Researcher transferable skills development in the UK and at the University of Bristol

Dr Alison Leggett (Academic Staff Development Manager)

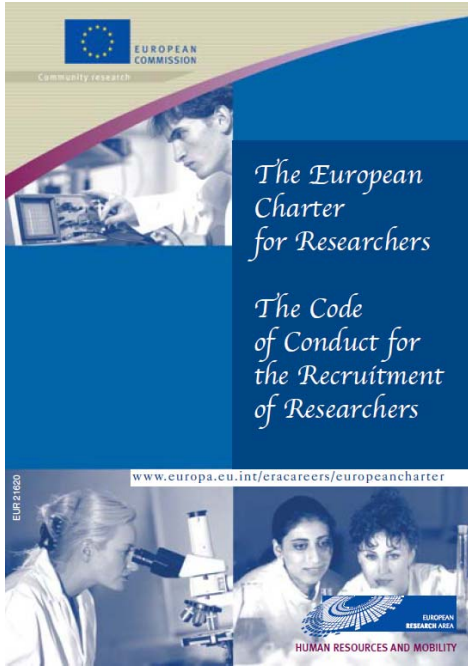# *Researcher transferable skills development in the UK*

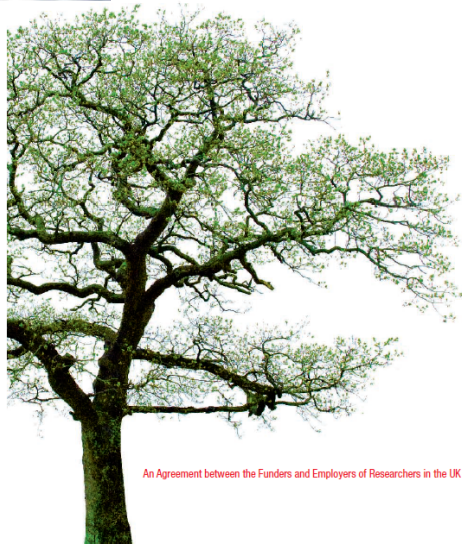Dr Alison Leggett (Academic Staff Development Manager)

Roberts funding

- **SET for success (2002) – Sir Gareth Roberts:**
  - Lack of transferable skills in PhD graduates so not prepared for careers in business or academia
  - Lack of career structures and development for research staff

- **Roberts funding (2004)**
  - All HEIs with significant numbers funded by RCUK
  - For transferable skills training

- **Focused attention**
  - Researcher development specialists
  - Vitae programme and network
  - National development programmes eg. GradSchools

The European
Charter
for Researchers

The Code
of Conduct for
the Recruitment
of Researchers

www.europa.eu.int/eracareers/europeancharter

EUROPEAN COMMISSION

Community research

EUR 21620

EUROPEAN RESEARCH AREA

HUMAN RESOURCES AND MOBILITY

hr

HR EXCELLENCE IN RESEARCH

The Concordat
to Support the Career Development of Researchers

An Agreement between the Funders and Employers of Researchers in the UK

QAA

UK Quality Code
for Higher Education

The UK Quality Code
for Higher Education:

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"UK organisation championing the personal, professional and career development of doctoral researchers and research staff in higher education institutions and research institutes."

- Network for sharing practice and ideas
- National overview providing a collective voice for researcher development
- Coordination of research and national projects such as surveys and RDF
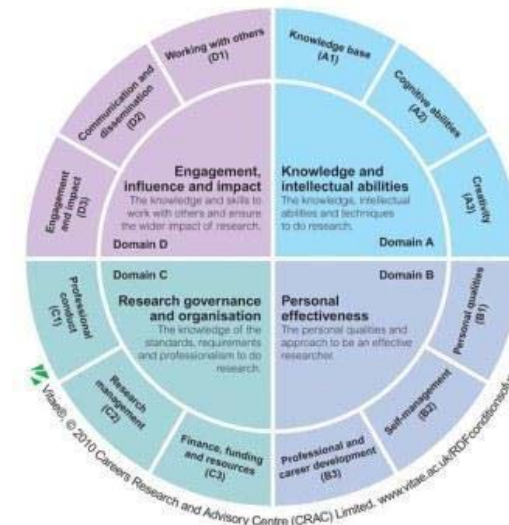
Research staff development at the University of Bristol

