Turning Your CV into a Compelling Narrative:
A Tri-agency CV Workshop

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Agenda

- Why adopt a narrative CV

- When will we need a narrative CV

- What is in a narrative CV

- Tri-agency resources

- ORIS updates

- Quick example

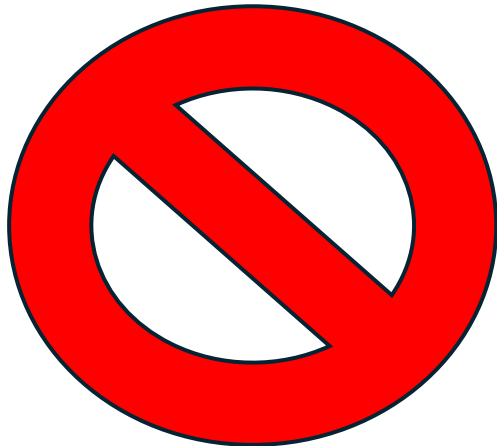- Time for your CV

Why are we here?

Narrative CV = Tri-agency CV

TCV

Why are we here?

Narrative CV = Tri-agency CV

TCV

 CCV and Biosketch CV

San Francisco Declaration on Research Assessment

There is a pressing need to improve the ways in which the output of scientific research is evaluated by funding agencies, academic institutions, and other parties.To address this issue, a group of editors and publishers of scholarly journals met during the Annual Meeting of The American Society for Cell Biology (ASCB) in San Francisco, CA, on December 16, 2012. The group developed a set of recommendations, referred to as the San Francisco Declaration on Research Assessment. We invite interested parties across all scientific disciplines to indicate their support by adding their names to this Declaration.

The outputs from scientific research are many and varied, including: research articles reporting new knowledge, data, reagents, and software; intellectual property; and highly trained young scientists. Funding agencies, institutions that employ scientists, and scientists themselves, all have a desire, and need, to assess the quality and impact of scientific outputs. It is thus imperative that scientific output is measured accurately and evaluated

العربية

Bahasa Indonesia

中文

Català

Čeština

Српски

Deutsch

Eesti keel

Why are we adopting the tri-agency CV?

The narrative style CV allows applicants to **tell their story**

Highlights a wide range of research outputs

Allows description of career trajectories

Values broader research contributions and impacts

October 2024: Tri-agencies release a very vague announcement

Français

Government of Canada | Gouvernement du Canada

Search Canada.ca

MENU

Canada.ca > Science and innovation > Science.gc.ca > Interagency research funding > Other Collaborative Activities > Interagency news, announcements, and statements

Message from the Tri-agency Presidents: Granting councils transitioning to a new CV template

The presidents of the granting councils are pleased to announce that we will be gradually transitioning away from the Canadian Common CV (CCV) to a new narrative-style CV for our competitions.

The transition to a new tri-agency CV complements the work underway on the Tri-agency grants management solution (TGMS), a project to modernize the granting councils' grants management systems to better support applicants, administrators, and reviewers. The new tri-agency CV will serve as the CV component of TGMS.

The tri-agency CV template was developed through extensive consultation with users and has been piloted by the granting councils in select funding opportunities. During TGMS journey-mapping exercises, users voiced support for a new CV template that would allow applicants to include a free-form narrative personal statement, aligning with trends seen in other funding agencies like the US National Institutes of Health and UK Research and Innovation.

The new CV will prioritize written descriptions of an applicant's research contributions, allowing users to highlight a wide range of research outputs and to describe their career trajectories in more detail. This format values societal research outcomes, such as influence on policy or mentorship, alongside more traditional research outputs like publications.

We know this move will be a major change for the research community. Rest assured that users will be provided with clear instructions and learning opportunities to understand how to navigate the new tri-agency CV.

Details about the TGMS implementation plan will be shared in the coming months. Funding opportunities launched on TGMS will include the new tri-agency CV. In the short term, the granting councils will continue to use the new tri-agency CV in select funding opportunities delivered through their respective legacy systems.

