



## Smooth Transition from Academia to a Career in AgroBiotechnology:

### Designing Carrier Plan

2023-1-SK01-KA220-HED-000160349

### **SURVEY REPORT**

Reported by UTB



Co-funded by  
the European Union

# Introduction

## General Survey Application

The project partners held an online meeting to revise project activities together. After the kick-off meeting, they began undertaking their assigned tasks.

### Responsibilities and Tasks

- UMH was the leading partner of Work Package 2. SUA took the lead in developing the initial survey content. The partners based this on 4 different topics in career development in line with the contemporary requirements.
- All the partners participated in survey question preparation and data collection through questionnaires, literature reviews, and teamwork.
- After the question preparations and arrangements, partners applied the surveys to their students, agrobiotech academicians and other relevant experts.
- Partners prepared their survey reports, including survey results and highlighting 5 important outcomes at the end.

## Date of Evaluation

15.06.2024

## Author(s):

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## Aims and Objectives of the Survey Application

The survey is designed to gather valuable insights from individuals interested in pursuing careers in the field of agrobiotechnology. The responses of the questions would directly contribute to the development of five key modules that will equip agrobiotech students and graduates with the knowledge, skills, and strategies necessary to navigate their professional pathway.

### Overall Objective:

Understand the aspirations, challenges, and needs of individuals in order to enter the agrobiotechnology industry.

### Section-Specific Objectives:

#### *Section 1: Demographic Information*

- Identify the current position of the participants
- Determine the participants' seniority in sector/years of study in university

#### *Section 2: Self-Assessment and Goal Setting*

- Encourage self-reflection and analysis of personal strengths and weaknesses.
- Help individuals visualise their ideal work environment within agrobiotechnology.
- Develop an understanding of the skills and qualities valued in the industry.

#### *Section 3: Networking, Job Search Strategies, and Interview Tips*

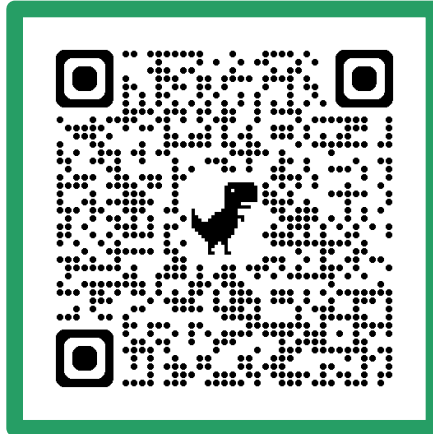
- Highlight the importance of networking in building successful careers.
- Inquire about job search strategies within the agrobiotechnology sector.
- Reveal the strategies for preparing and excelling in job interviews.

#### *Section 4: Professional Development and Training*

- Identify obstacles faced by individuals seeking professional development opportunities.
- Analyse the ideal balance between theoretical knowledge and practical experience.
- Showcase examples of effective training programs within agrobiotechnology.

### *Section 5: Career Advancement, Mentorship, and Coaching*

- Define the qualities individuals seek in a mentor within agrobiotechnology.
- Identify key leadership qualities for aspiring managers in the industry.
- Explore strategies for fostering collaboration and innovation in team settings.



We invite interested researchers and educators to see the survey questions on an anonymous survey form whose QR code is provided above and share their opinions with us as well.

# Methodology

## Evaluation Methods

Participants filled in a survey form including 4 multiple choice questions and 20 with checkboxes.

## Sample

29 responders participated in the survey applied in Zlin, Czechia. 17 of them were academicians, 10 were sector representatives, 1 student, and 1 other.

## Data Analysis Procedures

For all questions the frequencies of the answers were calculated.

The open-ended questions asking participants to specify their answer if they marked “other” provided an insight into the opinions of participants. And their evaluation were made through content analysis.

# Results

## Results by Section

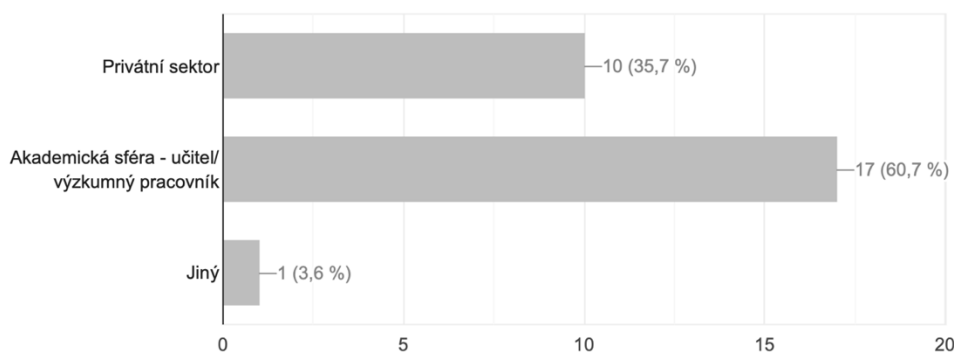
### Section 1

The data collected in this section includes the demographic information and participants' experiences.

