

One key feature of NIPH is research funding through external grants. When applying for grants early-career researchers are always included to support their profession.

Another feature is an emphasis on a high level of PhD and post doc staff. Regarding funding, the NIPH budget is used for self-financing of the grants.

It is among the core tasks of our senior staff to supervise and include young researchers. NIPH has a plan for professional career development for post doctors at the Norwegian Institute of Public Health.

Research promotions are part of the Norwegian Institute of Public Health's personnel policy. Research promotion is a means to i) stimulate high-level research; ii) raise research competence; and iii) assure that the research and services at the NIPH are of high quality.

A researcher school is established at NIPH. The training is thought as a part of skills development and career development for researchers in a broad sense and not only aimed at new employees or researchers who are early in their careers. All researchers at NIPH must have basic knowledge of how to be a scientist at the Institute and knowledge of the systems we use, e.g. knowledge of starting, carrying out and ending research projects in compliance with the requirements of legislation, the funding sources' requirements and internal guidelines, the necessity of obtaining external funds, policy for open publication, literature search and summary of existing knowledge, research communication, the Institute's strategy and role, etc.

The researcher school builds on an existing mandatory course for project managers (courses that are recommended for all researchers) in cooperation with Legal Services. The focus of the *research school* is on specific needs at NIPH and not overlap with established, more general research training offered by others. Modules includes i) literature search and knowledge summaries; ii) open research; and iii) to be a researcher at NIPH: the content in a module like this can be linked to themes such as a) the most significant public health challenges nationally and globally; b) NIPH's social mission; c) priorities in the Institute's strategy and development plans; iv) the role as scientist at an Institute in the central health administration; v) research communication, etc.