RDF researcher profile

Anja Dalton: Second year PGR at the Centre for Transport & Society, University of the West of England, looking at gender differences in cycling in the UK.

Career aim: I'm not 100% sure that I'll stay within the academic sector but I'd certainly like to do more research work, possibly for a think tank non-government organisation.

Timeframe for development plan: Two to five year plan

		Current phase				
Domain A: Knowledge and intellectual abilities		Target phase				
		1	**2**	**3**	**4**	**5**
A1. Knowledge base	Subject knowledge					
	Research methods – theoretical knowledge					
	Research methods – practical application					
	Information seeking					
	Information literacy and management					
	Languages					
	Academic literacy and numeracy					
2. Cognitive abilities	Analysing					
	Synthesising					
	Critical thinking					
	Evaluating					
	Problem solving					
3. Creativity	Inquiring mind					
	Intellectual insight					
	Innovation					
	Argument construction					
	Intellectual risk					

> I make a real point of trying to get all the opportunities I can for skills training to go on courses and avail myself of everything at the University and at Vitae.
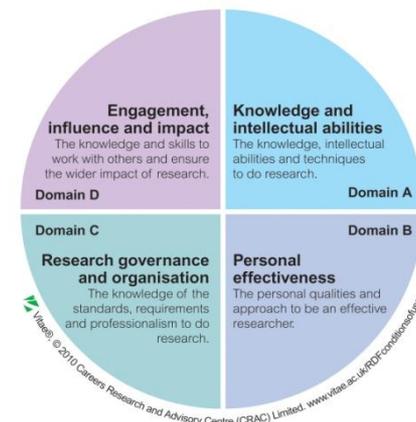
> I currently speak intermediate level German. I would like to be more fluent and am actively developing networks & opportunities to improve both my German and my chances of a job opportunity in Germany.

> I would hope to develop these skills and abilities over the next few years if I were in a role where I could lead others within a project. Also seeking feedback and peer review wherever possible to improve my ability to seek and accept criticism.

> Generally, I've put myself in the first category but it can be quite difficult when you're starting out to know where you are in relation to other people and how long it might take to get somewhere.

Anja Dalton RDF reflections:

'Within our sphere we may have to focus a lot of energy on publication and dissemination, especially with the REF coming up. Given that realistically most people won't be able to develop all of their skills all of the same time I think it's unrealistic to give people the task that they will move towards improvement in all areas.'

'I could fill it out by myself but as I wasn't quite sure what was meant by some of the things I would have appreciated the chance to discuss what the different descriptors meant and where I fitted in. As a preference I would choose to do this with someone [e.g. a staff developer/careers advisor] rather than on my own.'

Engagement, influence and impact
The knowledge and skills to work with others and ensure the wider impact of research.
Domain D

Knowledge and intellectual abilities
The knowledge, intellectual abilities and techniques to do research.
Domain A

Domain C

Domain B

Research governance and organisation
The knowledge of the standards, requirements and professionalism to do research.

Personal effectiveness
The personal qualities and approach to be an effective researcher.

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		Current phase				
Domain B: Personal effectiveness			**Target phase**			
		1	2	3	4	5
B1. Personal qualities	Enthusiasm					
	Perseverance					
	Integrity					
	Self-confidence					
	Self-reflection					
	Responsibility					
2. Self management	Preparation and prioritisation					
	Commitment to research					
	Time management					
	Responsiveness to change					
	Work-life balance					
3. Professional and career development	Career management					
	Continual professional development					
	Responsiveness to opportunities					
	Networking					
	Reputation and esteem					

As a PhD student I certainly felt that for some things I'm only bordering on level one. I need to focus on getting as many journal papers as I can and I have to recognise that personal skills and helping other colleagues might not be increasing at the same time.

Research projects run over all the time. It's a really big feature of research that you have setbacks and problems. We need to recognise that it's difficult to *always* finish on time.

A strong personal goal for me is to achieve change in the field that I'm working in and to work towards more sustainability. So reaching the pinnacle of international reputation and being cited across the world may not be as important as feeling that I have made a tangible impact in the real world.

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Researcher Development Framework

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