#### Q1

##### 1. Sektor, ve kterém vykonáváte svou činnost

Správných odpovědí: 0/28



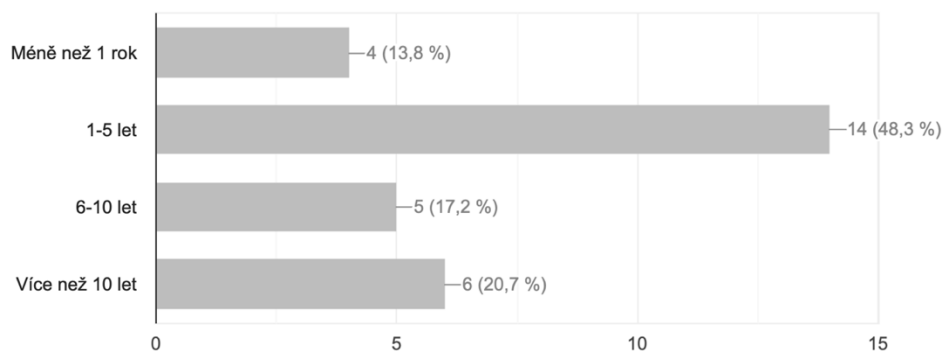
29 responders participated in the survey applied in Zlin, Czechia. 17 of them were academicians, 10 were sector representatives, 1 student, and 1 other.

PS: The student who participated in the survey forgot to fill in the first question.

## Q2

### 2. Vaše zkušenosti v biotechnologické oblasti:

Správných odpovědí: 0/29

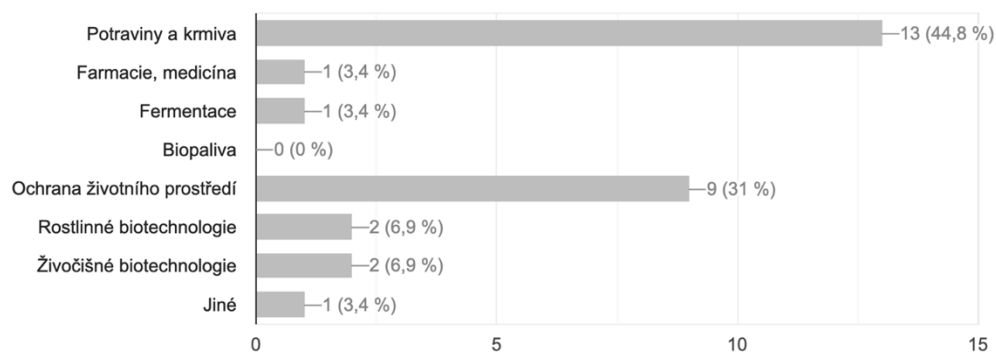


Most participants had experience in their field between 1-5 years (48.3%), followed by a group of participants with more than 10 years of experience (20.7%) in their field.

## Q3

### 3. V jaké hlavní biotechnologické oblasti pracujete?

Správných odpovědí: 0/29

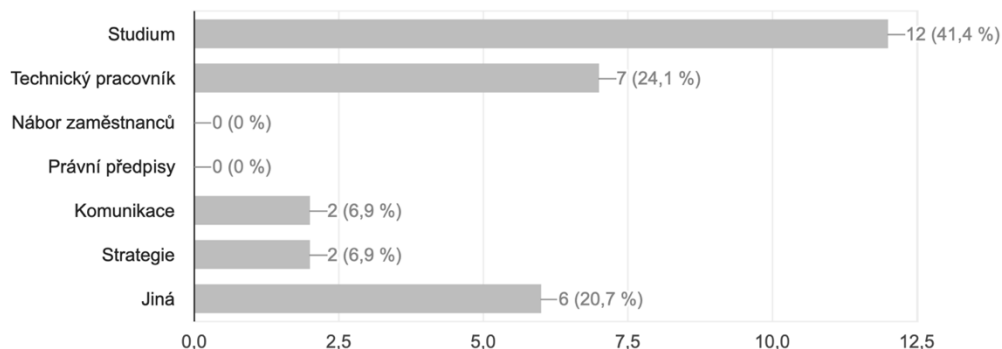


13 participants declared that they worked or wanted to work in food and feed field which is 44.8% of the responders.

## Q4

### 5. Jaká je Vaše úloha v organizaci, ve které pracujete?

Správných odpovědí: 0/29



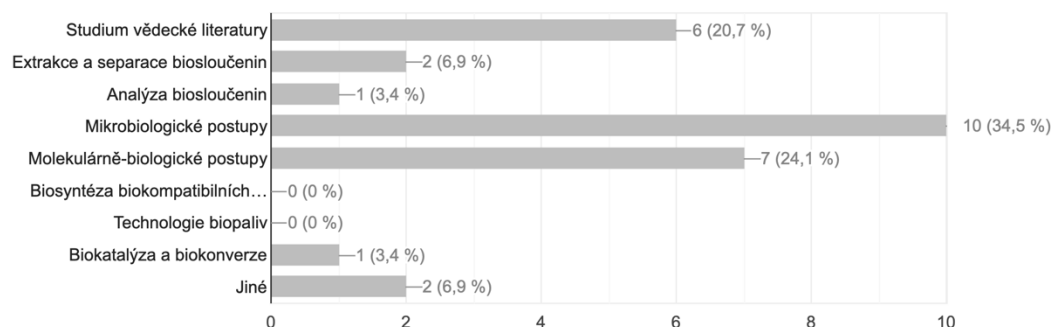
12 participants (41.4%) replied that they study. The second largest group (7 responders, 24.1%) is represented by people who work as technicians.

