



Impact through collaboration

## **Vitae Researcher Development Framework**

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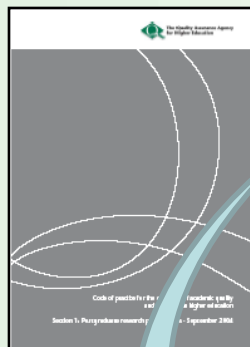
[www.vitae.ac.uk](http://www.vitae.ac.uk)

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**Vitae is led and managed by CRAC: The Career Development Organisation,  
supported by Research Councils UK (RCUK) and UK HE funding bodies,  
and delivered in partnership with regional Hub host universities**

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**Quality Assurance  
Agency**



**National organisations:  
Funding Bodies,  
Research Councils**



**Research funders and  
universities**



**120+ research-  
active  
institutions**



**90,000  
doctoral  
researchers**

**40,000  
research  
staff**

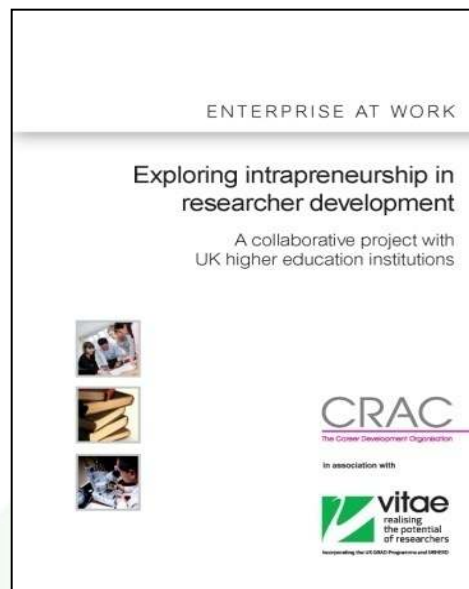


# Catapult Centres

- ✔ Network of world-leading technology and innovation centres
- ✔ Helping business transform ideas into new products and services
- ✔ Physical centres where the very best of the UK's businesses, scientists and engineers work side by side on late-stage research and development
- ✔ Transforming "high potential" ideas into new products and services to generate economic growth

✔ Seven centres focus on:

- ✔ [High value manufacturing](#)
- ✔ [Cell therapy](#)
- ✔ [Offshore renewable energy](#)
- ✔ [Satellite applications](#)
- ✔ [Connected digital economy](#)
- ✔ [Future cities](#)
- ✔ [Transport systems](#)



# Vitae vision, mission and aims

“to support world-class personal, professional and career development for researchers”

- ✔ **Influence effective policy** development and implementation relating to researcher development, building human capital
- ✔ **Enhance higher education provision** to train and develop researchers
- ✔ **Empower researchers** to make an impact in their careers
- ✔ **Evidence the impact** of professional and career development for researchers



# Capacity building for organisations

- Getting started (induction)
- Effective Researcher
  - Let's get started (3-12 weeks into PhD)
  - How to be an effective researcher (3-12 months)
  - Effective progress (during 2<sup>nd</sup> year)
  - The end is in sight (during final year)
- GRADschools (3-5 day programme)
  - Experiential learning, employability
  - Small groups, peer feedback
- Broadening Horizons
- Careers in focus ...sector and academia
- Managing your academic career
- Themed programmes
  - Collaborative researcher
  - Enterprising researcher
  - Leadership in Action
  - Digital researcher





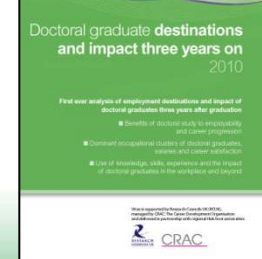
# Capability building for those that develop researchers

- ✓ CPD for researcher developers
- ✓ Train the trainer programmes
- ✓ Shadowing / mentoring/ facilitation
- ✓ Masterclasses
- ✓ Connections
- ✓ Action learning sets / sandpits
- ✓ Vitae best practice programmes
- ✓ Vitae GRADschool trainer

