##### Researcher

So I guess to begin, obviously, I've had a look at your profile on the website, so I know a little bit about you. But I guess kind of, in your own words, could you tell me about yourself in terms of your sort of background, your career and your current role, please?

##### Participant 33

Okay. Well, my career and background are a little bit strange and unusual I think, in that about 20 years ago I did a PhD in [non-management subject] with the intention or assumption that I would continue in that field. But I had, before that actually, had a bit of experience doing other things. So I worked for a bit for a very successful start-up called [organisation], which created a new kind of [product], it was in the mid 90s, which still exists and is still probably as good as it gets. But anyway, it was very, very new at the time. And the reason I worked for them was because I knew somebody from college was one of the guys who developed it. And so I just went to work for them, answering the phones and that kind of thing while I was trying to get my PhD funding sorted out. Anyway, that was quite an interesting experience for lots of reasons. And after that, I actually worked at the business school for a bit on a project which was to do with... I guess it was to do with [topic] in big engineering firms. And we did some work with [company]. So I did those things before I did my PhD, but I thought "well, these are things I'll do to fill in, and I'm going to go and have a serious proper academic career doing science". So I went off to do this PhD and did it and completed it and realised in the process of doing it that it wasn't really for me, I think, because, not because the subject matter wasn't interesting, but really because of the method of working with people, I found quite frustrating and limiting... that I was just kind of collecting a couple of types of quantitative data and analysing that, and actually I like talking to people and finding out all the qualitative and surrounding kind of stuff. So although it was interesting, I found that the interaction with people that I had who were taking part, very limiting. Partly because I found out relatively little about them and just extracted this one kind of measurable quantitative variable, and partly because I think they couldn't understand very much about what I was doing. So I didn't find that very rewarding I suppose. And I wasn't really quite sure what to do after that. I went to work for another start-up which was spun out from the university selling [product], but that didn't work out, really. I just worked for them for a few months, and then I went back to the university again, did a postdoc at the university [department] for about 18 months, which was looking at [issues]. So I guess that kind of got me into [subject] and obviously having a [disciplinary] background is useful for that. But it is different from what I've done before. Again, kind of to some extent I guess overlapping with the stuff that I'd done at the business school, in that it's thinking about [area] and thinking about how to make things work better. So I did that, funding ran out, had to get another job, went to work for a big [agency] in [city] for a while, which was also interesting for a bunch of reasons. So I just kept moving sideways all the time, basically. And then I took some time out to have kids, which ended up being longer than I expected. So I had about twelve years at home looking after my kids and then didn't really know what I was going to do next, because obviously none of this is any kind of obvious career path at all. It's just a series of happenings, really. And I was a bit unsure what would happen next. But I started looking around for jobs, and I started looking on the university's list that they send out every week of what vacancies are available. And I spotted this particular project, which I'm now working on, and actually I kind of ticked all the boxes for it. It was really weird. It was the first job that I'd actually applied for, and they wanted somebody with a [discipline] PhD, they wanted somebody who's got experience of working with [groups of professionals], they wanted somebody who was interested in [topic] but also with a kind of a social science background, interest in organisations and that kind of stuff. And I just thought, "oh, I should probably apply for that then". Haha. So I did. And then I got it. And they said to me in the interview, why do you think you'd be a good person for this job? And I said because I almost never see a job advert that fits my really weird background and profile. But in fact, if you look at the list of things you want, I sort of tick all the boxes. And they obviously agreed. So I started working again at the business school at, I think it [year], and my contract is for four days a week because I asked if I could - I mean, I actually work every day, but, because my kids are in school, I wanted to be able to leave at three in order to be able to collect the younger ones from primary school. So yeah, I work a little bit less than full time, but now I have no idea what hours I work, to be honest, because I'm at home and they're at home and I just do what I can when I can, just get it done. So, yeah, the project that I'm working on, it's 50% funded by [organisation], so we're quite involved with [organisation] and the work that we're doing - because it's all concerned with their plans to [organisation-specific information]. And there are a bunch of different universities involved, and we're the only people who are doing the kind of social science, organisations, people kind of stuff - everybody else is doing kind of [alternative disciplines] type stuff. So yeah, we're in an interesting and slightly funny position, I suppose, because we're a bit unique. But yeah, it's really fun and interesting and that's what I'm doing.

