

Research S T 21 TD Th 1.06 R (sear) 1.0h 4.62.6) 1.06 (prof) 1.06 (si) 1.0 (ha appropriate to undertake external professional development opportunities.

- 1.7 Professional development need not b limited to attendance at workshops and c are a wide variety of activities that researchers can undertake to develop their r transferable skills. Examples of development activities for researchers are given
- 1.8 All Parties are encouraged to be innovative, flexible and responsive when considering support

2. Examples of professional development activities for researchers

Professional development needs can be met through a wide range of activities. These might include (but are not limited to):

Skills workshops and courses (e.g. those organised by the Research Staff Office or other providers see section 3 below)

Discipline specific training e.g. departmental seminars, journal clubs, away days, training on specific methods or analysis

Receiving Mentoring and/or coaching

Participation or organisation of seminar programmes

Networking and collaborating with other disciplines or institutions

Involvement in peer review

Involvement in grant applications

Consultancy or commercialisation of research

Undertaking teaching and lecturing

Regular discussions and feedback with peers and supervisors

Prepare and discuss a personal research plan

Supervising/mentoring junior colleagues or students

Writing a blog or research communication articles (e.g. the Conversation)

Conference participation or organisation

Secondment or placement with another organisation or research group

Job shadowing/visits to potential employers

Engagement with public engagement or widening participation

Involvement with Departmental, School or University Committee a5nith 01sD8t or

3. University support for research staff professional development

The [Research Staff Office](#) coordinates University professional development opportunities tailored specifically for research staff. There are also a variety of other units around the University offering professional development opportunities

4. The Researcher Development Framework

The [Vitae Researcher Development Framework \(RDF\)](#) summarises the knowledge, behaviours and attributes of effective and highly skilled researchers in a useful format. The RDF is structured into four domains, which encompass what researchers need to know:

- to do research
- to