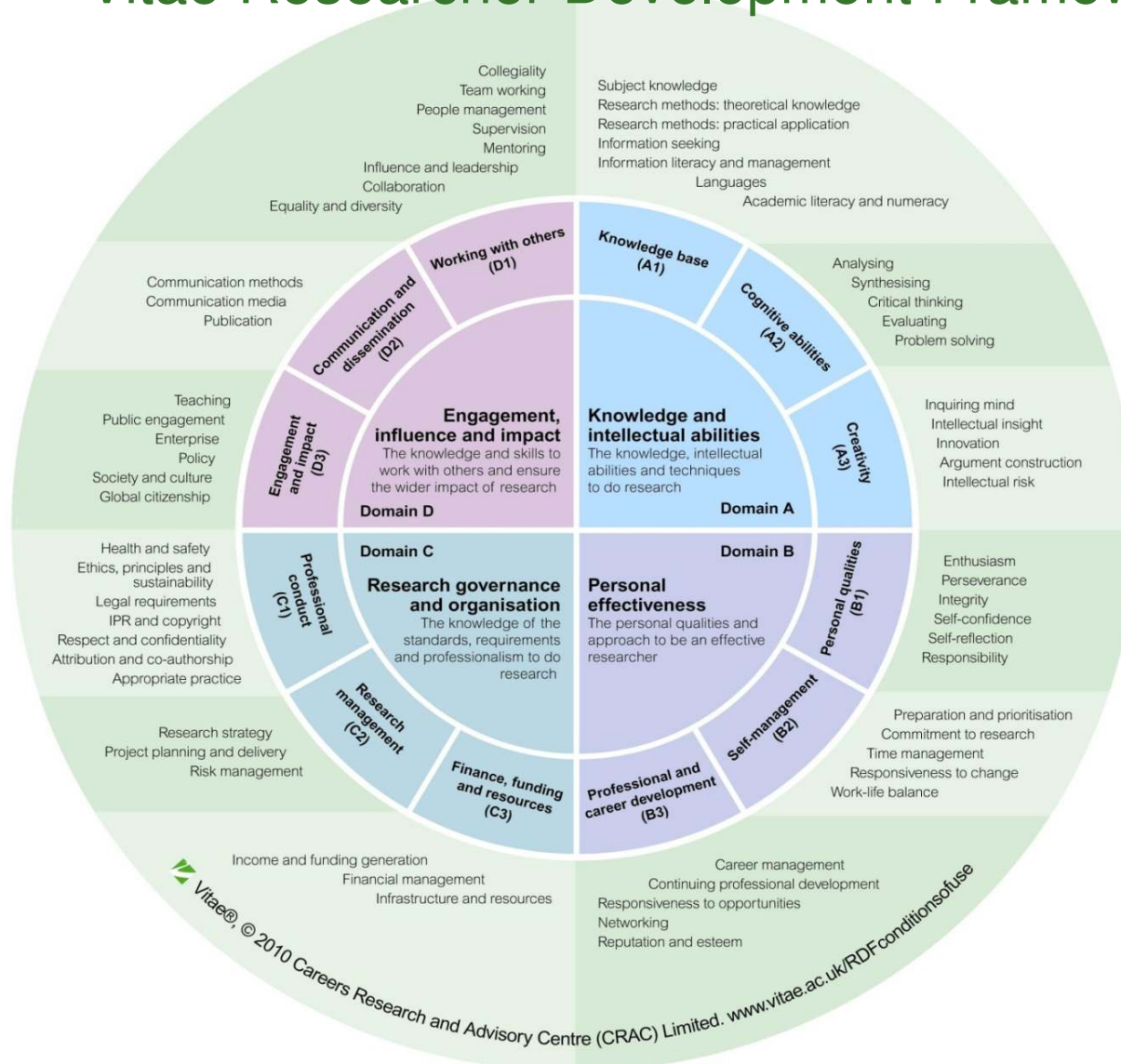


# Mapping researchers' careers

- What do researchers do?
  - First destinations by subject
  - Career profiles of doctoral graduates
  - Career profiles of doctoral entrepreneurs
  - Doctoral graduate destinations and impact three years on
  - What do researchers want to do?
- Career stories portal
  - Database of careers stories
- Employers' briefings
  - Targeting the postgraduate and researcher market
  - Researchers' skills and competencies



