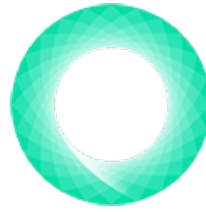




UNIVERSITY OF  
CAMBRIDGE



Bennett Institute  
for Public Policy  
Cambridge



# What do Early Career Researchers value in their jobs?

A mixed methods study to inform Discrete Choice  
Experiments on academic job preferences

**Noam Tal-Perry\***, **Lara Abel\***, Kate Murray, Mollie  
Etheridge, Becky Ioppolo, Katherine Dawson, Marie Collier,  
Debbie Birkett, Liz Simmonds, and Steven Wooding

\* Equal contribution

# Precarity and Redeployment

There is a **lack of long-term contractual job security** in early research careers

Several approaches have been suggested to mitigate the issue, among them **Redeployment**

For redeployment to work, it needs to be...

Feasible  
in terms of  
**available  
positions**

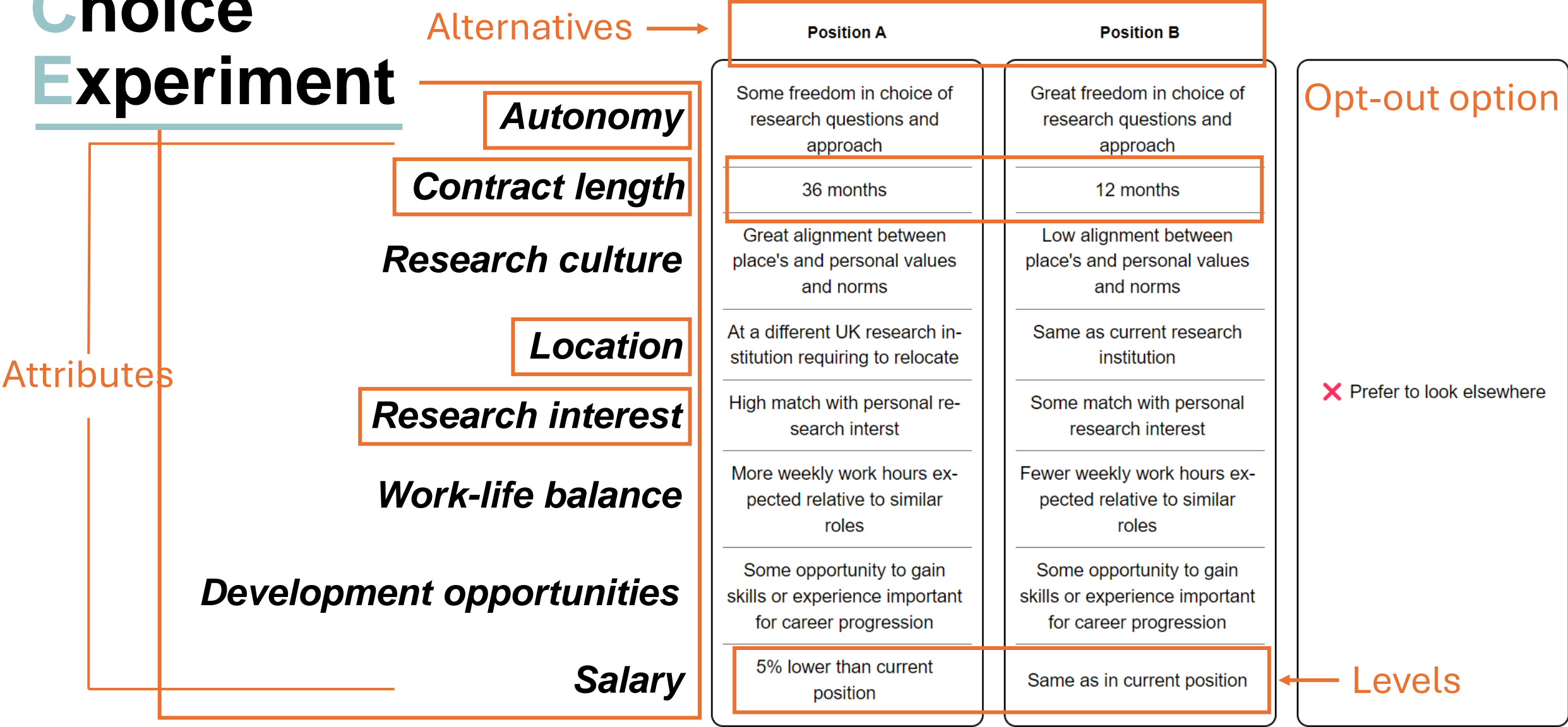
Acceptable  
by **PIs**

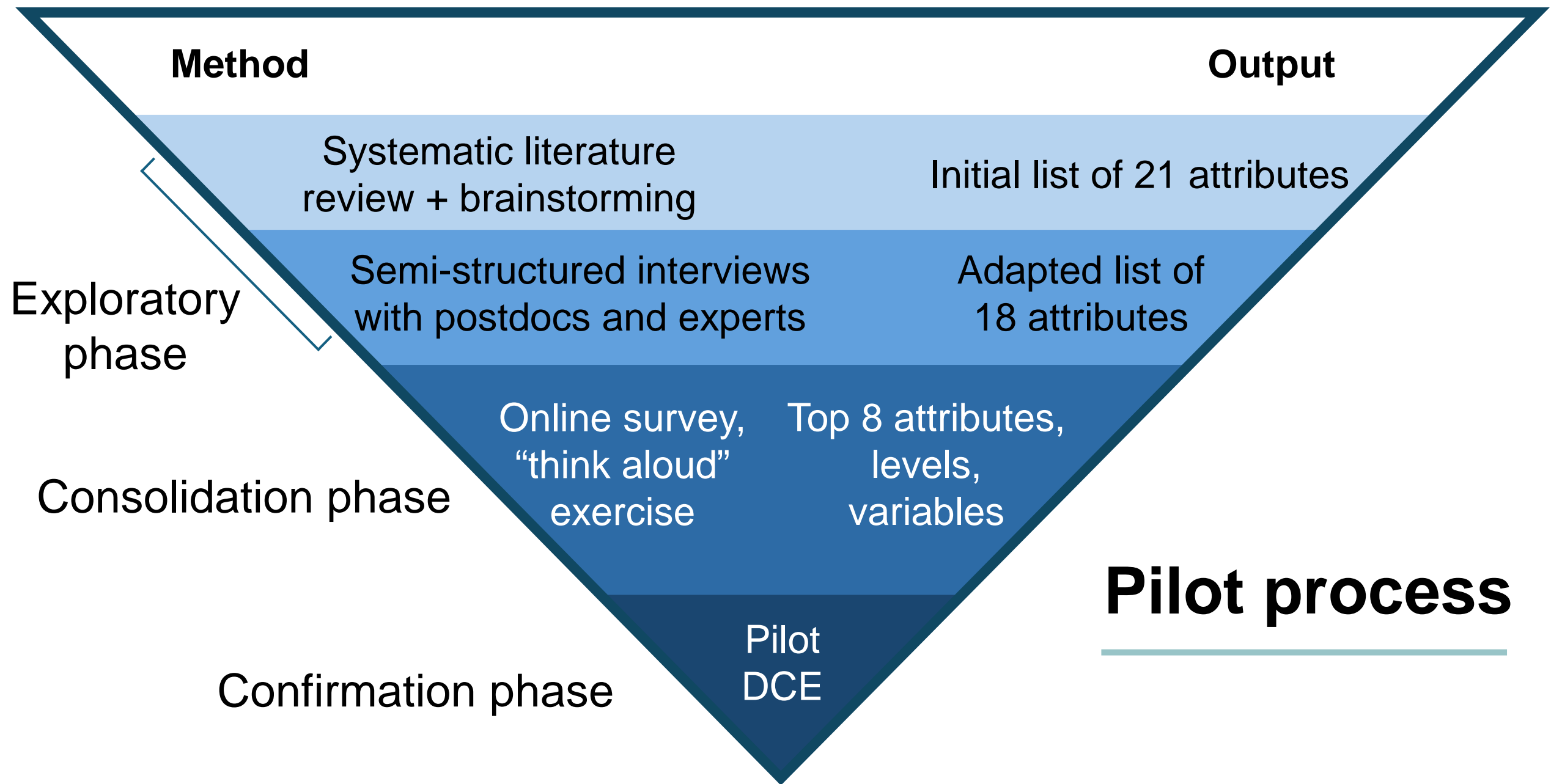
Appealing  
to  
**postdocs**



# Discrete Choice Experiment

Your contract is coming to an end, and you have been offered the following positions. Which of these positions would you choose, if any?