## Section 2 - Self-Assessment and Target Specification

### Q1

#### 1. Jaké odborné zkušenosti jste získali na akademické půdě a mohou pro Vás být užitečné v průmysle?

Správných odpovědí: 0/29

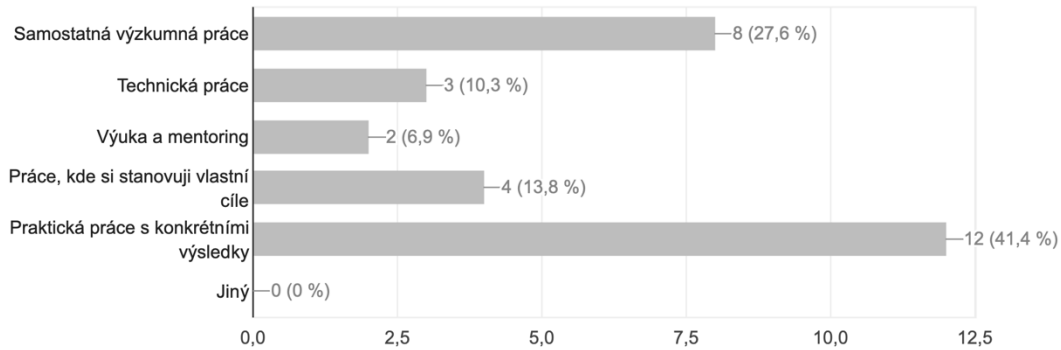


The most marked skill was microbiological procedures (10 responders, 34.5%) closely followed by molecular genetics procedures (7 responders, 24.1%) and research of scientific literature (6 responders, 20.7%).

## Q2

### 2. Jaký typ práce upřednostňujete?

Správných odpovědí: 0/29

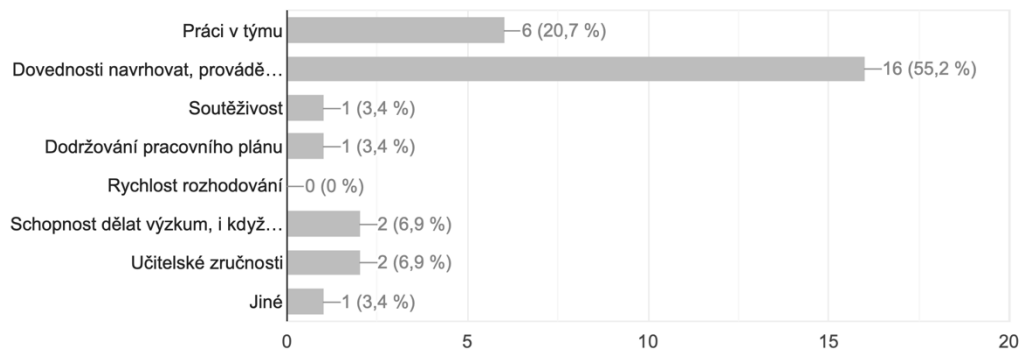


Practical work with tangible results was stated by many participants (12 responders, 41.4%). The second significant group (8 responders, 27.6%) prefer individual research work.

## Q3

### 3. Co považujete za své silné stránky?

Správných odpovědí: 0/29

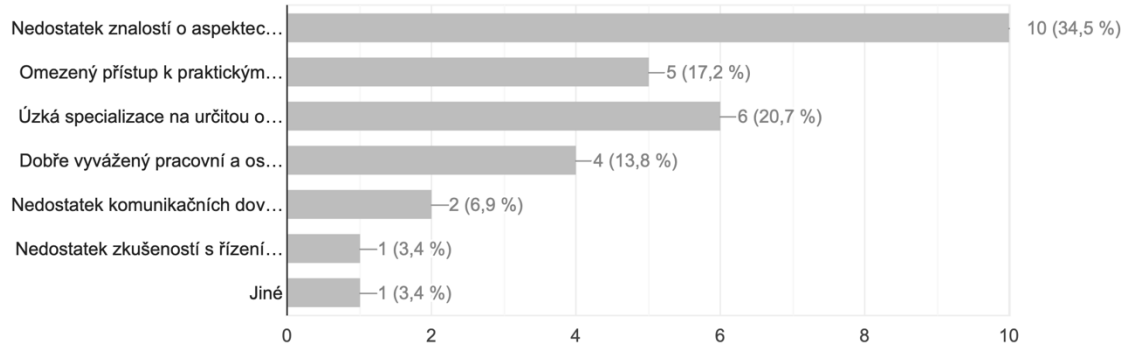


16 responders (55.2%) consider the ability to design, carry out and analyse experimental research results to be their greatest strength. The ability to work in a team was the second most frequently selected strength (6 responders, 20.7%).

