



## **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 over view 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 work place 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



RAF level 1 outcome at onset	0-1 month Activities	Possible 9-12 months activities to achieve outcome measure	RAF Level 2-3 Outcome measure at 12 months
A Outputs/ Publications		<p>Academic writing workshop</p> <p>Selecting an appropriate professional journal</p> <p>Understanding measurements of impact</p> <p>Understanding REF and HEFCE implications for researchers</p> <p>Contribute to directory of experts</p>	1 journal article at 2/3* quality accepted as principle author (may be co-authored)
B Student supervision		<p>PhD supervisor/ viva chair training</p> <p>QAA structures/ regulations training</p>	2 <sup>nd</sup> supervisor or team member for 2 PhD students (subject to availability)



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