# Systematic literature review

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104 studies

723 attributes

26 categories

21 potentially relevant



# Semi-Structured interviews

10 postdocs from Cambridge

4 experts on research careers

Attributes important for **current job**

Teamwork and collaboration opportunities

Equipment and infrastructure

Managerial support

Family considerations

Prestige and reputation

Autonomy

Location

Development opportunities

Research interest

Research culture

Benefits

Chance Salary

Job security

Flexibility

Exciting research-related activities

Attributes important for **next job**

Teamwork and collaboration opportunities

Autonomy

Family considerations Flexibility

Research culture

Research interest Location

Development opportunities

Job security

Salary Benefits

Managerial support

Prestige and reputation

Exciting research-related activities

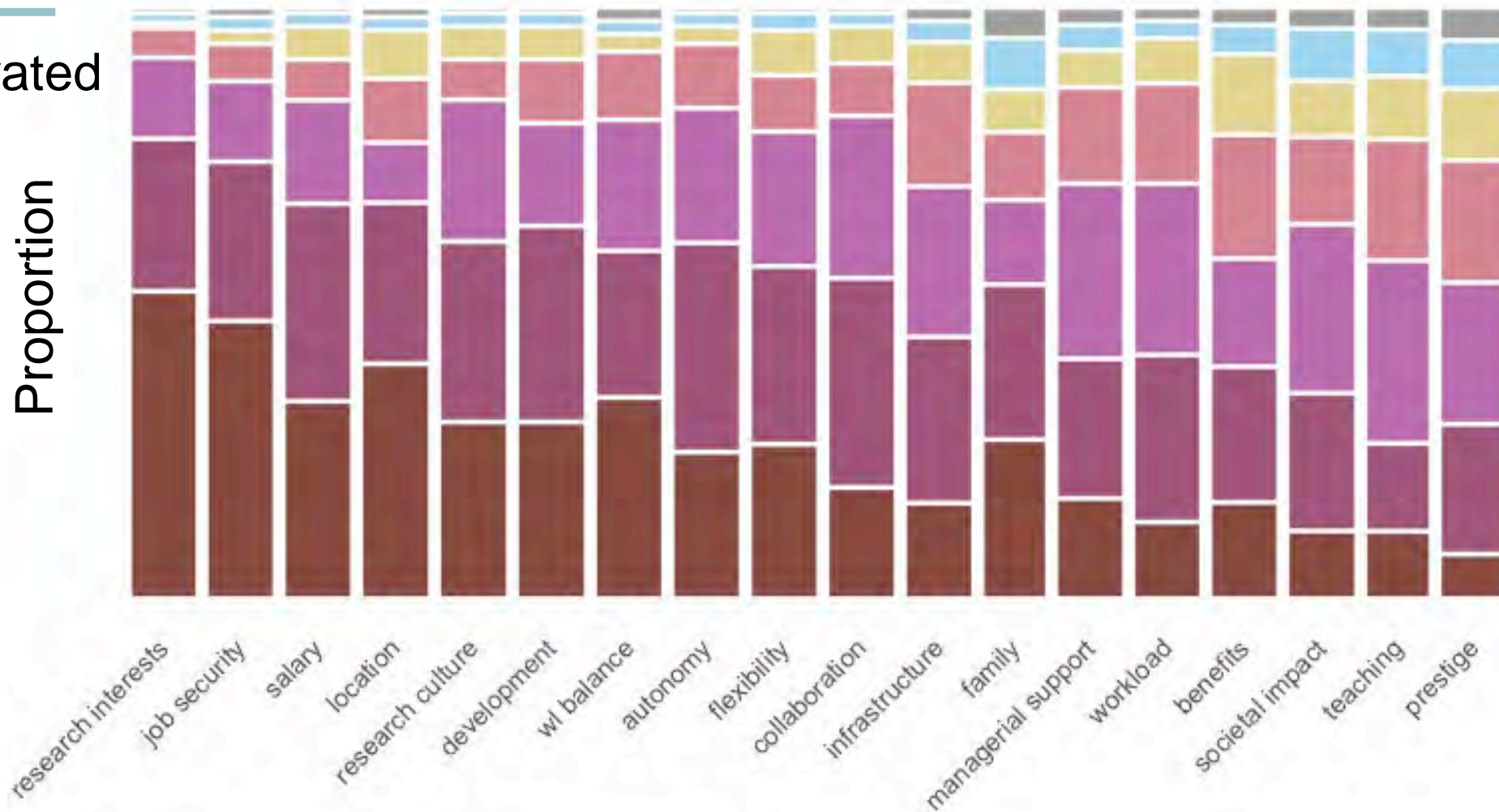
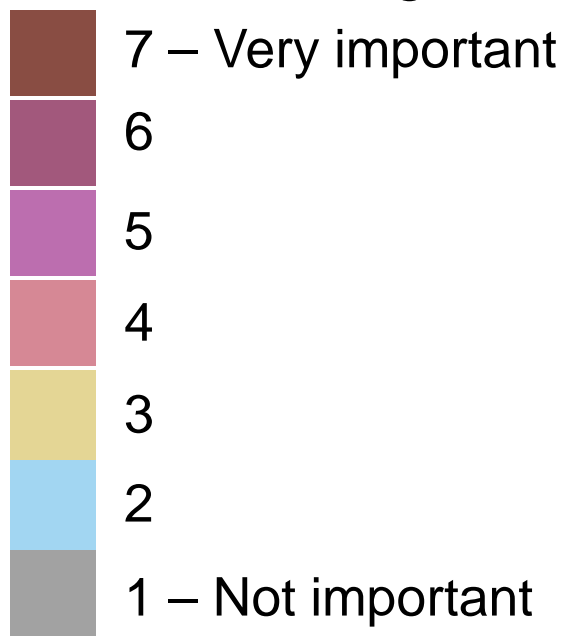


