

## **Special interest sessions**

### **SIS A1 – It's wider than widening participation**

#### **Presenter:**

**Dr Kate Mahoney**, Skills Trainer, University of Warwick

Special interest session offering the opportunity to think creatively about the use of PhD Researchers as WP ambassadors. The session will highlight the case of IGGY.net (international gateway for gifted youth) and demonstrate impact the PhD mentor programme on the researchers themselves.

The session will demonstrate how IGGY.net has provided a platform for PhD students to showcase their public engagement skills, trial careers in teaching and also develop their collaboration skills in real time working with online education creators, teachers and pupils.

Participants will be given the opportunity to consider how their own researchers can collaborate with widening participation teams to enhance their impact, develop transferable skills and learn about the importance of sharing their own experiences of university life in order to support student recruitment.

#### **Topics covered:**

- Thinking wider than widening participation
- Alternative approaches to engagement, influence and impact (RDF dom. D)
- Promoting a talent pipeline through recruiting research ambassadors and supporting interdisciplinarity

#### **Themes covered:**

- Engaging research leaders, principal investigators and supervisors to transform professional development of researchers and embed professional development in the research environment
- Developing a pipeline of research talent, including widening participation, strategies to attract and retain research talent, and approaches to mainstreaming equality and diversity for researchers in the research environment
- New and successful ways of supporting researchers' mobility including international, inter-sectoral, interdisciplinary and virtual mobility
- Researcher development across boundaries including international collaborations, intercultural competences, international researchers' experiences, business/industry collaborations and engaging society through open research.

#### **Outcomes:**

Participants will leave with

- A plan to work more collaboratively with WP departments

- An understanding of the use of PhD Researchers in supporting schools with gifted and talented education at GCSE and A-level.
  - A selection of ideas to kickstart development of public engagement activities for PhD researchers – including a demonstration of the e-learning platform IGGY.net.
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## **SIS A2 - DiSCovering leadership styles of early career researchers**

### **Presenter:**

**Davina Whitnall**, GTP Manager, University of Manchester

### **Workshop overview:**

This workshop explores the use of DiSC personality profiling for early career researchers across diverse disciplines. Using the DiSC approach, a researcher focussed leadership framework has been developed to support early career researchers to:

- Recognise their leadership style
- Identify the behaviours that progress or hinder their leadership approach
- Increase awareness of other leadership styles and use these to complement their own approach

The leadership framework is presented and the workshop will provide an overview and insight into using DiSC in a researcher development setting. Participants will discover DiSC personality styles, leadership styles and preferences and identify their own style. The session is interactive and attendees will use innovate tools such as personality postcards, identify their leadership style through using a walk-through approach and complete a leadership style analysis.

### **Workshop topics covered:**

- The use of personality profiling to identify personal leadership styles and preferences
- Introduction to DiSC personality profiling in a researcher development setting
- Developing leadership in early career researchers
- Identifying leadership behaviours
- Techniques to support leadership behaviour in early career researchers
- The differences between DiSC and other personality profiling approaches

### **Themes covered:**

- Leadership development of early career researchers including researchers' as leaders in different disciplines
- Researcher development within structured doctoral programmes, including perspectives on doctoral training centres/ partnerships, Innovative Training Networks (ITNs) and other cohort based models; including European and international collaborations and organisational benefits and challenges in managing diverse researchers' experiences

### **Workshop outcomes:**

- Identification of own personality DiSC style
- Awareness of DiSC personality profiles and how these complement researcher leadership

- A group discussion identifying the core leadership behaviours in early career researchers
- Opportunity to explore profiling and sample leadership frameworks
- Completion of a leadership style analysis
- Development of an action plan to take ideas forward

**Format:**

Presentation & interactive workshop

**SIS A3 - Developing postgraduate researchers through collaborative research**

**Presenter:**

**Duncan Stanley**, Research Staff and Student Development Adviser, Loughborough University

**Outline**

Normally, collaborations between universities and industry involve academic staff undertaking applied research for financial incentive. Loughborough University and Taylor and Francis have taken a different route to collaboration, with a project to examine how postgraduate researchers approach and interrogate digital library resources, with the aim of creating a rich dataset that will be useful to both parties. Unexpectedly, the research subjects also felt the benefit of taking part in this research, as the reflection and interactions involved in completing the work have helped to build their repertoire of skills. In this special interest session we will look at some of the project outcomes, as well as the discussing the experiences of the participants and stakeholders of this atypical research collaboration.

