



Incorporating the UK GRAD Programme and UKHERD

# **Developing world class researchers with world class skills**

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[www.vitae.ac.uk](http://www.vitae.ac.uk)

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Vitae is supported by Research Councils UK (RCUK),  
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and delivered in partnership with regional Hub host universities

# I have good news for you!

- ✔ You all all fabulously talented and gifted people
- ✔ You are oozing with knowledge, expertise and motivation
- ✔ You have many valuable skills and the power to do immense good in the world
- ✔ You have the capability to develop many more important skills and competencies
- ✔ You are amongst the most talented people to UK and the world has

# I have some questions for you

- ❑ Do you know how you will use this talent?
- ❑ Do you know what skills you have?
- ❑ Do you know what skills and competencies you need to develop?
- ❑ What will make you stand out from the crowd?

# Exercise

- ✔ Take a piece of paper and split it into two columns
- ✔ Label one column 'current skills' and one column 'end of PhD skills'
- ✔ Think of all the skills you have & those you expect to gain during your PhD, and write them down in the appropriate column

5 minutes

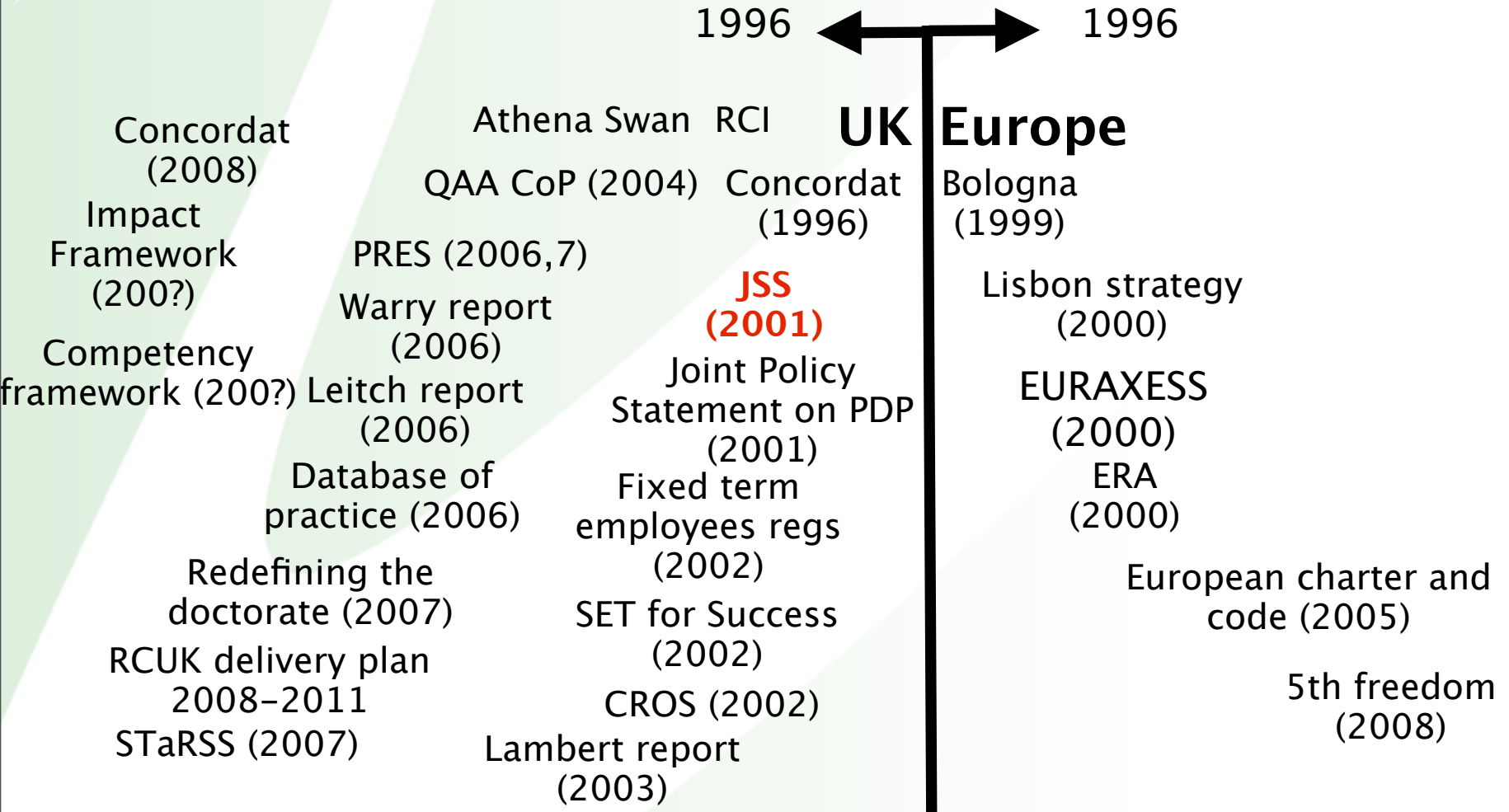
# Global challenges

- ✔ Leading the world in research
- ✔ Global competition
- ✔ Employer need
- ✔ Increased productivity and effectiveness
- ✔ Attractive opportunities for the most gifted researchers

# Vitae programme

- ✔ Launched 25<sup>th</sup> June 2008.
- ✔ Formerly UKGRAD programme.
- ✔ Expanded to include development of research staff.
- ✔ Aims to make the UK world class in the personal, professional and career development of researchers.
- ✔ 8 Hubs designed to support regional HEIs in developing their skills training programmes

# Policies & Initiatives



# What skills are needed?

- ❑ Complex picture since all are different
  - Depends on your existing skills set and PhD needs
  - Depends on your aspirations for the future
  - Not all will join academia!
  
- ❑ Joint Skills Statement is a good place to start
  - Involvement of employers, alumni and careers services



# Joint Skills Statement

- ✔ Agreement of all research councils
- ✔ Expectations of skills acquired by the end of a doctoral training programme
- ✔ 7 thematic areas
  - Research Skills & Techniques
  - Research Environment
  - Research Management