## Q4

### 4. Co považujete za své slabé stránky?

Správných odpovědí: 0/29

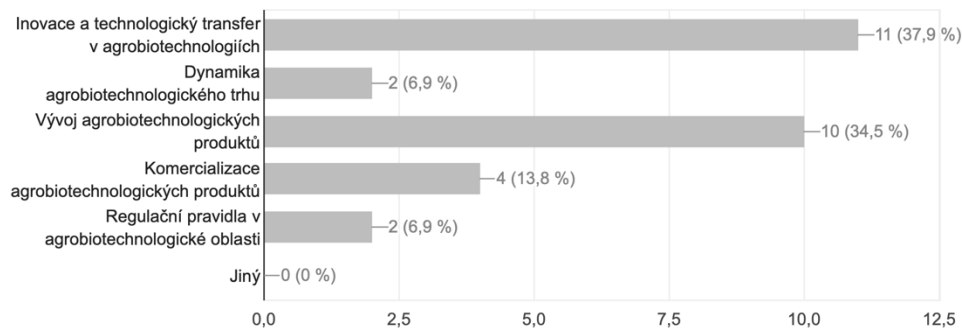


The largest part of the survey participants (10 responders, 34.5%) considers little knowledge about business-related aspects to be their greatest weakness. Other weaknesses such as narrow specialization in a certain area (6 responders, 20.7%) and limited access to practical aspects (5 responders, 17.2%) were also selected quite often.

## Q5

### 5. Který z následujících kurzů by Vám podle Vás pomohl zlepšit znalosti související s biotechnologickým průmyslovým prostředím?

Správných odpovědí: 0/29



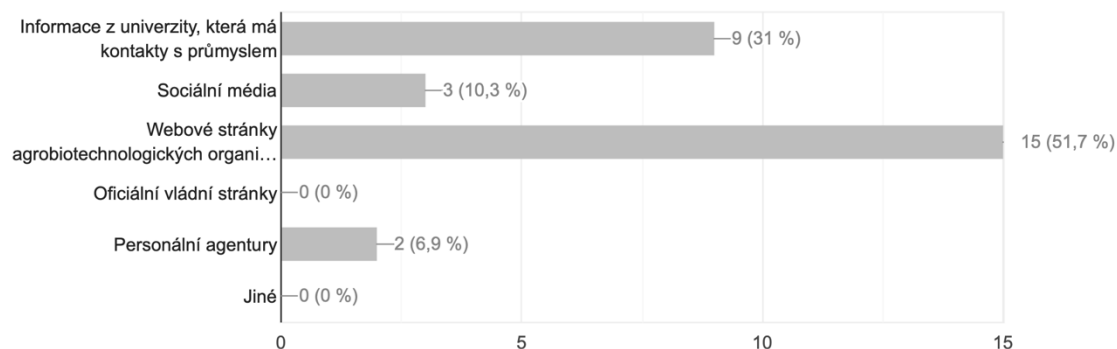
The participants mostly dwelled on two courses: Innovation and technological transfer in agrobiotech (11 responders, 37.9 %) and Agro-biotech product development (10 responders, 34.5 %) as courses that would improve their knowledge the most.

## Section 3 – Networking and job search strategies

Q1

1. Jaké strategie se používají při hledání práce v biotechnologickém průmyslu?

Správných odpovědí: 0/29

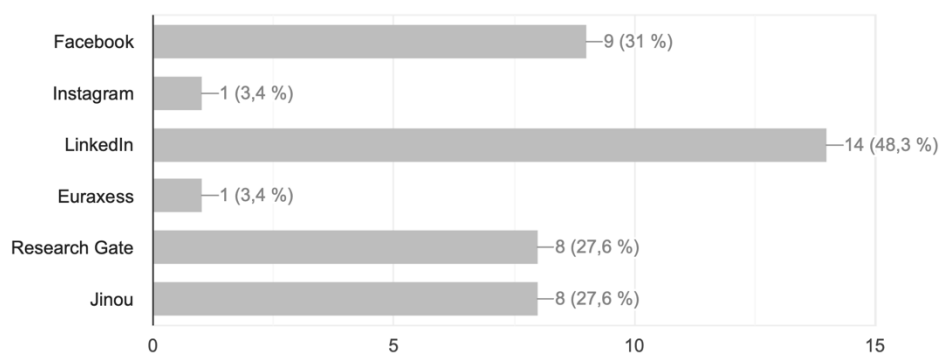


The majority of participants (15 responders, 51.7%) use the websites of agro-biotech organizations when searching for a job. Other significant group (9 responders, 31%) prefers to use contacts form universities.