# Vitae Researcher Development Framework



- Knowledge, behaviour and attributes of successful researchers
- Self-assessment of strengths and areas for development
- Common language for researchers capabilities
- Basis for institutional and course provision
- Inspires and confirms



# Vitae Researcher Development Framework developed by researchers for researchers



Derived from accounts of successful researchers

- ✓ Literature survey
  - ✓ Definitions of research and research roles
  - ✓ Competency frameworks - academic and related occupations
- ✓ Empirical data
  - ✓ >100 interviews with experienced researchers
  - ✓ Range of experiences, institution types, geographical context, disciplines, demographics
  - ✓ >1000 characteristics and variants, clustered into groups
- ✓ Broad consultation
  - ✓ 242 sector responses
  - ✓ Employer validation
  - ✓ Sector advisory & project groups
- ✓ Validation
  - ✓ Expert panel: 14 senior academics
  - ✓ Endorsement by stakeholder organisations

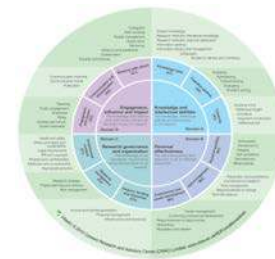


# Vitae Researcher Development Framework

## Enhancing institutional provision



- ✔ 90% of research intensive universities
- ✔ >65 UK university websites
- ✔ endorsed by >30 stakeholder organisations
  - ✔ Research and funding bodies, Universities UK, employers, others



*'...several witnesses praised the RDF and use it when mapping or reviewing training and courses in order to provide the skills in the RDF.'* (House of Lords , Review of HE STEM , 2012)

*'The Vitae researcher development framework provides a valuable mechanism to increase institutions capabilities to develop world class researchers'* (Prof April McMahon)



HR EXCELLENCE IN RESEARCH

# Pan-European professional development framework – feasibility study (European Science Foundation)

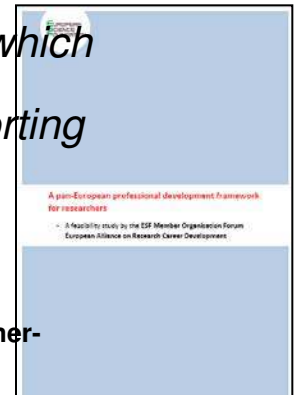


- 'Real demand among researchers for a more structured approach towards researcher's professional development and active career planning.'
- 'RDF proved to be a solid basis for making researchers reflect on their skills and attributes and on their career aspirations in general.'
- 'Provides an important potential to support the professional development of researchers in any national or institutional environment.'

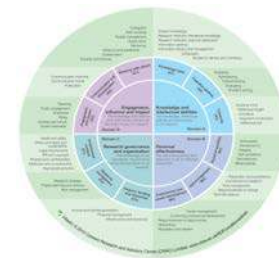
*'.....there is a clear need for a European Researcher Development Framework which can aid researcher's professional development. The adoption of the RDF, adapted as recommended in the report, would also be a great tool for supporting intersectoral mobility.'*

*Martin Hynes, CEO, European Science Foundation*

<http://www.vitae.ac.uk/researchers/1271-569791/New-ESF-funded-feasibility-study-calls-for-a-single-European-Researcher-Development-Framework-.html>



# Vitae Researcher Development Framework Lenses



Highlighting researchers' capabilities acquired or used in various contexts

## Direct focus within the RDF

- ✔ Enterprise (EEUK, NCEE, RCUK)
- ✔ Leadership (LFHE)
- ✔ Knowledge exchange (AURIL)
- ✔ Intrapreneurship

## Under development

- ✔ Impact
- ✔ Placements
- ✔ Supervision

## Bridging the RDF to other frameworks And professional standards

- ✔ Teaching (UKPSF)
- ✔ Engineering (Engineering Council)
- ✔ Employability (employers surveys)
- ✔ Public engagement (NCCPE, RCUK)
- ✔ Information literacy (SCONUL)

