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# Introduction to Vitae Researcher Development Framework

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*Trawsnewid Addysg, Trawsnewid Bywydau  
Transforming Education, Transforming Lives*

[www.uwtsd.ac.uk](http://www.uwtsd.ac.uk)



# Coming up

- Why think about your development?
- Introduction to the Vitae Researcher Development Framework (RDF)
- Using the RDF and planning your development
- Next steps
- Resources

# Aims

- To reflect on your development needs and existing skills
- To understand the purpose and benefits of the RDF
- To understand how you can use the RDF alongside your studies

# Why are you interested in professional development?

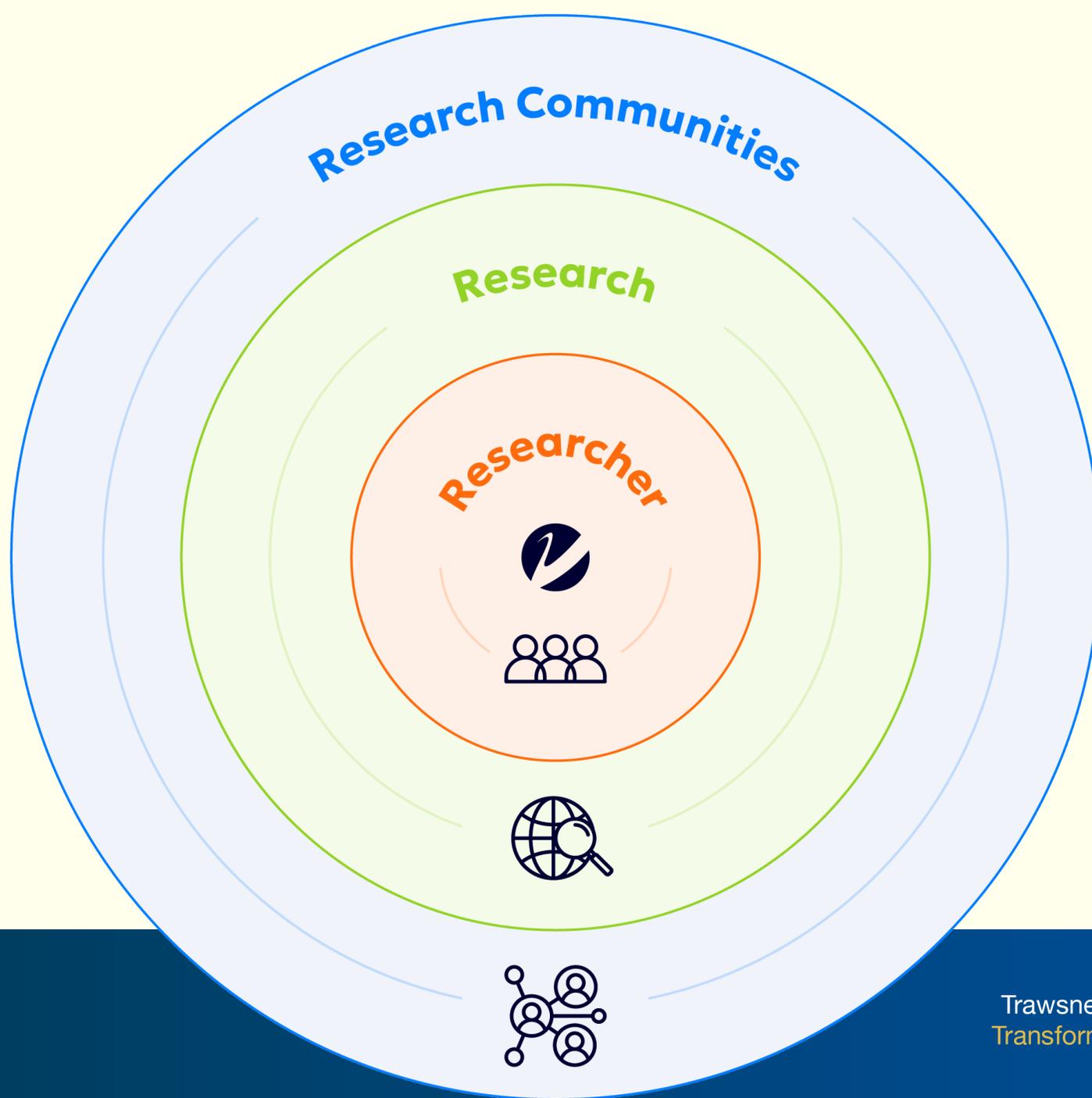
# Thinking about your development

- Doctoral study can be about more than academic skills and qualities
- Those with a careers in mind may require specific skills additional to those doctoral study can offer
- Developing skills can help with career progression
- Recognising the skills you do have and areas to work on
  
- Remember as a doctoral researcher you are in charge of your learning needs

# What skills does a doctorate give you?

# The RDF

- Purpose of the RDF
  - Provides institutions with statement of effective researcher competencies
  - Enables strategic approach to researcher development
  - For everyone involved in research
- About the RDF:
  - Enables researchers to consider their existing strengths, skills and expertise as well as set goals
  - Write, plan and monitor professional development progress
  - Create a tailored and personal approach to professional development
  - Allow researchers to effectively discuss their development with others
  - Effectively plan for what training opportunities are required and useful
  - Be able to communicate skills and competences along with providing evidence



# Researcher

## Researcher



### **Personal and professional values and behaviours:**

Development-focused • Strategic • Organised • Curious  
Collaborative • Adaptable • Reflexive • Motivated • Responsible

# Research

## Research



### **Knowledge and skills to undertake research and deliver outcomes:**

#### **Knowledge and practice**

Subject knowledge • Research methods • Information and data literacy • Digital and technological capabilities • Critical thinking and analysis • Creativity and innovation

