

Summary report

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# Wellcome Trust Clinical Career Tracker

Results of wave 2 (2012)  
September 2013



# Wellcome Trust Clinical Career Tracker: Results of wave 2 (2012)

## Introduction

In 2012, the Evaluation Team at the Wellcome Trust launched the second wave of the Wellcome Trust Clinical Career Tracker (WTCCT), an online survey that enables us to track and understand the career intentions, motivations and destinations of key cohorts of Wellcome Trust-funded clinical researchers. Information on the training experience and subsequent career choices of those we fund provides important evidence to inform future funding mechanisms and strategy.

## Methodology

Each year, members of the cohorts receive a short online survey asking about their career intentions and development. New cohorts are added to the Tracker each year as grantholders enter their final year, while former awardees continue to receive the survey annually. Cohorts of current and former recipients of the following types of Wellcome Trust funding are included in the WTCCT:

- **Clinical PhD Programmes.** These provide support for aspiring academics wishing to undertake rigorous research training in a structured environment.
- **Research Training Fellowships.** These provide support for medical, dental, veterinary or clinical psychology graduates who hope to have a long-term career in academic medicine and wish to undertake a higher degree.
- **Postdoctoral Training Fellowships for MB/PhD Graduates.** These provide support for newly qualified MB/PhD graduates, or those who undertook a PhD during or before starting their medical degree, to make an early start in developing their independent research careers.
- **Intermediate Clinical Fellowships.** These provide support for outstanding medical, dental, veterinary or clinical psychology graduates to continue their research interests at a postdoctoral level and work towards independence.
- **Senior Research Fellowships in Clinical Science.** These provide support for clinical investigators to further develop their research potential and to establish themselves as leading investigators in clinical academic medicine.

- **Veterinary Research Entry Fellowships** (scheme is now closed). These provided support for veterinary graduates to undertake research leading to a Master's degree.
- **Integrated Training Fellowships for Veterinarians** (scheme is now closed). These provided up to six years' support to allow veterinary graduates to combine undertaking a PhD with clinical training.
- **Veterinary Postdoctoral Fellowships** (scheme is now closed). These provided support for veterinary postdoctoral researchers to undertake high-quality research and develop their independence.

Recipients of funding from these schemes are included as they are strategically important funding mechanisms for the Wellcome Trust and the UK more broadly and are intended to have a 'multiplier effect' by building clinical research capacity and enabling knowledge and skills to be shared with collaborators and across the research community.

We intend to track individuals in each cohort for a minimum of five years, starting in their final year of funding on the relevant grant. In this way, as the cohorts build over time and our information on their career paths grows, we hope to understand the challenges and opportunities faced by former funding recipients and feed our findings into future funding strategy.

In wave 2 of the WTCCT (October 2012), overall participation was high, with a total response of 84 per cent across all the cohorts (see tables 1–6). A key challenge in any kind of panel-based cohort tracking is to ensure that the response at each investigation point remains high; we are working with those we fund to secure high levels of participation.

**Table 1**  
**Response by clinical PhD students**

Cohort	Number approached	Number of responses achieved
2007/08	25	18 (72%)
2008/09	34	31 (91%)
2009/10	38	30 (79%)
<b>Total</b>	<b>97</b>	<b>79 (81%)</b>

**Table 2**  
**Response by Research Training Fellowship recipients**

Cohort	Number approached	Number of responses achieved
2006/07	29	20 (69%)
2007/08	31	25 (81%)
2008/09	41	36 (88%)
2009/10	34	30 (88%)
2010/11	39	37 (95%)
<b>Total</b>	<b>174</b>	<b>148 (85%)</b>

**Table 3**  
**Response by Intermediate Clinical Fellowship recipients**

Cohort	Number approached	Number of responses achieved
2005/06	15	12 (80%)
2006/07	6	6 (100%)
2007/08	9	8 (89%)
2008/09	6	6 (100%)
<b>Total</b>	<b>36</b>	<b>32 (89%)</b>

**Table 4**  
**Response by recipients of Postdoctoral Training Fellowships for MB/PhD Graduates**

Cohort	Number approached	Number of responses achieved
2005/06	2	2 (100%)
2006/07	4	3 (75%)
2007/08	3	3 (100%)
<b>Total</b>	<b>9</b>	<b>8 (89%)</b>

**Table 5**  
**Response by Senior Research Fellowship in Clinical Science recipients**

	Number approached	Number of responses achieved
<b>Total (various years)</b>	<b>10</b>	<b>8 (80%)</b>

**Table 6**  
**Response by recipients of Postdoctoral Training Fellowships for MB/PhD Graduates**

	Number approached	Number of responses achieved
Veterinary Research Entry Fellowships	13	11 (85%)
Integrated Training Fellowships for Veterinarians	2	1 (50%)
Veterinary Postdoctoral Fellowships	2	2 (100%)
<b>Total</b>	<b>17</b>	<b>14 (82%)</b>

All analysis presented in this summary of the second WTCCT annual survey is based on the cohorts who responded, unless otherwise stated. Due to the relatively small cohort sizes, all charts and tables reporting survey data show raw numbers unless otherwise specified.

When appropriate, and for illustrative purposes, a sample of respondents' comments have been included to support the data.

## Key findings

The findings from wave 2 of the WTCCT are broadly consistent with results gathered in wave 1, allowing the beginnings of trend analyses. While the majority of respondents intend to combine academic and clinical activities, the evidence suggests that only half of former clinical PhD students and Research Training Fellows currently do. We will continue to investigate this difference between intentions and actual career destinations in future waves of the WTCCT.

Thirty-four of 79 clinical PhD students had completed their award. The vast majority (32) of former PhD students were now in full-time employment and the same number were based in the UK. Seventeen of the former award holders were combining some academic research with a clinical career, 15 were working solely as clinicians and only one had left both academic research and clinical activities. Of the 45 current clinical PhD students, the majority (42) indicated that they intended to combine academic and clinical activities in their future career.

Sixty-nine of 148 Research Training Fellows had completed their award. Of these former award holders, the majority (62) were in full-time employment. Thirty-eight former award holders were combining some academic research with clinical activities, 28 were working as clinicians, three were conducting academic research only and one held a voluntary position. The vast majority (64) were based in the UK.

