

Tailored Professional Development Program

EMCR's & Postgraduate Students

The Sativus GEMS program is dedicated to supporting the professional development and career pathways of scientists and researchers. GEMS fosters early- and mid- career researchers (EMCR's) and postgraduate students who can manage projects efficiently and effectively communicate their projects and ideas, to create outcomes that are more impactful, generate more opportunities and are better placed to create change and transition into industry careers.

The Sativus GEMS professional development program can be tailored to your organisation to increase the impact of existing education and skill building opportunities. Tailored GEMS programs are integrated into your organisation's brand and modified to include training in various organisational research policies and procedures. They can be expanded to include career mentoring and pathways for industry careers.

Sativus coordinates and delivers the tailored GEMS programs to ensure continuity and reduce the organisation's administrative burden needed to deliver a dedicated, robust and sustainable professional development program, while enhancing outcomes for EMCR's and postgraduates.

Tailored professional development programs are a powerful way to attract prospective researchers to your organisation and retain existing ones.

A tailored Sativus GEMS program provides support to scientists to improve their skills in:

- Project management
 - Identifying, mitigating and managing risks
 - Preparing and managing budgets
 - Time management
 - Team management
 - Stakeholder engagement
 - Reporting
- Science communication
 - Written (e.g. reports, journal articles, summaries, notes)
 - Verbal (e.g. presentations, pitches)
 - Visual (e.g. animations, infographics, visualisations)
 - Easy-language writing
 - Grant applications
- Networking, collaboration, cooperation
- Research ethics and integrity
- Creating change through extension and adoption
- Dealing with (and providing) rejections and criticisms
- Applying for awards
- Developing career pathways and opportunities.

We believe that scientists should develop and refine their skills as early as possible. Those that have received professional development through Sativus GEMS are enhancing their science and maximising opportunities for themselves, and the organisations they represent.

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How We Create a

Tailored Professional Development Program for Your EMCR's and Students

Stage **1**

Sativus works with you to determine the scope of the program and consolidate existing professional development opportunities, and relevant organisational policies and procedures.

Stage **2**

Sativus tailors a GEMS professional development program based on the short, medium, and long-term needs of your organisation. This includes building an online portal dedicated to your new program, in organisational branding, which is used for coordination, notification and delivery of content, and promotions to prospective students and staff.

Stage **3**

Sativus provides ongoing maintenance of your new program at the level of support needed. This can be anything from administrative management, through to full coordination of the program and provision of trained facilitators to deliver the content in a variety of ways.

For further information or a tailored membership package, please contact:

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