

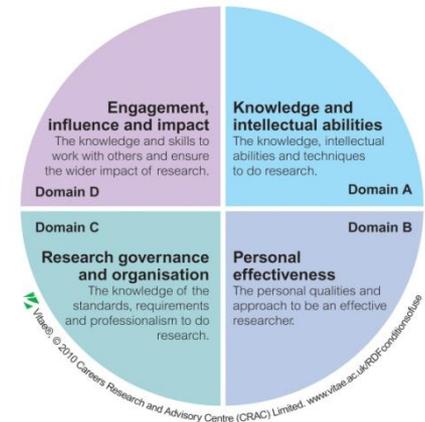
RDF researcher profile



Joe Viana: Final year PGR, School of Management, University of Southampton

Career Aim: My current career goals are to complete my PhD and having recently obtained a 4 year postdoc position I would like to establish a strong publication record to maintain my career momentum.

Timeframe for development plan: I used a very long time frame, ideally where I would like to be at the end of my career. It would have probably been better if I used a shorter time scale; maybe 1-5 years.



Domain B: Personal effectiveness		Current phase				
		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					
	Continuing professional development					
	Responsiveness to opportunities					
	Networking					
	Reputation and esteem					

My research topic is incredibly important to society. Being passionate about my research improves my ability to stress the importance of the research and to receive contributions from the wider community in terms of academia and the public.

Initially I was not strong at verbally presenting my work but I attended several courses and now take every opportunity to present at conferences and seminars. I try to receive feedback from people I present to and also on my written and technical work.

I was introduced to experienced researchers and people in my field and it is through this kind of contact that new researchers can be incorporated into these networks.

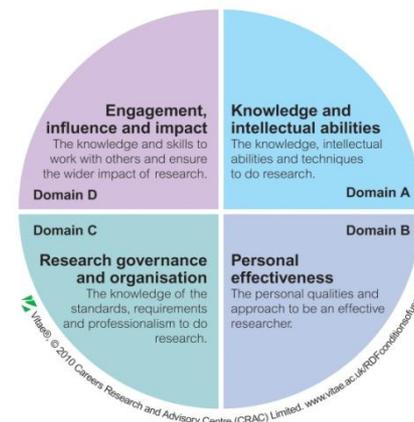
I have started debates in my field at conferences and seminars in order to obtain feedback and to establish my reputation.

Joe Viana RDF reflections:

'The RDF will encourage me to be more proactive about my career development as it provides me with a framework (list of milestones) that I can judge my current progress in relation to what I want to achieve with my career.'

'Put aside at least half a day to really consider your responses to allow you time to reflect on what you have achieved so far and what you would like to achieve.'

'The RDF could allow me to judge how effective as a researcher my current skills make me and also areas where and how I can improve. By performing this kind of needs analysis I can identify potential training courses that I should attend and areas of myself that I can improve which I can discuss with my line managers.'



		Current phase				
		Target phase				
		1	2	3	4	5
Domain D - Engagement, influence and impact						
1. Working with others	Collegiality					
	Team working					
	People management					
	Supervision					
	Mentoring					
	Influence and leadership					
	Collaboration					
	Equality and diversity					
2. Communication and dissemination	Communication methods					
	Communication media					
	Publication					
3. Engagement and impact	Teaching					
	Public engagement					
	Enterprise					
	Policy					
	Society and culture					
	Global citizenship					

I have built relationships with colleagues in other Schools within the University and other universities, with healthcare professionals in the UK and also policy decision makers in the Department of Health.

I am confident at communicating my research effectively to a specialist audience, but would like to be equally able to communicate research to non specialists. To reach my target phase I could 'attend various courses, and seek advice from senior colleagues who use communication media effectively'.

The intellectual property related to the models I am developing leads me to believe that these have potential commercial use and I will be following this up after my PhD by discussion with the research governance office, senior colleagues as well as contacts from other universities.