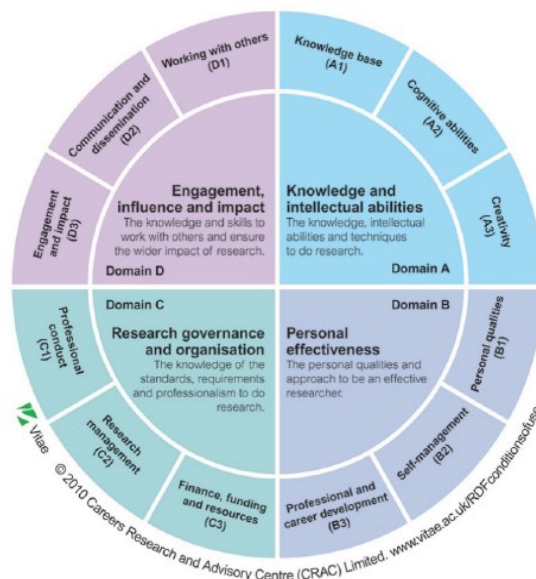# Researcher Development Programme

The UL **Researcher Development Programme** is a structured and comprehensive development programme for postdoctoral researchers (PD1 and PD2) aligned with the IUA Researcher Career Development and Employment Framework. It provides postdoctoral researchers with the opportunity to develop and enhance their transferable skills and mobility for a variety of careers both in academia and beyond. The RDP is informed and guided by the **Vitae Researcher Development Framework (RDF)** which has identified key areas as essential in building excellence within the research community. The framework is structured into four domains covering the knowledge, behaviours and attributes of researchers. It sets out the wide-ranging knowledge, intellectual abilities, techniques and professional standards expected to do research, as well as the personal qualities, knowledge and skills to work with others and ensure the wider impact of research. These are:

Domain A: Knowledge and intellectual abilities. The knowledge, intellectual abilities and techniques to do research.

Domain B: Personal effectiveness. The personal qualities and approach to be an effective researcher.

Domain C: Research governance and organization. Knowledge of the professional standards and requirements to do research.

Domain D: Engagement, influence and impact. The knowledge and skills to work with others to ensure the wider impact of research.

"The RDF is a professional development framework for planning, promoting and supporting the personal, professional and career development of researchers in higher education. It articulates the knowledge, behaviours and attributes of successful researchers and encourages them to realise their potential." (Vitae, 2010)

The UL Researcher Development Programme enables an individually tailored developmental journey. It consists of a suite or training programmes and 'lunch and learn' sessions, where you as a researcher can learn the skills that you need to excel on your projects and enables you to forge your own successful career. On successful completion, you will receive your own unique digital badge, outlining all of the training received. This can be shared on your CV and social media to strengthen your professional profile.

3 steps to your Researcher Development Digital Badge:

1. Complete the **Career Planner** with your PI, including a skills assessment where you look at your strengths and weaknesses as a researcher.

2. Complete 5 CPD days. These CPD days must be completed as follows:

- 3.5 days of face-to-face (live) training
- 1 day of career planning activities with your manager. This can include mentoring, probation meetings and PDR meetings
- 0.5 days of online training. LinkedIn Learning is available to all UL employees. See below for further details

3. While on the programme you must complete an **e-portfolio** which is a live document on the training you have attended and the impact it has had both personally and on your work as a researcher.

Once all of the above is complete, portfolios are submitted to HR for review. Successful candidates will receive a digital badge which outlines all of the training received.

Find the courses currently on offered overleaf.

Courses and 'Lunch and Learn' Sessions will be advertised through UL Connect and on the Talent Development training schedule.

If a course is oversubscribed, you will be placed on a waiting list in case someone else drops out. We aim to run the most popular courses several times throughout the year, giving you the chance to attend at a later date.

Once you have booked on a course you are expected to attend, but if you are unable to do so you must cancel your place as there may be a waiting list.

These are the courses currently offered:

