

## Researcher market

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 Gilleard Chief Executive, Association of Graduate Recruiters<sup>1</sup>.

"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"<sup>1</sup>.

## 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](http://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](mailto:rdf@vitae.ac.uk)

## Professional development tool

The Researcher Development Framework (RDF) has been incorporated into a downloadable professional development tool that enables researchers to identify their development areas, create an action plan and record evidence of their progress.

"...in companies, and indeed in universities, many people do, and increasingly should, pursue a much more varied career path, for example, moving into new discipline areas, spending a period applying their work in a company environment, or for industry people in an academic environment, acting as advisers, consultants etc. This is all an integral part of a research career."

RDF consultation response.

For further information on the RDF, CPD tool and other resources, visit [www.vitae.ac.uk/rdf](http://www.vitae.ac.uk/rdf)



# Introducing the Researcher Development Framework

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<sup>1</sup>, and the QAA Code of Practice for research degree programmes<sup>2</sup>.

## 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 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 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 researchers and encourages them to aspire to excellence through achieving higher levels of development.

**The Framework is designed for:**

- researchers to evaluate and plan their own personal, professional and career development
- managers and supervisors of researchers in their role supporting the development of researchers
- trainers, developers, human resources specialists and careers advisors in the planning and provision of support for researchers' development.
- employers to provide an understanding of the blend of skills unique to researchers and their potential as employees.

## 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.

**Vitae is supported by Research Councils UK (RCUK), managed by CRAC: The Career Development Organisation and delivered in partnership with regional Hub host universities**



<sup>1</sup> [www.researchconcordat.ac.uk/documents/concordat.pdf](http://www.researchconcordat.ac.uk/documents/concordat.pdf)

<sup>2</sup> [www.qaa.ac.uk/academicinfrastructure/codeOfPractice/section1/default.asp](http://www.qaa.ac.uk/academicinfrastructure/codeOfPractice/section1/default.asp)

