




**PHD TALENT?**

**DISCOVER THE POSSIBILITIES IN  
HIGHER PROFESSIONAL EDUCATION**

*Inspireer de toekomst*

**WERKEN BIJ HOGESCHOLEN.NL**





After earning your PhD degree, you face an important decision: further develop your career in the scientific field or opt for a career in the business community or government? Well, how about choosing a career at a university of applied sciences? Many (recent) PhD graduates do not consider the option of working at a university of applied sciences. Yet such universities have much to offer PhD graduates.



## THE POSSIBILITIES FOR PHD GRADUATES

Universities of applied sciences are interested in both recent graduates and graduates with experience and an established network. Since universities of applied sciences place considerable focus on the link between education, research and entrepreneurship, there is a growing need for PhD graduates. The possibilities for these graduates are diverse:

**Lecturers and associate lecturers:** Lecturers are the drivers of knowledge networks established in higher professional education around content-based themes. Lecturers are expected to not only have a PhD degree, but also a good (regional) network in their field. Associate lecturers, who also coordinate research in some knowledge networks, are often PhD graduates or in the process of earning their PhD degree.

**Staff positions:** Policy officers, faculty directors, institute directors, and managers of knowledge centres, who are regularly responsible for budget decisions and research proposals.

**Associate professors, university professors and senior professors:** Instructors responsible for taking the lead in their field and the development of educational content.

**Researchers:** Positions with a strong focus on conducting practically-oriented research. Researchers are also involved in education.

**Professors in a Master's degree programme:** Professors teaching a Master's programme at a university of applied sciences are strongly advised to have a PhD degree. This is because the goal is for every professor to have an educational degree that is higher than the level on which he or she teaches. In other words, the Master's programme at a university of applied sciences should only have professors with a PhD degree. This has not yet become customary in the current Master's programmes offered at universities of applied sciences.

**Other tasks and positions:** There are a number of other tasks and positions within universities of applied sciences for which a PhD degree is preferred. This includes supervisors for internal PhD students, graduation coordinators and those responsible or co-responsible for research lines in the education programme.

## UNIVERSITIES OF APPLIED SCIENCES: GROWING NUMBER OF UNIVERSITY GRADUATES

There are 38 funded universities of applied sciences in the Netherlands that, like other universities, offer both Bachelor's and Master's degree programmes. Over the past ten years, the legally required research task of universities of applied sciences has steadily increased. The number of colleagues in higher professional education with a university degree is also on the rise. Currently, 70 percent of professors at universities of applied sciences has an academic background or PhD degree. This percentage will increase further in coming years. This is because universities of applied sciences aim to firmly embed a research and knowledge-oriented attitude. More functions, such as professorships and research and management positions, are therefore more often becoming a requirement within many universities of applied sciences.

## SUBSTANTIVE CHALLENGE

With their knowledge networks and lecturers, universities of applied sciences are profiling themselves more and more as knowledge institutes and specialised universities. Universities of applied sciences often work together actively with universities and knowledge-intensive companies in research and education. Your tasks vary from research and research development to supervising thesis projects or internal supervision of PhD students.

## UNIVERSITIES OF APPLIED SCIENCES ARE LOOKING FOR YOUR COMPETENCIES AS A PHD GRADUATE

Do you enjoy teaching, but want to continue doing research at the same time? As a PhD graduate, you can provide a broader perspective on your field, thereby giving an impetus to the quality of the research, as well as the education. You also contribute new research and other networks from elsewhere that are of value to the university of applied sciences.

## UNIVERSITY OF APPLIED SCIENCES CAREER?

Have we piqued your interest and would you like to learn more about working at a university of applied sciences? Have a look at: [www.werkenbijhogescholen.nl](http://www.werkenbijhogescholen.nl)

Here you will find more information on working at a university of applied sciences and all career opportunities. Did you not find the opening you were looking for? You are welcome to send an open application. The website also offers a list of universities of applied sciences.

## WHY CHOOSE A CAREER AT A UNIVERSITY OF APPLIED SCIENCES?

- You can work in an environment with a focus on educating students and transferring knowledge.
- There is a strong link to practice, which is apparent in both education and research. As a result, you contribute directly to solving practical and societal issues.
- Teaching and research can be easily combined.
- Personal initiative is valued and you often work in a team. This is particularly attractive if you find working as a solo researcher to be too isolating.
- Universities of applied sciences offer an excellent collective labour agreement, with working conditions comparable to universities. Part-time employment is also possible. You are given ample opportunity to continuously develop your professional knowledge and competencies.



# WORDS FROM A PHD GRADUATE

**Renée van Os,**

*Lecturer of Innovation in the Private Sector at the HAN University of Applied Sciences*



*“The world of universities of applied sciences is evolving and they are adopting a more research-oriented image”*

## **PUBLISHING EXPERIENCE ALSO AN ADVANTAGE**

According to Van Os, the added value of her PhD for HAN University of Applied Sciences lies in her practical knowledge in the area of research skills. Her experiences with setting up and conducting research and general analytical skills are also an asset in her current work. HAN University of Applied Sciences encourages researchers to publish their research in scientific journals.

**Universities of applied sciences are desperate for analytical skills and experience with setting up and conducting research. That is why Van Os believes that the schools are increasingly setting their sights on PhD graduates.**

## **COMBINING RESEARCH AND TEACHING**

At work, Van Os tries to integrate education and research as much as possible. “I involve students in the research I conduct. My first-year students, for example, recently carried out a study among bus company passengers. A few second-year groups have been involved in a study into the use of social media at health care institutions and companies in the Arnhem-Nijmegen region. By combining research and education, I teach my students more about setting up and conducting research in a practical context that is relevant for them. But the research that is conducted is also useful for the research group and, of course, the institutions and companies where we conduct the research.”

## **BROADENING HORIZONS**

She notices in her work environment that universities of applied sciences are broadening their horizons. Practice is being combined with science more and more. “I recently attended a scientific conference and expected to be the only person from a university of applied sciences. But there were lots of colleagues from other universities of applied sciences. The situation was completely different five or six years ago. You can tell that the world of universities of applied sciences is evolving and they are adopting a more research-oriented image.”

To pursue a career at a university of applied sciences as a PhD graduate, you need to make a link to practice at any rate. “It is important not to isolate yourself on your own little island too much. When conducting research at a university of applied sciences, you are very concretely focusing on practical application. Working at a university of applied sciences is particularly appropriate for those who miss the explicit added value for society in academics.”

**FOR MORE INFORMATION, PLEASE VISIT:**

**[WWW.WERKENBIJHOGESCHOLEN.NL](http://WWW.WERKENBIJHOGESCHOLEN.NL)**