Q2

2. Kterou ze sítí využíváte k hledání práce?

Správných odpovědí: 0/29

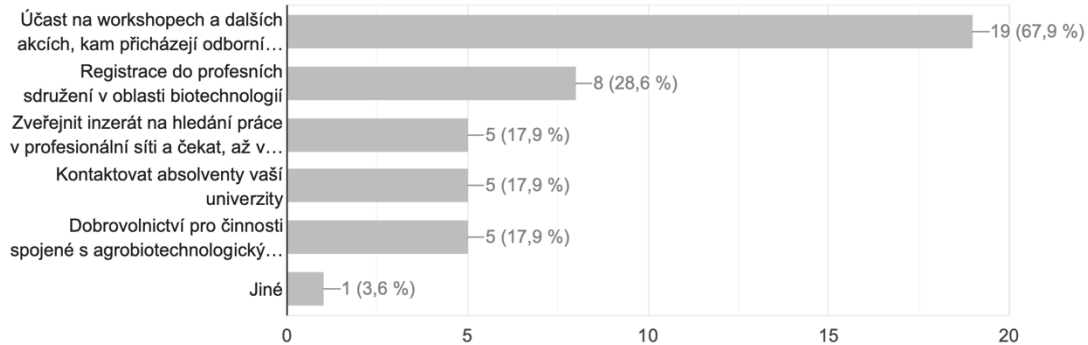


48.3% of participants declared that they mostly use LinkedIn social network for a job search, 31% of responders use Facebook this purpose. The same percentage of participants (27.6%) would choose research gate or another platform when they are looking for a job.

### Q3

#### 3. Co považujete za důležité udělat pro rozvoj kariéry a více příležitostí k nalezení zaměstnání?

Správných odpovědí: 0/28

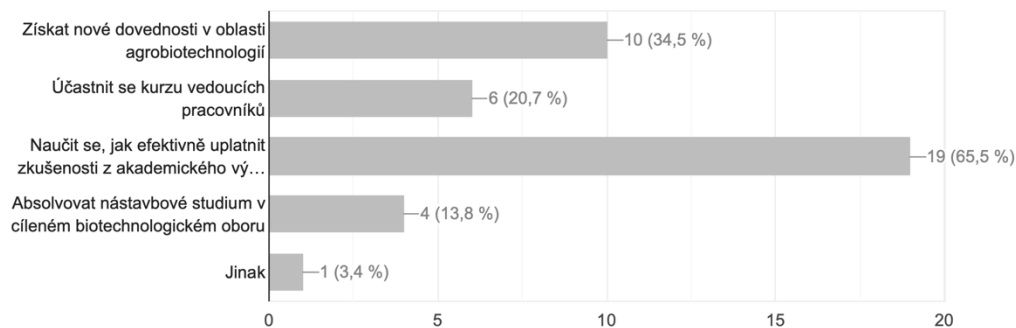


The majority of participants (19 respondents, 67.9%) consider it important to participate in workshops and other events where experts from the biotechnology industry come for future career development and new job opportunities.

### Q4

#### 4. Jak plánujete zlepšit své vědomosti, abyste zvýšili svoje šance nalézt práci v oblasti biotechnologií?

Správných odpovědí: 0/29

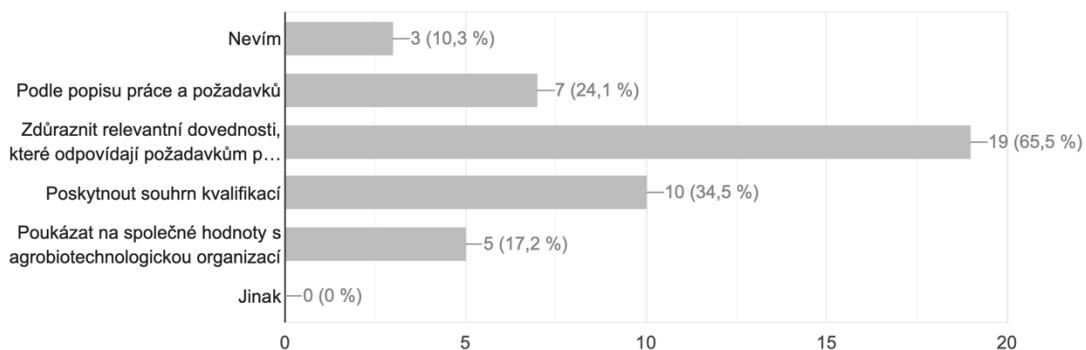


19 responders (65.5%) consider learning to effectively translate experience from academic research into specific skills for the agro-biotech industry essential to increase the chances of finding a job in agobiotechnology. Another 10 participants (34.5%) prefer acquiring new skills in agrobiotechnology as they strategy to find a job in agro-biotech industry.

## Q5

### 5. Jak připravit efektivní žádost o zaměstnání na pozici v oblasti agrobiotechnologií?

Správných odpovědí: 0/29



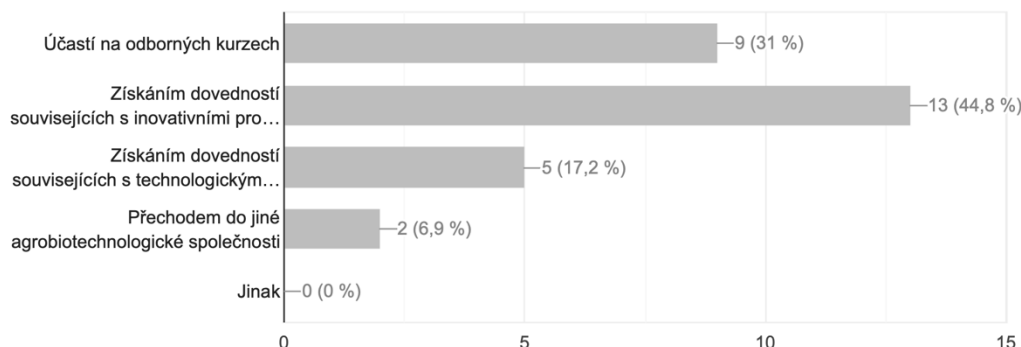
The prevailing opinion among survey participants (19 responders, 65.5%) was that it is important to emphasize relevant skills that match the requirements of the job when preparing an effective job application. The second most emphasized opinion (10 responders, 34.5%) was that it is necessary to provide a summary of qualifications.