Sincerely,

Dr. Tammy Clifford
Acting President, Canadian Institutes of Health Research

Professor Alejandro Adem
President, Natural Sciences and Engineering Research Council

Dr. Ted Hewitt
President, Social Sciences and Humanities Research Council

Date modified: 2024-10-24

Tri-agency grants management solution (TGMS)

Harmonizing and modernizing tri-agency grants management

The three federal granting agencies, the Canadian Institutes of Health Research (CIHR), the Natural Sciences and Engineering Research Council (NSERC), and the Social Sciences and Humanities Research Council (SSHRC) have embarked on a project to modernize their grants management system to better support applicants, administrators and reviewers during the grants management lifecycle.

TCV Template:

Tri- Agency CV

Name: Click or tap here to enter text

1. Personal Statement

Click or tap here to enter text.

2. Most significant contributions and experiences

Click or tap here to enter text.

3. Supervisory and mentorship activities

Click or tap here to enter text.

CIHR IRSC | NSERC CRSNG | SSHRC CRSH

Format

- ☑ Maximum **5 pages in English / 6 pages in French**

- ☑ Must follow **agency specific formatting guidelines**

- ☑ **No section-specific volume limit**

- ☑ Information must be **self-contained**

Tips and tricks for applicants

Writing guidelines

- Write in the official language of your choice

- Use plain language and define acronyms

- Use active words and write in the first person

- Be concise and clear

- Know your audience

Tell your story

- Choose strongest contributions and describe their impact

- Do not undersell yourself

- Highlight all impacts relevant to the application

- Share success stories with highly qualified personnel

Resources for completing the tri-agency CV

- Frequently asked questions (CIHR / SSHRC)

- Funding opportunity/program webinar (if applicable)

- Peers and mentors

- Your Institution as the first point of contact

Start early to create a strong CV!

1. Personal Statement

Describe why you are well suited for your proposed role relevant to the application.

- **Collaborations or past performance** in the field or related fields.
- **Expertise** related to the specific topic or related topics.
- **Impact** of your research, and its benefits to society and science.
- **Leadership activities and skills.**
- **Lived or living experience.**
- **Previous work, progress, or productivity** that provide context to the results of your research activities which support your current application.
- **Recognitions** (e.g., prizes, awards, community letters).
- **Impact of your research** on you, your community, and society

Introduce yourself and leave an impression on why you are the best candidate for the role/project.

First 2-3 sentences: What is the most important information about who you are?

Avoid creating a list of what you did- include why/how.

Consider barriers, other work history/lived experiences or identities that are part of your story.

2. Most Significant Contributions and Experiences

Describe up to ten important contributions or experiences that relate to your application. Contributions described in the previous section can be used here. Explain the impact, significance, usefulness, and your role in each contribution or experience. A contribution does not have to be a single publication or report. This can include a collection of related publications.

- **Articles and other publications** (e.g., communications, monographs, memoirs or special papers, review articles, conference/symposia/workshop proceedings, government publications, reports documenting industrial contributions or contributions to professional practice, posters, abstracts, preprints).
- **Assessment and review activities** (e.g., journal review, conference review, funding assessment).
- **Community service or involvement** that leverages expertise (e.g., membership on expert/advisory committees, journal editorships, community sharing circles, community gatherings, engagement events).
- **Contributions to Indigenous leadership, self-determination, and capacity-building in research.**
- **Creative outputs** (e.g., art, exhibitions, performances, publications, presentations, and film, video, and audio recordings).
- **Dataset** creation, curation, sharing, or re-use.
- **Equity, diversity, inclusion, and accessibility advances** in the research ecosystem.
- **Event and volunteer activities.**
- **Intellectual property** (e.g., patents, copyrights, trademarks, trade secrets).
- **Knowledge mobilization, including knowledge translation and communication** of research results to specialist or non-specialist audiences, including policymakers and the public (e.g., magazine/newspaper articles, media interviews, blogs, social media, policy briefs, public lectures).
- **Methodologies, knowledge systems, cultural practices and approaches** (e.g., Indigenous knowledge and science).
- **New companies or organizations** created to further the promotion/use of research.
- **Partnerships or collaborations** within or with Canadian or international research or non-research communities or non-profit / public / private sector organizations (e.g., through research networks, large collaborative projects, community-engaged research/citizen science, non-academic career information, voluntary work).
- **Policies, guidelines, regulations, laws, rights, standards or practices**.
- **Products, technology, processes, services, or advice** useful to specific organizations (from the private, public, or non-profit sectors), communities, or society.
- **Software or tool development** for use by researchers or others in the private or public domain.