Fourteen of 32 Intermediate Clinical Fellows had completed their award and were in the next stage of their career. Almost all former award holders were in full time-employment combining academic and clinical duties. Of the 18 current Fellows, the vast majority (16) expressed their intention to combine academic and clinical duties after completing their award.

Seven out of eight Senior Research Fellows in Clinical Science were still on their award.

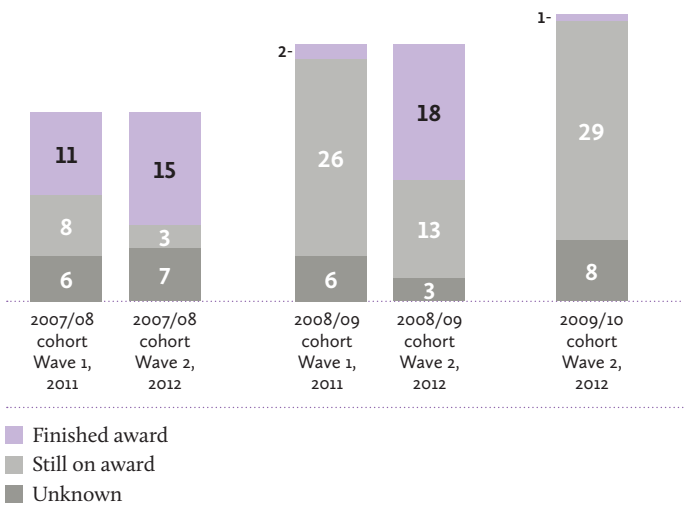
All eight Postdoctoral Training Fellows (MB/PhD Graduates) were still on their award. As in wave 1, recipients of this grant expressed unanimously their intention to combine clinical activities and an academic career after completing the Fellowship: five intended to support their research time with clinical lectureships, two with fellowships and one intended to use their own time.

Of the 14 veterinary fellows, five were still on their award and nine had finished. Three of the current award holders expressed an interest in pursuing academic research only and two in a mixture of academic and clinical activities. Of the nine former award holders, two were carrying out clinical activities only, three were carrying out academic research only and two were doing a mixture of both. Two were not currently working or studying but planned to pursue clinical activities only.

## Clinical PhD students: career paths and aspirations

In wave 2, a small majority (42) of the 79 clinical PhD students who responded were still on their award and the other 34 had finished their award; therefore, the WTCCT captured a mixture of intentions and actual career destinations of three cohorts of current and former clinical PhD studentship holders (figure 1).

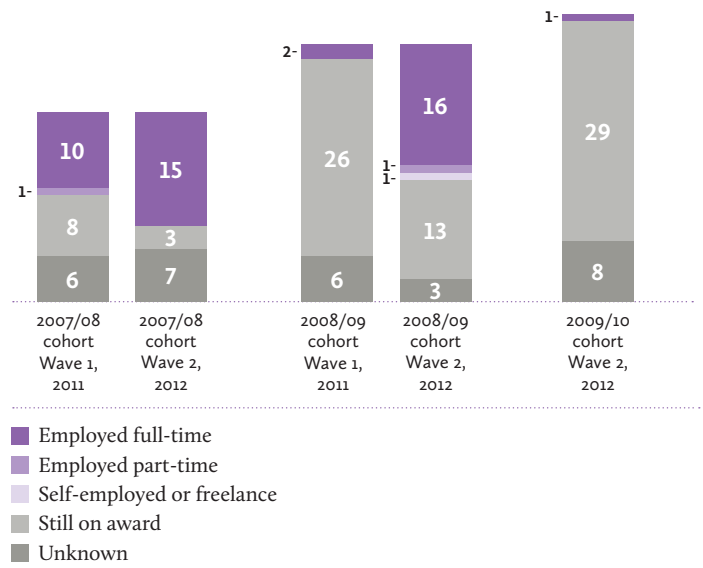
Figure 1  
Clinical PhD students – award status



Base: Clinical PhD Programmes – cohorts 2007/08 (n = 25), 2008/09 (n = 34), 2009/10 (n = 38)  
 Q: Are you still on award or have you finished your award?

Of the 34 former clinical PhD students, the majority (32) were in full-time employment, one was employed part-time and one was self-employed/freelance (figure 2). Thirty-two were based in the UK.

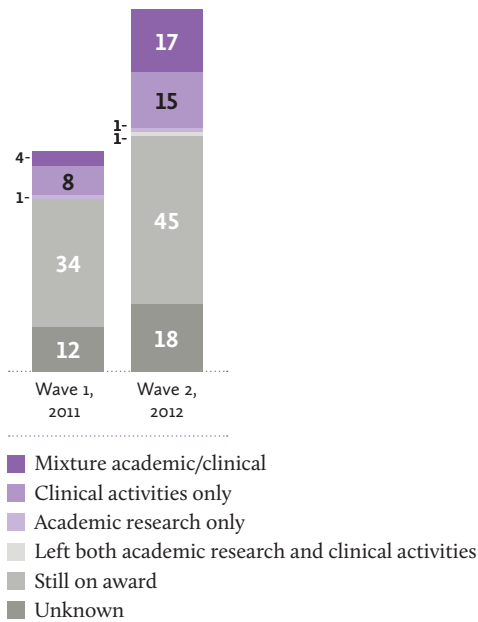
Figure 2  
Clinical PhD students – employment status



Base: Clinical PhD Programmes – cohorts 2007/08 (n = 25), 2008/09 (n = 34), 2009/10 (n = 38)  
 Q: Which of the following best describes your current employment status?