**Themes**

- Researcher development across boundaries including international collaborations, inter-cultural competences, international researchers' experiences, business/industry collaborations and engaging society through open research.
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**SIS A4 - Articulate - A toolkit to help early career researchers in the game of understanding and articulating their competencies**

**Presenters:**

**Lorna Warnock**, Employability Manager, University of York

**Amanda Barnes**, Employability Officer/Research Fellow, University of York

**Workshop overview:**

Through our engagement with PhD internships, we know that students struggle with the concept of competencies and how to write about their competencies when applying for jobs and internships and how to talk about them at interviews.

Working with the Higher Education Academy (HEA) and employers we have produced a Competency Framework for Bioscience PhD students to reflect eight competencies most valued by employers which include Teamworking and Leadership and have consulted with employers to assess the levels of these competencies expected from PhD students. The Framework is available at <https://www.heacademy.ac.uk/node/10074>.

We have further developed a Toolkit that includes video case studies of students and employers describing competencies and an interactive Competency Framework pdf to record professional development. The Toolkit is available at <https://www.heacademy.ac.uk/resource/mysterious-language-competencies-helping-your-students-understand-and-articulate-their>

In this workshop we will work together to adapt the existing PhD Competency Framework to the competencies of Early Career Researchers and we will produce an interactive Competency Framework pdf for Early Career Researchers that we will share at the conference via Social Media and later with Researchers and employers.

**Workshop topics covered:**

- Adaptation of the existing PhD Competency Framework to the expected competencies of Early Career Researchers. Using the interactive Competency Framework pdf, we will work together in the session to produce a generic Competency Framework for Early Career Researchers that will cover most sectors.
- Tailoring the generic Competency Framework for Early Career Researchers to encapsulate competencies required by Researchers in the sectors specific to our workshop participants. We can then encourage our Researchers to take ownership of the Framework.
- During the conference we will share the interactive Competency Framework for Early Career Researchers via Social Media for evaluation and further development to provide a Framework that everyone can adapt and incorporate into their Researcher Development Training.

**Themes covered:**

- Researcher development across boundaries including international collaborations, inter-cultural competences, international researchers' experiences, business/industry collaborations and engaging society through open research.

**Workshop outcomes:**

The workshop is designed to explore how we can collaborate with employers to articulate the competencies and level of competencies that they expect from Early Career Researchers throughout a wide range of careers and how Early Career Researchers can best articulate these competencies.

We will design a Competency Framework for Early Career Researchers based on 8 competencies that employers value most highly. The Competency Framework will be made available for further consultation with employers to work with them to develop bespoke Frameworks appropriate for a wide range of careers.

On the flip side, the Competency Framework will also be made available to Early Career Researchers in the form of an interactive pdf for Researchers to prepare their own bespoke Competency Framework to enhance and record Researcher development.

By working together with employers and Early Career Researchers we will be able to produce flexible Competency Frameworks that can be developed over time to support changes in commercial needs and meet the expectations for the preparation of Early Career Researchers for a range of career choices.

**Participants in the workshop will:**

- Gain an understanding of the competencies and level of competencies of Early Career Researchers
  - Obtain knowledge of the competencies and level of competencies that employers expect from Early Career Researchers
  - Collectively design an interactive pdf Competency Framework for Early Career Researchers that will be shared at the conference via Social Media
  - Have an opportunity to consider how they will adapt the Competency Framework for Early Career Researchers for their own sector
  - Have an opportunity to discuss how best to introduce the Competency Framework for Early Career Researchers to their own Researchers and network of employers.
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**SIS A5 - Why do we do what we do? Using careers enrolment data to plan careers services and activities for researchers**

**Presenters:**

**Kate Murray**, Careers Consultant for Researchers, King's College London

**Donald Lush**, Careers Consultant for Researchers, King's College London

**Outline**

The session will examine the use of newly-available data on the career intentions and aspirations of PhD students for planning careers services and activities. It will compare data from two contrasting research areas, and look at work we have done to plan careers management workshops and employer input based on the information we now have about career intention and sector area interests.