## Section 4 – Professional development and training

### Q1

#### 1. Jak plánujete rozvíjet svou kariéru v oblasti agrobiotechnologií?

Správných odpovědí: 0/29

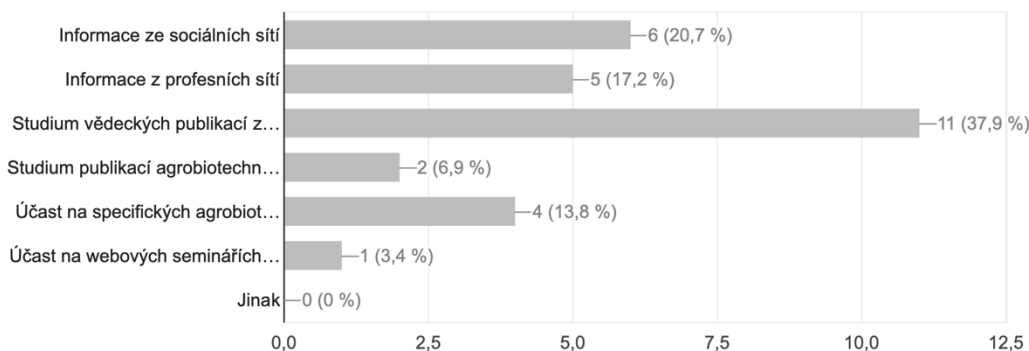


To the question “how do you plan to develop your career in agro-biotech?” 31% of the participants gave the answer “by participating in professional courses” and 44.8% declared that by acquiring skills related to the innovative projects in the agro-biotech field.

### Q2

#### 2. Jak chcete být informováni o nových trendech v agrobiotechnologiích?

Správných odpovědí: 0/29



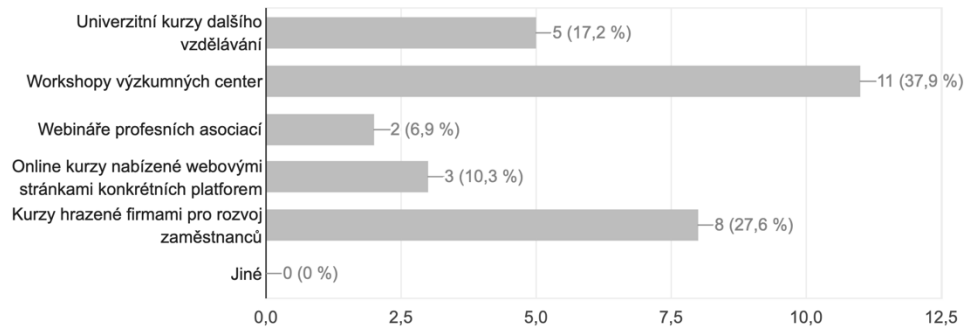
Participants are observed to use a diverse range of resources to learn about emerging trends in agrobiotechnology. The most common way was reading scientific publications in agro-biotech domain (11 responders, 37.9%) followed by obtaining information from social networks (6 responders, 20.7%).

### Q3

3. Existuje mnoho studijních programů, které můžete navštěvovat, abyste si zlepšili své dovednosti.

Které z nich jsou podle vás nejužitečnější?

Správných odpovědí: 0/29

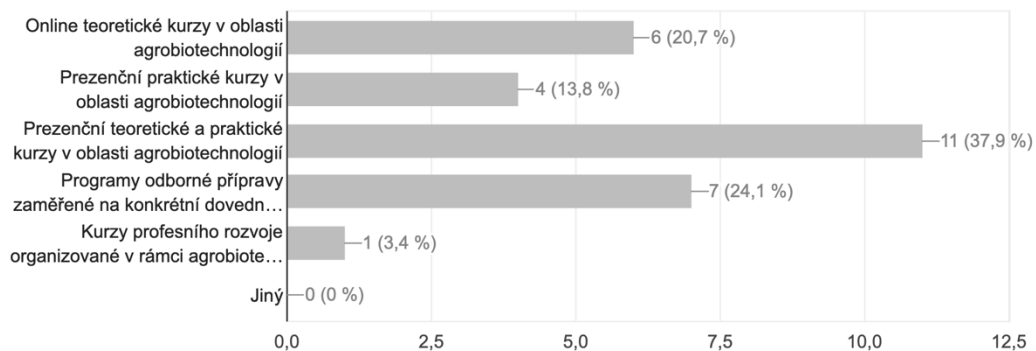


The survey participants identified the following three courses as the most useful in descending order: Research centres workshops (11 responders, 37.9%), Courses paid by companies for development of their employees (8 responders, 27.6%) and University continuing education courses (5 responders, 17.2%).

