



Individual Training Needs assessment based on the Researcher Development Framework (RDF)

Successful and timely completion of your research degree will depend on developing a mixture of subject-specific skills, intellectual skills such as critical thinking, and more transferable skills such as communication, engagement and personal effectiveness. This Individual Training Needs (ITN) assessment is designed as a tool to support you as a research postgraduate in identifying and planning for your personal and professional training needs. It is based on the [Researcher Development Framework](#) (RDF), developed by Vitae and should be used in conjunction with any relevant funding guidelines. You can log on to the Vitae website by using your University of Dundee email. The RDF is a nationally recognised framework for researchers for all levels. It is made up of four domains:

Domain A: Knowledge and intellectual abilities

Domain B: Personal effectiveness

Domain C: Research governance and organisation

Domain D: Engagement, influence and impact

These domains are then further categorised into 12 sub-domains (A1-A3, B1-B3 etc.) and the full framework can be viewed at the end of this document.

How to use this form

If you are completing your first ITN assessment, please complete this form by referring to the RDF, please also note that the University's online research integrity training (sub-domain C1) is mandatory and should be completed in the first 3 months of starting your research programme. You will also want to discuss the equality impact assessment of your research project with your supervisor (sub-domain D1). If you have any queries or feedback on the training provision provided by the University, contact doctoralacademy@dundee.ac.uk. You should then discuss your responses with your supervisor. If you have recently started your research programme, you may find the [Getting Started in Research Lens on the RDF](#) useful.

Please note, if you are unclear about any areas at this stage, discuss and clarify with your supervisor.

You should then repeat this process, completing a new ITN form, on an annual basis. You should arrange a meeting with your supervisor to discuss this and bring along the completed form from the previous year so that you can summarise how you addressed the training needs you identified. You should then discuss and note down if any additional training needs have emerged and set your priorities for the coming year. Remember that not all training is face-to-face, and you can also access self-directed learning, such as [LinkedIn Learning mapped to the RDF](#) and other developmental opportunities, some of which are highlighted on the University's [Researcher Development Policy](#).

Personal Development Plan: Individual Training Needs Assessment

Name				School			
Start Year		Current academic Year		Full Time/Part Time		Supervisor Name (s)	

RDF Sub-domains	Experience or training already undertaken	Areas for development	Action – how will this be addressed?	Priority level (high, intermediate or low)	Review date
Domain A: Knowledge and intellectual abilities					
A1 Knowledge base					
A2 Cognitive abilities					
A3 Creativity					
Domain B: Personal effectiveness					
B1 Personal qualities					
B2 Self-management					
B3 Professional and career development					

RDF Sub-domains	Experience or training already undertaken	Areas for development	Action – how will this be addressed?	Priority level (high, intermediate or low)	Review date
Domain C: Research governance and organisation					
C1 Professional conduct					
C2 Research management					
C3 Finance, funding and resources					
Domain D: Engagement, influence and impact					
D1 Working with others					
D2 Communication and dissemination					
D3 Engagement and impact					

ANY OTHER COMMENTS OR ANTHYTING ELSE IDENTIFIED AND AGREED	Student signature	Supervisor signature	Date
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The Vitae Researcher Development Framework:

