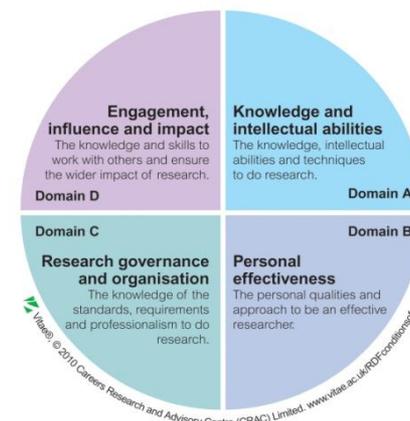


RDF researcher profile



Patrick Hadoke: Tenure-tracked Senior Academic Fellow in Pharmacology, University of Edinburgh. I did about 12 years of short term contracts varying in length from a year spent on monthly contracts to 3-4 year contracts. I'm now on a tenure track post, I'm fairly established and I run my own team within the unit.
Career Aim: At the moment I'm on the senior researcher/senior lectureship scale and so the next step in the ladder would be a readership.
Timeframe for development plan: Ultimate career ambitions



Domain C: Research organisation and governance		Current phase				
		Target phase				
		1	2	3	4	5
1. Professional conduct	Health and safety					
	Ethics and principles					
	Legal requirements					
	IPR and copyright					
	Respect and confidentiality					
	Attribution and co-authorship					
	Appropriate practice					
2. Research management	Research Strategy					
	Project planning and delivery					
	Risk management					
3. Finance, funding and resources	Income and funding generation					
	Financial management					
	Infrastructure and resources					

In the techniques that I was leading it was appropriate for me to do the COSHH forms and the safety responsibilities for those and that has just increased as I've started to be involved with more techniques and supervise more students and staff.

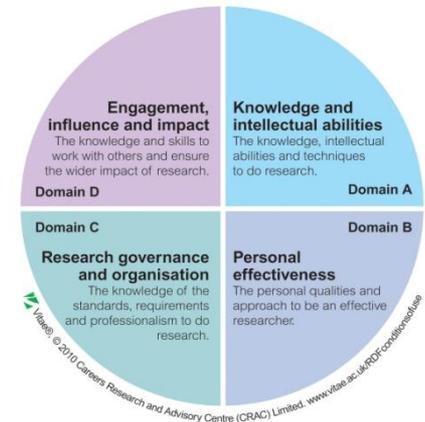
We have quite a good department that helps us with IPR and also freedom of information so there are people who deal with the detail but you have to be able to interact with them.

Getting funding is the constant in all of our work I suppose, in that you have to apply for funding to allow you to do particular projects that you are interested in doing. You try and keep yourself going by getting positions, getting grant funding or fellowships and the anticipation is always that something permanent will become available to challenge for.

Patrick Hadoke RDF reflections:

‘Earlier in my career I wouldn’t have had a clue about what the setup was and how the system works. I think you tend to go into it quite naively and think if I work very hard, posts will appear you’ll apply and eventually get one but it doesn’t really happen that smoothly. Its about taking opportunities if and when they arise.’

If the RDF had been available ‘when I was a PhD student, I’d have had a much better idea of what I needed to do, what skills I needed to accumulate, logging the evidence and how to set priorities.’



		Current phase				
		Target phase				
		1	2	3	4	5
Domain B: Personal effectiveness						
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					

I have a good idea of what involved with the job I do so its was quite easy mapping that to the descriptors.
For some descriptors though I’m in between adjacent phases so its hard to know which one I go in.

I’ve always been fairly proactive including setting up the RSA here that led to my involvement with Vitae and UKRSA. What we’ve always tried to do with the postdocs here is say 'look this is your career and it’s your responsibility'.

At one level I network very well and at another level not so well. I’m quite good setting up collaborative networks to work on projects together. What I’m less good at is going to meetings and networking and keeping in contact. I certainly think I could do better and that’s why the aspirational phase is further away from my current phase.