Dr Alison Leggett (Academic Staff Development Manager)

University of Bristol

- Research intensive
- 5379 Staff (2208 academic)
- ~2150 research postgraduates
- ~13,000 undergraduates

University of BRISTOL

Research staff – our strategy

- Central to University's research success and business plan

- Research staff skills development embedded in central people strategy

- Dedicated staff and budget

- Research Staff Working Party chaired by Faculty Research Director

Engagement in training 2011/12

- 27 short courses specifically for research staff
  - Attended by 305 people
- 47 short courses open to all academic staff
  - Attended by 376 people
- 2 longer leadership programmes
  - Attended by 40 academics (incl. research staff)

University of BRISTOL

"The career coaching gave me new ideas of how to achieve my career goals"

Mentoring Circles

Leadership and Management

- Skills development and culture change
- 2 programmes (PTM and LRT)
- 4 workshops, 4 action learning seminars over 3 months
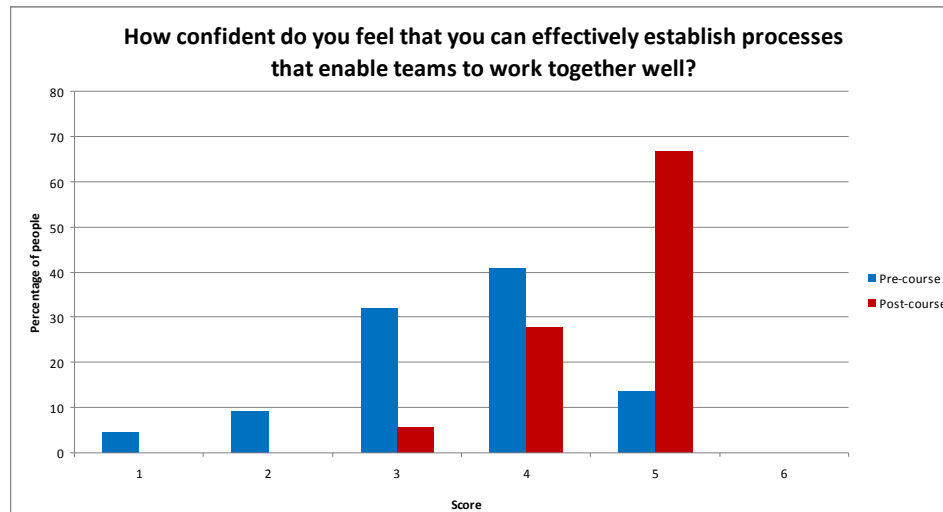
"A truly excellent investment of time – nothing like you think management training will be"

South West Crucible

- Collaborative with UWE and University of Bath

- To introduce researchers to new ways of thinking and working and create a long-term shift in attitudes

- 3 residential 'Labs' followed by research funding

  - **Lab 1: Looking outwards**
    Considering the role of researchers and research in society.

  - **Lab 2: Interdisciplinarity and grand challenges**
    How to collaborate and what are the cultural/infrastructure challenges?

  - **Lab 3: Individual skills: innovative and creative researcher**
    Becoming a more innovative, enterprising and creative researcher.

- Research funding

University of BRISTOL

Speed networking
&
Collaboration wall

"...based on fostering good networking and representation of research staff as much as on career development opportunities, training, mentoring and funding"

Professor Nigel Thrift, VC Warwick, Report for Government: Research Careers in the UK: a Review. 2008

Thank you

References

- **SET for success report:**

http://webarchive.nationalarchives.gov.uk/+/http://www.hm-treasury.gov.uk/set_for_success.htm/

- **Vitae (with info about UK Concordat, RDF, QAA code etc.)**

http://www.vitae.ac.uk/

- **University of Bristol:**

http://www.bris.ac.uk/researchstaff/

http://www.bris.ac.uk/staffdevelopment/academicstaff/

http://southwestcrucible.org/

Annual reports: http://www.bris.ac.uk/researchstaff/policies/annual-reports.html

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