# Structured Prioritisation Exercise

129 UK postdocs rated

18 attributes

Attribute rating

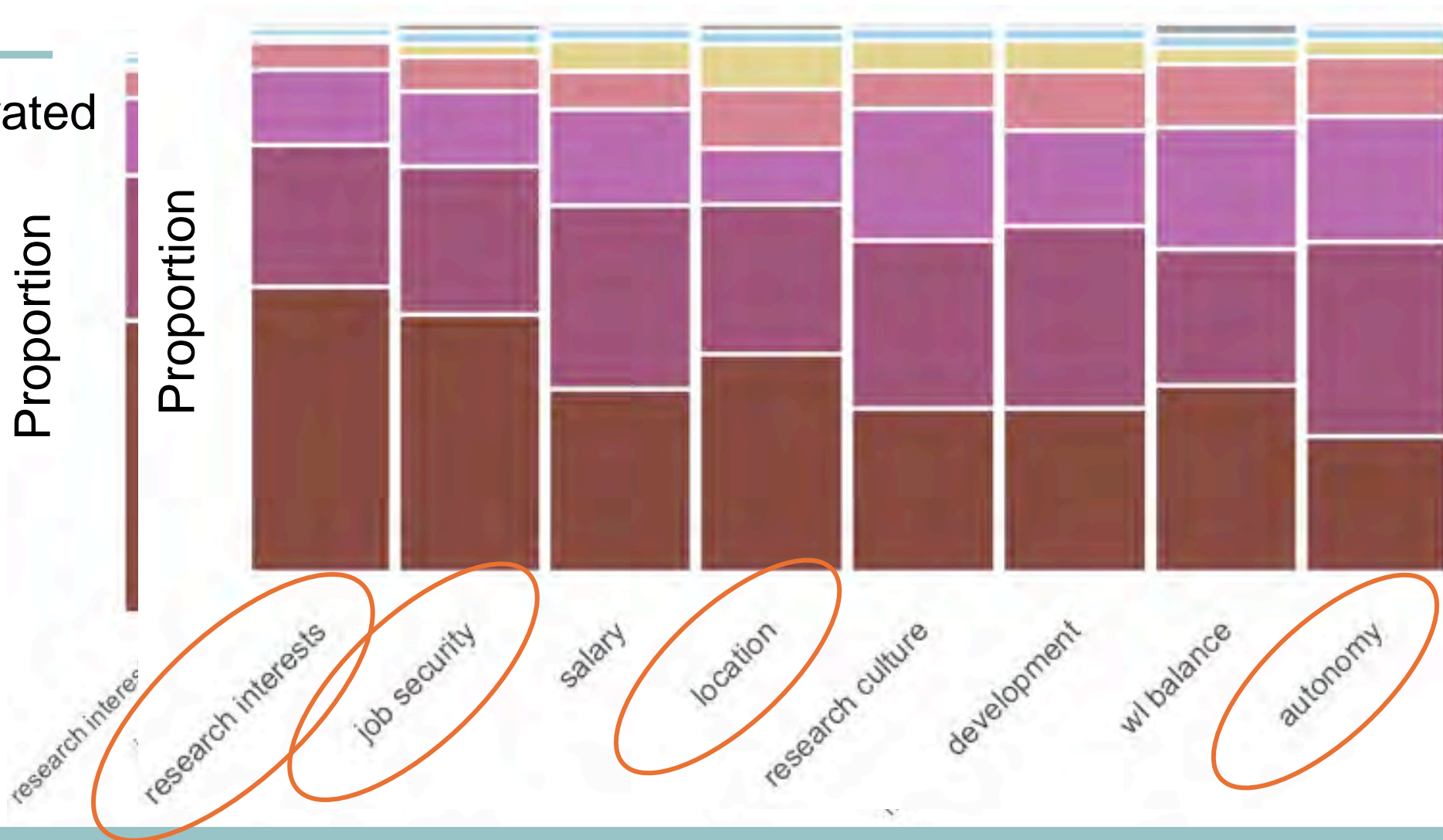
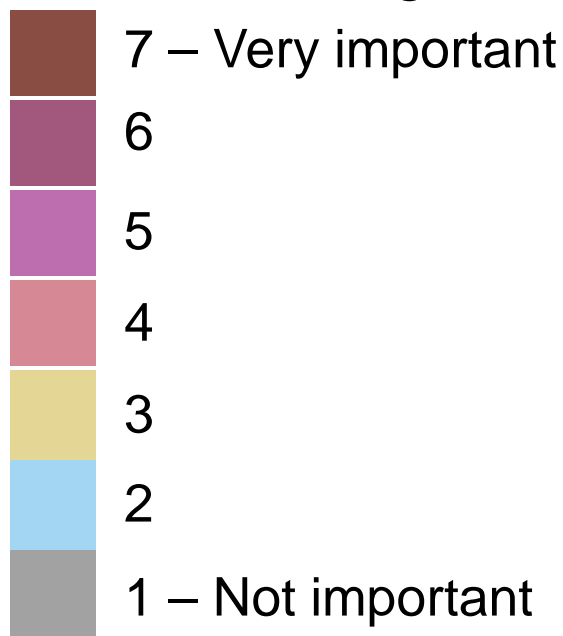


