



# Researcher Development Programme

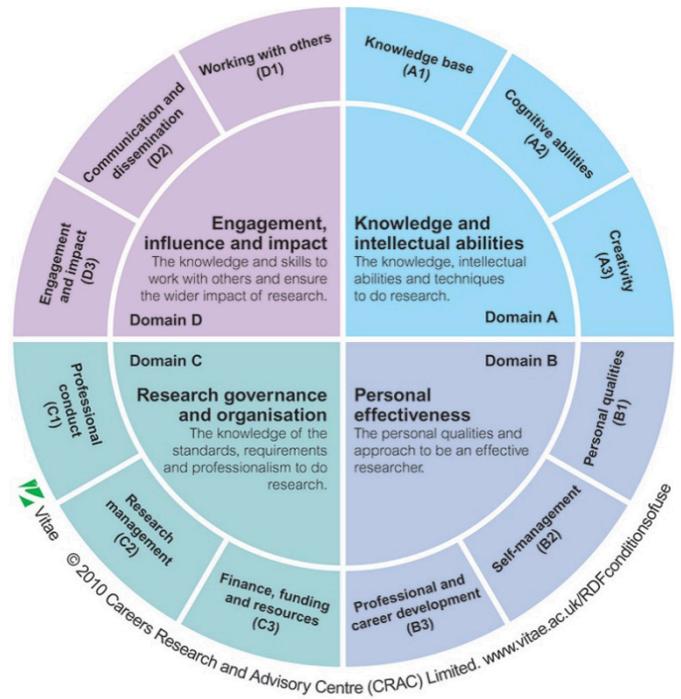
The UL **Researcher Development Programme** gives postdoctoral researchers an opportunity to develop and enhance the skills, knowledge and attributes necessary to complete your research and for your longer-term career ambitions. The RDP is informed and guided by the Vitae Researcher Development Framework (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 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 their strengths and weaknesses as a researcher.
2. Choose 10 **training sessions** (1 credit per session). Most of these have a duration of half a day. You must also attend any of the 1 hour 'lunch and learn sessions' (3 sessions equals 1 credit)
3. While on the programme you 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 offered are overleaf.

Courses and 'Lunch and Learn' Sessions will be advertised through the HRBookings email and on the Learning and 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.

### Public & Patient Involvement Workshop Series

Where appropriate to your discipline, the PPI Workshop Series can be counted towards the Researcher Development Digital Badge. 3 PPI Workshops = 1 Credit. A maximum of 2 RDP credits may be acquired from attending PPI related training. These are advertised through HRBookings@ul.ie and booked by emailing jon.salsberg@ul.ie.

## These are the courses currently offered:

Vitae RDF Domain	Benefits
<b>DOMAIN A: KNOWLEDGE AND INTELLECTUAL ABILITIES</b>	
<b>Developing your Career Strategy</b>	Thinking strategically about your career. Gaining greater focus. Better time management
<b>Open Access Publishing &amp; Funder mandates</b>	Having a publication strategy Raising your profile internationally. Long-term career planning
<b>Effective Peer Review of Articles</b>	Maximising the benefit to you of peer reviewing articles in the most time efficient manner
<b>Innovation</b>	Leadership skills of creativity and innovation
<b>Research Data Management</b>	Understand FAIR data principles, plan your data management
<b>Tidy Data in Spreadsheets</b>	Best practices for working with data, quality control and data manipulation in spreadsheets
<b>Data Cleaning with OpenRefine</b>	Effectively clean, structure, enrich, and format tabular data using OpenRefine.
<b>DOMAIN B: PERSONAL EFFECTIVENESS</b>	
<b>Working Effectively with your PI/Manager</b>	Effective communication skills Managing upwards
<b>Time Management Training</b>	Strategies for improving effectiveness in your planning and research Effectiveness in leadership Understanding the job market in various areas
<b>Writing an Effective CV</b>	Provides basis for you to develop a strong CV for adaptation to your preferred career path. Builds strategy around career development
<b>Interview Skills Training</b>	Increase your chances of being successful at interviews Improve your communication style at interviews
<b>DOMAIN C: RESEARCH GOVERNANCE AND ORGANISATION</b>	
<b>Research Integrity</b>	Understanding the importance and impact of integrity within your role
<b>Research Ethics</b>	Understanding the role of ethics, Problem solving
<b>Formulating your Research Proposal</b>	Interrogating your research idea.
<b>Grant Writing</b>	Brainstorm your project. Building resilience and knowledge around grant writing. Increasing your independence as a researcher. Long-term career planning
<b>Advanced Grant Writing</b>	Securing funding for Research. Building resilience and knowledge around grant writing. Increasing your independence as a researcher. Long-term career planning
<b>PhD Supervision</b>	Building People leadership skills. Effectively supervising PhDs. Enhanced Communication Skills
<b>Project Management</b>	Time Management skills. Stakeholder management skills. Enhanced role effectiveness. Leadership skills
<b>Research Data Management</b>	Help with DMP planning
<b>DOMAIN D: ENGAGEMENT INFLUENCE AND IMPACT</b>	
<b>Networking for Success.</b>	Building strong networks and collaborations online. Career Planning. Communication Skills.
<b>Entrepreneurial Researchers</b>	Effective client / partner management. Leadership skills Management skills. Communication skills
<b>Teamwork and Collaboration.</b>	Understanding self and others. Leadership Skills. People Management skills. Communication skills
<b>Engaging with Industry IP &amp; Commercialisation</b>	Research Management Skills. Engaging with stakeholders Entrepreneurial skills
<b>Presentation Skills</b>	Communication skills. Leadership skills. Persuading and influencing
<b>Communicating/Disseminating your Research with Impact</b>	Impactful communication of complex ideas to various audiences. Leadership skills. Influencing and persuading. Communication skills
<b>Get That Paper Written and Published</b>	Developing your publication strategy, understand the publication process, targeting your publication, work effectively with co-authors, navigating the review process.

Courses and 'Lunch and Learn' Sessions will be advertised and can be booked through [HRBookings@ul.ie](mailto:HRBookings@ul.ie)