

Coaching and professional development - master Biomedical Sciences

Specialisations

In 2020-2021, specialisations were introduced in the Master BMS to further improve the structure and depth of the programme. Specifically, the course offering in the first periods of the BMS programme have been subdivided into 7 specialisations, which the students can choose from. The specialisations on offer are:

1. Immunology and host defence
2. Clinical human movement sciences
3. Epidemiology
4. Health Technology Assessment
5. Drug Safety and Toxicology
6. Molecular Medicine
7. Medical Neuroscience

Specialisation coordinators

In the master BMS, 7 specialisation coordinators (SC) will take responsibility for the content and coaching of students within each specialisation. The specialisation coordinator is a new role in the Master BMS, which will replace the current role of institutional mentor with additional tasks and responsibilities. In addition to coaching the students, the SC represents and evaluates the specialisation and monitors/ensures the coherence, depth and structure of the specialisation. For the free specialisation students can choose the SC who is most suited to guide them during the master (taking into account the topics he/she wants to include).

The SC provides support and guidance to enable the student to carry out his/her learning process within the specified timeframe. The SC will monitor progress of the student with respect to his/her specific learning goals, ambitions, interests and results in the educational components and give feedback. The SC can advise the student regarding his/her choices for courses, electives and internships. The SC stimulates the student to reflect on his/her learning process and to improve him/herself. In particular, the SC will act as mediator should conflicts arise during any phase of the program. Individual reflection issues can be discussed and confidentiality will be maintained if requested by the student.

Coaching and professional development: aims

1. To provide support and guidance by enabling students to carry out their learning process within the specified timeframe and help them in designing their individual master's programme
2. To guide students in their professional development and academic skills
3. To make students aware of their unique selling points and how to communicate these to others

Coaching and professional development: guidelines and time schedule

Individual sessions

During the master's programme, there will be five compulsory individual meetings with the SC; more meetings are possible if requested by the student. Although the content of the meetings will depend on the student's needs, several subjects need to be discussed in these meetings. This will help the student to make the right choices in designing his/her individual master's programme.

Students will need to prepare for each individual meeting by writing a Master & Career (MCP). In this MCP two major topics will be described each time:

- Designing your own master programme
- Preparing your professional Profile

The MCP will develop during the Master. The proposed themes for the successive conversations (see appendix 1) have overlap. It is permitted to repeat certain elements from a previous MCP and to further improve or extend it as your insights about yourself and your future plans develop. This way each MCP builds on the previous versions.

It's important that your professional profile gets more and more concrete towards the end (including a cv and LinkedIn profile) to prepare yourself for a professional career and applying for a job.

The student is responsible for arranging the meetings and hand in the required documents one week before the meeting. Every meeting the study plan (including appendices as internship plans and descriptions of individual education) will be discussed.

Note: Internship plans have to be discussed with the SC before sending it to the Board of Examiners via Osiris Case!

| Individual meeting | Recommended timing |
|--------------------|----------------------------------------|
| 1 | First months of the first year |
| 2 | Before you start your first internship |
| 3 | Halfway you Master's |
| 4 | First semester of the second year |
| 5 | Second semester of the second year |

Group activities

The specialisation coordinator will also organise several group activities during the master BMS, for community building and meeting each other, but also for information concerning your specialisation, how to find an internship etc.

Career Service

Radboudumc Career Service: <https://www.radboudumc.nl/en/education/careerservice>

The Faculty of Medicine Career Service offers advice on career orientation, discusses your future with you, organizes interesting workshops and provides you with an overview of events aimed at career orientation.

Radboud University Career Service: <https://www.ru.nl/careerservice/english/>

Appendix 1. Individual Reflection Report

For each individual meeting, the student needs to be prepared by writing an individual Master & Career Plan (MCP). In this MCP two major topics will be described each time:

1. Designing your master's programme
2. Preparing your professional Profile

The MCP will develop during the Master. The proposed themes for the successive conversations (see below) have overlap. It is permitted to repeat certain elements from a previous version and to further improve or extend it as your insights about yourself and your future plans develop. This way each MCP builds on the previous versions.

It's important that your professional profile gets more and more concrete towards the end (including a CV and LinkedIn profile) to prepare yourself for a professional career and applying for a job. Each MCP should contain between 400 – 1000 words, and should be discussed with your Specialisation coordinator. Please send this MCP one week before the meeting, and include your study plan, and other important documents to discuss (for example an internship plan).

Note:

- Internship plans have to be discussed with the SC before sending it to the Board of Examiners via Osiris Case!
- See the [internship guide](#) for a mid-term evaluation of your internship supervision

Individual meeting 1

1. DESIGNING YOUR MASTER'S PROGRAMME

Expectations and previous knowledge

- What are your expectations of the master's programme?
- Do these expectations match the first month(s) of the programme?
- Did you identify any knowledge gaps? How do you intend to address them?

Program master BMS

- Which profile will you choose? Research, consultancy or communication?
- Are you happy with your choice of specialization? Are there courses from another specialization you would also like to follow?
- Which other courses do you follow in the first semester?
- Which topic did you like most so far? Why?
- Which topic did you find most difficult so far? Why?
- Do you have ideas for your research internship?