##### Researcher

Excellent. Thank you. That's a really good overview and a very varied background as well. Yeah, I guess sort of by nature, your own kind of discipline is very interdisciplinary in itself. So I guess coming from a [discipline] background and dipping in and out of industry and academia, did you ever kind of envisage that you would end up in a business school? Is that something you saw for yourself? Obviously, I guess, you had previous experience at the business school a while ago?

##### Participant 33

Yeah, I mean, I guess the first time around it was just a kind of a weird serendipitous accident that I ended up getting the job at the business school the first time around. And was it fascinating, it was one of the most interesting projects I've ever worked on, really. But it was a bit random and a bit kind of lacking in senior academic direction in some ways. And I couldn't really, I mean, the circumstances under which it got funded were all a bit strange, and it wasn't like this was an established person who was definitely going to kind of keep on getting money and who I could see supervising me for a PhD or anything. So I never at that point seriously thought, "oh, I should change my plans". I'd got this plan in my head that I wanted to do a particular kind of PhD in [discipline], that was what I was working towards and talking to people about and sending people letters about and going doing interviews for and all this kind of stuff - that was my trajectory at the time. And although I found the project at the business school very interesting and eye opening in all sorts of ways, it never at the time really offered an alternative route. I didn't think, "oh, actually, I should do a PhD on this with that person, that would make a lot more sense". You know, I never established a relationship with somebody that made me think, "oh, actually, maybe we should work further together". So I guess, like I said, I was just kind of filling in the time until I could do the thing I planned to do, which I then went and did. But then, of course, I discovered that wasn't... I mean I never considered giving up my PhD. I was always committed to finishing it, and I was interested in it. It was a good thing to do, and I'm glad that I did it. But I think I did kind of burnout with it a bit. And some of the reason for that was that, you know, it was a project with [vulnerable group] and getting into [organisations] is an absolute nightmare, because [organisations] are very tightly run ships. They have their own priorities. Obviously, they need to do what they need to do in order to get the stuff done. And if they let you in, then you have to fit into whatever their needs are all the time, because they're doing you a massive favour. And if you have any kind of problems or difficulties, they're cross with you, you know, there's no chance of them accommodating you in any way. Basically, you have to do it the way they want you to do it. And if you need something different, then that's tough. And if they decide they're going to do something which actually screws up your arrangements, well, you just have to live with it and smile and you're on your own the whole time. And even getting into, you know, even contacting them is really hard, because obviously they are busy all the time. They don't want to be answering the phone, you know? So you never know, you're sort of trying to contact people to get them to participate. And if they don't answer, it might be because they hate you and want you to go away and stop boring them. Or it might be just because they're really busy, but they actually are willing to cooperate and you just don't know. So you just keep phoning them until you get a definite answer from somebody who either says get stuffed or says, oh, actually, yeah, we could put you in. So I just found that all quite draining, really. And not particularly fun. And it kind of sounds like a peripheral thing. It's not a thing you think about. You think, oh, am I interested in the subject of study? Yes. I'm very interested in [vulnerable group] and what's going on in their brains and how they think about this, that and the other. These are all interesting questions, but this particular way of going about studying it is a bit soul destroying and that honesty just hadn't really occurred to me... that it was going to actually just really wear me down. And yeah, I had some other, my supervisor had health issues just as I was writing up, he had a stroke and was in hospital and nobody told me or looked after me or anything. So I think I was just exhausted by the time I got to the end of it all. And I did actually get an offer of a [discipline] postdoc in [another university]. But I just... first, I couldn't really face, I could just about face moving. But then also it was going to be more contacting [organisations], and although my parents lived in [city] at the time, I could have briefly moved in with them while I tried to sell my flat and stuff, I just thought, I'm not really sure I can face going through all this, really. Especially as it's a two year contract. And will I get another job afterwards? Probably. But maybe not. And I didn't know anybody else in [city], so I gave up that opportunity. And sometimes I've kind of gone "maybe I should have done that, maybe that would have been interesting, maybe I should have worked with that guy, he was good". But at the same time, at the time, I couldn't really face it. And I just stayed where I was and went and worked this company, which then didn't really work out. So, yeah, if I'd been properly committed to continuing in that kind of line of work, then that's what I should have done. That was like a sort of a turn in the road, really, where I didn't do that. And sometimes I think, oh, I should have done, you know, I should have been more committed and done that thing. But then, actually, if I wasn't really enjoying the process of doing the work, it was probably a wise decision not to, even though I didn't really know what I was going to do instead. Sorry, I've gone slightly off on a tangent, but I think when it came to a later stage of thinking, what will I do? You know, after having had this kind of slightly meandering career and then taking a load of time out and thinking, am I even employable at all? And I started thinking, what could I do? What would I like to be involved with? I mean, that was the point when really the business school kind of came back into my mind because the school has expanded massively since I was there ages ago. And they're doing all sorts of interesting innovative things now that weren't happening in the past. It's just a much, much... you know, we've got a whole new building, they've got all these research centres doing interesting stuff like risk studies and sustainable economy and social entrepreneurship and all kinds of things. And I, in fact, went there a couple of times for talks. There were some talks to do with start-ups and people who were coming from Silicon Valley to kind of encourage everybody about start-ups and ideas and how you do that. And so I just went to that out of curiosity, really. And then I went to something else that was... some stuff was going on in the [research centre], and I just kind of got a nice feel about the place. And I thought it would be great to come back and work here again. I would really like to do that. And then I saw this advert and it just sort of fell into my lap, really. And it was just sort of a bit perfect because I had a friend who was also looking for a job around the same time, and we used to chat about things and we were both like "oh, we quite like the school and we've been to these talks", and it was good. And then this job came along and so it was just perfect, really. So yeah. It's almost like at this point, I feel like maybe I've found my niche, whereas before I never quite did. It wasn't [discipline], it wasn't [discipline]. It wasn't any of the companies that I worked for, interesting though they were, and useful though those experiences were, now I feel like, actually, maybe this is where I belong. So that's quite nice.

