Tools and resources for competency and advancement in research careers

Vitae Researcher Development Framework

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www.vitae.ac.uk

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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Vitae vision and aims

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

- Influence **effective policy** development and implementation relating to researcher development
- 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

140 institutions 90,000 doctoral researchers 40,000 research staff
Vitae programmes for researchers

- Planning your doctorate
- Effective Researcher
- Broadening Horizons
- Leadership in Action
- Careers in Academia
- Managing your academic career
- Enterprising researcher
- Researcher booklet series
- Part-time Researcher
- Premia
- And more...

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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

- Career stories

- Employers’ briefings

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research by researchers for researchers

Based on 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

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- Inspirational for all researchers
- Knowledge, behaviour and attributes of successful researchers
- Common framework for researcher development
- Enables self-assessment of strengths and areas for development
- Shared language for communicating researcher capabilities
Vitae Researcher Development Framework

- Vitae Researcher Development Statement
  - endorsed by over 30 stakeholder organisations
  - Research and funding bodies, Universities UK, employers, others

- Referenced in QAA Quality Code for research degree programmes

- House of Lords review of HE STEM (2012)

  ‘...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 ‘

  ‘...several witnesses praised the RDF and use it when mapping or reviewing training and courses in order to provide the skills in the RDF.’

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Vitae Researcher Development Framework
Enhancing institutional provision

- Used by 90% of research intensive universities
- Most university websites

Range of uses:
- Induction/PGR career development
- Research staff training
- Leadership training for academics
- HR excellence in Research Award action plans

‘The Vitae researcher development framework provides a valuable mechanism to increase institutions capabilities to develop world class researchers. It provides a strong basis for the delivery of the Concordat to support the career development of researchers and the QAA Code of practice for research degree programmes’ Prof April McMahon
Pan-European professional development framework for researchers
(European Science Foundation feasibility study)

- ‘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.’
- ‘Real demand among researchers for a more structured approach towards researcher’s professional development and active career planning.’

‘This new study has revealed that within Europe there is a clear need for a European Researcher Development Framework which can aid researcher’s professional development.’

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

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Lenses

Highlight groups of researchers’ capabilities acquired or used in other contexts

Direct focus within the RDF
- Leadership (LFHE)
- Enterprise (EEUK, NCEE, RCUK)
- Knowledge exchange (AURIL)
- Intrapreneurship

Under development
- Impact
- Placements
- Supervision

Bridging the RDF to other frameworks and professional standards
- Teaching (UKPSF)
- Engineering (Engineering Council)
- Employability (Employer surveys)
- Public engagement (NCCPE, RCUK)
- Information literacy (SCONUL)

Collaborative approach – Expert validation
Vitae Researcher Development Framework
Phases for development and recognition

Influence and leadership - *Phase 4* – highest phase

- Highly influential in academic and non-academic spheres
- Presents and defends strong or radical ideas
- Is recognised as making significant contributions to policy-making bodies and academic committees
- Can use range of leadership styles
  - Includes and enables others
  - Convinces through argument
  - Involves others in decisions
- Promotes the value of own staff and department/institution

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‘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’