Title of workshop

A novel approach to enabling post-doctoral research staff to become successful, autonomous and independent researchers within 5 years of completion
The workshop will cover:

Post-doctoral researcher development.

An overview of Innovation Cell Methodology.

An authentic and current case study of the use of Innovation Cell Methodology in the development of a post-doctoral researcher programme.

Exploring practical ways to develop a post-doctoral researcher programme in your workplace mapped with the Vitae Researcher Development Framework.
At the end of the workshop participants will:

Be familiar with the advantages and implications of developing a post-doctoral research programme.

Have had the opportunity to share knowledge and experience relating to post-doctoral research careers.

Understand Innovation Cell Methodology.

Have gained practical experience of the application of Innovation Cell Methodology.

Have offered and received practical ideas and information on how to develop a post-doctoral research strategy.
Post Doctorate Training Programme

- 4 year rolling programme with annual recruitment
- Linked to the university Research Activity Framework (RAF) levels.
- Year 1: Structured Research Fellow programme, 2 days per week
- Years 2 - 4 – Return to substantive post with development plan built into appraisal
- Individual SMART targets identified at outset and reviewed annually within appraisal
- Programme mapped against Vitae Researcher Development Framework Leadership Lens.
# Post-doctoral Development Research Fellowship

**Domain A Knowledge and intellectual abilities**

**Domain B Personal effectiveness**

**Domain C Research governance and organisation**

**Domain D Engagement, influence and impact**

<table>
<thead>
<tr>
<th>RAF level 1 outcome at onset</th>
<th>0-1 month Activities</th>
<th>Possible 9-12 months activities to achieve outcome measure</th>
<th>RAF Level 2-3 Outcome measure at 12 months</th>
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| A Outputs/Publications      | Academic writing workshop  
Selecting an appropriate professional journal  
Understanding measurements of impact  
Understanding REF and HEFCE implications for researchers  
Contribute to directory of experts |  |
| B Student supervision      | PhD supervisor/ viva chair training  
QAA structures/ regulations training |  |

1 journal article at 2/3* quality accepted as principle author (may be co-authored)

2nd supervisor or team member for 2 PhD students (subject to availability)
| C Projects/ Grants and Contract Income | Identify research mentor | Understanding IP  
How to financing a project  
How to write a business case  
Understanding Horizon 2020 and European funding  
Managing grants and projects  
Mentor training  
Ethics training  
Risk assessment and management training  
NHS R&D and research governance training | Principle investigator on a minimum of 1 external grant application (minimum of £75K)  
3 year plan for future sustainability of work |
|----------------|-------------------------|--------------------------|
| D External profile (Esteem and Impact) | National/ international research placement  
Host international experts  
Building and leading a research team  
Building collaborative relationships with stakeholders including researchers, funders and users of research | Significant contribution to internal research and knowledge exchange activities and professional national/international networks  
Evidence of refereeing for high quality peer review journals/ doctoral examination/ conference chair, reviewer of grant applications for Research Councils or other significant funders |