



Supporting Research



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 UL Researcher Development Programme enables an individually tailored developmental journey. It consists of a suite of 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 offer overleaf.

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.

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](#).

The LinkedIn Learning platform is accessible to all UL staff members. There are many workshops and courses that can assist research staff in the development of their professional skills. Further information can be found [here](#)



Domain A:

Workshop	Benefit	Time & Date
Developing your Career Strategy	Thinking strategically about your career. Gaining greater focus.	12th December - 09.30 to 13.30
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.	18th October 2023 - 12.00 to 13.00
Effective Peer Review of Articles	Maximising the benefit to you of peer reviewing articles in the most time efficient manner.	29th November 2023 - 09.30 to 12.00
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.	8th November 2023 - 09.30 to 12.30
Research Data Management*	Understand FAIR data principles, plan your data management.	1st November - 12.00 to 13.00
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.	25th October 2023 - 12.00 to 13.00
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.	11th October 2023 - 12.00 to 13.00
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.	Available to book through The Glucksman Library
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.	Available to book through The Glucksman Library
Tidy Data in Spreadsheets	Learn “tidy” data practices, structuring data in a machine-readable way to maximize the utility of the data.	Available to book through The Glucksman Library
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.	Available to book through The Glucksman Library

Domain B:

Workshop	Benefit	Time & Date
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.	E-Learning Module - Joining Instructions
Time Management Training	Learn to prioritise tasks, delegate more effectively and develop a personal action plan to manage your time more successfully.	29th August 2023 - 09.30 to 11.00
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.	Dates to be finalised
Interviewee Skills Training	Increase your chances of being successful at interviews and improve your communication style at interviews.	17th October 2023 - 09.30 to 13.00 30th January 2024 - 09.30 to 13.00 16th May 2024 - 09.30 to 13.00
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.	12th September 2023 - 09.30 to 16.00 23rd January 2024 - 09.30 to 16.00
Managing Difficult Conversations	Learn to manage the key factors that impact difficult conversations through the use of well structured frameworks, and de-escalation techniques.	28th November 2023- 09.30 to 16.00 26th March 2024 - 09.30 to 16.00
Stress Management	Understand the Five Pillars of Workplace Wellbeing to build and sustain a healthy and high performing career.	16th November 2023 - 09.30 to 12.30 24th April 2024 - 09.30 to 12.30
Resilience for Researchers	Learn why and how to make the time to renew and refresh yourself so that you are more effective in life.	Date to be finalised
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.	Please contact HRtalentdevelopment@ul.ie for availability

Domain C:

Workshop	Benefit	Time & Date
Research Integrity (E-learning)	Understanding the importance and impact of integrity within your role.	E-Learning Module
Research Ethics	Understand research ethics concepts and problems, and troubleshoot common challenges.	21st November 2023 - 09.30 to 16.00 30th April 2024 - 09.30 to 16.00
Grant Writing & Advanced Grant Writing	Brainstorm your project. Building resilience and knowledge around grant writing. Increasing your independence as a researcher.	5th/7th September 2023 - 09.30 to 13.00 6th/8th February 2024 - 09.30 to 13.00
PhD Supervision	Building people leadership skills. Effectively supervising PhDs. Enhanced communication skills.	19th September 2023 - 09.00 to 13.30
Project Management	Understand the project life-cycle, project constraints and learn to adapt standard templates for use on your own project.	Dates to be finalised

Domain D:

Workshop	Benefit	Time & Date
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.	19th/20th September 2023 - 09.30 to 12.30
Effective Use of Social Media	Understand how to use social media to maximise your research impact.	Dates to be finalised
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.	7th November 2023 - 09.30 to 16.00
Story-telling for Researchers	Understand why your stories are powerful and how to use stories as a presenter.	27th March 2024 - 09.30 to 11.30
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.	23rd October 2023 - 09.30 to 16.00
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.	23rd November 2023 - 09.30 to 16.00 16th April 2024 - 09.30 to 16.00
Communication Summit	Understand how best to communicate your UL story, what platform to use and how to avoid the pitfalls.	Dates to be finalised
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.	Dates to be finalised
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.	24th October 2023 - 09.30 to 13.00 20th February 2024 - 09.30 to 13.00

Aspiring Research Leaders Programme

The aim of this programme is to enhance your skills in the areas of leadership and collaboration, and to provide you with an understanding of the mechanisms that can contribute to your success in the areas of finance, human resources, and research supports and funding. This programme offers you all the tools you need to take the next step in your research career. With a mixture of face-to-face and online delivery, it is delivered in short sessions over a 9-week period. Strengthened by Action Learning Sets to maximise peer learning, participants are supported through the programme to identify the actions they need to take in order to start becoming an Independent Researcher. Eligibility criteria: Aspiring Research Leaders is open to applicants with a minimum of 3 years’ post-PhD experience.

[Aspiring Research Leaders Brochure](#)

Navigate: Researchers Beyond Academia Programme

This programme is designed for Postdoctoral Researchers thinking about careers beyond academia. It includes topics such as career planning, CV building and interviewee skills and aims to equip you with the tools you will need to navigate the change from academia. The sessions on this programme are delivered over a 4-week period. They are practical in nature, with face-to-face delivery providing strong peer-to-peer learning opportunities. 1-to-1 career clinics are offered upon completion, ensuring actions arising from the programme are tailored to your needs. Eligibility criteria: Navigate is open to applicants with minimum of 2 years’ post-PhD experience.

Please contact HRtalentdevelopment@ul.ie to enquire about upcoming dates and availability for the above programmes. Spaces on these programmes are limited and you should apply early when applications open to avoid disappointment