



PRINCIPE FELIPE
CENTRO DE INVESTIGACION

The CIPF's Researcher Development Programme

The purpose of the CIPF's Researcher Development Programme is to support you in your research programme at CIPF and to give you access to the development of further skills that will assist your current research and enhance your further career prospects, in whichever direction they may lie.

Participation in the programme is important for three reasons:

- 1) Improving your research skills.
In your research you will inevitably face challenges, times when projects don't go to plan. These can be lonely and demoralising moments; having access to the Development Programme will give you the opportunity to access and develop the new skills you may require, the chance to collaborate and to communicate with others.
- 2) Enhancing your future employment prospects.
Few PhD students remain in academia; the majority will find employment in the main workplace. It will therefore be necessary to hone those skills sought by your future employers to show that you have developed expertise beyond that required for your current field of research.
- 3) Broadening your horizons.
Our Researcher Development Programme will bring you into contact with a very broad range of doctoral researchers, yielding you an unprecedented and, today, an extremely important opportunity to share experience and to forge future collaborative contacts.

The Framework of CIPF's Researcher Development Programme

Our programme follows closely the Vitae Research Development Framework. This is a British approach to researcher development that has been adopted by major research funders and supported by a wide range of employers. Its remit is to give professional support and promotion to the personal, professional and career developments of researchers. It identifies the essential attributes and behaviours of highly skilled researchers necessary for success in a wide variety of careers.

CIPF's RDF, is structured in four domains:

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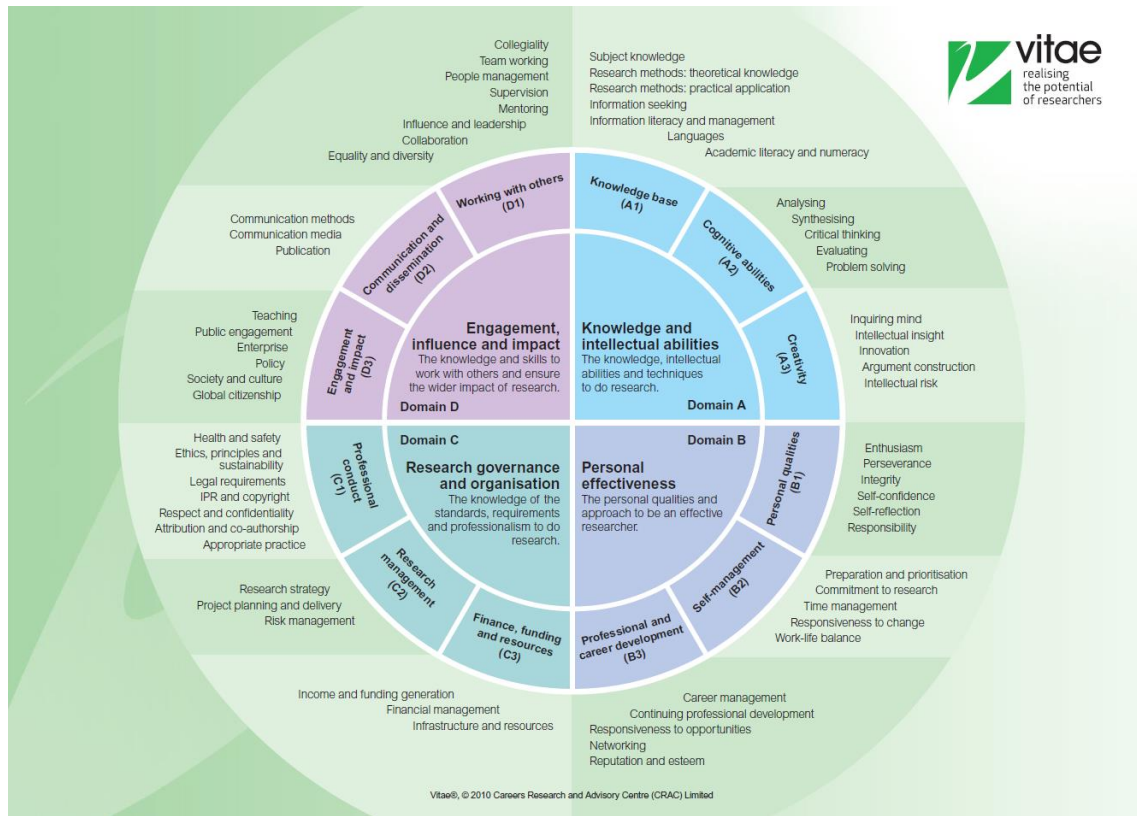




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- A. Knowledge and intellectual abilities**
- B. Personal effectiveness**
- C. Research governance and organisation**
- D. Engagement, influence and impact**

Within each of the four domains there are three sub-domains, which describe the different aspects of being an effective researcher in more detail



At CIPF we aim, through the programme, to give training in each of these areas.

Duration of the Programme

Each doctoral researcher comes to the Centre from a different background and with different skills. Each of you will therefore require bespoke training and development activities. We therefore aim, so far as it is possible, to be sufficiently flexible to address these individual requirements. We do, however, expect a minimum level of

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engagement in the programme. You will be encouraged to engage in sessions but will also be advised to avoid overloading yourselves with too many options.

Schedule of the Programme

Sessions will take place throughout the week – generally of two hours duration. Sessions can and will be repeated twice throughout the year to accommodate researchers' needs. Some sessions will be available and of possible interest to all researchers at CIPF, whatever their discipline, while others will be addressed to the specific needs of individuals at different stages of their programmes.

Learning Needs Analysis: Researcher Development Program's template

This is no more than a reflection upon your own skills and upon those that you will need to acquire for your field of research and ongoing career. Using, with your director, the relevant Researcher Development Program's template document, you will be able to identify those areas that you will need to develop or strengthen. You will then be expected to take on responsibility for pursuing those areas of skill development; throughout the course of study you will be asked to comment upon the sessions you have attended, the extent to which they have addressed your needs and the further activities you require. Your RDP's template travels with you throughout the four years of postgraduate and can be continually updated and modified. The RDP's template will include the evaluation of the student situation, the actions proposed for the next year and the evaluation of the result of these actions at the end of every course. Every student will be responsible for updating and discussing the actions proposed for the next course with their directors each year by June, as well as sending the RDP course registration template to the Human Resources Department at CIPF before the 15th of July.

CIPF's review of progress

Each year, during the **presentation of results**, you will be required to complete a written report that includes an assessment of the extent to which your training sessions have addressed the needs as identified in your RDP.

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