University of
Kent

RESEARCHER DEVELOPMENT PROGRAMME 2021-22

Graduate and Researcher College (GRC)

RESEARCHER DEVELOPMENT PROGRAMME

The Graduate and Researcher College's Researcher Development Programme (RDP) is designed to equip postgraduate researchers and with a range of transferrable skills, which will improve their effectiveness when conducting research and increase their employability for a variety of careers.

The RDP complements research skills training delivered by academic schools and divisions, and offers over 250 workshops on more than 80 topics. Workshops are run by academics, professional service staff and external consultants, and can vary from 1-to-1 sessions to two-day workshops. Sessions provide the opportunity for researchers to interact with students from different departments, which can have beneficial outcomes for their research and development.

Workshop bookings:
For workshop descriptions and dates of workshops, please use the online booking system: https://grctraining.targetconnect.net

Support and opportunities at Kent

RDP Moodle module
All postgraduate researchers are automatically enrolled onto the Graduate and Researcher College's RDP Moodle module. This includes links to resources, training and guides for all of the domains of the Researcher Development Framework.

https://moodle.kent.ac.uk

IT Training Moodle module
This module covers topics on Microsoft packages (Excel, Word, PowerPoint, Edge, OneNote and outlook) and Teams training.

https://moodle.kent.ac.uk/training/course/view.php?id=670

IS Research support team
The research support team can help with queries related to data management and planning, copyright, Open Access, Open Data, publishing and the Kent Academic Repository.

www.kent.ac.uk/library-it/supporting-your-research

Help with Maths and Stats
The Student Learning Advisory Service (SLAS) offers Maths and Stats clinics if you need support from understanding the basics to more advanced principles.

www.kent.ac.uk/learning/academic-advice/maths.html

UEA Online Training Series
The GRC subscribes to the 'University of East Anglia (UEA) Online Training Series', which offers research and professional skills training in a 'live-taught' online format. Topics covered include academic writing, teaching, qualitative and quantitative research skills and finishing your PhD.

https://bookwhen.com/ueaonlinetraining

Three-Minute Thesis (3MT®)
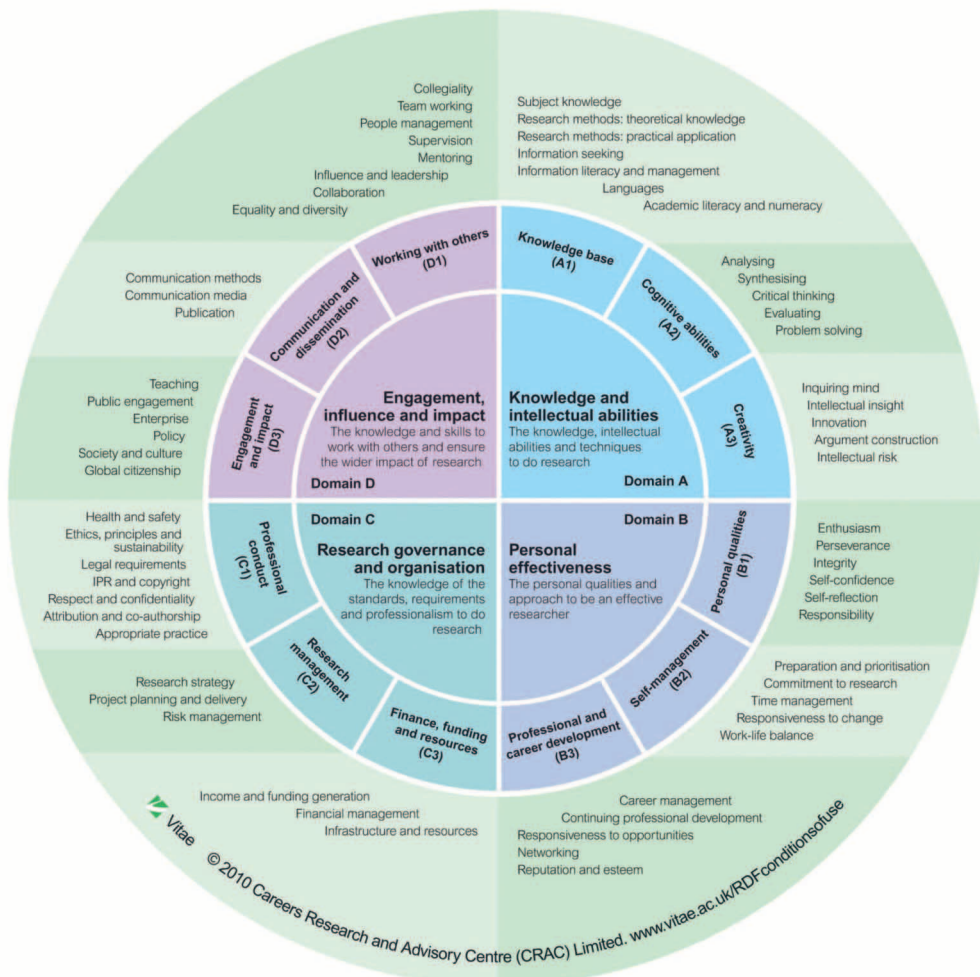The Graduate and Researcher College organises Kent's Three Minute Thesis competition, which was developed by the University of Queensland.