## Collaborative approach – Expert validation

<http://www.vitae.ac.uk/researchers/437191/Increasing-the-impact-and-engagement-of-researchers.html>





# Vitae Researcher Development Framework

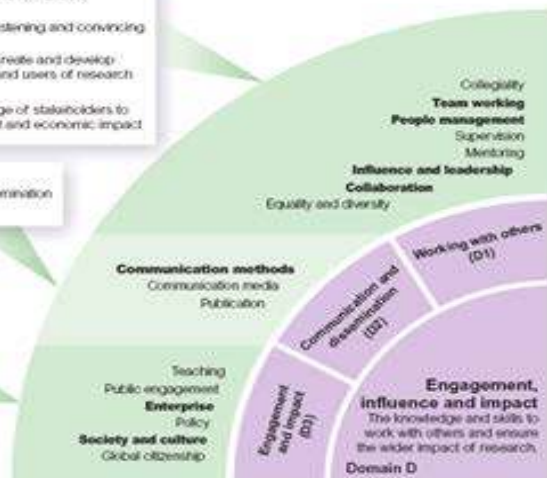
## Enterprise lens



- Behaviour:**
- Builds relationships in academic and commercial contexts; approachable and interacts constructively with others
  - Leads, motivates and influences where appropriate; persuades through listening and convincing discussion
  - Builds and sustains collaborative relationships and works pro-actively to create and develop knowledge with a range of stakeholders, including researchers, funders and users of research
- Attitude:**
- Recognises the potential for working in sustained partnerships with a range of stakeholders to generate new ideas, insights and maximise the potential for wider societal and economic impact

- Knowledge of:**
- Appropriate communication and dissemination mechanisms for different audiences

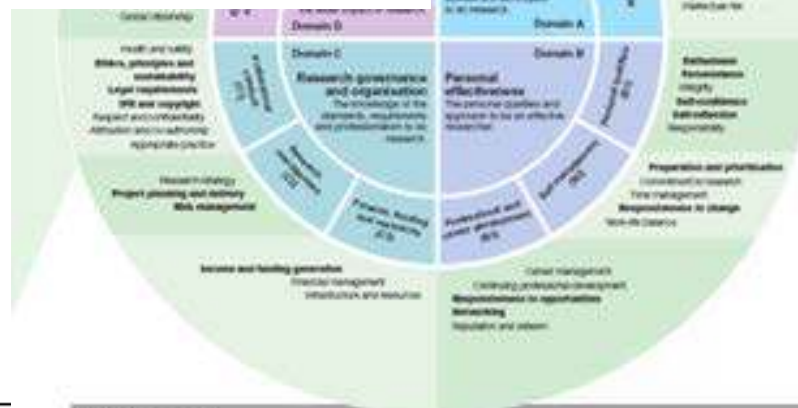
- Knowledge of:**
- Global, organisational, cultural, economic, and environmental contexts, and the wider impact of research
  - The range of mechanisms to support knowledge transfer and maximise the impact of research in academic, economic and societal contexts
- Behaviour:**
- Identifies innovative trends, ideas and applications; is enterprising and entrepreneurial within and beyond academia
  - Works collaboratively with all stakeholders to create, develop and exchange research knowledge to influence and benefit policy development, society and the economy; seeks new outlets and promotes the application of research in innovative ways



## Knowledge lens

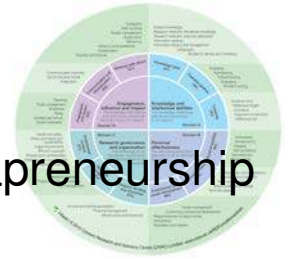


- Expert development group (RCUK, Vitae)
- Validation with experts (EEUK, NCEE)
- Sector consultation



# Vitae Researcher Development Framework

## Enterprising researcher



- ✓ Becomes more aware of commercialisation, entrepreneurship, intrapreneurship and social enterprise
- ✓ Creates ideas and identifies opportunities internally and externally
- ✓ Develops ideas in an innovative manner within own institution or externally
- ✓ Understands the process of commercial exploitation of research results
- ✓ Learns the value to academia of establishing relationships in business/commercial context
- ✓ Demonstrates high motivation and commitment to take forward enterprising ideas
- ✓ Appreciates the significance of the research-enterprise relationship
- ✓ Understands different environments, appreciates and, where appropriate, contributes to knowledge exchange within society



