

Resources

Research Staff Futures

Vitae will publish a new suite of flexible materials for research staff at different career stages, entitled 'Research Staff Futures'; these materials have been piloted in 2014. The resources will be made available on the Vitae website from January 2015. They can be used to run complete and bespoke programmes, which can be adapted to complement existing institutional provision. The new materials include:

- 'Enhancing Professional Effectiveness', previously piloted as 'Establishing yourself: Productivity and People'
- 'Introducing Impact and Engagement', previously piloted as 'Making your Mark'
- 'Progressing Your Academic Career', an updated version of our highly popular 'Advancing in Academia'
- 'Managing Your Career', an updated version of our equally popular 'Broadening Horizons'.

Leadership development for research staff

At all stages of their career, researchers take on leadership roles; ranging from managing their own PhD and delivering research outcomes as a co-investigator to being responsible for a research grant or research programme. The 'Leadership development for research staff' is a new suite of programmes designed to empower staff researchers to realise their full career potential. The suite includes:

- 'Leadership in Action': our highly acclaimed professional development programme, which is already available to UK institutions. This course is for doctoral researchers and early stage research staff who do not yet have a formal leadership role. It is being enhanced, and will be run by Vitae early in 2015.
- 'Preparing for Leadership': a new two-day programme for research staff who are not yet independent researchers. The pilot period for the programme has been extended due to the overwhelming interest from institutions to host a pilot. The materials will be available from February 2015.
- 'First Time Academic Leadership': a tailored programme for early career principal investigators who have achieved a level of research independence. This programme is available and can be organised in partnership with host universities.
- New leadership publications are in the pipeline for research staff and staff developers, incorporating case studies and new resources on approaches to coaching for research leadership. They will extend our existing range of leadership materials which includes 'The leading researcher' and 'The leadership lens on the Vitae Researcher Development Framework'.

Vitae membership: from January 2015

From January 2015, UK organisations can continue to access Vitae services via a membership subscription. A significant number of institutions have already registered for membership. If your institution has not yet signed up, please return the forms by the end of September.

As part of the transition to the new arrangements, we will be confirming a series of regional meetings for our member organisations, which will take place between January and March 2015. These will be an opportunity to:

- share Vitae and institutional plans and projects
- nominate a new regional representative from an institution in the region
- explore the priorities of the membership to inform Vitae's activities for the 2015/16 academic year.

Vitae will continue to lead on, manage and support the HR Excellence in Research Award process for UK institutions. The key deadlines are set out in the calendar inside this leaflet. There will also be a dedicated event during the spring to share practice and experiences of the four-year external review process, with a focus on demonstrating the impact of change.

Every Researcher Counts: Progress and challenges

The next Every Researcher Counts conference will unveil Vitae's "Actions for All", which are tips and guidelines from various stakeholder perspectives and will showcase new resources for principal investigators and research staff, which cover equality and diversity across all nine protected characteristics. Presentations will assess the current climate and progress made, including sector drivers, mainstreaming and unconscious bias, with a particular focus on where we are now and what still needs to be done. The Conference will also highlight the outcomes of a research project, by Oxford Brookes, on Developing Good Practice to Advance Equality in Research Careers. The Every Researcher Counts resources will be searchable online from January 2015 and include guidance from the Equality Challenge Unit and new resources for research staff.

Researcher careers

Vitae will publish a new report in the 'What do researchers do?' series in December 2014, the initial results of which will be presented at the Vitae Conference. The publication will focus on the careers of research staff who have made a transition to occupations outside academic research. It will explore the tipping points in their careers, provide some answers as to why they decided to make the move and how they achieved this. The outcomes from a survey of former research staff and a series of individual career stories will create valuable resources for research staff looking at careers outside academic research and will enable them to make more informed career decisions. The findings will also be incorporated into the labour market information on researchers' careers, a new web resource, which will be available to our members in the summer 2015.

For researcher developers

Connections: for professionals in researcher development

The Connections programme provides professional development opportunities for researcher developers from all backgrounds and roles, enabling them to network and develop new competencies and insights. The programme includes the new CPD framework for researcher developers, which will be presented at the Vitae Conference in September 2014.

