



Vitae is passionate about valuing and developing those who are directly contributing to research and knowledge.

Vitae is the first national organisation to champion the professional and career development of both doctoral researchers and research staff in higher education institutions and research institutes. Vitae will play a major role in the drive for high-level skills and innovation and in the UK's goal to produce world class researchers.

Vitae works with people committed to developing the potential of researchers, including national and international organisations, government, funders of research, universities and other employers of researchers, and researchers themselves.

Vitae's vision is for the UK to be world-class in supporting the professional development of researchers and researcher careers.

- Championing the development and implementation of effective policy
- Enhancing higher education provision through sharing practice and resources
- Providing access to development opportunities and resources
- Building an evidence base to support the researcher development agenda

Vitae is supported by Research Councils UK (RCUK) and managed by CRAC: The Career Development Organisation





Incorporating the UK GRAD Programme and UKHERD

Vitae works with higher education institutions and research institutes to provide specific support for doctoral researchers and research staff. We also champion the common needs and interests of all researchers.

There are approximately 90,000 postgraduate researchers studying for doctoral degrees and 40,000 research staff employed within the UK higher education sector and research institutes. Researchers have a diversity of experiences, status, backgrounds, needs and aspirations.

Vitae's work with stakeholders

Vitae brings together all those with a stake in realising the potential of researchers. We will establish strategic partnerships between funders and national organisations to champion the needs and demonstrate the impact of researchers. The programme plays a key role in the UK drive for high-level skills and innovation in a globally competitive research environment.

Vitae brings together experts, policy makers, employers and those working with researchers to develop policy and practice with a view to making real and positive change.

Activities include:

- managing national events including our annual conference (September) and policy forum (January)
- consulting with, and representing, relevant key stakeholders in the development of new policies and initiatives
- supporting national or international initiatives, for example, the implementation of the new Concordat for researchers launched in June 2008
- working collectively to identify ways to develop a more comprehensive evidence base to better understand the impact of researchers; research training; and their wider contributions to society and the economy.

Vitae's work with higher education institutions

Vitae works with UK higher education institutions (HEIs) to embed professional and career development in the research environment. We play a major role in innovating, sharing practice and enhancing the capability of the higher education sector to provide world-class professional development and training for researchers.

The programme develops resources for use by trainers and other working with researchers, and provides opportunities for HEIs to share information and practice; develop ideas and approaches; and work collaboratively. Vitae also encourages HEIs to enhance their provision through review and evaluation.

Activities include:

- supporting regional networks through Hub newsletters, events and collaborative activities
- providing opportunities for the sector to share approaches, including a database of practice hosting over 600 examples of institutions' provision
- enabling communities to share areas of common interest in online fora and workspaces
- a variety of resources for organisers of researcher development programmes will be available ranging from skills sessions to career planning and including train the trainer activities
- piloting innovative approaches to personal, professional and career development
- publishing research and reviews including; our supervisor bulletin 'overVIEW', the 'What Do PhDs Do?' series exploring employment destinations of researchers, and research and evaluation projects around the societal impact of developing researchers.

Vitae's work with researchers

Vitae provides resources, advice, information and fora for individual postgraduate researchers and members of research staff who are interested in their professional development and careers.

Activities include:

- a dedicated researchers' portal with information, news and opportunities www.vitae.ac.uk
- a programme of national courses and activities including; 'GRADschools', three to four day experiential programmes for postgraduate researchers focusing on developing their professional skills and career goals; 'Careers in Focus' programmes; and other activities
- labour market and careers information, including surveys and research
- opportunities to input to national policy developments and initiatives.

Vitae's work with employers

Vitae works at the interfaces between researchers, the higher education sector and employers. We actively engage employers in the development of researchers. The programme will provide a channel for employers to have their voice and inform the development of policy and practice around how researcher training and development can most effectively meet the needs of employers into the future.

Activities include:

- facilitating a network of employers who employ (or intend to employ) researchers
- providing information to employers regarding researchers and their value as employees, including the added value to the UK economy and society
- exploring the needs and experiences of non-HE employers in recruiting and employing researchers.

Vitae builds on the work of the UK GRAD Programme and the UK Higher Education Researcher Development Group (UKHERD) and is delivered in partnership with regional Hub host universities.

The UK GRAD Programme (2003 – 2007), funded by the UK Research Councils and managed by CRAC, established an international reputation for its work supporting the personal and career development of postgraduate researchers.

UKHERD was created in 2005 as a network of professionals working with research staff in UK institutions. It has raised the profile of the needs and impact of research staff in the UK and been a catalyst for activities that enhance the quality of provision for research staff.



www.vitae.ac.uk



Incorporating the UK GRAD Programme and UKHERD

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Research Councils UK

www.rcuk.ac.uk

The Research Councils are committed to enhancing the quality and output of the UK research base through training the next generation of world-class researchers. The UK's 10 year Science and Innovation Investment Framework (2004) makes clear that science, engineering and technology (SET) skills are essential for the future of the UK.

The RCUK Research Careers and Diversity Unit aims to build on the Research Councils' investments in training and fellowships by strengthening the skills base and by leading and influencing the skills agenda.

The Vitae Programme is a key part of how the Research Councils seek to sustain and improve the contribution of researchers to the quantity, quality and impact of research, to the benefit of UK society and the economy.

CRAC: The Career Development Organisation

www.crac.org.uk

CRAC is an independent national organisation dedicated to supporting career development and active career-related learning. CRAC has been working with the research councils since 1968 to deliver skills and careers development for postgraduate researchers and managed the UK GRAD Programme 2003-7.

The Vitae national team is based at CRAC's offices in Cambridge.

Regional Hubs

www.vitae.ac.uk/hubs

The regional Hubs are hosted by the universities of Cardiff, Edinburgh, Hertfordshire, Leeds, Manchester, Sussex, Warwick and Kings College, London. Each Hub has a dedicated manager and voluntary coordinator drawn from the host university.

Vitae programme

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www.vitae.ac.uk

For policy-makers and staff developing researchers:

www.vitae.ac.uk/policy-practice