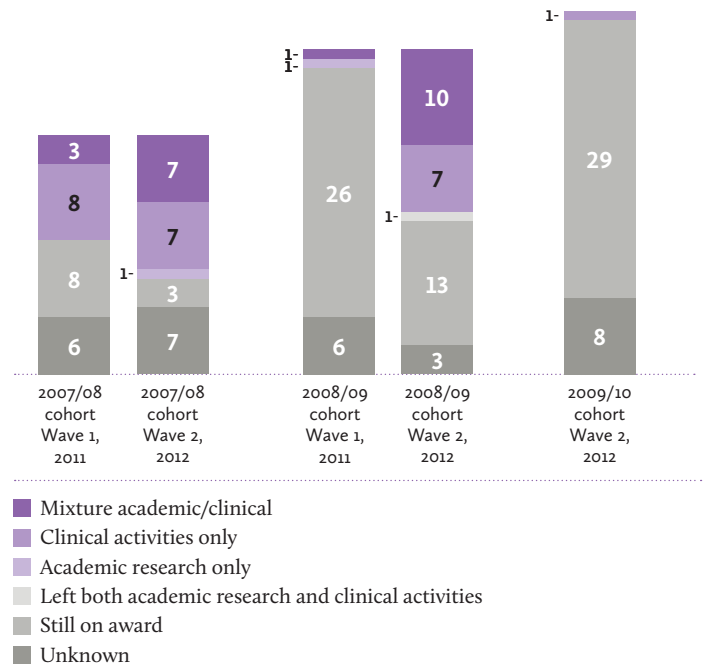
Of the 34 who had completed their Wellcome Trust funding, half (17) went on to a career that combined academic research and clinical duties; one remained employed purely in academic research, 15 were working solely as clinicians and one had left both academic research and clinical activities (figure 3a). In terms of the gender split, of the former clinical PhD students three out of 10 women (30%) and 14 out of 24 men (58%) were continuing with academic research alongside a clinical career.

**Figure 3a**  
Clinical PhD students – working pattern – aggregated data



Base: Clinical PhD Programmes – cohorts 2007/08 (n = 25), 2008/09 (n = 34), 2009/10 (n = 38; not in wave 1)  
Q: Which of the following best describes your current working pattern?

**Figure 3b**  
Clinical PhD students – working pattern by cohort



Base: Clinical PhD Programmes – cohorts 2007/08 (n = 25), 2008/09 (n = 34), 2009/10 (n = 38)  
Q: Which of the following best describes your current working pattern?

The 16 former clinical PhD students who were not currently conducting academic research were asked whether they were intending to return to academic research at a later stage. The majority (12) expressed an interest in pursuing academic research in the future.

Of the 45 current clinical PhD students, the majority (42) indicated that they intended to combine academic and clinical activities in their future career (figure 4). While the majority intend to combine academic and clinical activities, the evidence suggests that only half of former clinical PhD students do combine both. We will continue to investigate this difference between intentions and actual career destinations in future waves of the WTCCT.

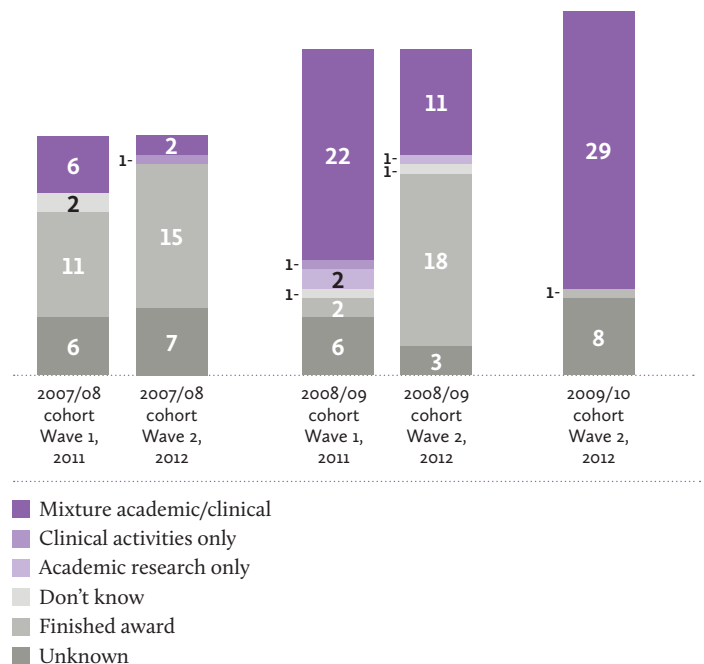
### Comments from current PhD students

*“There are opportunities to apply approaches I have learnt and used during my research to diseases and patients in my medical specialty. I have found the freedom of the research environment very stimulating, particularly when driven by real clinical problems.”*  
Clinical PhD student

*“I enjoy academic research far more than clinical work and in a surgical specialty it is easy to become de-skilled quickly unless one is doing surgery on a regular basis, which can be difficult when combined with research.”*  
Clinical PhD student

*“I would still like to pursue academia, however not now due to a difficult experience with my PhD. If I do return to academia, it will be largely clinical research rather than basic biomedical science.”*  
Clinical PhD student

**Figure 4**  
**Clinical PhD students – career plans**



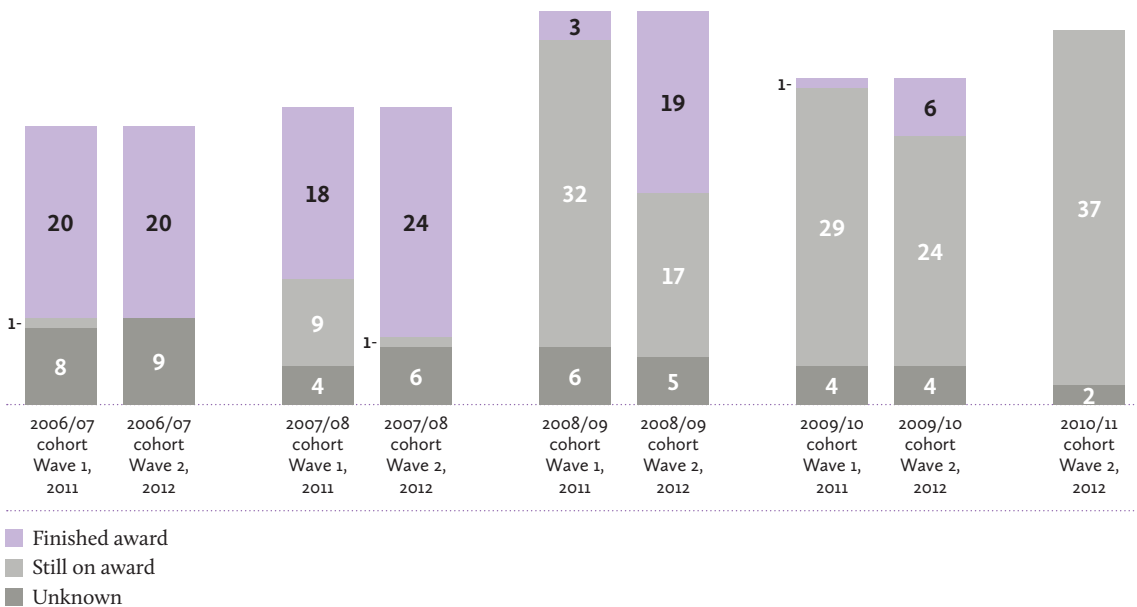
Base: Clinical PhD Programmes – cohorts 2007/08 (n = 25), 2008/09 (n = 34), 2009/10 (n = 38)