  - Personal Effectiveness
  - Communication skills
  - Networking & Teamworking
  - Career Management
- ✔ What evidence do you have of these skills?

# Exercise for you

## ✔ (A) Research Skills and Techniques

- ability to critically analyse and evaluate one's findings and those of others

## ✔ (C) Research Management

- apply effective project management through setting of research goals, intermediate milestones and prioritisation of activities

## ✔ (D) Personal Effectiveness

- demonstrate self-awareness and ability to identify own training needs

## ✔ (E) Communication

- contribute to promoting the public understanding of one's research field

**10 minutes**

# Emerging themes

- ✔ Enterprise, leadership, entrepreneurship
- ✔ Knowledge transfer
- ✔ Communication skills
- ✔ Personal Effectiveness
- ✔ Project management

# Graduate Employers

- ✔ communication
- ✔ the ability to work well in a team
- ✔ business acumen
- ✔ problem-solving ability
- ✔ flexibility and adaptability
- ✔ initiative
- ✔ leadership potential
- ✔ good judgement
- ✔ integrity

# Survey of Chief Executives

- ✔ Ability to take decisions
- ✔ Integrity
- ✔ Enthusiasm
- ✔ Imagination
- ✔ Analytical ability
- ✔ Understanding of others
- ✔ Ability to spot opportunities
- ✔ Adaptability to change
- ✔ Hard working

# Leading Employers

- ✔ Communications Skills (listening, verbal, written)
- ✔ Analytical & Research Skills
- ✔ Computer & Technical Literacy
- ✔ Flexibility & Adaptability - managing multiple priorities
- ✔ Interpersonal Abilities
- ✔ Multicultural Sensitivity & Awareness
- ✔ Planning & Organising
- ✔ Problem-Solving, Reasoning, Creativity
- ✔ Teamwork

# Question for you

- ❑ What is the difference between a skill and a competency?
- ❑ Can you give an example of each?

# Vitae Programme

- ✔ GRADschools
- ✔ Local GRADschools
- ✔ Effective Researcher Programme
- ✔ Careers in Focus events
- ✔ Online support
- ✔ Career profiles



# The Future

- ❑ What will make **YOU** stand out from the crowd in a globally competitive environment?
- ❑ What advanced skills will be a necessary component of **YOUR** PhD and of my future?
- ❑ How do **YOU** go about accessing and developing these skills?
- ❑ **YOU** will be able to access skills development through your HEI and through Vitae.

# Helpful Links & Contacts

- ✔ Your University Careers Service
- ✔ For East of England Researchers
  - [eehub@vitae.ac.uk](mailto:eehub@vitae.ac.uk)
- ✔ Vitae website
  - [www.vitae.ac.uk](http://www.vitae.ac.uk)

# Any Questions?