##### Researcher

Okay. That's really interesting. And I guess, talking about what you're doing at the moment then, in terms of your current job role, so you obviously mentioned to me in your email that you don't do any kind of teaching or anything like that - is your time spent sort of 100% on research? Do you have any kind of admin responsibilities as well that go along with that?

##### Participant 33

No, it's 100% research. I mean, actually, if I found a way into doing a bit of teaching, that would be nice. I've certainly done some undergraduate supervising in the past, so that would be fine. And I did a whole course last year before all the Covid-19 thing ended everything, hadn't quite finished, but there was a programme that they were calling something like "research and development programme" or something that was being run by the university, where what they were doing was they were getting [early career researchers] involved in delivering career development kind of stuff to PhD students, basically. So there was sessions on how to facilitate and how to deliver... quite generic kind of content, I suppose, about how do you cope with this or that situation as a PhD student, what do you need to think about moving on in your career, what do you need to think about when you're taking on supervising undergraduates for the first time, et cetera. So a bunch of stuff that PhD students confront and they had got us into kind of slightly different, there was a sort of a more artsy stream and a more science-y stream, and I guess I was on the slightly more science-y stream... but yeah, we got to meet all these other [early career researchers] and we got to talk about these different things in sessions that were similar to the ones that we would in fact be running ourselves once they got us doing this. They were basically trying to expand their offering and they thought they could use [early career researchers] to do this and give us the opportunity to kind of build our teaching and presentation experience for career reasons, which was a really good idea. And unfortunately, it all just fell apart at the last minute because Covid-19 basically closed the whole thing down, about this time last year. So it started in October, and then it was supposed to continue through to the summer, and we were supposed to all have an opportunity to try out leading a couple of sessions and so on. But then that didn't happen. So that was a slight shame because I was looking forward to having an opportunity to do that kind of thing, which is, especially for me because I'm so interdisciplinary, I don't fall into a neat bucket of "oh, yes, I can obviously supervise this". I could lecture or supervise all kinds of different things, actually, but I guess people don't immediately think to ask me, and it's not obvious to me exactly how to pursue that. So this was a good alternative for me, but unfortunately it stopped. So, yeah, I don't have any teaching responsibilities, and in some ways that's a little bit frustrating because it leaves me a little bit isolated and a little bit outside the main concerns of the institution, I suppose. It is very focused on delivering content to students in a way that is helpful to them and making sure that they're engaged with and happy with what's happening and that they feel they're getting good value for money, because obviously they're all paying a lot of money to come and study here. And, yeah, so it does feel a little bit odd that all that is kind of rushing past, lots of professional staff as well as academic staff are very focused on making sure that we're a well oiled machine that is providing that to people, and I don't really have to do anything about that at all. I know about it because I go to the staff meetings and I hear people's concerns and I understand what's being done to try and manage with Covid-19 and everything else. And all the very hard work that people are doing to try to ensure that things run as well as they possibly can under the difficult circumstances and so on. But I am not personally involved in any of it, which is a little bit strange.

##### Researcher

Is that because you're on a [research] contract?

##### Participant 33

Yes. Yeah. I'm basically employed on a grant to do the stuff that I do, and that's it. That's my job.