Q: Which of the following are you most likely to do once you have finished your award?

## Research Training Fellows: career paths and aspirations

In wave 2 of the WTCCT, we continued to capture a mixture of intentions and actual career destinations of five cohorts of current and former Research Training Fellows funded between 2006/07 and 2010/11. Of the 148 respondents, 79 were still on their award and 69 had completed it (figure 5).

**Figure 5**  
**Research Training Fellows – award status**

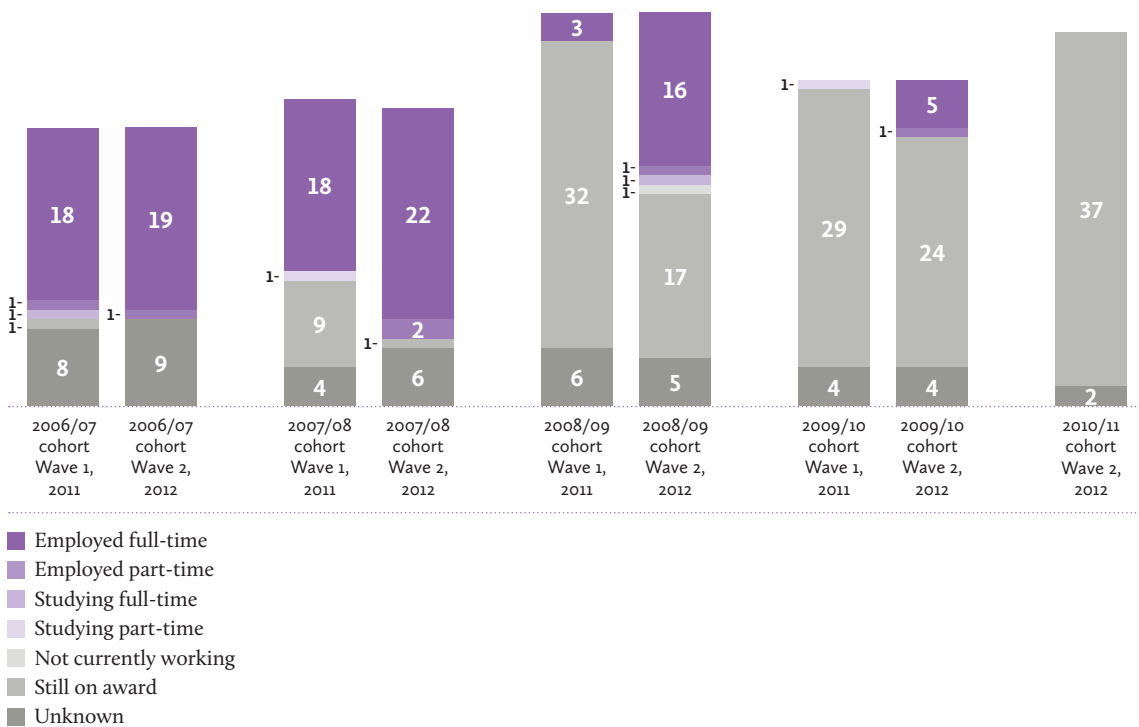


Base: Research Training Fellows – cohorts 2006/07 (n = 29), 2007/08 (n = 31), 2008/09 (n = 41), 2009/10 (n = 34), 2010/11 (n = 39)  
 Q: Are you still on award or have you finished your award?



Of the 69 former Research Training Fellows, most (62) were in full-time employment (figure 6) and most (64) were based in the UK.

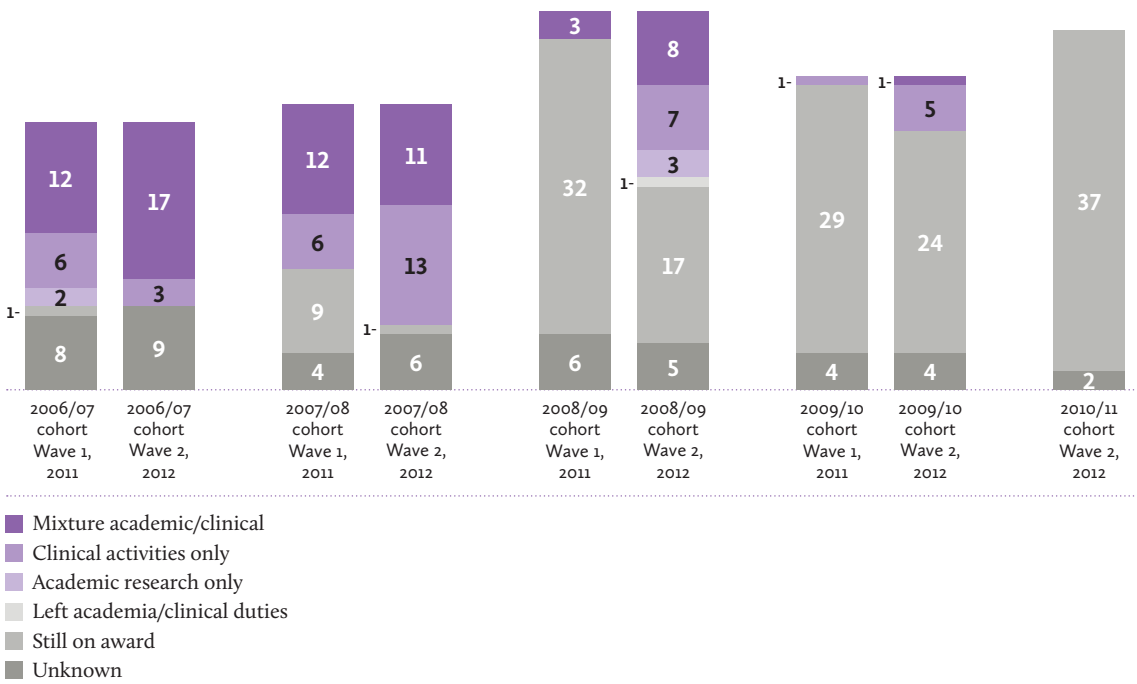
**Figure 6**  
**Research Training Fellows – employment status**