Participants will help us evaluate the usefulness of the data, given that the questions posed were developed with undergraduate responders in mind. We will ask participants their views and experiences of using this, or similar, data and discuss how our plans could develop as more data is gathered.

This session is aimed at anyone interested in having an evidence base for their training and development programmes, specifically careers professionals seeking better insight into the needs of their PhD clients.

**Themes**

- Evaluation and impact studies of researchers careers to further our understanding and knowledge of the researcher career landscape in UK and internationally
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**SIS A6 - Developing a research and knowledge exchange development programme: a collaborative exercise**

**Presenters:**

**Jennifer Roddis**, Research Facilitator, Bournemouth University

**Emily Cieciura**, Research Facilitator: EU & International, Bournemouth University

**Sarah Cronin**, Organisational & Staff Development Programmes Co-O, Bournemouth University

# Vitae Researcher Development International Conference

12-13 September 2016 The Midland, Manchester



## Outline

The Research Facilitators at Bournemouth University (BU) have adopted an innovative approach to developing a new research and knowledge exchange (RKE) development programme; the RKE development framework.

Previous RKE provision has been developed solely by the research support office. We have involved colleagues from across the University, including staff from support services such as the Library, Organisational Development, the Graduate School and, most importantly, academics at whom the framework is targeted. This has enabled us to develop a programme which addresses all academic career stages and is mapped to both the Vitae RDF and the University academic career matrix. The framework covers a wide range of areas, including types of funder and funding scheme, working with various stakeholders, including the public, industry and policymakers, managing a research project, bringing together a team, publishing, skills development, communicating your research, bid writing retreats and sandpits.

The programme will go live in October 2016. We will share our experiences to date, discuss next steps and receive feedback from others interested in this area.

## Themes

- Engaging research leaders, principal investigators and supervisors to transform professional development of researchers and embed professional development in the research environment

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## SIS A7 - Starting a network: LGBTQ researchers and researcher developers

### Presenter:

**Dr Kieran Fenby-Hulse**, Programme Manager: Early and Middle Career Researcher Development, Coventry University

### Outline

Facilitated by Dr Kieran Fenby-Hulse, an LGBTQ researcher developer and researcher, this special interest session seeks to set aside some time to think in detail about issues currently faced by LGBTQ researchers and researcher developers and how universities and those working in researcher development can support LGBTQ staff. The workshop will take an open forum approach for people to discuss challenges, share experiences, and propose best practice.

### Themes

- Developing a pipeline of research talent, including widening participation, strategies to attract and retain research talent, and approaches to mainstreaming equality and diversity for researchers in the research environment
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**SIS B1 - Introducing the confidence and leadership road-show: exploring goal setting and enhancing researcher confidence through Peer-led Crowd Coaching (PCC)**

**Presenter:**

**Davina Whitnall**, GTP Manager, University of Manchester

**Outline**

The aim of PCC is to provide the benefits of one-to-one coaching in a large group setting whilst enabling participants to feel part of a wider community.

There are 3 principles to PCC:

- A large group is required
- Coaching techniques are used
- Actions are set

Participants explore the concept through a practical session using PCC to improve confidence. Research behind the techniques and complementary approaches such as a 'Confidence Needs Analysis (CNA)' and 'Confidence Shape Framework (CSF)' is presented. The dynamics of crowd coaching are explored in detail and case studies illustrated to help put this in context. There is particular focus on confidence and leadership and a show-case of the Confidence and Leadership Road-show; which is specifically aimed at increasing early career researcher and early career fellows confidence and leadership capability.