##### Researcher

And is that on like a fixed term basis?

##### Participant 33

Yes. It was initially until the spring of this year. I think my first contract, which hasn't quite run out yet, runs until the end of April, I think, this year. But when the project as a whole got reviewed some months ago, I think it was last spring or summer, the funders all decided they were happy, [funding organisation] were happy, and the [research council] or whoever it is were happy. And so it then got extended. So I think it now runs until 2022, and I think there's a possibility that it will continue further than that as well, although, whether I'll be offered another contract, I don't know. And I suppose there's also a question of whether I want to carry on doing this indefinitely. Obviously, the project won't go on forever, but do I just want to continue doing what I'm doing or do I want to try and think about what else I could do? And again, as usual I think "oh, well, how do I pitch myself? What is it I might be wanting to do next anyway? I'm not entirely sure". So yeah, and I think I've just been getting a little bit of itchy feet recently and realised that probably it's to do with being stuck in the house, not really to do with not being happy with my job. The problem is that I'm doing my job entirely from my spare bedroom and spending all my time at home with my family and never getting out there and meeting people and doing stuff and seeing things and all the things that, you know... and I kind of miss that. And I thought that's nothing to do with the job is it, it's to do with the fact that we're all stuck at home and nobody can go anywhere. So yeah, I certainly want to persevere with this for quite a bit longer yet, because I'm hoping to get some decent publications out of it - apart from anything else, I don't want to be moving on until I can say, look, we've produced this, that and the other. I at least want to do that. And like I say, I largely like it. I think it's kind of a bad moment to judge when you've been stuck in your house for a year and not able to even meet your immediate colleagues really.

##### Researcher

Yeah. That's really interesting. And you mentioned there sort of the publication side of things. So I guess what I want to ask leading on from that is, in your kind of current position, as someone working on this specific project, what are the kind of expectations of you as a researcher in terms of what you're perhaps expected to achieve during the duration of your contract? And that could be in terms of publications, perhaps conferences, maybe even kind of impact activities, that kind of thing. What are the kind of expectations of you?

##### Participant 33

Well, I have been largely reading and writing for most of that time I suppose. And I've done an enormous amount of work on a literature review which then ends up being too big. So we're sort of trying to cut it down and make it into a more digestible form for people. And a version of that is quite close to completion and will go up on the website for the project, for the people who are within the project to just read. I mean, obviously it'll be public as well, but it's not like a publication, really. It's available if anybody cares about it. But it's not peer reviewed and all of that stuff. And we are also planning to create something quite similar, a version of that, or one or two papers from that, that we'll submit to conferences in the first instance, and see how that goes, and take comments and then see what we can do with submitting to journals later on. And I think my boss is also producing a paper at the moment, which I expect, you know, he'll be an author on this review thing, I'll be an author on the thing that he's writing, which is based on some interviews we've been doing. So yeah, we've done a load of interviews, mostly on Zoom. We did do some before all this happened face to face as well. But we've done quite a lot on Zoom. We've been interviewing, first of all, just anybody that we had contact with or could drum up an interest from, who was working in any kind of related industry, really. So people who were working in [fields]. I can't remember what all people were working in, actually. I mean, basically we just called in a load of our contacts and said can we talk to you for an hour or so, and got them to talk about [topics] and how all those things went together in their minds, and got some quite different kind of perspectives out of people, that was quite interesting. And then we did a sort of a second round where we focused more on the [topic] angle, I suppose, and not so much on the technology. And we were talking to [stakeholders], those kind of people. And those have taken a slightly different shape. I think more of those have been bigger industries, we've just been talking to a big [industry] company. That's been fascinating, actually, because we got four people...we've done some case studies as well, and that [industry] company is going to be one of the case studies. And there's one on [another industry] which I think my boss had largely completed before I joined, actually. And I've been talking to some [companies] about how they manage their [activities] and all that kind of stuff. And so where we've got two or three people in the company and can get a more well rounded picture of what's going on, then we're focusing on those as case studies. So I guess I'm expected to be involved in those interviews. Some of them I've conducted on my own, usually either my boss or... so because I'm only doing four days a week, there was one day's funding left over. So there's another researcher, who's also a PhD student at [university] I think, and has various other things that he's doing, but he's also employed on our project one day a week. So he's involved in quite a lot of those interviews as well. So we're just getting the interviews done, writing those up and writing up the literature review material as well. I guess also presenting back to the people in the project. I did a talk quite early on, a sort of plenary meeting, with all the universities and all the [organisation] people, just about what I'd done so far with the literature review, and more recently, my boss did a kind of talk to everybody online about all our progress so far and all the different kinds of stuff that we've been thinking. So yeah, communicating that way, probably pretty much covers it.