Base: Research Training Fellows – cohorts 2006/07 (n = 29), 2007/08 (n = 31), 2008/09 (n = 41), 2009/10 (n = 34), 2010/11 (n = 39)  
 Q: Which of the following best describes your current working pattern?

Of the 69 former Research Training Fellows, just over half (38) were combining some academic research with clinical activities, 28 were working as clinicians and three were conducting academic research only (figure 7).

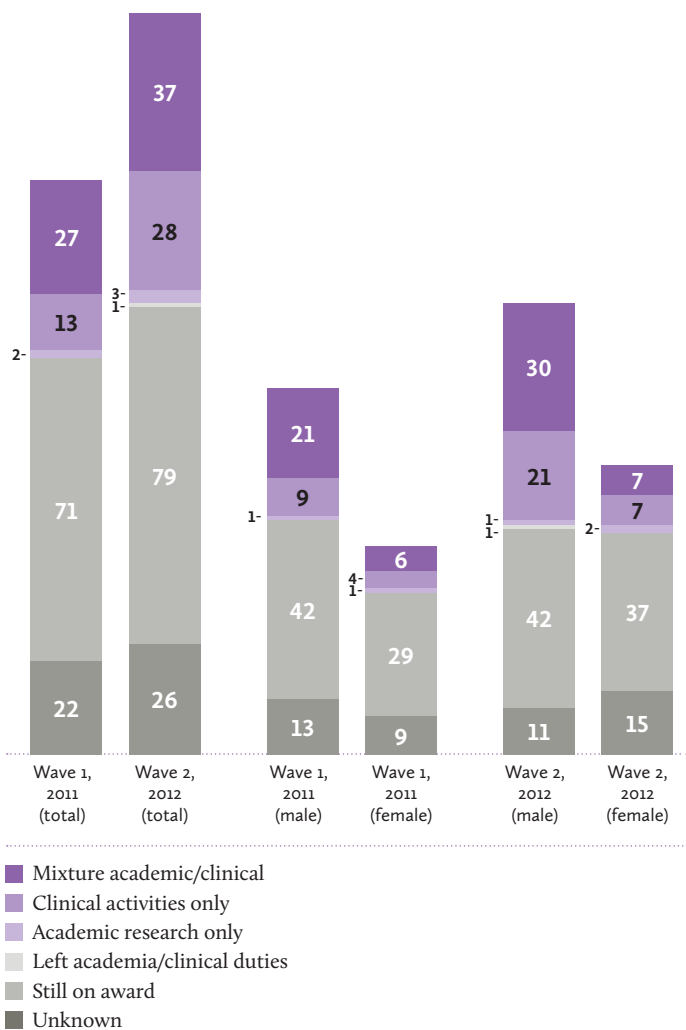
**Figure 7**  
**Research Training Fellows – working pattern by cohort**



Base: Research Training Fellows – cohorts 2006/07 (n = 29), 2007/08 (n = 31), 2008/09 (n = 41), 2009/10 (n = 34), 2010/11 (n = 39)  
 Q: Which of the following best describes your current working pattern?

In terms of the gender split in the former Research Training Fellows, seven out of 16 women (44%) and 30 out of 53 men (57%) were continuing with academic research alongside their clinical career (figure 8).

**Figure 8**  
**Research Training Fellows – working pattern – aggregate data**



Base: Research Training Fellows – cohorts 2006/07 (n = 29), 2007/08 (n = 31), 2008/09 (n = 41), 2009/10 (n = 34), 2010/11 (n = 39)  
 Q: Which of the following best describes your current working pattern?

Of 28 Research Training Fellows who were doing clinical activities only, the majority (21) intended to return to academic research at a later stage, and seven were not sure if they would like to carry on with academic research. Nine had not conducted any academic research in the last 12 months; the main reasons they mentioned for this were: having had a poor experience of conducting academic research; a lack of funding; and having no scope to continue due to their current employment.

**Comments from former Research Training Fellows who intended to return to academic research**

*“I have currently returned to full time clinical work following completing my training fellowship. It is my intention to seek a clinical lecturer’s job in the next couple of years once I have had a period to focus properly on clinical training.”*  
 Former Research Training Fellow

*“I am passionate about research and would be bored with pure clinical work. So I intend to pursue opportunities as they arise.”*  
 Former Research Training Fellow

*“I have returned to full time clinical work but I am still completing my thesis for submission as towards a PhD. I intend to seek appointment as an academic clinical lecturer as soon as my PhD has been completed.”*  
 Former Research Training Fellow

*“This is possible only if I obtain further funding.”*  
 Former Research Training Fellow

**Comments from former Research Training Fellows who were unsure about returning to academic research**

*“I aim to combine clinical career with some academic research but plan to establish clinical career as priority.”*  
 Former Research Training Fellow

*“Depends on funding and the nature of my NHS consultant job.”*  
 Former Research Training Fellow

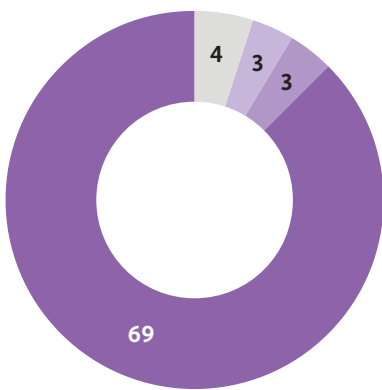
*“I have more interest now in clinical research.”*  
 Former Research Training Fellow

*“Depending on job options, would like a job with a combination of clinical work and clinical academic research.”*  
 Former Research Training Fellow

Of the 69 former Research Training Fellows, the majority (58) continued to receive academic mentorship from one or more sources: 54 had been receiving mentorship from their lab sponsor/supervisor, three through the Academy of Medical Sciences and nine in some other form. Eleven did not receive any mentorship.