2. Most Significant Contributions and Experiences

Up to 10 contributions or experiences that relate to your application. impact, significance, usefulness, and your role

- **Articles and other publications**
- **Assessment and review activities**
- **Community service or involvement**
- **Contributions to Indigenous leadership, self-determination, and capacity-building in research.**
- **Creative outputs**
- **Dataset**
- **Equity, diversity, inclusion, and accessibility advances**
- **Event and volunteer activities.**
- **Intellectual property**
- **Knowledge mobilization, including knowledge translation and communication**
- **Methodologies, knowledge systems, cultural practices and approaches** (e.g., Indigenous knowledge and science).
- **New companies or organizations Partnerships or collaborations**
- **Policies, guidelines, regulations, laws, rights, standards or practices**.
- **Products, technology, processes, services, or advice**
- **Software or tool development**

Pick key achievements related to the funding competition.

Explain your roles, particularly in team projects.

Tell reviewers why it matters. Think beyond an output. Highlight broad impacts of your work.

- Created something new (tools, methods, knowledge)
- Opened pathways for new discoveries
- Tangible benefits/outcomes
- Created an inclusive research culture
- Identified and filled a gap for a knowledge user

3. Supervisory or mentorship activities

- **Creation of safe, equitable, and inclusive research environments, practices, and norms**.
- **Development and delivery of training workshops** outside of research or course requirements.
- **Mentorship (formal or informal)** of highly qualified personnel, Early Career Researchers, colleagues, collaborators, relevant partners, other professionals, or community members.
- **Outreach and engagement** with students, youth, or members of the general public, including through in-person or online targeted activities or capacity building.
- **Supervision of highly qualified personnel** in the research process.
- **Training in methodologies, knowledge systems, or cultural practices and approaches** in the research context (e.g., Indigenous knowledge and science).

How do you support growth and development through supervision and mentorship?

What did you do that resulted in success for the team/trainees?

Success stories: What was your role in a mentee winning awards, positions, industry breakthroughs (evidence)?

ORIS Update:
TCV is a work in progress

- No Tri-agency examples

- Some Tri-agency guidelines for reviewers

- Minimal distinctions between SSHRC, CIHR, and NSERC-problematic?

- An iterative, time-consuming process
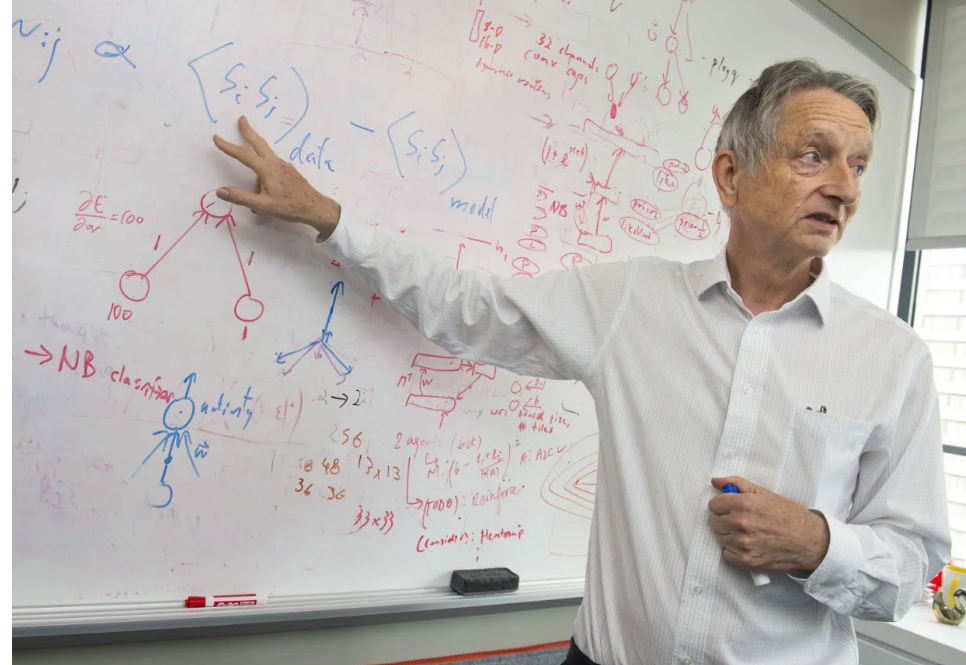
ORIS Update:
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- An iterative, time-consuming process
  - Necessary ingredients:
    - Collaboration
    - Reflection