The aim of the session is to explore Peer-led Crowd Coaching and identify the benefits of one-to-one coaching in a large group setting whilst enabling participants to feel part of a wider community.

**Themes**

- Leadership development of early career researchers including researchers' as leaders in different disciplines
- Researcher development within structured doctoral programmes, including perspectives on doctoral training centres/ partnerships, Innovative Training Networks (ITNs) and other cohort based models; including European and international collaborations and organisational benefits and challenges in managing diverse researchers' experiences
- Research into researcher development

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**SIS B2 – Innovative professional development for PostDocs: a post-doctoral development fund**

**Presenters:**

**Dr John Ankers**, Research Associate, Institute of Integrative Biology, University of Liverpool  
**Dr Linda D'Amore**, Research Associate, Institute of Integrative Biology, University of Liverpool

# Vitae Researcher Development International Conference

12-13 September 2016 The Midland, Manchester



**Tina Lewis**, Management Services Team Leader, Institute of Integrative Biology, University of Liverpool

**Kate Jones**, Institute Manager, Institute of Integrative Biology, University of Liverpool

Linked to the Institute of Integrative Biology's (IIB) Athena Swan programme, IIB's Postdoctoral Society recently led a unique scheme to promote post-doctoral career development – we believe it can work at other universities, too. The Johnston Post-doctoral development fund rewards creative ideas pitched anonymously to a diverse panel of judges. During this session we will talk about how and why the scheme was developed, and discuss the preliminary results of the first round of funding. We will also hear from successful applicants – revealing how the scheme has enabled individual projects ranging from field studies to training to become a professional coach. The Johnston fund is focussed on giving postdocs a financial boost in a direction they are passionate about. The scheme also gives applicants the opportunity to take a breath and to consider where they really want to go in their careers. We look forward to questions on how other academic institutes might use this model and how we can help you to help your postdocs!

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## SIS B3 - Research life: sharing the experience and expertise of researchers

### Presenters:

**Inma Andres**, Student Programme Manager, Brunel University

**Dr Lorna Anguilano**, Research Fellow (X-Ray Analysis), Brunel University

### Outline

The aim of this session is to discuss the set-up, implementation and outcomes of an innovative early career researcher-led podcast initiative in the UK. The objective is to offer a collegial discursive platform between early researchers and more experienced researchers.

To date, podcast interviews have covered 10 topics relating to the career development of Researchers including the grant application process, available tools for career development (e.g. Vitae designed frameworks), developing of novel ideas in different fields of research, transferrable skills and building a research profile in research. Interviewees have included mid- to senior career researchers from UK universities and staff from Vitae and the public engagement platforms such as Conversation. This session will facilitate further engagement with key stakeholders in the research community, explore further approaches and topics of interest.

The session will include a presentation of an overview of the initiative and Q&A session covering :

- Engagement with the research environment: is research a lonely affair?
- Research and teaching, enemies or lovers?
- Career development, pathways and opportunities.

### Themes

Engaging research leaders, principal investigators and supervisors to transform professional development of researchers and embed professional development in the research environment

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## **SIS B4 - Shaping an Eco-system of emerging and emergent African Scholars**

**Presenter:**

**Herine Otieno**, Research Student, Sheffield Hallam University

**Outline**

In this session I will share with the other participants my quest to shape an eco-system of emerging and emergent African scholars -in Africa and diaspora. I will share the history of this endeavor from a student led conference hosted at SHU early in the year to subsequent activities which have seen the birth of local chapters of postgraduate networks in some of the African countries. I will seek participant's contribution in shaping this into a full vibrant entity -which can play a key role not only in contributing to the gaps in developing African researchers but also actively contributing to the African research agenda. A key reference will be a related paper and discussions that I will be presenting at upcoming ACU conference for university leaders which will be hosted in Accra Ghana at the end of July. I will be keen to share some of my emerging ideas on exploiting opportunities presented by expansion of adoption of mobile/technology in linking the emerging students in Africa and those in diaspora and possibility of collaboration with international researchers in mentoring and coaching the emerging African researchers. Thoughts around communication of research on Africa and those done by African researchers across the world will also be shared with a special reference to a proposed citizen friendly research journal- 'The Mwananchi Research Journal'.

