

**Action plan for Career Development and Mentoring Program,
Research section at MIK, Oslo University Hospital (OUH)**

MIK aims to support young research talents to **pursue an independent research career**. The plan aims to tackle some challenges for young talent as identified by a panel of young investigators at MIK (Adam Filipczyk, Emma Lång, Tahira Riaz, Johan Berild, Mai Sasaki Aanensen Fraz and James Booth).

To support young research talents at the section, the following points will be carried out:

- 1) MIK will implement a *mentoring committee* that includes the section head (Hilde Nilsen and external panel members). The mentors and young investigators will have *meetings twice a year*.

Structured mentoring should include design of individualised plans to acquire skills and training required for qualifications to academic positions. Moreover, the mentoring committee should tackle two main challenges; 1) Exposing young investigators (PIs) to research environments outside of MIK in order to build network and opportunities. 2) Build stronger synergies between young talent MIK and clinical research groups. MIK is in a unique position where we have a big basic research portfolio and medical doctors involved in clinical research with access to clinical material. The section will facilitate synergy between basic and clinical research within the department but also outside, e.g by participating actively in the centres for precision medicine (through NorPreM). The section will also facilitate collaboration across departments by introducing PIs to possible collaborators and support the PIs to be more active to reach out to other research environments.

- 2) The section will arrange a *yearly grant writing course* for young investigators. The costs will be implemented in the yearly budget.
- 3) A *grant funding source road map* as well as a list of equipment needed will be continually updated and distributed to all PIs.
- 4) The section will sponsor *EMBL leader course for one young investigator each year*. The cost will be included in the yearly budget. The section will also encourage young investigators to attend the leadership programs arranged by UiO, which can be applied for through the clinic.
- 5) The section will encourage participation in *international lab exchanges*. Support for research stays abroad can be applied for through NFR and other research support programs.
- 6) An *overview of resources available* (instruments, core facilities, support), which will be useful for PIs as well as the rest of the section and information about where to recruit master- and other students.

