

RESEARCHER DEVELOPMENT FRAMEWORK

The Vitae Researcher Development Framework (RDF) was developed by and for researchers. It is structured into four domains. Each is considered to be a key component of a research career and it is expected that PGRs will develop their skills and knowledge in each of these throughout their degree. The RDF can be used as a map to guide PGRs when choosing their training and development activities, and for creating a Training Needs Assessment (TNA) or Development Plan.

TRAINING NEEDS ASSESSMENT / DEVELOPMENT PLAN

Each graduate school requires a TNA or Development Plan to be completed in the first months of the degree programme. Progress towards achieving the goals highlighted in the TNA should be reviewed at the student's Annual Progress Review (APR). The TNA is most useful if the supervisor and supervisee are clear about its objectives. The most important of these are:

1. To equip supervisees with the skills and knowledge necessary to complete their degrees successfully.
2. To support supervisees' career aspirations.

CAREER ASPIRATIONS

In the 2019 Postgraduate Researcher Experience Survey, half of all UofG respondents identified an academic career as the goal of their studies, but only a small fraction will achieve this goal. The TNA is an important tool for ensuring that researchers keep their options open and prepare for a broad range of careers.

POPPING THE QUESTIONS

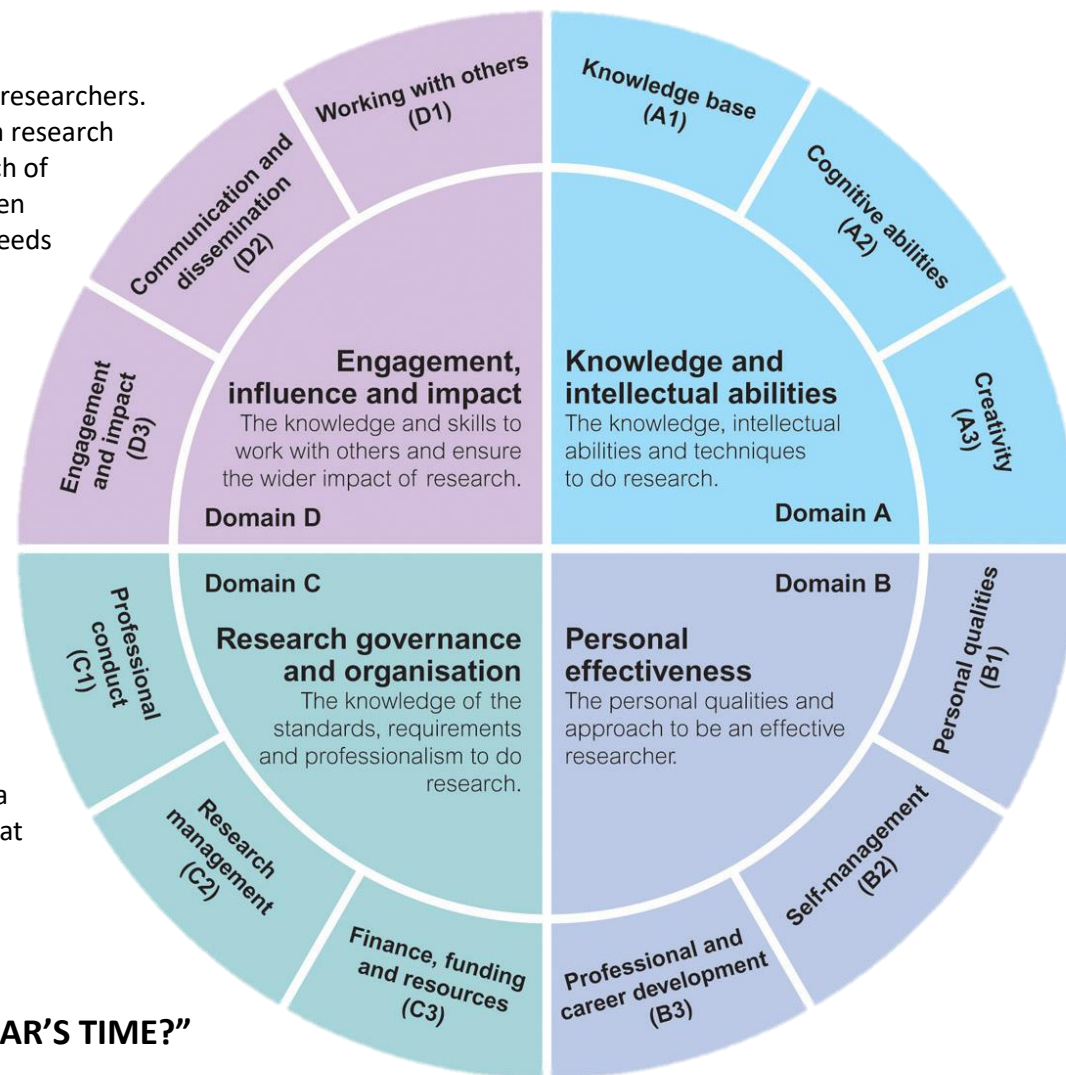
Plans change. *Each* year, supervisors should ask their supervisees:

1. "WHERE WOULD YOU LIKE TO BE, CAREER-WISE, IN FIVE YEAR'S TIME?"
2. "WHAT OTHER OPTIONS ARE THERE?"
3. "WHAT SKILLS AND KNOWLEDGE DO YOU HAVE, AND WHAT MIGHT YOU NEED TO WORK ON, TO ACHIEVE YOUR GOALS?"

It is important to remember that some researchers may be unwilling to admit their non-academic career aspirations for fear of being stigmatised.

Discussion of aspirations should be used to inform the completion of a targeted TNA. This should be focused enough to further the supervisee's chosen career path, but broad enough to stretch their horizons, allow them to explore new options, and to demonstrate a wide skill-set to potential employers in a range of fields.

For specialist careers advice, PGRs should be encouraged to book a Careers Consultation with the [Careers, Employability and Opportunities](#) service. Should supervisors feel their supervisee would benefit from training not currently provided they can speak to their Graduate School (details overleaf) or the Researcher Development Adviser: Emma.Waters@glasgow.ac.uk



USEFUL INFORMATION AND CONTACTS

- **TRAINING AND DEVELOPMENT OPPORTUNITIES**

The **GRADUATE SCHOOL** of each college provides a suite of targeted courses and college-appropriate advice and support for researcher development. They are also able to provide guidance on college-specific APR processes:

ARTS: www.gla.ac.uk/colleges/arts/graduateschool/

MVLS: www.gla.ac.uk/colleges/mvls/graduateschool/

CoSE: www.gla.ac.uk/colleges/scienceengineering/graduateschool/

CoSS: www.gla.ac.uk/colleges/socialsciences/graduateschool/

The central **RESEARCHER DEVELOPMENT PROGRAMME** supplements the courses offered by the Graduate Schools (all central courses are included in the college training handbooks): www.gla.ac.uk/myglasgow/ris/researcherdevelopment/forpgrs/

RESEARCHER DEVELOPMENT OFFICE: researcher-development@glasgow.ac.uk

RESEARCHER DEVELOPMENT ADVISER: Emma.Waters@glasgow.ac.uk

- **SUPERVISOR TRAINING**

For useful resources, and information on other training opportunities, please visit the new **SUPERVISOR TRAINING** pages:

www.gla.ac.uk/myglasgow/ris/researcherdevelopment/supervisors/

- **CAREERS ADVICE**

The **CAREERS SERVICE** offers one-to-one advice (in person, over the phone, or via Skype) on career options, finding jobs, writing CVs, application processes, and interviews. This service is available to PGRs and ECRs: www.gla.ac.uk/myglasgow/careers/

STUDENT ENTERPRISE support is available from the Researcher Development and Student enterprise teams to work with PGRs to develop business plans and secure investment. They also offer advice on self-employment:

www.gla.ac.uk/myglasgow/ris/researcherdevelopment/forpgrs/careerdirections/

www.gla.ac.uk/myglasgow/careers/enterprise/

STUDENT ENTERPRISE MANAGER: marion.anderson@glasgow.ac.uk

- **PGR CODE OF PRACTICE**

www.glasgow.ac.uk/services/postgraduateresearch/pgrcodeofpractice

- **PGR WELLBEING INITIATIVES**

The researcher development programme offers a range of wellbeing advice and activities for PGRs, from workshops on tackling sleeping problems and perfectionism to walks, competitions, and gardening:

www.gla.ac.uk/myglasgow/ris/researcherdevelopment/forpgrs/thrivinginyourresearch/



SUPPORTING POSTGRADUATE RESEARCHERS WITH PROFESSIONAL AND CAREER DEVELOPMENT

