

Faculties at UiT the Arctic University of Norway
Northern Norway Regional Health Authority
Departments at the Faculty of Health Sciences

Research Group Leader – Development program at the Faculty of Health Sciences, UiT the Arctic University of Norway.

We are pleased to inform you about the upcoming Research Group Leader – Development program. The aim of the program is to provide a basis for reflection and leadership training. In 2020 we offer the Development program as a 6-day program focusing on the basic issues of research leadership.

Time and venue

The Development Program consists of three lunch-to-lunch events:

Event 1: March 10 – 11

Event 2: September 8 – 9

Event 3: November 10 – 11

Each event includes one overnight stay and takes place at Sommarøy Arctic Hotel, on an island right outside Tromsø.

Target group/participant profile and expectations:

The Development Program looks for researchers that are qualified beyond PhD level and have one of the following functions:

- Research group leader
- Deputy research group leader
- PI for a large externally funded research project
- Deputy department leader in charge of research

Since the Development Program uses a combination of experience sharing, casework and exercises, there will be a clear focus on the individual participant's situation and development as a research leader. It is therefore important that all participants be in a situation where they have something and someone to lead whilst they are taking part in the program. The program is designed to build relations within small groups over time, **thus all participants must be available to attend all three events.**

The program has a capacity of 25 participants. Two places will be reserved for applicants from other faculties at UiT and for all Health Authorities in The Northern Norway Regional Health Authority (Helse Nord RHF). Applicants with less than five years of leadership experience will be prioritised. Active participation is required before and during the event. In addition, participants are expected to make themselves familiar with the required/recommended course readings.

Topics to be covered

Day one - The leadership role and tasks

Day two – Framework, stakeholders, development plans and networking

Day three – High performance teams, recruitment and multicultural teams

Day four – Work appraisal, individual development plans and change leadership

Day five – Communication and conflicts

Day six - Reflection

Learning outcome

Knowledge

- Know how the university is organized and who the stakeholders are
- Recognize the faculty strategy and action plan for research.
- Know routines and procedures for dealing with team and individual challenges

Competence

- Write and further develop the research group strategy and development plan
- Define short- and long-term goals
- How to recruit candidates/fellows to build a functional research team
- How to use annual appraisal (medarbeidersamtale) as a tool for leadership
- Networking
- How to understand and manage change processes

Skills

- Lead towards research aim/goal
- Lead a multicultural team of academics
- Motivate research fellows
- How to deal with individual and group challenges
- How to utilize research group resources strategically

Teaching language

The course language is English.

Program management

The program team at the Faculty of Health Sciences, headed by Vice Dean of Research, is responsible for the program.

The course leader is Fanny Duckert, Professor in Psychology, Oslo. She is a specialist in clinical psychology and an organizational psychologist. She has been Head of the Department of Psychology (2002-2007), and Dean of the Faculty of Social Sciences (2012-2015), at UiO. She has also been visiting professor at the University of Aarhus, Denmark, and the University of Limpopo, South Africa. In organizational psychology, her professional competence is in organizational culture and change, communication and leadership, gender, international collaboration, academic capacity building, and the effects of critical media exposure.

Course fee

For participants from the Faculty of Health Sciences there will be no course fee, however the relevant unit will be charged for board and lodging in the case that the participant do not show –NOK 7000,-. For external participants/participants from other faculties the course fee will be NOK 7000,- per participant. Invoice information should be included in the application form(s). The relevant unit must cover the course fee for its own participants.

Application- and admission process

- Potential participants should apply through the leader of their own unit/institution before the deadline set by that unit. Please use the application form for the Development Program. Applicants should also attach a CV (max two pages) including a description of their current function as a research leader (and any previous research leadership experience, if relevant).
- The department/external institution must send the application forms and a prioritised list of applicants by **January 13 2020** to ephorte 2019/5771 (applicants from UiT) or postmottak@helsefak.uit.no (external applicants).
- The program team is responsible for admission. The program is most successful when bringing together participants with a variety of academic background. Ensuring diversity in the participant group is therefore an important part of the admission process.
- Admitted participants will be notified by the end of January 2020.
- Before the first joint event, each participant must prepare a short self-presentation. Instructions will be included in the notification of admission.

Sincerely,

The Research Group Leader - Development Program Team

The Research Group Leader - Development Program

Application form

Name	
Position	
Years of research leadership experience	
Institution (incl. faculty/department/other unit, if applicable)	
Immediate superior	
E-mail	
Office phone	
Mobile phone	
Office address	
Discipline	
Motivation for participation	
I,, hereby confirm that I will be able to participate in all days of the joint event. (Fill in full name to confirm.) I have attached a CV (max 2 pages) including a description of my current function as a research leader (and any previous research leadership experience, if relevant).	

Invoice information

For applicants from UiT The Arctic University of Norway	Unit code (stedkode): Name of the unit's financial officer:
For applicants from Health Authorities in The Northern Norway Regional Health Authority	Complete invoicing information (Address and reference):