### Q4

4. Jaký druh vzdělávacích programů preferujete?

Správných odpovědí: 0/29

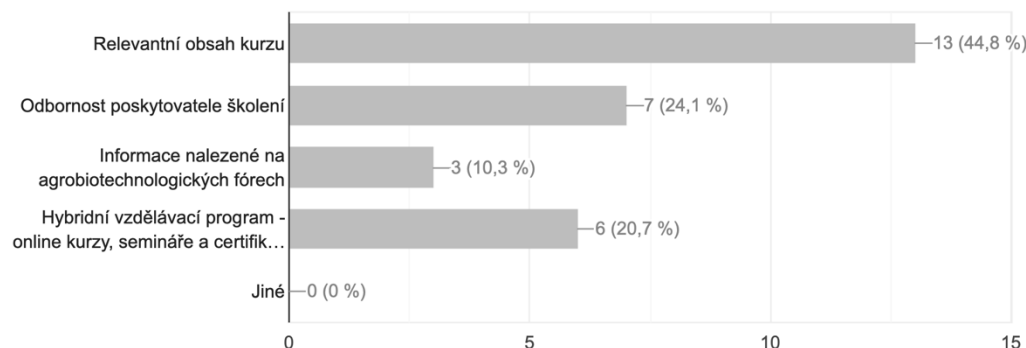


For professional development, face-to-face theoretical and applied courses were the most appealing to the participants (11 responders, 37.9%) followed by skill-specific training programs offered by specific agro-biotech platforms (7 responders, 24.1%) and online theoretical courses in agro-biotech domain (6 responders, 20.7%).

## Q5

### 5. Pro nejlepší odborný rozvoj v oblasti agrobiotechnologií je důležité:

Správných odpovědí: 0/29



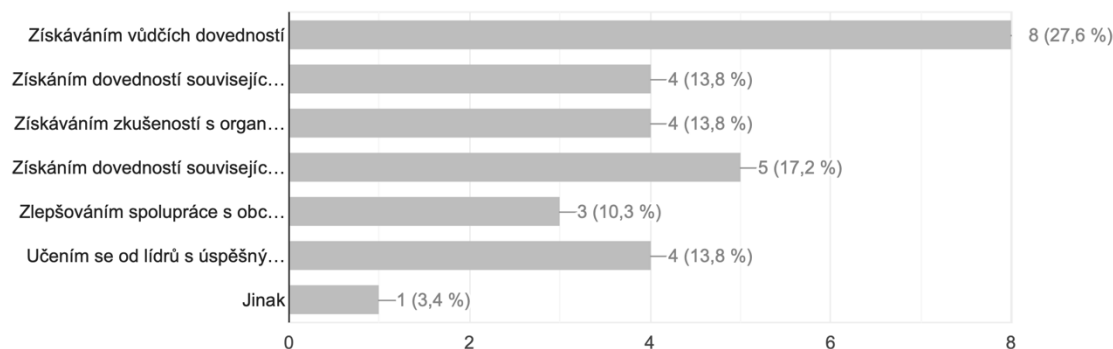
For the best professional development, according to survey participants, it is the most important the relevance of course content (13 responders, 44.8%). The second most frequently represented opinion on this question was the expertise of the training provider (7 responders, 24.1%).

## Section 5 – Career Advancement

## Q1

### 1. Jak plánujete postupovat v kariéře v oblasti agrobiotechnologií?

Správných odpovědí: 0/29

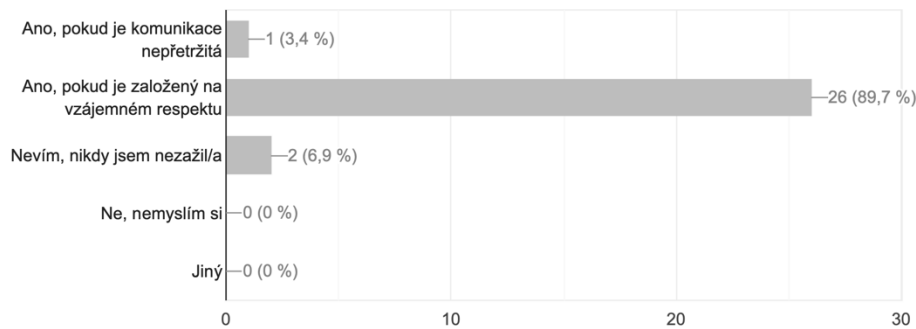


To the question “How do you plan to make progress in your career?” 27.6% of the participants gave an answer “by Acquiring leadership skills”. The rest of the respondents' answers were fairly evenly distributed among other options.