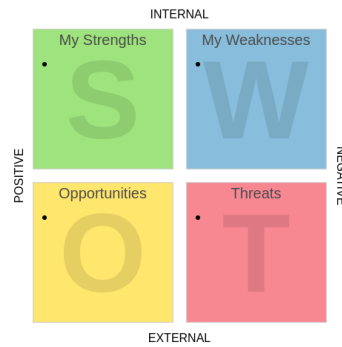
2. PREPARING YOUR PROFESSIONAL PROFILE (PPP)

Academic skills

- What skill(s) are you good at? Give an example.
- How can you optimally use this skill?
- Which study skills do you want to improve? How?

Make a SWOT analysis of yourself as a master student BMS

- Strength:
- Weakness:
- Opportunities:
- Threats:



For more information about SWOTs for students:

<https://www.getmyuni.com/articles/swot-analysis-for-students>

Individual meeting 2

1. DESIGNING YOUR MASTER'S PROGRAMME

Program master BMS

- Are there changes in your choice for a profile or specialization?
- What will you do for your research internship?
- What actions have you taken to achieve this?
- What are your plans for your second internship?
- Which electives do you plan to do? Why?
- What are your plans for year 2?
- What is the most important thing you have learned in the last period?
- Which topic did you like most so far? Why?
- Which topic did you find most difficult so far? Why?

2. PREPARING YOUR PROFESSIONAL PROFILE (PPP)

Academic skills

- What is the most important skill you have acquired or improved in the first months of the master's programme? Give an example.
- What have you discovered about yourself in the coachings program so far (individual meetings and group activities)?
- Which study skills do you want to improve? How?
- How do you experience the interaction with fellow students during group activities of your specialization and in the courses? How is the interaction with other students?
- Has your role in the group changed? Why (not)?

LinkedIn profile and CV

- Set-up a professional profile for LinkedIn and start creating your network - make connections with at least 10 persons (including your specialisation coordinator)
- Set-up a CV
- How do you intend to orientate on career opportunities/job market? Have you checked the activities/support that are offered by the career service?

Individual meeting 3

1. DESIGNING YOUR MASTER'S PROGRAMME

Program master BMS

- Does the internship match your expectations? Why or why not?
- What have you learned so far from your first internship?
- Have you had a half-term evaluation? How did you experience this?
- What are your plans for your second internship?
- Evaluation master year 1 and plans for master year 2.
- What is the most important thing you have learned in the last period?
- Which topic did you like most so far? Why?
- Which topic did you find most difficult so far? Why?

2. PREPARING YOUR PROFESSIONAL PROFILE (PPP)

Academic skills

- How do you experience the internship supervision? Are you satisfied with the way you interact with your supervisor and others working at the department?
- What are your experiences with the social environment during the internship or during courses / electives? How is the contact and cooperation with your specialization group?
- What is the most important skill you have acquired during the internship so far? Give an example.
- What academic skills do you want to improve further?
- What actions can you take to improve these skills?

LinkedIn profile and CV

- See your LinkedIn profile and add new elements like an internship. Expand your network with making new connections.
- Improve and expand your CV
- How do you intend to orientate on career opportunities/job market? Have you checked the activities/support that are offered by the career service?

Individual meeting 4

1. DESIGNING YOUR MASTER'S PROGRAMME

Program master BMS

- How does your programme look like for the second year?
- What are your plans for your second internship?
- What actions have you taken to achieve this?

2. PREPARING YOUR PROFESSIONAL PROFILE (PPP)

Academic skills

- What is the most important thing you have learned in the last period?
- How do you experience the interaction with fellow students during group activities of your specialization and in the courses? How is the interaction with other students?
- Has your role in the group changed? Why (not)? Would you like to (further) change your role/interaction in the group?

Future plans

- What are your plans after graduation?
- What actions have you taken/ are you planning to take?
- What are your unique selling points when you would apply for a job position?
- How can the career service help? See the activities of the career service.

LinkedIn profile and CV

- Improve and expand your professional LinkedIn profile and CV

Individual meeting 5

1. DESIGNING YOUR MASTER'S PROGRAMME

Finalization and graduation master BMS

- Reflect on your second internship: what did you learn?
- When do you plan to graduate? Do you know how to apply for the final exam?

Evaluation master BMS

- What are the most important things you have learned during the master's programme? Give examples.
- Did the master's program match your expectations?
- Can you identify anything you have not learned or missed during the programme?
- Are you content about your progress during the programme? Why?
- How do you evaluate the specialization and coaching programme?
- How can the specialization and coaching programme be improved?

2. PREPARING YOUR PROFESSIONAL PROFILE (PPP)

Reflection on academic skills

- What are the most important skills you have learned during the programme? Give examples.
- How do you experience the interaction with fellow students during group activities of your specialization and in the courses?

Future plans

- What are your plans after graduation?
- How can you prepare for this? See also the activities of the career service.

LinkedIn profile and CV

- Improve and expand your professional LinkedIn profile and CV