# Vitae Researcher Development Framework

## Building bridges with employers



*“The terminology of ‘competences’ is used throughout the Royal Bank of Scotland framework, and is in line with the Researcher Development Framework. It is easy to map the content of the Researcher Development Framework with the Royal Bank of Scotland competence framework.”*

*“The Researcher Development Framework is a useful tool and I think would provide a structure for approaching skills development and training.” (Landis+Gyr)*

*‘...we were pleased to hear that the Researcher Development Framework (RDF), developed by Vitae in consultation with employers, has gone some way to improve the employability skills of postgraduates and guide the knowledge, behaviour and attributes of a successful researcher ‘ (House of Lords review of HE STEM (2012))*

# Vitae Researcher Development Framework Professional Development Planner



Researcher Development Framework **Planner**

Welcome Sonia Goodman



myRDF



Review your capabilities and expertise, create an action plan and identify useful resources.

Reports



Generate reports on your progress.

Useful links



[Introduction to the RDF](#)



[View Vitae Central Team support](#)



[Introduction to the RDF Planner](#)



[FAQs](#)

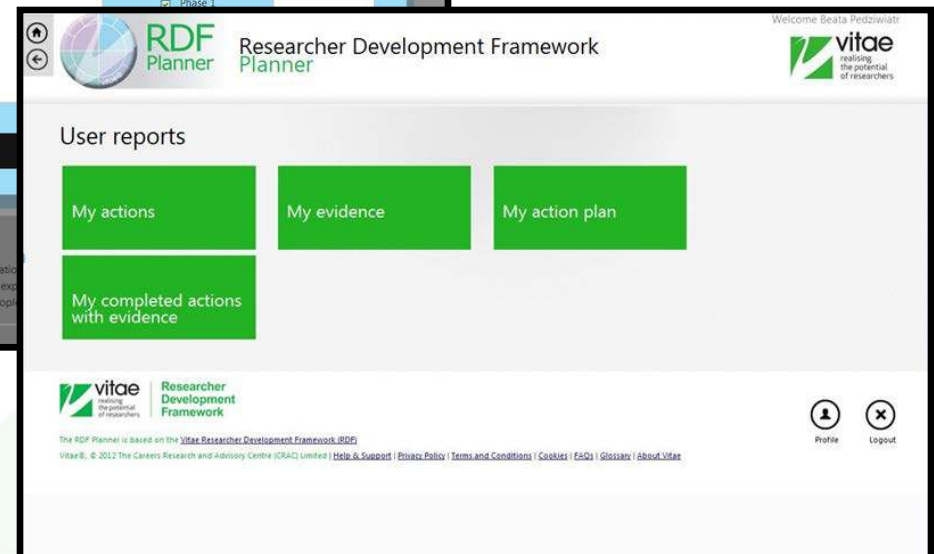
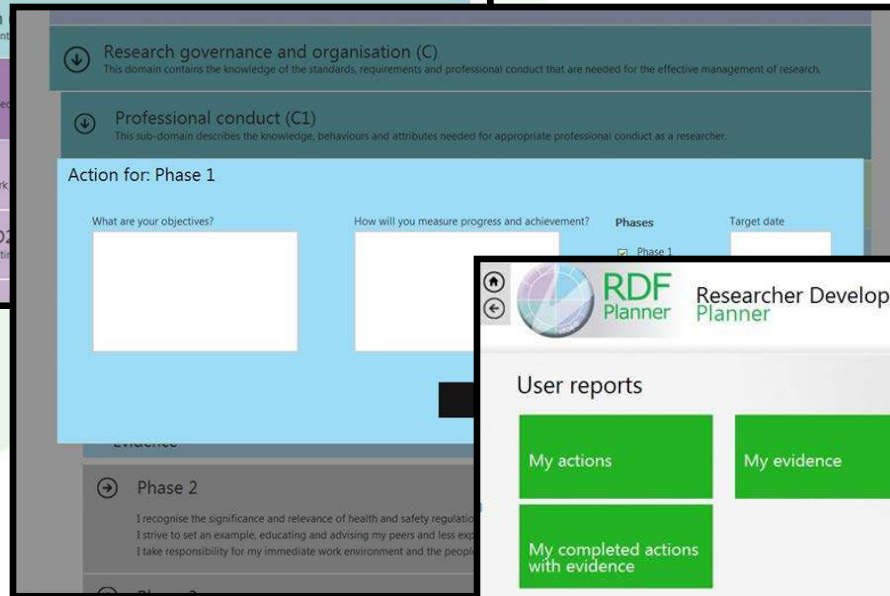
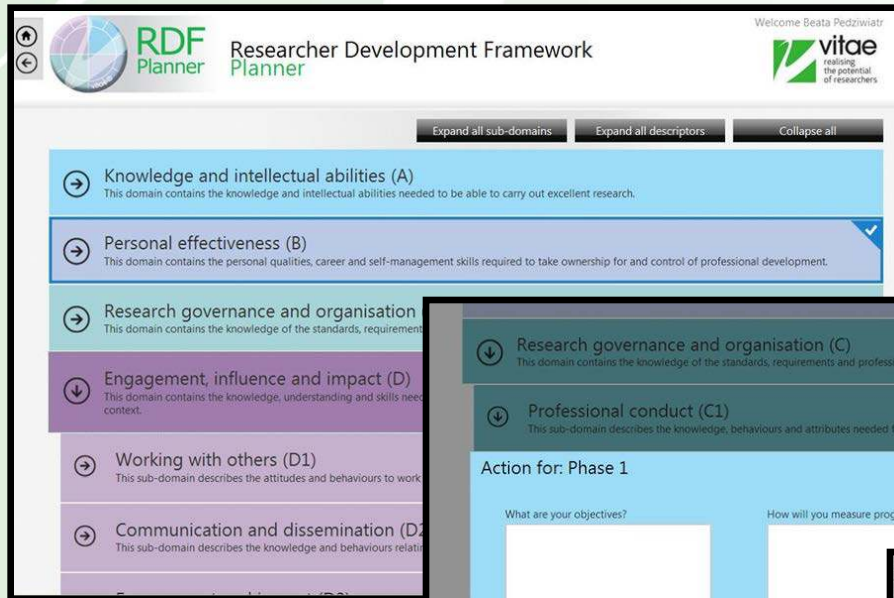