**Themes**

- Researcher development across boundaries including international collaborations, inter-cultural competences, international researchers, experiences, business/industry collaborations and engaging society through open research.

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## **SIS B5 - Can a strong digital profile help researcher's careers?**

**Presenter:**

**Dr Jillian Adie**, Science Communication Product Manager, Nature  
**Jack Leeming**, Editor, Nature

**Outline**

Contemporary researchers need to be armed with a well-rounded science communication skill set. This arsenal includes a variety of different types of communication, from writing papers to tweeting about them. But all too frequently, researchers lack the resources available to develop these skills. For example, many scientists consider their published paper as an end-goal and return to the bench afterwards, but post-publication marketing and communication of their research is important. Creating a digital profile can achieve this.

Good research will always be well-read and cited. However, having the knowledge to increase the impact of a paper post-publication can have a real effect on that researcher's

career, the reach and re-use of their research and future collaborations, which will ultimately benefit their institution as well.

So what are publishers and institutions doing to support their authors post-publication? Do they encourage their researchers' online presence? Could they be doing more?

In this session, we'll examine the existing frameworks in place for supporting researchers in building a digital profile, both for collaborations and publications, and discussing whether this should be part of a formal professional development. We'll look at case studies of successful researchers who have built a strong digital presence and the different benefits it has brought them.

### **Themes**

- Engaging research leaders, principal investigators and supervisors to transform professional development of researchers and embed professional development in the research environment

Research into researcher development

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### **SIS B6 - A survey of good practice in careers provision for doctoral researchers across national and international institutions**

#### **Presenter:**

**Dr Sharon Milner**, Employability Development Manager, Ulster University

#### **Outline**

This session will disseminate the findings from a survey carried out by the AHECS Postgraduate Students Working Group exploring good practice in careers provision for doctoral researchers across 47 national and international institutions.

These findings explore a broad range of topics ranging from institutional strategies, doctoral research internships to specific careers provision, delivery and support such as that provided for international students. Detail is provided in relation to courses, workshops and events offered, careers resources that are currently being used, and how the impact of this careers provision is monitored and gauged. Some of the challenges currently faced when working with doctoral students along with practice sharing/ innovation for the future will also be explored.

This session will provide ample opportunity for participants to discuss the findings in light of their own practice.

#### **Themes**

New and successful ways of supporting researchers' mobility including international, inter-sectoral, interdisciplinary and virtual mobility

Researcher development within structured doctoral programmes, including perspectives on doctoral training centres/ partnerships, Innovative Training Networks (ITNs) and other cohort based models; including European and international collaborations and organisational benefits and challenges in managing diverse researchers' experiences

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**SIS B7 - Developing future leaders; how do we encourage and support our future fellows?**

**Presenter:**

**Daniel Brooke**, Advisor, Postdoc Development Centre, Imperial College London

**Outline**

This session will use our highly competitive and successful Junior Research Fellowship scheme as a case study.

The Postdoc Development Centre (PDC) at Imperial College London, provides a range of opportunities that encourage and support our early career researchers (ECRs) taking the next step in their academic career. These include courses such as “Preparing Successful Fellowship Applications” and workshops such as Funders Showcases, which provide ECRs with details about the various fellowship schemes available and their application process. The PDC also delivers Fellowship Briefings, which provide guidance on how to prepare effective fellowship applications and how to maximise your chances of success. Other workshops focus on specific sections of fellowships applications that ECRs commonly find difficult to write e.g. lay summaries.

Once our ECRs become Fellows, we offer a range of tailored support. Examples include networking opportunities with other Fellows through our Fellows Forum and courses such as “So You’ve Got Your Fellowship, Now What?” and, “Leadership in Research: Managing Your First Research Group”.

**Themes**

- Developing a pipeline of research talent, including widening participation, strategies to attract and retain research talent, and approaches to mainstreaming equality and diversity for researchers in the research environment
- Leadership development of early career researchers including researchers, as leaders in different disciplines