Participating in the competition is a unique opportunity to develop your academic, presentation and research communication skills, and ability to explain your research to a non-specialist audience.

https://blogs.kent.ac.uk/graduateschoolnews/kent-competition

Collegiality
Team working
People management
Supervision
Mentoring
Influence and leadership
Collaboration
Equality and diversity

Subject knowledge
Research methods: theoretical knowledge
Research methods: practical application
Information seeking
Information literacy and management
Languages
Academic literacy and numeracy

Communication methods
Communication media
Publication

Analysing
Synthesising
Critical thinking
Evaluating
Problem solving

Teaching
Public engagement
Enterprise
Policy
Society and culture
Global citizenship

Inquiring mind
Intellectual insight
Innovation
Argument construction
Intellectual risk

Health and safety
Ethics, principles and sustainability
Legal requirements
IPR and copyright
Respect and confidentiality
Attribution and co-authorship
Appropriate practice

Enthusiasm
Perseverance
Integrity
Self-confidence
Self-reflection
Responsibility

Research strategy
Project planning and delivery
Risk management

Preparation and prioritisation
Commitment to research
Time management
Responsiveness to change
Work-life balance

Income and funding generation
Financial management
Infrastructure and resources

Career management
Continuing professional development
Responsiveness to opportunities
Networking
Reputation and esteem

Working with others (D1)
Communication and dissemination (D2)
Engagement and impact (D3)
Knowledge base (A1)
Cognitive abilities (A2)
Creativity (A3)
Personal qualities (B1)
Self-management (B2)
Professional and career development (B3)
Finance, funding and resources (C3)
Research management (C2)
Professional conduct (C1)

Engagement, influence and impact
The knowledge and skills to work with others and ensure the wider impact of research.
Domain D

Knowledge and intellectual abilities
The knowledge, intellectual abilities and techniques to do research
Domain A

Domain C
Research governance and organisation
The knowledge of the standards, requirements and professionalism to do research

Domain B
Personal effectiveness
The personal qualities and approach to be an effective researcher

Vitae © 2010 Careers Research and Advisory Centre (CRAC) Limited. www.vitae.ac.uk/RDFconditionsofuse

Researcher Development Framework (RDF)

Our RDP workshops are mapped to the Vitae RDF, which is a professional development framework describing the knowledge, behaviours and attributes required of successful researchers.

We are always keen to receive suggestions from students for additional workshops and will do our best to provide these if there is sufficient demand.

Researcher Development Assessment (RDA)

The RDA is a tool which enables all research students to consider their existing portfolio of skills, as well as the skills they need to develop while undertaking their doctoral research and for their future careers.

Students can complete their RDA form on our online booking system, once they have enrolled onto the Researcher Development pathway.