Example: Geoffrey Hinton

Curriculum Vitae

Geoffrey E. Hinton

June 27, 2015

Citizenship: Canadian (also British)

Address: Department of Computer Science
University of Toronto
10 Kings College Road
Toronto, Ontario, M5S 3G4
Canada
Phone: 416-978-7564
Email: hinton@cs.toronto.edu

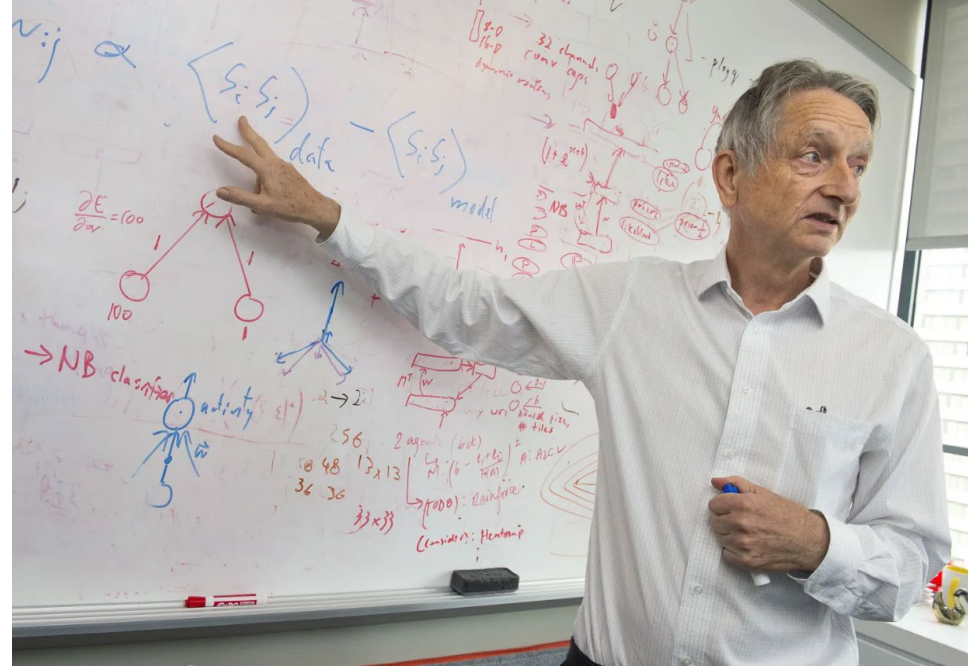## Higher Education and Qualifications

1967 - 1970   Cambridge University, B.A. Hons (Experimental Psychology)

1972 - 1975   Edinburgh University, PhD. in Artificial Intelligence (awarded 1978)

Professional Experience

Jan 76 - Sept 78   Research Fellow
Cognitive Studies Program, Sussex University, England

Example:
Geoffrey Hinton
What would his TCV look like?

Geoffrey Hinton shared the 2024 Nobel Prize in Physics with John Hopfield for "foundational discoveries and inventions that enable machine learning with artificial neural networks."

Example: Geoffrey Hinton in 2015

1. **Personal Statement**
   Describe why you are well suited for your proposed role relevant to the application.

