University of
Kent

RESEARCHER DEVELOPMENT PROGRAMME

Graduate and Researcher College (GRC)

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The Graduate and Researcher College's Researcher Development Programme (RDP) is designed to equip postgraduate researchers with a range of transferable skills to 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 offers over 250 workshops on more than 75 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.

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

Workshop bookings:

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

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.
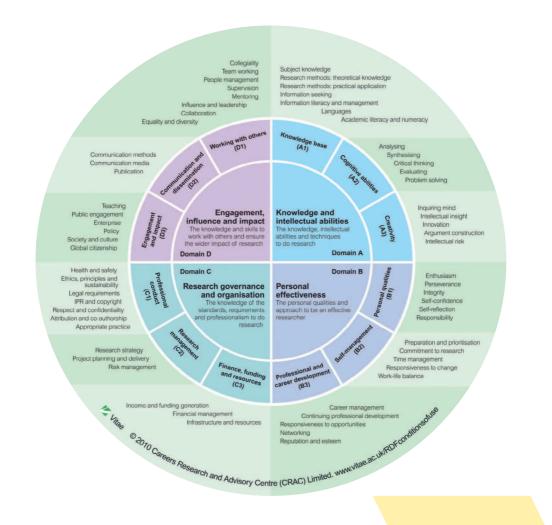
Researcher Development Assessment (RDA)

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 RDA 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.

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

Working with others
(D1)

Knowledge base
(A1)

Communication and
dissemination
(D2)

Cognitive abilities
(A2)

Teaching
Public engagement
Enterprise
Policy
Society and culture
Global citizenship

Creativity
(A3)

Inquiring mind
Intellectual insight
Innovation
Argument construction
Intellectual risk

Engagement
and impact
(D3)

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

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

Domain D

Domain A

Domain C

Domain B

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

Professional
conduct
(C1)

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

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

Personal qualities
(B1)

Enthusiasm
Perseverance
Integrity
Self-confidence
Self-reflection
Responsibility

Research
management
(C2)

Self-management
(B2)

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

Research strategy
Project planning and delivery
Risk management

Finance, funding
and resources
(C3)

Professional and
career development
(B3)

Income and funding generation
Financial management
Infrastructure and resources

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

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

Mapping to Vitae's Researcher Development Framework

Category	Early stage	Mid stage	Late stage	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	Milestone 1: Kickstart your PhD	Milestone 3: Progressing in your PhD	Milestone 4: Finishing your PhD		✔	✔	✔	✔	✔	✔	✔		✔	✔	✔
	Milestone 2: Taking Stock (6-9 months)		Milestone 5: Preparing for your Viva			✔	✔	✔		✔	✔		✔	✔	
Information management workshops		Data management planning		✔						✔	✔				
		Finding and managing your references		✔							✔				
	Literature reviews (various offerings)			✔	✔										
	Using archives and special collections			✔											
Research Management, ethics and integrity workshops		1:1 research ethics and governance guidance								✔					
		GDPR for researchers								✔					
		Postgraduate funding: considering the alternatives										✔			
		Practical project management					✔	✔			✔				
		Preparing for fieldwork						✔			✔				
Research methods and data analysis workshops		Analysing qualitative data		✔	✔										
	Conducting interviews			✔											
		Introduction to R		✔	✔									✔	
	Introduction to scale development			✔	✔										
		Introduction to structural equation modelling		✔	✔										
		Modelling complex data using R		✔											
		NVivo		✔	✔										
	Qualitative research			✔				✔		✔	✔				
		Various statistics workshops		✔	✔										
Communication, engagement and impact workshops		3MT presentations (Three-Minute Thesis)				✔	✔							✔	✔
			Build a research website in under 3 hours					✔						✔	✔
		Cross cultural communication											✔	✔	✔
		Figures, images and visualising information			✔	✔								✔	✔
		Generative AI and the researcher						✔		✔				✔	✔
		Getting the most out of your supervisory relationship					✔	✔					✔	✔	
	Presentation skills introduction	1:1 presentation practice opportunity						✔						✔	✔
		Producing a research poster			✔	✔								✔	✔
		Research impact									✔			✔	✔
Career development workshops			1:1 careers coaching/advice appointments						✔						
			Career planning for after your PhD						✔						
		Securing your first academic post					✔		✔						
		Translating your PhD skills							✔					✔	
			Routes into academia and writing a research grant						✔			✔			
Personal effectiveness workshops		1:1 performance and development coaching						✔							
	Leadership							✔							
		Negotiation skills					✔						✔		
		Overcoming imposter syndrome			✔		✔								
	Rapid reading			✔	✔					✔					
	Time management and habits						✔	✔							
Writing and publication workshops		Abstracts		✔		✔								✔	
		Academic publishing		✔				✔		✔				✔	
	Academic writing			✔										✔	
		Advisory 1:1 writing tutorial		✔										✔	
		Scientific writing: structure, language and style		✔										✔	
	Shut up and write			✔											
		Writing articles in international peer-reviewed journals (Humanities and Social Sciences)		✔		✔								✔	
Approaches to teaching workshops		Assessment, feedback and module design			✔										✔
	Introduction to University teaching				✔								✔		✔
		Preparing and delivering lectures						✔						✔	✔
		Preparing and delivering seminars						✔						✔	✔
Wellbeing workshops		Improving wellbeing in research					✔	✔							
		Managing the self			✔		✔	✔							
		The Healthy Researcher					✔	✔							
		Yoga and writing retreats						✔							

Support and opportunities

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/2024/course/view.php?id=232

Brilliant Club

PhD Researchers have the opportunity to tutor less advantaged students to access the most competitive universities and succeed when they get there. Tutoring offers PhD researchers and graduates a meaningful, paid, community engagement opportunity.
https://thebrilliantclub.org/the-scholars-programme/for-tutors/programme-overview

PhD Mentoring scheme

The GRC's Mentoring Scheme is intended to support the personal development of postgraduates and Early Career Researchers (ECRs).
https://student.kent.ac.uk/studies/phd-mentoring-scheme

Research Café and Experience Exchange

The GRC's Research Cafés and Experience Exchanges aim to give researchers the opportunity to share, learn and connect with other postgraduates.
https://student.kent.ac.uk/life/postgrad/research-cafe-and-experience-exchange

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://student.kent.ac.uk/life/postgrad/3mt

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.
https://student.kent.ac.uk/studies/library-it/postgraduate-guide

Help with Maths and Stats

The Skills for Academic Success (SAS) team offers Maths and Stats clinics if you need support from understanding the basics to more advanced principles.
https://student.kent.ac.uk/studies/skills-for-academic-success/appointments