Impact and evaluation

The Vitae Impact and Evaluation Group is developing an online suite of resources, the 'Impact and evaluation toolkit', available in spring 2015; this aims to help researcher developers integrate evaluation into their normal practice to enhance their provision and demonstrate the impact of their interventions. This will contribute to building a more accurate and effective evidence base of the impact of researcher development.

In 2015 Vitae will run a full programme of online and face-to-face events for researchers, researcher developers and other stakeholders over the summer, including the launch of a new international exchange programme next September. Highlights include our Connections programme, which will focus on innovations in researcher development, as well as programmes for those new to researcher development and activities focused on the continuing professional development planning for doctoral researchers. Our programmes will continue to explore the theme of researcher development within the context of Doctoral Training Centres and Partnerships and other cohort based models.

Further dedicated online content for members will be released during 2015 and the new membership online communications will be launched in the spring.

Vitae activities 2014-2015

The role of the research funders and research performing organisations has never been more at the forefront of researcher career development. Policy relating to researcher development and researcher careers continues to be a focus worldwide during 2014. In May, the Global Research Council met in China and endorsed a high-level Statement of Principles and Actions for Shaping the Future: Supporting the Next Generation of Researchers. The statement was put forward within a framework to improve the world-wide attractiveness of research careers and to support skills and training to prepare researchers for the challenges of the coming decades.

Vitae has continued to lead and enhance the professional and career development of researchers through a number of initiatives.

Our activities for this academic year have been designed to support our specific objectives of engaging principal investigators and researchers in professional development through our dedicated resources and events, and exploring innovations in researcher development.

Vitae has collaborated with the European Commission to support UK institutions in gaining and maintaining the HR Excellence in Research Award. Through Every Researcher Counts, we have continued to raise the importance of equality and diversity within researcher careers; we have further focused on leadership development for researchers and the important role of principal investigators and supervisors in setting a local culture and context for professional development. We have also continued to extend our activities worldwide by working with our partners in the UK, Finland, Poland, Spain, Australia, Japan, Belgium, Germany, the Gambia, Canada, Italy and Denmark, to deliver high impact professional development interventions for researchers.

Vitae is now offering membership to UK and international organisations. We are delighted that a significant number of UK institutions have committed to Vitae membership from January 2015 and we look forward to continuing to work with you.

As part of our membership package we are setting out a calendar of activities (overleaf). These include UK activities through the current Vitae contract until March 2015 and those available exclusively to our members in the academic year 2014-2015.

We are now welcoming international members. Please contact membership@vitae.ac.uk if you would like more information.



A step change in provision for research staff

Vitae, with support from Research Councils UK and UK higher education funding bodies, is delivering new resources to enhance the professional development of research staff in UK institutions. The higher education sector has been engaged in a wide range of development activities, such as research projects, train-the-trainer events and pilots for targeted programmes and courses. These have contributed to the development of new resources to enhance the institutional step change in research staff support, which will be mainly released by Vitae as part of the current contracted work.

Implementing the Concordat to Support the Career Development of Researchers

The Concordat continues to be an important policy reference document. A review of progress in implementing the principles of the Concordat will be published this autumn. It will draw upon existing data from CROS¹ and PIRLS² and other sources including institutional HR Excellence in Research action plans and an analysis of the revised HESA Staff Record, which will explore in depth the profile of the research staff cohort. Other Concordat initiatives include:

Principal investigator engagement in the development of research staff will be addressed in short, specific, flexible briefings for institutions to integrate into their development resources; these briefings will be derived from case studies of good practice in research staff management and will be available from January 2015

A mapping of UK research staff provision against the Vitae Researcher Development Framework will be reported in the form of a gap analysis accompanied by a set of case studies, to be made available in January 2015. A preliminary analysis will be provided in a Vitae Conference workshop.