The majority of current Research Training Fellows indicated that they would like to combine academic research with clinical activities in their future career (figure 9). We intend to use the WTCCT to help us compare intentions with actual career paths post-award.

**Figure 9**  
**Current Research Training Fellows – career plans**



- Don't know
- Academic research only
- Clinical activities only
- A mixture of academic and clinical activities

Base: Research Training Fellows still on their award – cohorts 2006/07 to 2010/11 (n = 79) – wave 2, 2012

Q: Which of the following are you most likely to do once you have finished your award?

### Comments from current Research Training Fellows

*“I enjoy the challenges of both clinical and academic work. It is crucial to work with patients on a daily basis to ask the correct research questions. I think pure academic research would leave me unfulfilled as a doctor. Additionally I am aware of how competitive it can be to maintain income and progress with grants and fellowships, especially in today’s environment.”*  
Current Research Training Fellow

*“Having invested many years training and working in clinical medicine, I intend to see it through to get my CCST. However my passion is academic research, which I will get back into as soon as I have obtained my CCST.”*  
Current Research Training Fellow

*“I really enjoy the clinical aspect of my work but the scientific work, I feel, goes hand in hand with day to day clinical activities. I would ultimately like to perform research into my chosen speciality.”*  
Current Research Training Fellow

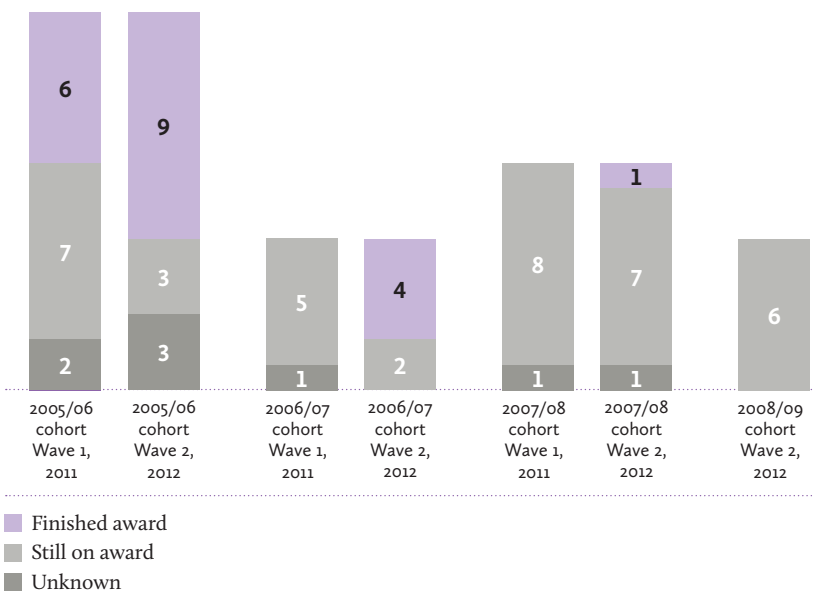
*“The variety of challenges and intellectual stimulation that both clinical and academic work provides. This combination maintains a perspective that is vital for translational research.”*  
Current Research Training Fellow

*“Enjoy science, love medicine. Want to do both.”*  
Current Research Training Fellow

## Intermediate Clinical Fellows: career paths and aspirations

Of the 32 recipients of Intermediate Clinical Fellowships, 14 had completed their award and 18 were still on their award (figure 10).

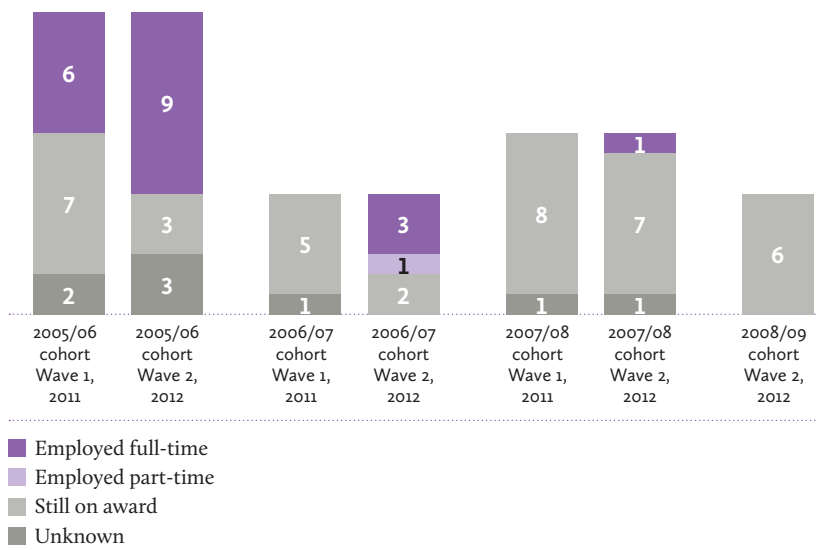
Figure 10  
Intermediate Clinical Fellows – award status



Base: Intermediate Clinical Fellows – cohorts 2005/06 (n = 15), 2006/07 (n = 6), 2007/08 (n = 9), 2008/09 (n = 6)  
Q: Are you still on award or have you finished your award?

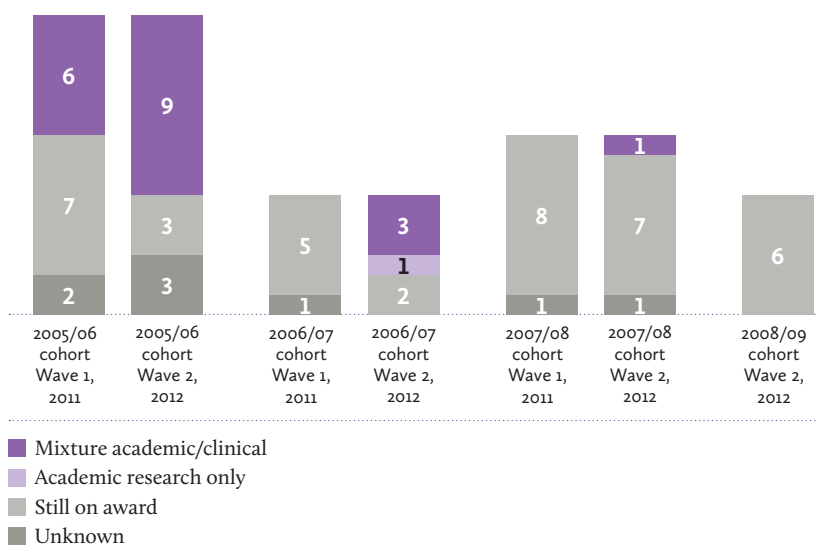
Thirteen of the 14 former Intermediate Clinical Fellows were in full-time employment, with one working part-time (figure 11). Thirteen were combining academic and clinical duties (four female and nine male), and one (male) was carrying out academic research only (figure 12).

**Figure 11**  
Intermediate Clinical Fellows – employment status



Base: Intermediate Clinical Fellows – cohorts 2005/06 (n = 15), 2006/07 (n = 6), 2007/08 (n = 9), 2008/09 (n = 6)  
Q: Which of the following best describes your current employment status?

**Figure 12**  
Intermediate Clinical Fellows – working pattern



Base: Intermediate Clinical Fellows – cohorts 2005/06 (n = 15), 2006/07 (n = 6), 2007/08 (n = 9), 2008/09 (n = 6)  
Q: Which of the following best describes your current working pattern?

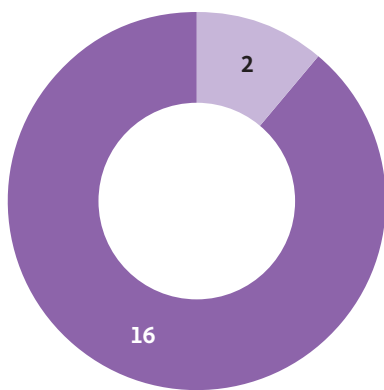
All 14 former Intermediate Clinical Fellows were carrying out some academic work (four female and ten male). Of these, eight were holding senior clinical lecturer positions (three female and five male), two were associate professors (both male), two were senior fellows (both male) and two were holding postdoctoral fellowships (one female and one male).

Ten of the 14 former Intermediate Clinical Fellows were receiving mentorship – six from their lab sponsor/supervisor, one from the Academy of Medical Sciences and three through other sources.

Eight of the 14 former Intermediate Clinical Fellows were working on fixed contracts: this included four who had permanent positions, one who was a locum and one who held a fellowship.

Of the 18 current Intermediate Clinical Fellows, the vast majority (16) expressed their intention to combine academic and clinical duties after completing their award (figure 13), and almost as many (15) said they would like to continue their academic career at the university/institution at which they were holding their award.

**Figure 13**  
**Current Intermediate Clinical Fellows – career plans**



- Academic research only
- A mixture of academic and clinical activities

Base: Intermediate Clinical Fellows still on their award – cohorts 2005/06 to 2008/09 (n = 18) – wave 2, 2012  
 Q: Which of the following are you most likely to do once you have finished your award?

**Comments from current Intermediate Clinical Fellows**

*“I believe that the stimulating environment and resources of my present Division and University is the best place for me to succeed in addressing the next major questions in my research.”*  
 Current Intermediate Clinical Fellow

*“I am currently well set up here. Relocating at this stage may slow down my existing work and I would have to re-establish clinical contacts etc.”*  
 Current Intermediate Clinical Fellow

*“We have invested a lot of time and resources setting up the infrastructure we currently use to conduct my research, it will be unfortunate to move away from what we have established here. In addition, the diseases I work on are prevalent here, making my work relevant to the local community and nation. We have excellent infrastructural and other support here and it makes sense to continue working in this environment in future.”*  
 Current Intermediate Clinical Fellow

## Postdoctoral Training Fellows (MB/PhD Graduates): career paths and aspirations

All eight recipients were still on their award at the time of the survey. As in wave 1, they unanimously expressed their intention to combine clinical activities and an academic career in the future after completing the Fellowship: five intended to support their research time with clinical lectureships, two with fellowships and one intended to use their own time.

When asked about their research activities, achievements and outputs during their award, all reported that they had been a peer reviewer and the majority that they had been an author on a peer-review article, as illustrated below (figure 14). The majority had also presented work at a UK or international research conference or meeting (figure 15).

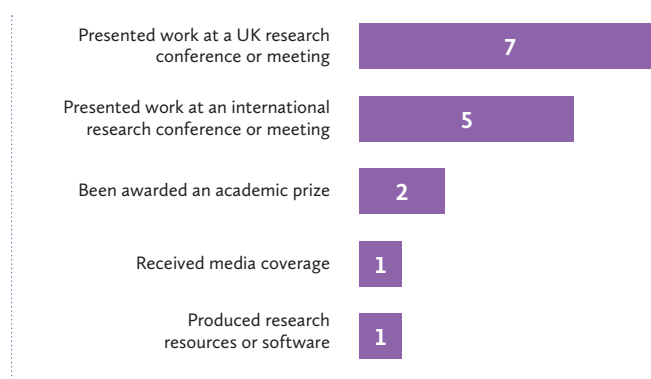
**Figure 14**  
Postdoctoral Training Fellows (MB/PhD Graduates) – research activities



Base: Postdoctoral Training Fellows (MB/PhD Graduates) – cohorts 2008/09 to 2010/11 (n = 8) – wave 2, 2012

Q: During the award, have you achieved any of the following in relation to your research:

