



RESEARCHER CAREER DEVELOPMENT

Undertaking research is one of the key functions of Queen's and having skilled and effective researchers to complete this research is important to the University. Consequently, the University provides a range of support and resources to ensure researchers have access to training and development. In the following pages you will find an outline of some typical phases and characteristics of a research career.

As a member of research staff at Queen's you will have achieved much in terms of your own learning and research activity. We hope that you can use the resources on career development to inform how you currently review and plan your own research career. You will find information on these at the research staff website www.qub.ac.uk/crs, which introduces some of these resources.

Providing researchers with development opportunities is a national issue. This is seen in the publication of the **The Concordat to Support the Career Development of Researchers**, further information is available [here](#). The Queen's **Researcher Career Development Booklet** is one of the University's responses to the Concordat. In 2014 the University successfully applied for the European Commission's HR Excellence in Research Award, based largely on the implementation of the Concordat at Queen's.



HR EXCELLENCE IN RESEARCH

We are exceptional

Research Career Map

| STAGE | TYPICAL CHARACTERISTICS | PROJECT AND RESPONSIBILITIES | TRAINING AND DEVELOPMENT | OUTCOMES |
|--|---|--|---|---|
| <p>EARLY STAGE RESEARCHER A researcher in first or second research post (RA or RF). Recently gained degree or Phd and undergoing research training and skills development. Working for a PI or in a group working for a PI.</p> | | | <p>The following range of training and career development opportunities together with other school specific activity can provide <u>an average of 5 days training activity per year</u></p> | |
| YEAR 1 | Settling in Development of personal skills Focus on getting to grips with project | Clarification of role by PI Establishment of good working relationship Regular review meetings | Institutional and school induction for researchers Research at Queen's Career management for researchers How to be an effective researcher (2 days) | Understanding of role by researcher Development programme established Skills enhancement identified Probation successfully completed |
| YEAR 2 | Established in post Carrying out bulk of work on project | Clear targets set Regular review and feedback | Presentation skills for researchers Writing for Publication workshops The Collaborative Researcher (2 days) | Integrated in school/department Successful progression of project Assessment and review successful Formal appraisal complete Career Planning Review |
| YEAR 3 | Moving towards end of project Production of papers/report | End of project review Process communicated for end of project/ contract | Research funding in the UK Intellectual property rights Career management for researchers | Successful completion of project/contract Assessment and review successful |
| <p>ADVANCED STAGE RESEARCHER An established researcher with clearly developed skills supporting a PI and perhaps overseeing others' activities</p> | | | | |
| YEAR 4 | Clearly developed skills and knowledge | Researcher has primary responsibility for development of self and work | Management and leadership in a research role (2 days) Research strategy at Queen's Financial management Advanced publication workshops Advanced presentation skills Applying for Fellowships (Faculty based) Innovation and Research | Research on target and effective contributions made |
| YEAR 5 | Working with minimal supervision Oversee activities of early stage researchers | Regular project and development review meetings | | Formal appraisal complete Successful completion of project/contract Longer term career decision made |
| YEAR 6 | Acting in a semi-independent role | Review of opportunities for expanding the researchers role Possibilities of establishing own research funding | Research Team Leadership Successful grant applications (School based & Research Development Office) (Research Staff will have access to career coaching sessions as part of the above programme) | |
| <p>EARLY CAREER ACADEMIC OR LONGER TERM RESEARCH CAREER Researcher entering an academic (lectureship) role or researcher continuing a longer term project or career elsewhere</p> | Commitment to a career as a researcher | Grant applications Established as a PI Director of other researchers Research trajectory established | Supervising research students (The above programme of central courses is complimented by school-based and subject specific development activity. Further training and development activities are also provided by Staff Training and Development Unit, Centre for Educational Development and Information Services) PGCHET (subject to available funding) | Established academic career Secured research funding |

PLANNING YOUR DEVELOPMENT

In order to focus on what is most important to your career you should spend time planning your development activity at Queen's. This is part of the annual Appraisal Process, which includes a section on development planning. The Personnel website contains information on the appraisal process. It is also beneficial to discuss your plans with your colleagues and you can make use of the **Researcher Development Framework** and information on the vitae and staff development websites to help inform your discussions.

A great way to get to know researchers in your area and engage in career development activities is to participate in the school-based Researcher Societies/Forums. A number of these have been established within Queen's. Please see the list below, with further information available on the Research Staff website click www.qub.ac.uk/crs.

Vitae website: www.vitae.ac.uk

| School/Department | |
|--|---|
| Medicine, Dentistry and Biomedical Sciences | Post-Doc Society |
| Electronics, Electrical Engineering and Computer Science | Research Society |
| Institute of Global Food Security | Society for Contract Researchers & Postdoctoral Staff |
| Biological Sciences | Postdoctoral Forum |
| Faculty of Arts, Humanities and Social Sciences | Social Science Research Society (based in SPSW) |
| Maths and Physics | Post-doc Society |
| Pharmacy | Research Staff Society |
| Chemistry and Chemical Engineering | Postdoctoral Forum |

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