[Glossary](#)



# Vitae Researcher Development Framework

## Professional development planner



# The RDF Planner for organisations

- ✔ Enables a strategic approach to researcher development
- ✔ Links institutions' resources to the RDF
- ✔ Maps researchers' activity of the RDF and resources
- ✔ Provides researcher generated reports
- ✔ Supports researcher mobility
- ✔ Intuitive and easy to use

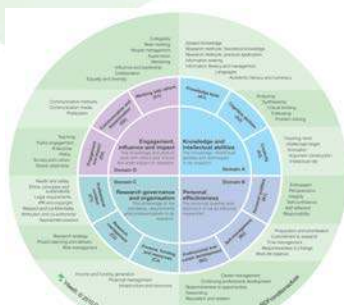


# Vitae Researcher Development Framework

## Impact through collaborative support for the next generation of researchers

*'The Researcher Development Framework will encourage me to be more proactive in my career development as it provides me with a framework (list of milestones) so that I can judge my current progress in relation to what I want to achieve in my career'*

Joe Viana



# Invitation to CRCA members

- ✔ Full use of the RDF Planner with an agreed cohort of around 50 researchers for 3 months
- ✔ Vitae administrative support, webinars and help desk to set up the Planner
- ✔ Introductory workshops and email invitations to engage researchers
- ✔ Instant access for researchers to Vitae information/ action sheets
- ✔ Opportunity to link Planner to organisational provision with Vitae mapping tool
- ✔ Evaluation resources and support from Vitae
- ✔ Work collaboratively or individually
- ✔ Brand with organisational logo and lenses
- ✔ Input into future development

