I'd definitely recommend doing this!"

### DR. MARTYN SPINK, HEAD OF IBM'S MANCHESTER LAB SAID...

"Both the students and the host company gain value from this scheme. The students gain valuable work experience, learn some new skills and have an opportunity to work in a different environment. The host company has an opportunity to utilise highly motivated and skilled students to attempt projects that wouldn't normally be undertaken. In short, a win-win for all"

### What some other organisations think of our internship programme

"Taking part in the internship scheme has been a hugely positive experience. The student who worked with us achieved a great deal in the 3 months they were with us, being able to contribute to a number of different activities throughout the organisation. They showed initiative, an ability to work independently and brought to us up-to-date skills and techniques which have been passed on to members of staff. The student was also a pleasure to have working in the company integrating well into the team"

DR CAROLINE AYLOTT  
HEAD OF RESEARCH AWARDS AND TRANSLATION  
ARTHRITIS RESEARCH UK

"Our placement student has far exceeded our expectations thus far. Her time keeping is impeccable and in many instances has gone above and beyond what was required. Her quality of work is superb and she is a very tenacious worker. We will undoubtedly miss her contributions when the internship is over!"

DR STUART FARRIMOND  
CO-FOUNDER/EDITOR  
GURU MAGAZINE LTD