How to use the employability lens

Employers may wish to use this lens to:
- identify the knowledge, behaviours and attributes that researchers can bring to their organisation as a key talent pool for recruitment and selection
- support the full breadth of professional and career development for researchers working on collaborative doctoral programmes, research projects, secondments or placements
- compare the Vitae Researcher Development Framework to the organisation’s competency framework’s underpinning placements, recruitment and staff development

Researchers may wish to use this lens to:
- understand the key knowledge, behaviours and attributes typically developed during their research that are most frequently required by a wide range of employers
- identify knowledge, behaviours and attributes that might be of interest to employers and acquire knowledge and skills that increase their employability
- provide evidence of the transferability of their knowledge, behaviours and attributes in their CV, in job applications and at interviews
- explore how to present themselves in a job interview by providing real examples of relevant transferable knowledge, behaviours and attributes developed as researchers, or acquired through professional secondments, placements or work experience

For further information on researchers’ employability visit: www.vitae.ac.uk/employers

“...very long journey to understand the call of employers from academia to industry; the need to develop skills and attributes that will help you in the ‘real world’; and understanding what employers mean by these terms.”

Dr Mark Downs FSB, Chief Executive, Society of Biology

The employability lens provides an overview of the key knowledge, behaviours and attributes of successful researchers and encourages all researchers to realise their potential.

This is one of a series of lenses on the Vitae Researcher Development Framework.

For further information about the Vitae Researcher Development Framework visit: www.vitae.ac.uk/rdf

Supporting materials relating to this lens are available at: www.vitae.ac.uk/rdflenses

“...it took me a while to realise the call of employers from academia to industry; the need to develop skills and attributes that will help you in the ‘real world’; and understanding what employers mean by these terms.”

Dr Maggie Adeyin-Pocock MBE, Space Scientist

To protect and maintain the integrity of the Vitae Researcher Development Framework (RDF) and the Researcher Development Statement (RDS) and to ensure a consistent approach to the development of lenses on the RDF, anyone wishing to create a lens on the RDF should seek permission from Vitae, and must adhere to the RDF conditions of use. Enquiries regarding the development of a lens on the RDF can be directed to rdf@vitae.ac.uk

Vitae welcomes enquiries about the Vitae Researcher Development Framework. If you are an employer outside the UK higher education sector and are interested in using the Vitae Researcher Development Framework please contact: rdf@vitae.ac.uk

For further information about the range of Vitae activities go to www.vitae.ac.uk or contact website@vitae.ac.uk

1 www.vitae.ac.uk/rds
2 www.vitae.ac.uk/rdfconditionsforuse

Employability lens

on the Vitae Researcher Development Framework for careers outside academia

Overview

The Vitae Researcher Development Framework (RDF) underpins a major new approach to developing world-class researchers. The framework has been developed by and for researchers working in higher education as an aid to planning, promoting and enhancing professional and career development.

It articulates the knowledge, behaviours and attributes of successful researchers and encourages all researchers to realise their potential.

This is one of a series of lenses on the Vitae Researcher Development Framework.

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Purpose of the employability lens

The employability lens provides an overview of the key knowledge, behaviours and attributes typically developed by researchers that are most frequently desired by employers. At a glance the lens highlights key skills for current and prospective employers when attracting and recruiting researchers to enhance their business.

Depending on the business’ needs, employers might look for additional role specific skills. This lens focuses on the key knowledge, behaviours and attributes of researchers that can be acquired or acquired working outside of higher education research.

Context

In a rapidly changing global business environment, research, innovation and highly skilled employees are key to maintaining competitive advantage.

Researchers’ expertise is critical to economic success, addressing major global challenges and building a leading knowledge economy.

Describing employability

Within this lens, employability is defined as:

“A set of attributes, skills and knowledge that all labour market participants should possess to ensure they have the capability of being effective in the workplace – to the benefit of themselves, their employer and the wider economy.”

Confederation of British Industry (CBI)
Recognises and acknowledges the contribution of others and
Is open to new sources of ideas
Is flexible and responsive to change
Builds relationships in academic and commercial contexts;
Recognises and validates problems; formulates and applies
Willing to give and receive constructive criticism
Takes a creative, imaginative and inquiring approach
Is resilient and perseveres in the face of obstacles
Leads, motivates and influences where appropriate; persuades

Knowledge of:

Behaviour:

- Knowledge of:
  - Appropriate communication and dissemination mechanisms for different audience
- Behaviour:
  - Communications effectively in both written and oral modes with a range of audiences formally and informally through a variety of different techniques and media

Knowledge of:

Behaviour:

- Knowledge of:
  - Project management tools and techniques
- Behaviour:
  - Applies appropriate project management tools and techniques

Knowledge of:

Behaviour:

- Recognises and acknowledges the contribution of others and
  - Is open to new sources of ideas
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Knowledge of:

Behaviour:

- Analyses and evaluates findings using appropriate methods
- Thinks originally, independently and critically; develops theoretical concepts
- Critically synthesises information from diverse sources
- Recognises and validates problems; formulates and applies solutions to a range of research problems

Attitude:

- Knowledge of:
  - Appropriate project management tools and techniques
- Behaviour:
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