2. **Most Significant Contributions and Experiences**
   Describe up to ten important contributions or experiences that relate to your application. Contributions described in the previous section can be used here.
   Explain the impact, significance, usefulness, and your role in each contribution or experience. A contribution does not have to be a single publication or report. This can include a collection of related publications.

3. **Supervisory or mentorship activities**

Example: [based on the first 3 mins of this video](#)

Geoffrey Hinton

1. **Personal Statement**
   Describe why you are well suited for your proposed role relevant to the application.

   I was disappointed by my early education. Inspired by Alan Turing, I wanted to understand the brain. After a physiology course, I knew about action potentials, but still not how the brain works. After reading a book by Hebb, I realized that I wanted to use computational modelling to simulate learning to better understand the brain.

   It was late on a Saturday night at Carnegie Mellon, I just started my first faculty position, and I decided to work at the school. It was swarming with students. They all believed they were working on the future, and they could change the world...

Example: ORIS Process with our 1ˢᵗ TCV

1. ## What is your story? What are you proud of? Write anything down.
   Re-organize your CV into the 3 sections

2. ## Whiteboard ideas (categorize story)
   Evidence (lists, impact factor, journal names)
   vs
   Impact (who was affected, how were they affected, what did you change for a topic/field/population)

Advice for now:

- Find a friend in the UK- or anywhere who has already used a narrative CV

- Find a friend/colleague- someone who can listen to your ideas and give feedback

- Approach it as a learning opportunity to develop new skills

- Start soon! 2027 will be here before you know it, or maybe the TCV will be implemented sooner…

- See some other approach suggestions below.

Access our [5-page guide for prompts and ideas here.](#)

Tri-Agency CV (TCV) Reference Guide

What's in the TCV?

Personal Statement
Explain why you are well suited for the proposed work. Include your background, experience, leadership, recognition, and lived or living experience if relevant. Be specific and contextual, avoid lists.

Most Significant Contributions and Experiences
Describe up to 10 key contributions across research, service, leadership, knowledge mobilization, EDI, mentorship, etc. Emphasize impact, applicability, and your role.

Supervisory and Mentorship Activities
Highlight how you create supportive, inclusive environments. Include mentorship stories, training innovations, and evidence of others' success through your guidance.

Getting Started with your Tri-Agency Narrative CV (TCV)

Reflect Before You Write
Before drafting your TCV, take time to reflect on your goals, professional identity and gather colleague insights and input. Strong narrative CVs are rooted in clarity of purpose, alignment with the funder's goals, and self-awareness.

Use the questions below to uncover themes, stories, and strengths that may form the foundation of your TCV. Take time with these. They are designed to help you move beyond lists and toward meaningful, contextualized contributions.

Self-Reflection: Internal Prompts

Approach 1: Re-vamp your CCV

1. Take a current CV. Sort each point under one of the 3 main TCV sections (or copy one point under multiple sections)

2. Sort points into similar ideas or contributions (look for 10)

3. Organize the points to have a flow/direction ~Narrative~

4. Highlight points that are strongly related to the funding call. Add notes related to:

    1. Contribution: list research aim and objective, and outcome
    2. Context/role: Describe the environment- and what you did to support the project (credible, innovate, translational?)
    3. Impact: What were the outcomes?
    4. Evidence: How can you prove the impact or importance of your role

5. Write a summary sentence to start each section, give the reviewers something to remember!

Approach 2: Talk to a friend

In the spirit of a "narrative" CV, have a friend/colleague ask you three questions, and record/make notes of the story you tell them:

1. Why did you want this role at the U of L? Why did you choose that field/program of research?

2. What are you most proud about that you have achieved while working as a scientist/researcher? How has your work impacted others?

3. What would your peers/trainees say about you? How did you connect or recruit trainees?

Approach 3: Ask AI

Pick an AI to share your CV with (remove personal information) and ask it to name the 5 greatest accomplishments based on your CV.

- You can train it on papers that you have published and ask it to summarize or discuss those publications.