



## Supporting Research



# Researcher Development Programme

The UL Researcher Development Programme is a structured and comprehensive development programme for postdoctoral researchers (PD1 and PD2) aligned with the [IUA Researcher Career Development and Employment Framework](#). It provides postdoctoral researchers with the opportunity to develop and enhance their transferable skills and mobility for a variety of careers both in academia and beyond. The RDP is informed and guided by the ResearchComp: The European Competence Framework for Researchers which is a tool to assess and develop researchers' transferable skills and foster career development. The framework is structured into seven competence areas. It sets out the wide-ranging knowledge, intellectual abilities, techniques and professional standards expected to do research, as well as the personal qualities, knowledge and skills to work with others and ensure the wider impact of research. These are:



The UL Researcher Development Programme enables an individually tailored developmental journey. It consists of a suite of training programmes and other relevant sessions, where you as a researcher can learn the skills that you need to excel on your projects and enables you to forge your own successful career. On successful completion, you will receive your own unique digital badge, outlining all of the training received. This can be shared on your CV and social media to strengthen your professional profile.

### 3 steps to your Researcher Development Digital Badge:

1. Complete the Career Planner with your PI, including a skills assessment where you look at your strengths and weaknesses as a researcher.
2. Complete 5 CPD days. These CPD days must be completed as follows:
  - 3.5 days of face-to-face (live) training
  - 1 day of career planning activities with your manager. This can include mentoring, probation meetings and PDR meetings
  - 0.5 days of online training. LinkedIn Learning is available to all UL employees. See below for further details
3. While on the programme you must complete a CPD log which is a live document on the training you have attended and the impact it has had both personally and on your work as a researcher. This will help ensure you can track your progress against the 5 days required CPD per annum. Once all of the above is complete, CPD logs are submitted to HR for review. Successful candidates will receive a digital badge which outlines all of the training received. Find the courses currently offered overleaf.

#### Technology Transfer Office

UL's Technology Transfer Office offers a number of lunchtime workshops and programmes. Where appropriate, attendance at these sessions can count towards the Researcher Development Badge. Please contact [HRTalentdevelopment@ul.ie](mailto:HRTalentdevelopment@ul.ie) for further information.

#### Public & Patient Involvement

Where appropriate to your discipline, the Public and Patient Involvement Workshop Series/ Summer School can count towards the Researcher Development Digital Badge. 3 PPI Workshops = 0.5 CPD days. A maximum of 1 CPD day may be acquired from attending PPI related training. Further information about PPI workshops can be found [here](#).

#### LinkedIn Learning

The LinkedIn Learning platform is accessible to all UL staff members. There are many workshops and courses that can assist research staff in the development of their professional skills. Further information can be found [here](#)



## 1 Managing Research

Workshop	Benefit	CPD Hours
Principles of Project Management	Understand the project life-cycle, project constraints and learn to adapt standard templates for use on your own project	3.5 hours

## 2 Making An Impact

Workshop	Benefit	CPD Hours
Get that Paper Written and Published	Developing your publication strategy, understand the publication process, targeting your publication, work effectively with co-authors & navigating the review process.	1 Full Day
Building a Compelling Narrative for Researchers	Understand why your stories are powerful and how to use stories as a presenter.	3 hours
Effective Peer Review of Articles	Maximising the benefit to you of peer reviewing articles in the most time efficient manner.	2.5 hours
PhD Supervision	Building people leadership skills. Effectively supervising PhDs. Enhanced communication skills.	4.5 hours
Presentation Skills	Learn how to present information clearly and effectively to get your message across with tips on how to manage nerves and present with confidence	1 Full Day
Open Access Publishing *	This introduction session will explain how you can you maximise the impact of your work, as the potential readership is far greater than that for publications where the full-text is restricted to subscribers only.	1 hour

## 3 Self-Management

Workshop	Benefit	CPD Hours
Researcher Career Planning/PDR	Career planning activities with your manager are a key pillar of professional development. This topic can include mentoring, probation review meetings and PDR Meetings.	Up to 1 Full Day per annum
Work Smarter Not Harder: Time Management Strategies	Learn how to manage yourself to achieve all the things you never seem to have time for. At the end of this programme, participants will be able to prioritise tasks, delegate more effectively and develop a personal action plan to manage their time more successfully	1.5 hours
Stress Management	Understand the Five Pillars of Workplace Wellbeing to build and sustain a healthy and high performing career.	3 hours
Developing Your Career Strategy	Thinking strategically about your career. Gaining greater focus.	4 hours
Interviewee Skills	Increase your chances of being successful at interviews and improve your communication style at interviews.	3.5 hours

