Researchers are critical to economic success, addressing major global challenges and building a leading knowledge economy. “Recruiting creative and independent people with high level skills is essential for a successful organisation. Postgraduates and researchers specifically develop many of these skills as part of their training. They are an important pool of talent and may offer competitive advantage to a wide range of organisations”.

Carl Gillespie Chief Executive, Association of Graduate Recruiters 1.

“There are over 14,000 people qualifying with research degrees every year in the UK and over 40,000 professional researchers working in the HE sector” 2.

How employers can use the RDF
Employers may find the RDF useful for:
- exploring the kinds of skills and attributes researchers trained in the UK will bring to their business
- considering professional and career development for researchers working on joint doctoral programmes or research projects with higher education institutions.

Many key organisations endorse the Researcher Development Statement. A full list of these organisations can be found at www.vitae.ac.uk/rdsendorsements

If you would like to be involved in the future development of the RDF please contact us at rdf@vitae.ac.uk

RDF consultation response. For further information on the RDF, CPD tool and other resources, visit www.vitae.ac.uk/rdf

About Vitae
Vitae works with UK higher education institutions (HEIs) to embed professional and career development in the research environment. Vitae plays a leading role in innovating, sharing practice and enhancing the capability of the higher education sector to provide professional development and training for researchers.

Our vision is for the UK to be world-class in supporting the personal, professional and career development of researchers.


The Researcher Development Statement (RDS) and Researcher Development Framework (RDF) contribute to researcher training and development in the UK by providing a strategic statement (RDS), endorsed by Research Councils UK, Universities UK and other leading national organisations, and a more detailed operational framework (RDF). Together they support the implementation of the Concordat to Support the Career Development of ‘Researchers’, and the QAA Code of Practice for research degree programmes 3.

What is the Researcher Development Framework?
The Researcher Development Framework (RDF) underlies the Researcher Development Statement (RDS) and represents a major new approach to researcher development, to enhance our capability to build the UK workforce, develop world-class researchers and build our research base.

The RDF is a tool for planning, promoting and supporting the personal, professional and career development of researchers. It articulates the knowledge, behaviours and attitudes of skilled researchers appropriate for a wide range of careers.

The RDS is designed for policy makers, businesses and research organisations that provide personal, professional and career development for researchers. The Researcher Development Statement is an evolution of the Research Councils’ Joint Skills Statement (JSS) and replaces the JSS as the key reference statement for the development of postgraduate researchers’ skills and attributes. Four domains encompass what researchers need to be effective in their approach to research, when working with others and in contributing to the wider society and environment.

Domain A: Knowledge and intellectual abilities
Domain B: Personal effectiveness
Domain C: Research governance and organisation
Domain D: Engagement, influence and impact

What is the Researcher Development Statement?
The Researcher Development Statement (RDS) is a strategic statement setting out the knowledge, behaviours and attributes of effective and highly skilled researchers appropriate for a wide range of careers.

The RD S is designed for policy makers, businesses and research organisations that provide personal, professional and career development for researchers. The Researcher Development Statement is an evolution of the Research Councils’ Joint Skills Statement (JSS) and replaces the JSS as the key reference statement for the development of postgraduate researchers’ skills and attributes. Four domains encompass what researchers need to be effective in their approach to research, when working with others and in contributing to the wider society and environment.

Domain A: Knowledge and intellectual abilities
Domain B: Personal effectiveness
Domain C: Research governance and organisation
Domain D: Engagement, influence and impact

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1 www.researchconcordat.ac.uk/documents/concordat.pdf
2 www.qaa.ac.uk/academicinfrastructure/codeOfPractice/section1/default.asp
Incom e and funding generation
Financial management
Income and funding generation
Financial management
Infrastructure and resources

Subject knowledge
Research methods: theoretical knowledge
Research methods: practical application
Information seeking
Information literacy and management
Languages
Academic literacy and numeracy

Analysing
Synthesising
Critical thinking
Evaluating
Problem solving

Inquiring mind
Intellectual insight
Innovation
Argument construction
Intellectual risk

Enthusiasm
Perseverance
Integrity
Self-confidence
Self-reflection
Responsibility

Preparation and prioritisation
Commitment to research
Time management
Responsiveness to change
Work-life balance

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