##### Researcher

Okay. That's really interesting. And I guess something obviously in your kind of career history and your background is that you mentioned, you've sort of dipped in and out of different kinds of roles outside of academia as well as kind of inside. And obviously at the moment, you're working on this project that is partially funded by [organisation], it's obviously quite practice focused, practice oriented, with kind of more practical outcomes, I guess. Is that something that is kind of important to you - to sort of be working on something that's got kind of more of an impact focus in terms of actually engaging with external stakeholders and sort of making a difference in a way?

##### Participant 33

Yes. Yeah, definitely. And I think it's one of the reasons that I have oscillated between academia and industry. It's because I found both frustrating in different ways. I found academia frustrating because you end up being focused on whatever the goals are for publication. I mean, whatever it is that the conferences or the journals want, is kind of what you have to think about. You have to think about them. So when I was working at the [alternative department] and we were trying to get stuff published... in [interdisciplinary area] it is all very conference focused, they're not very bothered about journals, journals are kind of a secondary thing, and part of the reason for that is because it's [topic] and people are obsessed with novelty. And so, to me, I don't honestly care whether something is novel just for the sake of it. What I'm interested in is how people engage with that and what its benefits and disadvantages are. And it wouldn't matter to me if I was reading a study of something that happened 5 years ago or 15 years ago. I mean, I read a fascinating story recently - I say story, I mean, it wasn't a story, it was an academic paper - but it contained a fascinating story from the mid 90s about [topic], and it was massively disruptive to the whole culture of the [market]. And so, anyway, I found that fascinating. And the fact that it's 20 years ago or so doesn't matter to me. But for the conferences, you'd submit something that you thought was interesting or worthwhile about what it was that people were doing in relation to some [phenomena] or other, and then they'd go, okay, well, we want you to make some changes, we're not happy with this, that or the other. And you go, fine. Okay, we'll fix it, and then you send it back in, and then people would write back on their reviews kind of like "I think I've heard about this before, it doesn't seem very novel". And you're like, "whatever!" I don't care whether it's novel or not. Do you think what we have to say about it is interesting? What is interesting here is what the people did with it, not whether the [phenomena] is the latest thing out of the box. I mean, obviously there's always a new thing out of the box. You can't keep up if you, you know, how can you do academic work in that way? And I find it very frustrating because I'm interested in design and in good design and I felt that this was much more, you know, people were just obsessed with what is the newest thing as opposed to what is the best thing or what actually works or what kind of problems do people have that you haven't really thought about because you're so busy careering onto the next thing. So I found that kind of annoying. And I thought, well, I'll go and work in industry - well, I didn't think that, I kind of thought I needed a job, is what I thought. But I ended up going and working in industry. And I was in a [department] in this company, and I thought, oh, good, now what I do will make an impact. Now, instead, I won't start writing papers about things that nobody wants to read because it's last year's news. Instead, I'll be giving advice that people who are making something will care about, because I will be telling them how to make it better, and that will make a difference. And it turned out, of course, there's a load of random politics that affect whether what you do makes a difference or not. So I had one project, which was was for [organisation], and it took place over two years, I think, and I got very involved in it. And in many ways it was very boring. They had a scheme for customising some of their products to do various things. And they wanted to know whether this made a difference or not to the functioning of the product and people's perception of the product, and so on. So we tested a load of these snazzy products against a load of other products that hadn't been customised... and of course, it made no difference at all. But we found out lots of other things about the functionality of the product that were quite interesting. So we managed to make them a report, which told them some interesting things besides just the disappointing news that their fancy programme made no difference at all to anything. But we had something else to tell them, I guess. But by the time we delivered our enormous report that they paid huge amounts of money for, they had some sort of internal reorganisation and the people who had originally decided that this was all a good plan and they should give us all this money were no longer in charge. And the people who were now in charge were like, "oh, yeah, whatever, we paid for this two years ago. Fine. Thanks very much. Job done. Bye!" And you sort of go oh, well, that's a bit of my life I'm never going to get back, isn't it? But on the other hand, I did one project which only took a couple of days, I think, where I was interviewing [professional group] about a [service]. I was showing them this [service] and a little presentation type thing that a company was putting out and interviewing them about what did they think of it, and they all hated it. They totally hated it. It had all wrong messages in it. But the client were then really pleased because they got a load of insights into how [professional group] think that they obviously didn't grasp. They just had no idea how [professional group] tend to think about what it was they were selling. And they went, "oh, good., brilliant, that's really, really useful". So I felt like I had an impact in two days that I didn't have over a couple of years, really, with the other project. So it's quite random whether or not things make a difference, I think. It depends on who you're talking to and what you happen to have to tell them at the time. And so yeah, I guess I've always wanted to both be doing something that is practical and has an impact in the real world, and that, on some level, makes some kind of wider contribution. So it's not just about this client or that customer, but what you're doing kind of changes how people see things or how they think about something and contributes towards better solutions in the future. So that's my ideal, is to be doing both of those things, but I think that's a bit of a difficult balancing act in practice.