# Structured Prioritisation Exercise

129 UK postdocs rated

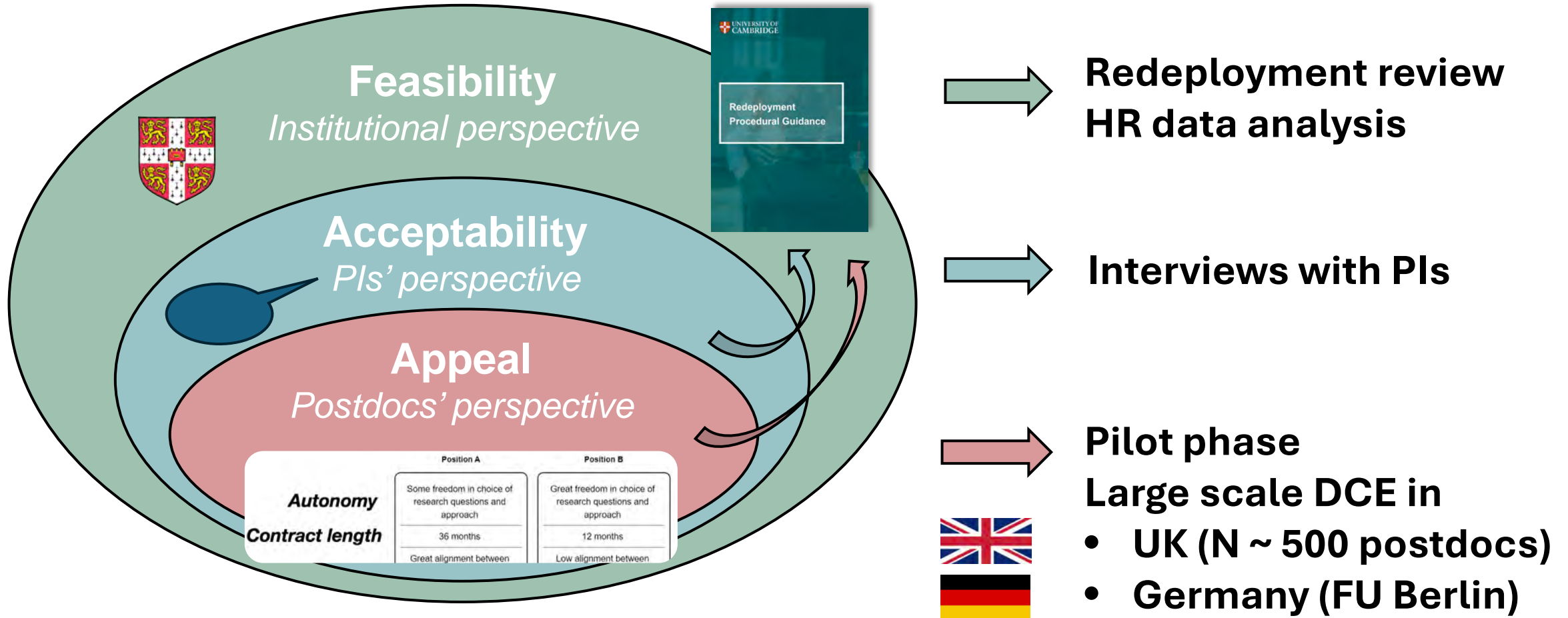
18 attributes

8 top attributes





# Next steps and wider picture





# Thank you for listening!

Find out more about  
ARRC project here



All presented data and  
materials can be found here



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Action Research  
on Research  
Culture