Researcher development is at the heart of improving research culture; bringing together wellbeing, ethics and integrity, leadership, and equality, diversity and inclusion to create an environment conducive to successful research.

Our evidence-based approach to researcher development draws on independent research, policy and frameworks; supporting you to identify goals and evaluate success in your strategy and provision.

Through a culture of engagement and practice sharing, researcher development professionals connect with diverse perspectives to generate new ideas and drive collective progress.

Vitae membership: Develop your researchers to support your research ambitions

“It is all about people [and] empowering them . . . to find their path . . . [meeting] their aspirations and needs as an individual, but also [contributing] to joining up the system in a way that allows it to thrive as a creative research and innovation endeavour”

Professor Dame Ottoline Leyser, CEO, UK Research and Innovation (UKRI), Vitae Connections Week 2020
<table>
<thead>
<tr>
<th>Vitae membership enables you to:</th>
<th>How you will benefit</th>
<th>Who should engage</th>
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<tr>
<td>Achieve the HR Excellence in Research Award and be supported to implement the Researcher Development Concordat</td>
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<tr>
<td>Benchmark yourself by running the Culture, Employment and Development in Academic Research Survey (CEDARS) and deepen your understanding of your local research culture</td>
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<td>Collaborate with the Vitae membership community through working groups focused on common challenges</td>
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<td>Contribute your voice to influence sector priorities in researcher development through member forums, consultations and surveys</td>
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<td>Stay up to date with news, trends and publications through regular member-only updates, briefings and Vitae News</td>
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<td>Enhance doctoral researcher wellbeing and engagement through website resources e.g. getting started with research, career stories, supervisor wellbeing, career destinations reports, and the Vitae Researcher Development Framework (RDF)</td>
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<tr>
<td>Develop and grow your research talent pipeline through website resources e.g. the RDF, leadership, mentoring, being a new principal investigator, and connect your researchers to the UK Research Staff Association (UKRSA) and international researcher networks</td>
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<td>Partner with Vitae on proposals for funding, e.g. through Horizon Europe, national research councils, or international doctoral schemes</td>
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<td>Submit your local finalist to the annual Vitae Three Minute Thesis public engagement competition for doctoral researchers</td>
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**How you will benefit**

- **Join the culture shift to effect change**
- **Enhance your development strategy and provision**
- **Connect with the community**

**Who should engage**

- **Doctoral researchers and those supporting them**
  E.g. Researchers at all stages of a doctorate, supervisors, doctoral and graduate school staff
- **Research staff and those supporting them**
  E.g. Researchers in their early and mid career, established researchers, research leaders and managers, principal investigators, technicians
- **Staff supporting the development of researchers**
  E.g. Researcher development professionals, administrators and leaders, HR professionals, careers professionals, EDI professionals, academic and organisational developers, research managers, library and information professionals
- **Senior managers, strategy and policy makers**
  E.g. Pro-vice-chancellors for research, Directors of research and innovation, Heads of school/faculty/department, research leaders and managers

Vitae members can benefit from discounts on our range of events and services. Bespoke packages of support can be developed at discounted member-only rates, including consultancy, evaluation, learning and development, and cohort subscriptions to the RDF Planner.
Spotlight on the Researcher Development Concordat

**Benchmarking survey support**

To support your understanding of research culture at your institution, the Culture, Employment and Development in Academic Research Survey (CEDARS), can provide insights into the experiences of researchers and research leaders. Mapped to the Principles of the Researcher Development Concordat, findings from CEDARS are an evidence base for interventions at the institutional policy and practice level, as well as for wider sector benchmarking. Through Vitae membership you can take advantage of opportunities for peer-learning to support your planning, implementation, and engagement with researchers.

**Enhancing institutional culture and environment**

Vitae membership supports your institution in engaging with the UK process for the HR Excellence in Research Award, providing guidance and feedback around action planning, implementation and evaluation, aligning your goals against the Principles of the Researcher Development Concordat, resulting in enhanced institutional capacity for employing and developing researchers. Via drop-in sessions and webinars, members can engage in practice sharing and peer-learning to help achieve strategic aims and target specific challenges. Engage with Vitae and the UK Panel on the evolution of the process for achieving and retaining the HR Excellence in Research Award as we move beyond the Brexit transition period.

**Voice into policy**

It is clear from our conversations with members that the advocacy role we play for researcher development is important to you, providing a voice for members into policy. Our work spans a range of policy areas which intersect, e.g. the Researcher Development and other Concordats, the Technicians Commitment, the Research Excellence Framework, the European Charter and Code, and the People and Culture Strategy. Through consultations, surveys and forums, Vitae members can engage in the conversation to influence this wider policy environment. As the policy landscape evolves, we will continue our commitment to be responsive to the needs of our members.

“Membership of Vitae helps us to do everything we can to ensure that the University is the best place for a researcher to start and to subsequently develop their research career. Vitae’s package underpins our ambitions in this space”

Vitae Member survey 2021

“Vitae are both proactive and responsive to the sector and the support/resources provided are highly relevant and appropriate to the needs of the beneficiaries”

Vitae Member survey 2021

“It’s a way to make sure that Researcher Developers in our Institute are part of a professional network with others across the country, that looks at value and impact of what we do and reflects on/shares best practice. It’s a learning platform/opportunity for our professional development”

Vitae Member survey 2021

“Vitae is the Researcher Development main national forum - I want to see what others do and think about how that can enhance my own work”

Vitae Member survey 2021

For a snapshot of how the Vitae programme delivered on its mission in 2019-2020 see Vitae highlights and for a more detailed read see the Vitae Annual Report 2020.