##### Researcher

Yeah. That's really interesting. So you have this kind of personal interest in the kind of impact side of things. But you have also kind of mentioned there is that view in academia, publications, and specifically for your kind of discipline, conference papers and conference attendance is obviously quite important and given perhaps more importance than publications. So what is your kind of strategy for going ahead and perhaps securing your next kind of role? Are you going to sort of try and focus on one thing over the other or will you just sort of take it a day at a time?

##### Participant 33

Interesting. I don't know. That's really bad, isn't it? I should go "yes, my strategy is..." haha. Yeah, I don't really have a strategy beyond, I guess my plan is to get publications out of this job. I think that's kind of essential and a given and something that I want to do because I've written enormous amounts of stuff. So I really want to get that packaged up in a way that kind of gets out there. And, yeah, it would be great to go to some conferences. Can you imagine going to a conference? That would be so exciting. Even a virtual one. Actually, a virtual one doesn't sound great. I'd much rather do a real one. But anyway, we'll see. Yeah, I want to get my stuff out there. And like I say, I've been getting a bit frustrated with just being stuck in the house. So I feel like I want to be engaging with people at [funding organisation] in the first instance, because that's where we're working at the moment. But yeah, kind of meeting people and making contacts more generally and talking to people about the kind of things that I'm interested in and want to do. And I mean, obviously I'll be looking out for work that works for me in my domestic situation. You know, I can't do anything that's too ambitious and involves ridiculous amounts of travel or anything. I don't want to do that and I can't really do it. I've got kids at home and I've got to be around quite a lot. So if this [role] gets extended, that would be okay, certainly in the short term. But I suppose I don't really see myself managing to get a faculty position. I think that's unlikely just because everybody wants one. And so there's this kind of ridiculous amount of competition and I'm, you know, because I've had such a kind of odd career I'm not really a kind of a... I don't know. I'm not very young and I don't have a kind of a standard kind of profile at all. I don't see myself managing to fit the mould, particularly. So I suppose I'm thinking about either other interesting [roles] that come along or possibly working in industry again in some shape or form, maybe getting involved with a start-up, maybe working for a bigger company, you know, if [funding organisation] offered me a job, maybe that would be interesting for a bit. Like I say, I don't really have a strategy. I'm more just kind of keeping my eyes and ears open for interesting opportunities that might come along, that work, you know? That I can do in a practical sense, and that makes me feel like I'm involved with the world and making some kind of an impact on it. So it's a bit vague, but kind of necessarily so just because I have to be practical and I can't formulate some sort of amazing career trajectory at this point in my life, I just have to kind of go, well, what do I want to be doing that's going to earn me a reasonable amount of money and keep me happy and make me feel like I'm making a difference to something or somebody? So yeah, I'm casting my net wide and talking to anybody who seems interesting and seeing what crops up really.

##### Researcher

Okay. That's really interesting. Thank you. That's a really good answer.

##### Participant 33

It's interesting, because, I don't know, when I was doing all those postdoc courses that I was telling you about, you know, the research development stuff, it was all about "you need to be a strategic postdoc, you need to be thinking about where you're going from here". And I'm like, "I don't know, I only just got a job, I just arrived, I'm quite happy I have a job, that's quite exciting!" And now I'm supposed to be thinking about my strategy and how to go out there and become a professor or something, and, you know, it's not going to happen. And so, yeah, I just need to find things to do that work for me, really, and that seem to, yeah, I mean obviously everybody wants to make career progress, but I have to be practical and realistic about that I think.

##### Researcher

Yeah, definitely. Okay. Well, thank you very much. I'm aware we are at the end of our timeslot, so I'm happy to sort of stop here. So in that case I'll stop the recording.