Vitae Research Staff Conference: Recognition and value of research staff will be held in November 2014 in partnership with the UK Research Staff Association (UKRSA). It will bring together research staff at various career stages, representatives from research staff associations and those supporting the development of research staff, to address the following themes:

- Taking control of your career
- Professional development planning
- Intrapreneurship: what value do you add to your organisation?
- Recognition of research staff by funders, institutions and employers
- Demonstrating value to others.

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¹ Careers in Research Online Survey www.vitae.ac.uk/cros

² Principal Investigators and Research Leaders Survey www.vitae.ac.uk/pirls

September to December 2014

HR Excellence in Research Award; four-year external review deadline (tranche 1)

Deadline: 12 September 2014

Preparing for Leadership for research staff

Pilot, Vitae North West Hub: 17 – 18 September 2014

Pilot, Vitae London Hub: 30 September – 1 October 2014

Two-day interactive course aimed at research staff who are starting to take leadership roles or who wish to take on more leadership roles in the future.

Research Integrity: How best to support early career researchers within institutions for researcher developers

Vitae London Hub, 25 September 2014

This meeting is for researcher developers and staff within institutions and will focus on the Professional conduct sub-domain (C1) of the Researcher Development Framework, specifically exploring the importance of research integrity for early career researchers and related approaches for researcher developers.

Every Research Counts train-the-trainer event

Birmingham, Midlands & SWW Hub, 30 September 2014

This event is based on the flexible suite of Vitae's equality and diversity resources and will include information on the new resources developed for research staff.

UK member organisations invited to nominate regional representatives

In September 2014, UK member organisations will be contacted with details of the new regional representative roles and the nomination process in preparation for the regional meetings being held in early 2015.

Call opens at the end of September 2014

Making a Successful Start in Your Research for new doctoral researchers

Online event, 23 October 2014, 2pm

Live online event for those new to academic research and starting out on their doctoral studies. A Vitae moderator will be joined by current researchers and career specialists to share advice on how to become a successful researcher, taking into account future potential careers.

Connections 2: Insights into leadership, influence and internationalisation for experienced researcher development staff

London, 5 November 2014

Connections event for experienced researcher developers: what will be the impact of future trends in HE on research and researchers and how will this influence the role of researcher developers?

Focus on Online and Blended Learning

Vitae South West Hub, 10 November

Vitae Research Staff Conference: Recognition and value

Bristol, 13 November 2014

In its sixth year, the Vitae Research Staff Conference 2014 in partnership with the UK Research Staff Association will explore the recognition and value of research staff. The conference will bring together researchers of various career stages, representatives from research staff associations, and those supporting the development of researchers.

Vitae GRADschool for doctoral researchers

Windermere, 18 – 20 November 2014

A three-day highly acclaimed, action-packed programme for doctoral researchers, which aims to develop their professional and personal effectiveness and prepare them for the next stage of their career, by improving self-motivation and challenging assumptions relating to their skills.

Enhancing Professional Effectiveness

Research Staff Futures Pilot, YNE Hub, University of Newcastle, 28 November 2014

This programme aims to help new research staff make an effective start. It focuses on the transition from doctoral candidate to employee.

Managing your Career as Research Staff for research staff

Online event, November 2014

Live online event on achieving recognition and value for members of research staff and those who support their careers. A Vitae moderator and panellists will discuss different ways in which early career researchers can raise their profile and progress their career.

Connections 3: Insights into Innovations and new developments

London, 12 December 2014

Connections flagship event to look at new technologies and innovative approaches to developing and supporting researchers. Future member projects will be identified.

HR Excellence in Research Award; four-year external review deadline (tranche 2)

Deadline: 19 December 2014

Careers advisors' forum

Location TBA, December 2014

Vitae SWW, Midlands and SE Hub event for careers advisors who support research staff and postgraduate researchers.

What do research staff do next? research report

Available online: December 2014

Vitae will publish a new report in the 'What do researchers do?' series in December 2014, focusing on the careers of research staff who leave academic research.

January to April 2015

Research Staff Futures resources

Available online: January 2015

A new suite of flexible materials for research staff at different stages of their career, which have been piloted in 2014, will be made available on the Vitae website from January 2015.



