This researcher mobility lens on the Vitae Researcher Development Framework has been developed by Vitae and the EURAXESS ImpactE Project Team bringing together research data gathered from 200 mobile researchers in Europe in February 2013 and outcomes from consulting with researcher development professionals who work with mobile researchers.

## The ImpactE project

ImpactE is a EURAXESS FP7 project focused on the successful professional and social integration of the researchers into a new environment. Amongst the obstacles to international mobility cultural differences are the most invisible and not the easiest to overcome as they are based on non-material factors, which differ from other matters like getting a visa or a place to stay.

Universities and research institutions from 8 European countries united their efforts to:

- to empower researchers enrolled in mobility programmes with new capacities professional and 'soft skills'
- to improve the quality of EURAXESS services staff in the field of social, cultural and professional integration of researchers
- to establish a network of EURAXESS ImpactE alumni, turning them into disseminators of EURAXESS

For more information about the project visit: www.impacte.eu/about-impacte

## **About EURAXESS**

"EURAXESS – Researchers in Motion" is a unique initiative, launched by the European Commission (European Union) to promote Research careers and facilitate the mobility of Researchers across Europe. Researchers and research organisations have free access to a Europe-wide customised assistance service offered by the EURAXESS Service Network. More than 200 centres in 40 countries assist them (as well as researchers' family) in all matters relating to their professional life, including information on entry conditions, legal issues, social security, health and taxes, everyday life as well as family support.

For more information about EURAXESS visit: http://ec.europa.eu/euraxess

## **Researcher Development Framework Planner**

The RDF Planner has been developed by Vitae in response to sectorwide requests for an interactive straightforward way for researchers to manage their professional development using the comprehensive Vitae Researcher Development Framework (RDF).

The Planner enables researchers to:

- identify their expertise and capabilities
- plan their professional development
- access relevant institutional development resources
- inform professional development and appraisal conversations
- set personal professional targets
- record evidence of progress and achievements

To find out more and for details about institutional or individual subscriptions visit: www.vitae.ac.uk/rdfplanner

To protect and maintain the integrity of the Vitae Researcher Development Framework and the Researcher Development Statement (RDS)¹ and to ensure a consistent approach to the development of lenses on the RDF, anyone wishing to create a lens on the RDF should seek permission from Vitae, and must adhere to the RDF conditions of use². Enquiries regarding the development of a lens on the RDF can be directed to rdf@vitae.ac.uk

For further information about the range of Vitae activities go to www.vitae.ac.uk or contact website@vitae.ac.uk

1 www.vitae.ac.uk/rds

Vitae is led and managed by CRAC: The Career Development Organisation and supported by Research Councils UK (RCUK) and UK HE funding bodies

















# The researcher mobility lens

## on the Vitae Researcher Development Framework

## **Overview**

The Vitae Researcher Development Framework (RDF) underpins a major novel approach to developing world-class researchers. The framework has been developed by and for researchers working in higher education as an aid to planning, promoting and enhancing professional and career development. It articulates the knowledge, behaviours and attributes of successful researchers and encourages all researchers to realise their potential.

This is one of a series of lenses on the Researcher Development Framework.

For further information about the Researcher Development Framework visit www.vitae.ac.uk/rdf

Further information about lenses on the Researcher Development Framework is available at www.vitae.ac.uk/ rdflenses This lens has been developed to focus on the knowledge, behaviour and attributes that researchers can use in an international context to improve their effectiveness in a new research environment.

## **Defining skills for mobile researchers**

Within this lens skills for mobile researchers are defined as the skills and attributes required to be an effective researcher in an international and/or new research environment.

## How to use the researcher mobility lens

Researchers may wish to use this lens to:

- focus on how to be an effective researcher in different environments (international mobility, transdisciplinarity)
- identify how the skills and attributes they have developed through research can contribute to, or underpin their effectiveness in a new research environment
- select areas that they need to develop to be more effective researchers and use this to inform development reviews
- provide evidence of the transferability of their research skills in their CV, in job applications and at interviews.

Researcher developers may wish to use this lens to:

- demonstrate to researchers and other stakeholders how developing such skills can contribute towards the overall professional development of researchers
- enable researchers to recognise the learning they have acquired through working in a new environment and highlight the transferability of these abilities

www.vitae.ac.uk/rdfconditionsofuse

# The researcher mobility lens

## A lens on the Vitae Researcher Development Framework



Knowledge of:



Behaviour:

Attitude:

■ Critically synthesises information from diverse

■ Recognises problems; formulates and applies

■ Willing to give and receive constructive criticism

■ Develops new ways of working

■ Is open to new sources of ideas;

■ Identifies new trends; creates new opportunities

establishes relationships between several facts

Approaches research with enthusiasm, passion and

■ Is resilient and perseveres in the face of obstacles

■ Is pro-active, independent, self-reliant and takes

■ Is self-reflective; seeks ways to improve

responsibility for self and others

solutions to a range of problems

Rehaviour.

Attitude

performance



## Behaviour:

■ Pro-actively builds and sustains collaborative relationships; works in an inclusive, respectful and constructive way with colleagues

- Respects individual difference and diversity
- is able to value and respond positively to diversity
- understands the importance of an open mind-set

## Behaviour:

■ Communicates effectively in both written and oral modes with a range of audiences formally and informally through a variety of different techniques and media

## Knowledge of:

- Global, organisational, cultural, economic, and environmental contexts
- The social impact of research activity

Appreciates and works with diversity and difference in research and education

### Attitude:

■ Recognises the importance internationalisation and global citizenship

### Knowledge of:

- Organisational and professional requirements of research
- Ethical requirements of his/her research field
- intellectual property rights (IPR) and copyright issues, as they relate to research

- Acts with professional integrity in all aspects of research governance
- Uses institutional/organisational resources responsibly and appropriately

## Behaviour

- Knowledge and application of appropriate project management tools and techniques
- Sets goals and plans and manages resources to deliver results
- Effectively assesses and manages risk

## Behaviour:

- Proactively plans, prioritises and conducts research in advance of arrival in the new environment
- Anticipates problems linked to research mobility and preventative action where possible
- Delivers research projects and results on time and effectively
- Develops awareness of, and helps to achieve, work-life balance Attitude:
- Has focus, commitment and ambition
- Is flexible and responsive to change

- The requirement for research income generation and financial management ■ Mechanisms for funding, the range of funding sources and the processes for making applications
- Local administrative systems, reporting procedures and infrastructure
- Responsibly manages finances and resources related to research; knows where to seek support

- Career and employment opportunities inside and outside academia
- Takes ownership of and manages professional development
- Maintains and develops relevant skills set and experience in preparation for a wide range of opportunities within and outside academia
- Actively networks for professional and career purposes and seeks to enhance research reputation and esteem