Special requirements

Should you require any assistance to engage with the workshops please contact skills@kent.ac.uk and we will do our best to accommodate.

Workshop (stage: Early / Mid / Late)	Knowledge base (A1)	Cognitive abilities (A2)	Creativity (A3)	Personal qualities (B1)	Self-management (B2)	Professional and career development (B3)	Professional conduct (C1)	Research management (C2)	Finance, funding and resources (C3)	Working with others (D1)	Communication and dissemination (D2)	Engagement and Impact (D3)
Milestone workshops												
Kickstart your PhD (E) / Progressing with your PhD (M) / Finishing your thesis (L)	✔	✔	✔	✔	✔	✔	✔	✔		✔		
Taking stock: 6-9 months into your PhD (E) / Preparing for your Viva (L)	✔	✔	✔	✔	✔							
Information management workshops												
Finding and managing your references	✔											
Keeping up to date with the literature	✔											
Doing a data management plan	✔						✔	✔				
How to write a literature review (online resource)	✔	✔										
Using archives and special collections in your research	✔											
LaTeX	✔											
Research management, ethics and integrity workshops												
Copyright, Open Access and your thesis	✔						✔				✔	
GDPR and research ethics							✔					
Postgraduate funding: considering the alternatives									✔			
Practical project management for research				✔	✔			✔				
Research methods and data analysis workshops												
Introduction to Python	✔	✔										
Introduction to R	✔											
Introduction to structural equation modelling (UEA online series)	✔	✔										
Geographical Information System (GIS)	✔	✔										
Conducting interviews	✔											
Introduction to scale development (UEA online series)	✔	✔										
NVivo workshops	✔	✔										
Analysing qualitative data (UEA online series)	✔	✔										
Communication, engagement and impact workshops												
Presentation skills introduction (E) / Presentation skills in practice (M)				✔							✔	✔
Using the media to publicise your research											✔	✔
Cross cultural communication										✔	✔	✔
Public engagement											✔	✔
Developing your online profile						✔					✔	✔
Producing a research poster (workshop and online resource)		✔	✔								✔	✔
Career development workshops												
Routes into academia and writing a research grant							✔		✔			
1:1 CV reviews							✔					
Career planning for after your PhD							✔					
Writing an academic CV							✔					
Personal effectiveness workshops												
Networking naturally							✔				✔	
Overcoming imposter syndrome				✔		✔						
Time management					✔							
Effective decision making		✔	✔		✔							
Leadership					✔					✔		
Motivating myself and motivating others										✔		
Teambuilding										✔		
Negotiation skills				✔						✔		
Effective reading techniques	✔				✔							
Rapid reading	✔	✔					✔					
1:1 coaching				✔	✔							
Writing and publication workshops												
Academic writing	✔										✔	
1:1 advisory writing tutorial	✔										✔	
Writing articles in international peer-review journals (Humanities and Social Sciences)	✔		✔								✔	
Quality papers							✔				✔	
Writing abstracts in Humanities and Social Sciences	✔		✔								✔	
Writing retreats	✔											
Approaches to teaching workshops												
Using Microsoft Teams to teach effectively												✔
Troubleshooting teaching										✔		✔
Introduction to University Teaching		✔								✔		✔
Assessment, feedback and module design (UEA online series)		✔										✔
Preparing and delivering seminars (UEA online series)	✔			✔	✔					✔		✔
Wellbeing workshops												
Confidence			✔	✔	✔							
Introduction to Mindfulness				✔	✔							
Yoga writing retreats					✔							

CONTACT

Carla O'Mara
Postgraduate Development Officer
Carla is responsible for co-ordinating and enhancing the operation of the Researcher Development Programme and the on-line booking system.

Dr Jo Collins
Postgraduate Researcher Developer
Jo leads on the development of new postgraduate training initiatives for the Graduate and Researcher College and delivers workshops as part of the programme.

Enquiries about the programme should be directed to skills@kent.ac.uk in the first instance.

University of Kent