**Figure 15**  
Postdoctoral Training Fellows (MB/PhD Graduates) – key outputs



Base: Postdoctoral Training Fellows (MB/PhD Graduates) – cohorts 2008/09 to 2010/11 (n = 8) – wave 2, 2012

Q: During the award, have you produced any of the following outputs related to your research:



### Comments from current Postdoctoral Training Fellows (MB/PhD Graduates)

*"I think the opportunities for medical graduates to pursue a career in academic medicine have improved dramatically. There is now a recognised path into this career and the specialty training deaneries recognise this. The Academy of Medical Sciences awards for Clinical Lecturers for consumables have made this part of the path much easier. In addition, there are far more organised meetings and conferences about a career in academic medicine which makes it much more accessible."*  
Current Postdoctoral Training Fellow

*"A greater diversity of opportunities to apply for research funding as a clinician who has taken time out from research to qualify in medicine, and progress through the initial career stages."*  
Current Postdoctoral Training Fellow

*"Obtaining ethical approval appears to get ever more difficult, particularly for clinically-oriented research. The UK system is increasingly bureaucratic, convoluted and slow; frequently it feels essentially obstructive. I am certain that it stifles enthusiasm for undertaking translational research."*  
Current Postdoctoral Training Fellow

### Senior Research Fellows in Clinical Science: aspirations

Of the eight Senior Research Fellows who responded to the WTCCT, seven were still on award. Of those, six expressed their intention to combine clinical activities and an academic career and one expressed an intention to pursue academic research only.

#### Comments from current Senior Research Fellows in Clinical Science

*"I am committed to a career of full-time research."*  
Current Senior Research Fellow

*"This reflects what I enjoy doing and feel I am able to contribute the most in improving care for patients."*  
Current Senior Research Fellow

#### Comments from current Senior Research Fellows in Clinical Science on the impact of the award

*"It has been the most tremendous asset that I could have wished for"*  
Current Senior Research Fellow

*"It has been the foundation of my entire career trajectory and I would not be in the (very privileged) position I am in without it. It has profoundly influenced my approach to science in terms of WT vision and values. The Fellowships are a unique aspect of WT funding that is in danger of being diluted by the current view of their being 'just an investigator award with a salary' (verbatim quote from senior WT staff). I strongly encourage the Trust to continue to view their Fellowships as creating a unique cadre of individuals committed both to excellent biomedical science \*and\* to the Trust (as more than 'just another funder')"*  
Current Senior Research Fellow

*"It has allowed me to consolidate my position as an international leader in my field, and confirmed my desire to undertake the highest quality research to advance medical/scientific knowledge."*  
Current Senior Research Fellow

*"Hugely influential. It has established me as a leader in my field, and given me the academic freedom to develop laboratory and clinical research programmes."*  
Current Senior Research Fellow

## Veterinary fellows: career paths and aspirations

Of the 14 recipients of veterinary fellowships who responded to the WTCCT, five were still on their award and nine had finished. Three of those still on their award expressed an interest in pursuing academic research only and two expressed an interest in a mixture of academic and clinical activities. Of those who had finished their award, two were carrying out clinical activities only, three were carrying out academic research only and two were doing a mixture of both. Two were not currently working or studying but planned to pursue clinical activities only.

*"I have intercalated a PhD during my undergraduate veterinary training specifically because I intend to pursue a career in academic research. I hope that the clinical training I am now completing will in the future help me address research objectives of clinical relevance."*

Integrated Training Fellow

*"I have really enjoyed the research I have undertaken and wish to pursue this as my primary career path. However I am also the partner in a veterinary practice where I still undertake some work."*

Veterinary Research Entry Fellow

## Improvements and challenges about working in academic research

Fellows were asked to give their opinion on what had improved about working in academic research and what had become more challenging over the preceding three years. The most commonly mentioned improvements were the move to open access research and publishing and the increased number of opportunities available to pursue a career in academic medicine. Other improvements included the use of social media, particularly Twitter, easier collaboration and the quality of available tools and software. Challenges included obtaining funding and an increasing regulatory burden.

## Advice on starting a career in clinical academic research

The former and current award holders gave a range of advice to their junior colleagues just starting a career in clinical academic research:

*"Take some time to find the area you are interested in, as well as your supervisors. Be prepared to be paid less for an extended period."*

Current Research Training Fellow

*"Follow your interests. Trust yourself that despite being junior you have ideas worth contributing. Expect things to start slow and then exponentially increase!"*

Current Research Training Fellow

*"Accept that you will make mistakes and don't ever try to cover them up. You learn from the errors you make and they will make you a better scientist!"*

Veterinary Research Entry Fellow

*"You MUST MUST MUST get a Fellowship – otherwise the future is difficult. Clinical UL positions are increasingly challenging and any scheme in which the clinical academic has <60% time spent on research is unlikely to work. The system is very competitive – to be successful one needs to devote as much time as possible to research. The demise of project grant funding means you have to get a Fellowship to survive and be successful – especially in the early stage of one's career."*

Current Senior Research Fellow

*"Don't go down a well-beaten path, find your own one."*

Current Research Training Fellow

*"Unless you have a wealth of experience in the area in which you want to research, choose a lab that is friendly and where people are willing to help. For me, choosing an initial project that can be supervised closely by a lab member (e.g. Post Doc rather than PI) really helped me to become independent much more quickly than if I'd been starting something from scratch by myself."*

Current PhD student

*"Find someone who is 100% behind you and is willing to provide both scientific advice and support as well as support on a personal level."*

Current Research Training Fellow

*“To choose their supervisor carefully, and find one who will have the time to meet you frequently and discuss problems. Having an experienced post-doc who would be able to help with day to day issues is also very helpful.”*

Current PhD student

*“Find a tractable problem you are passionate about and pursue it. Make sure you enjoy yourself, always be intellectually curious, and remember a life outside biomedical science is absolutely essential.”*

Current Senior Research Fellow

## Wellcome Trust

We are a global charitable foundation dedicated to achieving extraordinary improvements in human and animal health. We support the brightest minds in biomedical research and the medical humanities. Our breadth of support includes public engagement, education and the application of research to improve health.

We are independent of both political and commercial interests.

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