#### **Research management**

Funding and finance • Project management • Risk management  
Open research • Research integrity and ethics

#### **Engagement and impact**

Communication • Research outputs • Knowledge exchange and public engagement • Research translation and commercialisation • Teaching and learning

# Research Communities

## Research Communities



### **Knowledge and skills to engage and work with others:**

Research culture • Teamworking • Leadership • Supervision and people management • Coaching and mentoring • Networking

# Using the RDF and planning your development

- All UWTSD students have access to Vitae
  - Signup via website
- The RDF can be used as a tool and guide for planning your development
- Consider creating a professional development plan
  - Helps to identify your career or personal goals
  - Recognising and remembering your achievements
  - Helpful for planning professional development activities

# Using the RDF and planning your development

## Professional Development Planning

- Reflect on your experience and expertise
  - Gather evidence of your development
  - What skills and development is needed for the future
  - Set out your goals
- 
- Ensure you link back to the descriptors in the RDF at all stages
  - More can be found here -

[Getting started with professional development planning - Vitae](#)

# Activity

Reflecting on skills/expertise used

- Consider a research activity you recently completed
- What skills or expertise were required to complete this task?
- Reflect on how these skills/expertise fit within the sub-domaines/  
descriptors within the Vitae RDF

# Next steps

- Consider how using the RDF would work for you
- Sign up to Vitae and start using the tools
- Gain a better understanding of areas to work on and a greater appreciation for the skills you currently have
- Better plan how to gain skills you need/require
- Start a conversation about your training needs
- If you don't want to build a comprehensive development plan making lists or keeping simple records can also work
- Check out the [professional development planning pages](#) on Vitae's website

# Next steps

- [LinkedIn Learning Pathway](#)
- Vitae website
  - <https://vitae.ac.uk/vitae-researcher-development-framework/>
  - [Doctoral research – Vitae](#)
- Planning your professional development
  - <https://vitae.ac.uk/resource/you-and-your-development/>
  - [Getting started with professional development planning - Vitae](#)