



## What lies in store for the PhD student? PDP, Competencies, Attributes and Professionalism

Learning to be professional  
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## What are we looking for?

Competencies

Attributes

Expertise

Skills

Abilities

Aptitudes

Characteristics

*Reservations?*

## Researcher Development Framework

- Rugby Group project managed by Vitae
- Literature review – CIPD, Job evaluation schemes, Competency frameworks for variety of roles from librarians, senior managers, global leaders and R & D managers to pro vice chancellors
- Two research projects: Manchester and Glasgow Caledonian
- 50% of PhD students stay in education/research
- What is unique in developing researcher skills?
- What is transferrable?

## Most popular terms found in competency frameworks

- Communication skills
- People management
- Team Skills
- Customer service skills
- Results orientation
- Problem solving

*Based on a survey of 663 private, public and voluntary organisations. (Hogg 2008)*

## Researchers can be involved in

- Creating knowledge
- Working in teams
- Teaching
- Co-supervising
- Project managing
- Fundraising
- Communicating
- ??

## Foreseeable changes

- Interdisciplinarity, transdisciplinarity and collaborative working
- Further globalisation
- Emphasis on sustainability of research base, energy and meeting the demands of environmental change
- Economic impact
- Diversity
- Global security
- Life-long health and wellbeing
- Nanoscience to nanoengineering and digital economy

*(Research Councils UK, Balanced Scorecard 2008 and Research Priorities)*

## Emerging concepts for a researcher development framework

### Manchester Project

Intellectual attributes  
Creativity and innovation  
Impact and influence  
Resource mobilisation  
Communication  
Personal effectiveness  
Drive to succeed  
Awareness of institutional and broader professional context

### Glasgow Caledonian Project

Leadership  
Exercising judgement/decision making  
Cultural awareness  
Relationship building  
Creativity and innovation  
Planning and organising  
Reading, interpretation, analysing and synthesising of information  
Writing for different audiences  
Persuading/influencing  
Working with numbers

## Possible concepts

Critical thinking/academic doubt/intellectual and creative skills  
Communicating interculturally, persuasively in writing and in person (supervision, teaching, colleagues, funders, commercial companies)  
Self awareness and resilience  
Context awareness (networking skills)  
Project management/resource mobilisation/teamworking

**Most popular names  
found in competency  
frameworks**

- Communication skills
- People management
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(Hogg 2008)

**Emerging researcher  
development framework**

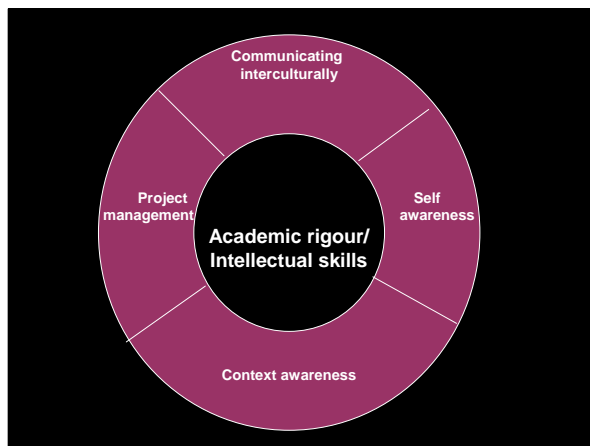
Critical thinking/academic  
rigour/intellectual  
attributes, numeracy and  
creativity

Communicating  
interculturally,  
persuasively in writing,  
through media and in  
person (supervision,  
teaching, colleagues,  
funders, commercial  
companies ....)

Self awareness and  
resilience

Context awareness  
(networking skills)

Project definition and  
management/ resource  
mobilisation/ teamworking



How do you think this framework  
could be used?



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