Preparing for Leadership for research staff

Pilot, Vitae South West Hub, 13-14 January

Pilot, Vitae East of England Hub, University of Cambridge, 4-5 February 2015

Two-day interactive course aimed at research staff who are starting to take leadership roles or who wish to take on more leadership roles in the future.



HR Excellence in Research Award; two-year review deadline (tranche 7)

Deadline: 16 January 2015

Equality and Diversity: Progress and challenges

London, 26 January 2015

This flagship Every Researcher Counts conference will contribute expertise and insights from across our programme.



Regional meetings for member institutions

Regional locations, January to March 2015

The regional meetings will explore the strategic priorities of Vitae member organisations to inform the Vitae 2015/16 programme and appoint the new regional representatives.

HR Excellence in Research Award: Exploring the external review process

Location TBA, February 2015

This one-day event will explore the experiences of undertaking the four-year external review process associated with the HR Excellence in Research Award, with a focus on demonstrating impact.

Vitae Leadership in Action

for researchers

Windermere, March 2015

Vitae's most popular programme since its launch in 2009, Leadership in Action is a three-day course designed to develop leadership skills in researchers at various stages. The course focuses on identifying and honing researchers' own personal leadership styles. It will bring leadership to all aspects of their personal and professional life.

HR Excellence in Research Award: deadline for new submissions from member organisations

Deadline: 27 March 2015

Impact and evaluation online toolkit

Available online: Spring 2015

An online toolkit of evaluation resources to encourage researcher developers to integrate evaluation into their normal practice to enhance provision and demonstrate the impact of their interventions.

Careers in Research Online Survey (CROS) and the Principal Investigators' and Research Leaders' Survey (PIRLS) open to institutions

March – May 2015

The next CROS and PIRLS will both be open for member institutions to run over the period March to May 2015.



Exploring the Resources to Support Equality and Diversity for Researcher Careers

Online event, date TBA

This event will focus on using the Every Researcher Counts resources with principal investigators, supervisors and academic staff.

Leadership development resources for research staff

Available online: Spring 2015

A suite of programme materials including 'Preparing for Leadership' and new leadership publications will be available in spring 2015.

May to July 2015

HR Excellence in Research Award; two-year review deadline (tranche 8)

Deadline: 22 May 2015

Professional Development for Researchers for researchers

Online event, May 2015

This online live event for researchers will focus on the value of professional and career development.

Training the Next Generation of Doctoral Researchers

Location TBA, June 2015

This one day conference will explore solutions for researcher development within the context of the changing structure of doctoral education, including the growth of Doctoral Training Centres and Partnerships, and the implications for training the next generation of postgraduate researchers.

Resources for principal investigators to support career conversations with researchers

Available online: June 2015

Based on the new findings emerging from the research undertaken for the 'What do research staff do next?' project, this new set of resources will inform career conversations between research staff and their line managers.

Connections event for those new to researcher development

Location TBC, July 2015

Insights into researcher development; getting to grips with the job. Aimed at those working as researcher developers in their first 18 months.

Online Semi-Final for UK @3MT Three-Minute Thesis competition for member organisations

Online event, July 2015

Induction materials for new researchers at member institutions

August and September 2015

Working with Principal Investigators to Achieve Outstanding Professional Development for Researchers

Open space event, Summer 2015

Members-only event exploring effective approaches for working with principal investigators and other academic staff.

Labour market information

on researchers' careers

Available online: Summer 2015

A new web section will be available on the Vitae website that brings together our knowledge of researchers' careers and relevant labour market information.

September to December 2015

Annual Vitae Researcher Development International Conference

Manchester, 8 – 9 September 2015

Final of the UK @3MT Three-Minute Thesis Competition

Manchester, 8 September 2015



Launch of our international researcher development study programme

Launch: September 2015

HR Excellence in Research Award; four-year review deadline (tranche 3)

Deadline: 25 September 2015

HR Excellence in Research Award; deadline for new submissions from member organisations

Deadline: 30 October 2015



Check Vitae website for new announcements, events and resources

www.vitae.ac.uk/news
www.vitae.ac.uk/events
www.vitae.ac.uk/resources