Vitae RDF Domain	Benefits
DOMAIN A: KNOWLEDGE AND INTELLECTUAL ABILITIES	
Developing your Career Strategy	Thinking strategically about your career. Gaining greater focus.
Open Access Publishing*	This introduction session will explain how you can you maximise the impact of your work, as the potential readership is far greater than that for publications where the full-text is restricted to subscribers only
Effective Peer Review of Articles	Maximising the benefit to you of peer reviewing articles in the most time efficient manner
The Innovative Researcher	Find out about the basic principles, methods and mindsets of design thinking and how to apply them to the way you approach your research
Research Data Management*	Understand FAIR data principles, plan your data management
Bibliometrics for Your CV*	In this session you will look at the main author metrics and how you can find them to support your research impact
Introduction to ORCID*	Learn to create you ORCID profile, Learn to quickly add article information to your ORCID, and link your ORCID to ULRIS and Scopus
EndNote for Beginners*	Learn how to create an EndNote library, add and organise your references, create a bibliography in Word, edit citations and choose a bibliographic style
EndNote Advanced*	Learn to use online search mode in Endnote, create group sets & smart groups, import pdf forms and many more additional features of EndNote
Tidy Data in Spreadsheets	Learn "tidy" data practices, structuring data in a machine-readable way to maximize the utility of the data
Introduction to Python	Become familiar with the underlying concepts and principles of Python, and will enable you to write basic scripts, and understand and re-use scripts written by others
DOMAIN B: PERSONAL EFFECTIVENESS	
Being an Effective Mentee	Understand what to expect from your mentor and receive practical guidance on how to make your mentoring relationship as successful as possible
Work Smarter not Harder—Time Management Strategies	Learn to prioritise tasks, delegate more effectively and develop a personal action plan to manage your time more successfully
Writing an Effective CV	Provides basis for you to develop a strong CV for adaptation to your preferred career path. Builds strategy around career development
Interviewee Skills Training	Increase your chances of being successful at interviews and improve your communication style at interviews
Assertiveness	Build your skills and confidence to move from asserting yourself in potentially challenging one-to-one interactions to expressing yourself with confidence and impact in more complex group settings.
Managing Difficult Conversations	Learn to manage the key factors that impact difficult conversations through the use of well structured frameworks, and de-escalation techniques
Stress Management	Understand the Five Pillars of Workplace Wellbeing to build and sustain a healthy and high performing career
Resilience for Researchers	Learn why and how to make the time to renew and refresh yourself so that you are more effective in life
Aspiring Research Leaders	Enhance your skills to lead others, build relationships, improve your collaboration skills and understand funding opportunities and finance. This programme offers you all the tools you need to take the next step in your research career.
DOMAIN C: RESEARCH GOVERNANCE AND ORGANISATION	
Research Integrity (E-learning)	Understanding the importance and impact of integrity within your role
Research Ethics	Understand research ethics concepts and problems, and troubleshoot common challenges
Grant Writing	Brainstorm your project. Building resilience and knowledge around grant writing. Increasing your independence as a researcher
Advanced Grant Writing	Securing funding for research. Building resilience and knowledge around grant writing. Increasing your independence as a researcher. Long-term career planning
PhD Supervision	Building people leadership skills. Effectively supervising PhDs. Enhanced communication skills
Project Management	Understand the project life-cycle, project constraints and learn to adapt standard templates for use on your own project

These are the courses currently offered:

DOMAIN D: ENGAGEMENT INFLUENCE AND IMPACT	
Active Networking for Researchers	Learn to prepare for networking events, create your own starter/pitch and understand how to build and maintain relationships across disciplines and sectors
Effective Use of Social Media	Understand how to use social media to maximise your research impact
Working Well with Others in Teams / Understanding your Style	Improve your self-awareness. Understanding your personal style to maximise your effectiveness while working within team settings
Story-telling for Researchers	Understand why your stories are powerful and how to use stories as a presenter
Presentation Skills	Learn how to present information clearly and effectively to get your message across with tips on how to manage nerves and present with confidence
Communicating your Research with Impact	Learn to create compelling proposals and applications, deliver engaging presentations, have productive conversations
Get That Paper Written and Published	Developing your publication strategy, understand the publication process, targeting your publication, work effectively with co-authors & navigating the review process
Communication Summit	Understand how best to communicate your UL story, what platform to use and how to avoid the pitfalls
From Research to Spinout	This introductory programme will provide an overview of the research commercialisation process through which research is transformed into marketable products, services processes and spin out companies
Influencing Skills	This workshop provides you with the skills, tools, and confidence you need to overcome the barriers to influence, persuade and succeed in getting the agreement, buy-in or change you need

*3 Lunchtime Sessions (1/1.5 hrs) = 0.5 CPD Days

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Where appropriate to your discipline, the Public and Patient Involvement Workshop Series/ Summer School can count towards the Researcher Development Digital Badge. 3 PPI Workshops = 0.5 CPD days. A maximum of 1 CPD day may be acquired from attending PPI related training.

Further information about PPI workshops can be found here.

UNIVERSITY OF LIMERICK OLLSCOIL LUIMNIGH | Technology Transfer Office

UL's Technology Transfer Office offers a number of lunchtime workshops and programmes. Where appropriate, attendance at these sessions can count towards the Researcher Development Badge. Please contact HRTalentdevelopment@ul.ie for further information.

LinkedIn Learning

The LinkedIn Learning platform is accessible to all UL staff members. With 13,000 courses to choose from, you can improve your project management, data analysis, strategic planning, and excel skills in your own time. The courses are a great way to enhance your professional development, support your teaching and research, and augment your CV.

Further information can be found here.

Researcher Development Programme UNIVERSITY OF LIMERICK OLLSCOIL LUIMNIGH Awarded 2023

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