|  |  |  |  |
| --- | --- | --- | --- |
| **Name** | Click or tap here to enter text. | | |
| **Job Title** | Click or tap here to enter text. | | |
| **Date** | Click or tap to enter a date. | **Date of Last PDR** | Click or tap to enter a date. |
| **Reviewer** | Click or tap here to enter text. | | |
| **End of contract date (if fixed term)** | |  | |

|  |  |  |  |
| --- | --- | --- | --- |
| **Section A: Review of last 12 months** | | | |
| **Previous Objectives** | **Status** | **How was objective achieved? If not fully achieved, note progress to date** | |
| Click or tap here to enter text. | Choose an item. | Click or tap here to enter text. | |
| Click or tap here to enter text. | Choose an item. | Click or tap here to enter text. | |
| Click or tap here to enter text. | Choose an item. | Click or tap here to enter text. | |
| Click or tap here to enter text. | Choose an item. | Click or tap here to enter text. | |
| Click or tap here to enter text. | Choose an item. | Click or tap here to enter text. | |
| **What has gone well over the last 12 months?** | | | |
| Click or tap here to enter text. | | | |
| **What have been the key challenges?** | | | |
| Click or tap here to enter text. | | | |
| **Papers & Presentations**. *Include details of papers that have been published, accepted for publication, submitted and in preparation. For presentations include conference and seminar talks and posters.* | | | |
| Click or tap here to enter text. | | | |
| **Teaching** *Include contact hours with students and preparation time.* | | | |
| Click or tap here to enter text. | | | |
| **Supervision and/or Mentoring**. *Include details of those you have supervised or mentored in the last year, including their role (eg, graduate student, PostDoc) and any resulting significant outputs (eg, publications, presentations).* | | | |
| Click or tap here to enter text. | | | |
| **Grants.** *List grants awarded, pending or in progress. Include title, funder amount and your role.* | | | |
| Click or tap here to enter text. | | | |
| **Reviewer Comments:** | | | |
| Click or tap here to enter text. | | | |
|  | | | |
| **Section B: Looking Ahead** | | | |
| **3 Key Objectives for the next 12 months** | **Priority** | **How will you achieve this? What support, if any, do you need?** | |
| Click or tap here to enter text. | Choose an item. | Click or tap here to enter text. | |
| Click or tap here to enter text. | Choose an item. | Click or tap here to enter text. | |
| Click or tap here to enter text. | Choose an item. | Click or tap here to enter text. | |
| **Career Objectives** | | | |
| Click or tap here to enter text. | | | |
| **Actions you will take to work towards career objectives:** | | | **Support required:** |
| Click or tap here to enter text. | | | Click or tap here to enter text. |
| Click or tap here to enter text. | | | Click or tap here to enter text. |
| Click or tap here to enter text. | | | Click or tap here to enter text. |
| **Reviewer Comments:** | | | |
| Click or tap here to enter text. | | | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Section C: Development & Support** | | | | |
| **Please return the following section to hr@dpag.ox.ac.uk. To understand any underlying themes, it would be helpful to know your gender and role type.** | | | | |
| **Gender** | | **Role Type** | | |
| Choose an item. | | Choose an item. | | |
| **Workload and Support** | | | | |
| **Mentoring**: Have you been formally mentored in the last 12 months?  Yes  No | | | | |
| **Workload:** Was your workload manageable in the last 12 months?  Yes Sometimes  No | | | | |
| **If you selected ‘sometimes’ or ‘no’, what aspects were not manageable?** | | | | |
| Click or tap here to enter text. | | | | |
| **Please list any committees (internal or external) that you currently sit on:** | | | | |
| Click or tap here to enter text. | | | | |
| **Please list other departmental roles that you hold:** | | | | |
| Choose an item. | | | | |
| If you chose ‘more than one’ or ‘other’ departmental roles, please list here: | | | | |
| Click or tap here to enter text. | | | | |
| **Please provide details of any outreach/public engagement activities you have undertaken in the last 12 months:** | | | | |
| Click or tap here to enter text. | | | | |
| **Training and Development** | | | | |
| **What training or support do you need to carry out your role effectively and to meet your career objectives?** Researchers should take at least 10 days (pro rata) for professional development each year.  *Note: The* [*Training and Development*](https://sharepoint.nexus.ox.ac.uk/sites/DPAG/EDI/SitePages/Training%20and%20Development.aspx) *page of the intranet may be a useful place to start when looking for resources. In addition, the* [*Researcher Development Framework*](https://www.vitae.ac.uk/researchers-professional-development/about-the-vitae-researcher-development-framework) *can be a useful tool for identifying areas for personal development.* | | | | |
| **Area for development** | **How I will achieve this**  (mentoring, workshops, seminars, courses, etc) | | **Resources needed** (eg. funding, manager support, time, etc) | **When** (target date) |
| Click or tap here to enter text. | Click or tap here to enter text. | | Click or tap here to enter text. | Click or tap to enter a date. |
| Click or tap here to enter text. | Click or tap here to enter text. | | Click or tap here to enter text. | Click or tap to enter a date. |
| Click or tap here to enter text. | Click or tap here to enter text. | | Click or tap here to enter text. | Click or tap to enter a date. |
| **Have you completed all DPAG Mandatory Training?** | | | | |
| Anti-Bullying and Harassment | | Equality and Diversity Briefing | | |
| Tackling Race Bias at Work | | Information Security and Data Privacy | | |
| Implicit Bias in the Workplace (mandatory for all involved in student or staff recruitment) | | Recruitment and Selection (mandatory for recruitment panel members) | | |
| Research Integrity  (mandatory for all researchers) | | DPhil Supervision at Oxford (mandatory for all PhD supervisors) | | |
| If not, please **do so within the next 3 months** and send your certificate of completion for each to: [equality@dpag.ox.ac.uk](mailto:athenaswan@dpag.ox.ac.uk)  <https://sharepoint.nexus.ox.ac.uk/sites/DPAG/EDI/SitePages/Mandatory%20Training.aspx> | | | | |
| **Reviewer feedback and brief summary of PDR discussion** | | | | |
| Click or tap here to enter text. | | | | |
| **Signed by Reviewer:** Click or tap here to enter text.  **Date:** Click or tap to enter a date. | | | | |
| **Signed by Reviewee:** Click or tap here to enter text.  I Choose an item. that this is a true reflection of our discussion.  I would like to add: Click or tap here to enter text.  **Date:** Click or tap to enter a date. | | | | |