**EARLY CAREER ACADEMIC DEVELOPMENT PROGRAMME**

**Development Needs Analysis**

**Name:**

**Line Manager:**

**Academic Pathway Advisor:**

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| **Academic pathway** (tick box) | [ ]  Learning & Teaching | [ ]  Research | [ ]  Enterprise | [ ]  Professional practice |

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| **Has the individual completed PgCert in L&T in HE and do they hold HEA Fellowship** | [ ]  Yes [ ]  NoIf yes, which level of fellowship do they hold?: |

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| **CAREER GOALS**What are your career ambition over the next 3-5 years? |
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| **STRENGTHS AND AREAS FOR FURTHER DEVELOPMENT**With reference to the expected outputs against the four pillars of Esteem, Innovation & Impact, Contribution and Academic Leadership, how do your current outputs align? What do you see as your strengths and what would you see as areas for further development? What evidence can you give that supports your assessment? |
| *Current outputs and areas of strength (including supporting evidence)* |
| *Areas for further development*  |
| **SUGGESTED DEVELOPMENT ACTIVITIES**Based on the skill gaps identified the following development activities have been agreed to enable you to achieve the expected outcomes of the ECA programme. These activities will be reviewed 3 – 6 months after your joining date of the University. |
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| **ADDITIONAL SUPPORT NEEDS**Are there any areas where you may need additional support or advice including the consideration of reasonable adjustments? |
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| **NOTE from the summary of development a development plan should be created in My Contribution. You can find further guidance on the** [**My Contribution pages**](https://staff.napier.ac.uk/services/hr/workingattheUniversity/MyContribution/Pages/My-Contribution.aspx) **on the staff intranet** |