



# Achieving a step change in the career development provision for research staff

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

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Vitae is supported by Research Councils UK (RCUK),  
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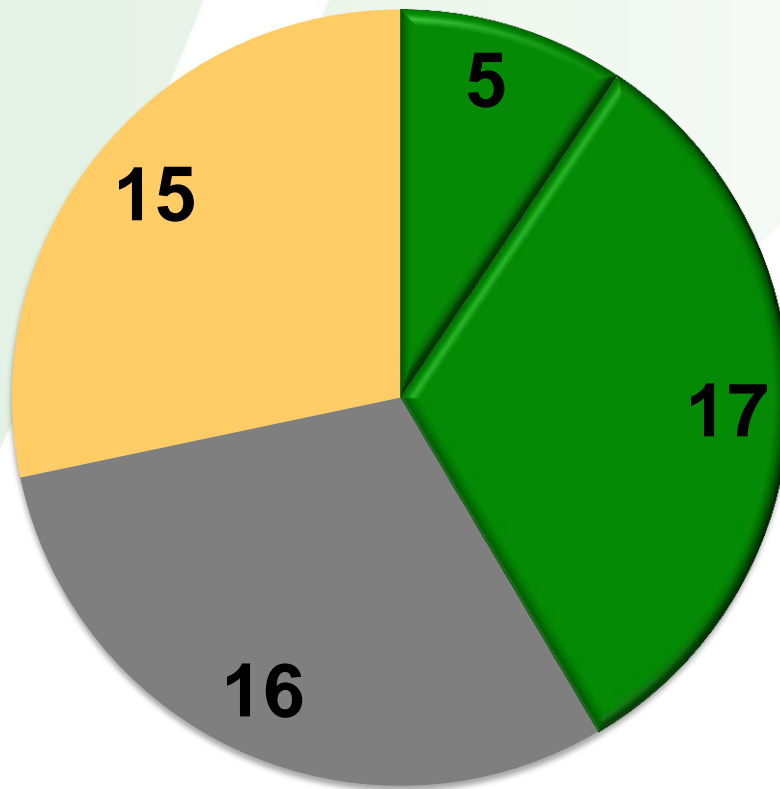
# Workshop plan

- Researching current RS training provision in the sector – an update
- Reviewing your provision against the emerging national picture – small group activity
- New Vitae training materials – an introduction
- Analysis and action planning – group discussion and individual activity

# Research methods

- Google searches, 10 pages deep
  1. “research staff” A1 site:\*.ac.uk
    - x each subdomain
  2. “research staff” domain site:\*.ac.uk
  3. Manual search of institutional websites in mission groups
  
- HR Excellence in Research awards
  1. Years with award
  2. Submission documents referring to RDF

Apparent research staff provision discovered  
22 Institutions / ~200 mapped to RDF



- Domain
- Subdomain
- None
- Other

**Mission group  
(research intensive)**

- **12 Russell / ex-94**
- **10 other / none**



HR Badge awards

91

Research intensive

24

Mapped to RDF

22

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## Reviewing our provision – some questions to consider

1. Is your provision for research staff distinct from training for doctoral students?
2. Have you mapped RS provision to the Researcher Development Framework?

Whether you have or not, bearing in mind the needs of RS,

3. Which domains/sub-domains are well provided for, do you think?
4. Which domains/sub-domains are not well-provided for?

Group feedback key points, especially for 3 and 4, on flipcharts please



# New Vitae programmes for research staff

## What is the need?

- ❑ Fixed-term contracts
- ❑ Engage more actively with career development planning
- ❑ Share the responsibility for personal and career development

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*“Institutions should increase and promote the provision of information and advice about careers, career progression and application processes within and outside academia”*

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



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*"A very well thought-through programme that highlighted the complexities, joys and difficulties of being a research active staff member"*

## Enhancing Professional Effectiveness

## Introducing Impact and Engagement

“

*"It's a golden opportunity to really come to grips with what you're doing in a real-world perspective, and also a rare chance to try to explain it in simple terms"*

“

*"The event helped me to identify priorities and gain great insights into the complex nature of academia and the criteria for progression/advancement"*

## Progressing Your Academic Career

## Managing Your Career

“

*"The course isolated key issues about what was important in choice of a career"*

## Why these topics and formats?

- ✔ Time pressures
  - ✔ Modular, flexible format
- ✔ Transition to employee
  - ✔ Contractual obligations
  - ✔ New responsibilities
- ✔ Diversity of likely career paths
  - ✔ Support to consider options
- ✔ Taking ownership of career planning
  - ✔ Experiential and reflective

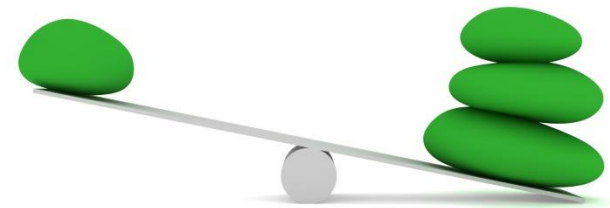
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*“Researchers need support to develop the communication and other professional skills that they will need to be both effective researchers and highly-skilled professionals in whatever field they choose to enter”*

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

# Engagement, evaluation and impact

- ✔ How will you position these programmes
  - ✔ to complement existing provision?
  - ✔ by discipline?
  - ✔ throughout the year?
  
- ✔ How can we engage PIs and RS
  - ✔ with these programmes?
  - ✔ with each other?
  
- ✔ How will you evaluate success?



[manuals@vitae.ac.uk](mailto:manuals@vitae.ac.uk)

# Focusing our efforts

- ❑ Which areas of the Researcher Development Framework are well provided for?
- ❑ Where could Vitae provide useful resources, or support training better?

# Focusing our efforts

- ✔ What is your own take-home point or action from this session? ( a note for you)
- ✔ Can you contribute, or recommend, a training resource or activity that might be shared with others to spread good practice? ( a note for us – with your name and contact details please)