## 4

## Cognitive Abilities

Workshop	Benefit	CPD Hours
Thinking and Acting Strategically	Learn the skills & a framework to look at situations & make decisions & pitch your ideas differently. This training will give you the time & opportunity to elevate your thinking & assess how you do your role.	3.5 hours
The Innovative Researcher	Find out about the basic principles, methods and mindsets of design thinking and how to apply them to the way you approach your research	3 hours

## 5

## Working With Others

Workshop	Benefit	CPD Hours
Being an Effective Mentee	Understand what to expect from your mentor and receive practical guidance on how to make your mentoring relationship as successful as possible.	1 hour
Assertiveness - How to increase your personal impact	Build your skills and confidence to move from asserting yourself in potentially challenging one-to-one interactions to expressing yourself with confidence and impact in more complex group settings.	1 Full Day
Managing Difficult Conversations	Learn to manage the key factors that impact difficult conversations through the use of well structured frameworks, and de-escalation techniques.	1 Full Day
Influencing Skills	This workshop provides you with the skills, tools, and confidence you need to overcome the barriers to influence, persuade and succeed in getting the agreement, buy-in or change you need.	3.5 hours
Active Networking in Research Settings	Learn to prepare for networking events, create your own starter/pitch and understand how to build and maintain relationships across disciplines and sectors.	2 x 3 hours
Assertiveness: How to Increase Your Personal Impact	Build your skills and confidence to move from asserting yourself in potentially challenging one-to-one interactions to expressing yourself with confidence and impact in more complex group settings.	1 Full Day

## 6

## Managing Research Tools

Workshop	Benefit	CPD Hours
Research Data Management*	Understand FAIR data principles, plan your data management.	1 hour
Bibliometrics for your CV*	In this session you will look at the main author metrics and how you can find them to support your research impact	1 hour
Introduction to ORCID*	Learn to create you ORCID profile, Learn to quickly add article information to your ORCID, and link your ORCID to ULRIS and Scopus	1 hour
EndNote for Beginners/EndNote Advanced*	Learn how to create an EndNote library, add and organise your references, create a bibliography in Word, edit citations and choose a bibliographic style.	1 hour
Tidy Data in Spreadsheets*	Learn “tidy” data practices, structuring data in a machine-readable way to maximize the utility of the data.	1 hour
Introduction to Python*	Become familiar with the underlying concepts and principles of Python, and will enable you to write basic scripts, and understand and re-use scripts written by others.	1 hour

## 7

## Doing Research

Workshop	Benefit	CPD Hours
Research Integrity	Understanding the importance and impact of integrity within your role.	
Research Ethics	Understand research ethics concepts and problems, and troubleshoot common challenges.	1 Full Day
Writing for Funding Applications	Brainstorm your project. Building resilience and knowledge around grant writing. Increasing your independence as a researcher.	2 x 3.5 hours

**Aspiring Research Leaders Programme**

The aim of this programme is to enhance your skills in the areas of leadership and collaboration, and to provide you with an understanding of the mechanisms that can contribute to your success in the areas of finance, human resources, and research supports and funding. This programme offers you all the tools you need to take the next step in your research career. With a mixture of face-to-face and online delivery, it is delivered in short sessions over a 9-week period. Strengthened by Action Learning Sets to maximise peer learning, participants are supported through the programme to identify the actions they need to take in order to start becoming an Independent Researcher. Eligibility criteria: Aspiring Research Leaders is open to applicants with a minimum of 3 years' post-PhD experience.

[Aspiring Research Leaders Brochure](#)

**Navigate: Researchers Beyond Academia Programme**

This programme is designed for Postdoctoral Researchers thinking about careers beyond academia. It includes topics such as career planning, CV building and interviewee skills and aims to equip you with the tools you will need to navigate the change from academia. The sessions on this programme are delivered over a 4-week period. They are practical in nature, with face-to-face delivery providing strong peer-to-peer learning opportunities. 1-to-1 career clinics are offered upon completion, ensuring actions arising from the programme are tailored to your needs. Eligibility criteria: Navigate is open to applicants with minimum of 2 years' post-PhD experience.

Please contact [HRtalentdevelopment@ul.ie](mailto:HRtalentdevelopment@ul.ie) to enquire about upcoming dates and availability for the above programmes. Spaces on these programmes are limited and you should apply early when applications open to avoid disappointment