Researcher Development Policy

The University of Dundee is committed to supporting national initiatives to support the career and professional development of researchers including HR-Excellence in Research, Athena Swan and the three Research Concordats.

The University’s policy for researcher development aims to:

Consolidate our commitment to the professional development of researchers

- Through strategic and operational institutional commitment to support the principles of the Concordat to Support the Career Development of Researchers.1
- By endorsing the RCUK recommendations of the minimum number of hours put aside annually for development activities i.e. 80 hours. This can take various forms including, but not limited to: workshops, participation in mentoring, completing the online research integrity modules, attendance to appropriate conferences, residential training courses, demonstrating, tutoring, work placements, shadowing, networking activities, involvement in local or national associations, seminars, public engagement/communication of research, enterprise activities etc.
- By recognising the important value of continuing professional development to the career potential of researchers that integrates with research excellence and expertise in the wider community.
- Through the ongoing retention of the European Commission’s ‘HR excellence in research’ badge (2), which was awarded to the University in 2011, as a key strategic driver.
- Through continued resourcing of key activities such as, the Cross Institutional Mentoring Scheme (established in 2005), bespoke intensive researcher programmes, careers guidance, a dedicated Researcher Development online portal etc.
- Through responsive action to the University’s staff survey, as well as national surveys such as Careers in Research Online Survey (CROS) and Postgraduate Research Experience Survey (PRES).

To further embed and strengthen researcher development that delivers innovation and impact

- Through underpinning strategic research themes with appropriate resources and training provision in accordance with national policy.
- By engaging with researchers and providing core training in parallel with new initiatives that have been either identified or directed by researchers.
- Through offering an innovative professional development programme for research leaders at every stage of their career that evolves as career directions and employability needs change.
- Through meeting the needs of researchers, schools, colleges and whilst fulfilling the requirements of the research councils.
- By monitoring feedback and evaluating the impact of researcher development both internally and externally.
- Through enhancement of the visibility of the professional development opportunities and initiatives to attract and retain the best doctoral researchers and research staff both nationally and internationally (4).

To enhance collaboration and interdisciplinary activities

- By raising awareness of and engaging researchers in collaborative and interdisciplinary opportunities across the University, the wider local community and at a national level.
- With increased involvement in fostering networking opportunities between individual
researchers, colleges and external partners.

- By linking local activities to and promotion of national events that offer wider collaborative opportunities across disciplines.
- Via ongoing partnerships with the University’s various postgraduate and research staff associations.

**Promoting the wider impact of ‘Employability/Enterprise and Entrepreneurship’ and Public Engagement**

- By providing appropriate workshops, programmes and opportunities to enable researchers to enhance their profiles and better equip them to succeed in the increasingly versatile researcher environment.
- Through more cohesive and synergistic interactions between OPD, The Centre Entrepreneurship, Research and Innovation Services, Revealing Research, the Careers Service and the Academic Skills Centre.

**References**

1. [www.vitae.ac.uk/policy/concordat-to-support-the-career-development-of-researchers](http://www.vitae.ac.uk/policy/concordat-to-support-the-career-development-of-researchers)
2. [www.dundee.ac.uk/hr/hrexcellenceinresearch](http://www.dundee.ac.uk/hr/hrexcellenceinresearch)
3. [www.dundee.ac.uk/opd/otheropportunities/mentoringschemes/tram](http://www.dundee.ac.uk/opd/otheropportunities/mentoringschemes/tram)
4. [www.dundee.ac.uk/main/research/researcherdevelopment](http://www.dundee.ac.uk/main/research/researcherdevelopment)