## Q2

2. Domníváte se, že vztah mentor-svěřenec může být účinným způsobem kariérního postupu v agrobiotechnologiích?

Správných odpovědí: 0/29

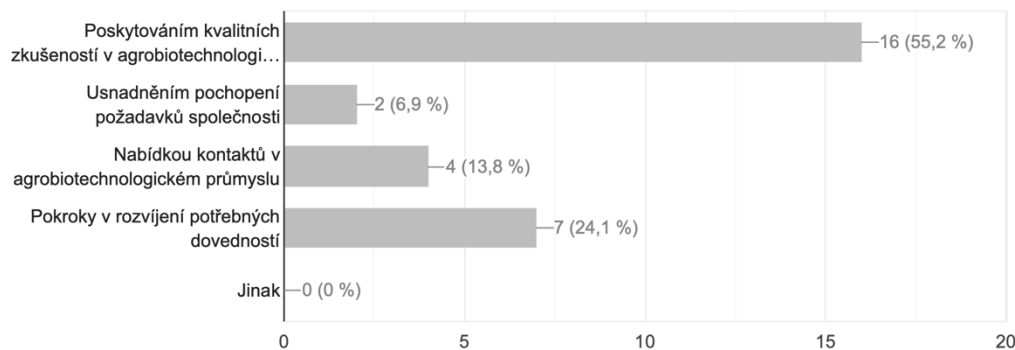


The participants stated that they considered mentor-mentee relationship to be effective for career development in agro-biotechnology if the relationship is based on mutual respect (26 responders, 89.7%).

## Q3

3. Jak Vám může mentor pomoci ve Vašem profesním rozvoji v oblasti agrobiotechnologií?

Správných odpovědí: 0/29

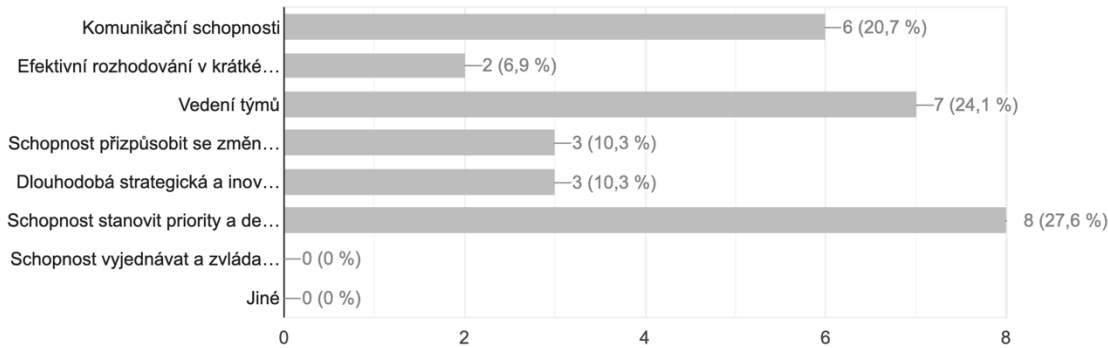


55.2 % of participants think a mentor can provide quality information and experience in the field of agro-biotechnology. The second largest group of participants (24.1%) is of the opinion that a mentor can help with progress on how to effectively develop the necessary skills.

#### Q4

##### 4. Jaké máte dovednosti, které z Vás mohou udělat manažera v agrobiotechnologickém průmyslu?

Správných odpovědí: 0/29

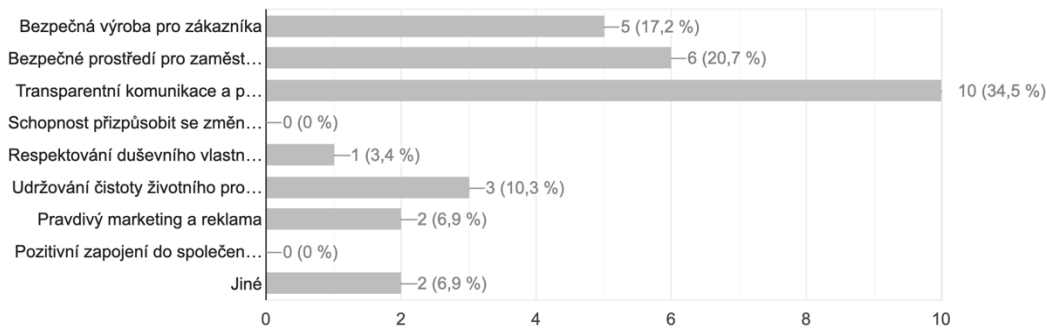


Skills that could help in career growth to manager were identified by 27.6% of the participants as the ability to prioritize and delegate tasks, 24.1% of the responses were team leading skills.

#### Q5

##### 5. Které z následujících etických zásad považujete za důležité dodržovat jako manažer v agrobiotechnologickém průmyslu?

Správných odpovědí: 0/29



34.5% of participants consider it important to follow transparent communication and practices as one of the important ethical principles of a manager in the agrobiotechnology industry and 20.7% of responders attach importance to a safe environment for employees.

# Analysis and Discussion

## Conclusion

5 main takeaways from the analysis.

In Czechia sample:

- Most of the participants (60.7%) were academics with 1-5 year of experience in the field (14 responders, 48.3%).
- 13 participants declared that they worked or wanted to work in food and feed field which is 44.8% of the responders. Only 2 responders (6.9%) worked or would like to work in the field of plant biotechnology.
- LinkedIn and Facebook were the two most preferred social media platforms for job seeking and networking.
- All participants concurred that learning new skills in agro-biotechnology is crucial for job seekers to broaden their knowledge and boost their career prospects in the industry.
- Participants utilize a variety of resources to stay informed about new trends in agro-biotechnology, with the most common method being reading scientific publications on the subject (11 responders, 37.9%).