Examples of Professional Development for Researchers

Taking part in professional and career development opportunities and training are integral to enabling researchers to develop to their full potential. The Researcher Development Concordat requires that:

- Institutions provide opportunities, structured support, encouragement and time for researchers to engage in **a minimum of ten days professional development pro rata per yea**r.
- Researchers take ownership of their career, identify opportunities to work towards career goals, including engaging in a minimum of ten days professional development pro rata per year.
- Managers of researchers allocate a minimum of ten days pro rata, per year, for their researchers to engage with professional development, supporting researchers to balance the delivery of their research and their own professional development.

What is ten days professional development? Time for researchers to develop their professional competencies and gain experience to support their future career. Examples include attending a training course/workshop, workplace shadowing, participating in a mentoring scheme (as mentor or mentee), committee membership, participating in policy development, public engagement, or knowledge exchange activities.

The examples of professional development provided below are not exhaustive and may not be appropriate for all researchers. Professional development is broader than engaging in opportunities, which support developing research independence, for example, grant writing training. Researchers are encouraged to reflect and develop a professional development plan .

Development Activity	Examples
Training and development of new skills outside of those needed for the research project	- Engage in self-directed learning, for example, LinkedIn Learning Playlist for Researchers. - Attend formal training and workshops delivered by Faculty Researcher Development teams or Staff Learning and Development. - Explore **teaching opportunities** and the New Academics Programme.
Mentoring	- Take part in the Manchester Gold mentoring programme. - Request Coaching. - Ask your PI's advice on a suitable mentor. - Use the Manchester Network to identify alumni to approach as a mentor.
Committee Membership	- Become a research staff rep and represent your colleagues at research staff forums and School/Faculty/University committees. - Join a relevant professional body and consider taking on a committee role such as early career/research staff representative. - Take a leading role in organising a conference or seminar series.
Public Engagement	- Join the Public Engagement blog to find out about public engagement funding and opportunities. - Participate in the University's public engagement training.
Knowledge Exchange	- Sign up to the Policy@Manchester newsletter and find out about ways to engage with local, national and global policy makers. - Explore events on entrepreneurial skills and innovation delivered by the Masood Enterprise Centre. - Look for opportunities to engage with industry partners and undertake secondments through knowledge exchange schemes.
Career Exploration	- Use self-directed career management resources such as the GROW model. - Register for one to one careers advice and support from your Faculty Researcher Development team.
Networking and Collaboration	Make use of research staff dissemination and collaboration funds to expand your networks and develop new ideas.