



Introduction to the RDF screencast

00:07 This is a brief introduction to the Vitaef Researcher Development Framework.

00:12 The Vitaef Researcher Development Framework, or RDF for short, is a framework of the knowledge, behaviours and attributes of excellent researchers. It is an international approach to support researcher development in building the research base in developing world class researchers.

00:28 The Vitaef RDF provides a universal language for understanding and communicating your capabilities. It helps you to assess your strengths and areas for further development to ensure you improve as a researcher. It also supports you in reflecting on your achievements to date and planning for your future career.

00:48 You can use the Vitaef RDF in preparing for meetings with your supervisor or PI, or updating your CV. By being more aware of your capabilities and having a plan for your future development you will be able to make more informed choices at key points throughout your career.

01:06 The Vitaef RDF allows you to engage in reflective practice for your development. Research has shown that reflective practice can lead to deeper levels of learning and is a central element of effective professional development. Reflective learners are likely to be more self critical, self aware, independent in their learning, motivated, self-managed and open to feedback and different approaches. Your level of achievement can be raised by engaging with reflection and the associated processes of self-evaluation, action planning and goal setting.

01:40 This is the Vitaef RDF. It is structured into 4 domains. Domain A encompasses the knowledge, abilities and techniques to do your research. Domain B covers the personal qualities and approach to be effective in your research career. Domain C comprises the standards, requirements and professionalism of the research community and Domain D includes the skills you need to work with others and in contributing to the wider environment.

02:10 Within each of the Domains there are three Subdomains. These Subdomains are further divided into Descriptors. There are 63 Descriptors in total and each one is comprised of up to five phases of development.

02:25 For example, Self-reflection has got three phases for development, whilst Intellectual insight has five phases of development. This flexible framework therefore allows you to identify your current phase and provides ideas for how you can grow and develop in that area. The higher phases are aspirational and highlight the level of leadership and influence an academic at the top of their field might exhibit.

02:54 The Vitaef RDF was developed by researchers for researchers. The research data was mainly gathered through semi-structured interviews with over 100 senior researchers and academics and the content has been validated in a range of countries.

03:09 The use of a common language to describe researcher capabilities provides a consistent message on the benefits you and other researchers can bring to academic,



Vitae Researcher Development Framework Planner

industry and not for profit organisations, no matter where you are located around the world.

03:24 By being able to articulate your capabilities you can improve your competitiveness in a difficult economic climate.

03:33 The Vitae RDF is an independent framework that has been developed using a bottom up approach, from empirical research, and has subsequently been endorsed by a variety of funding bodies and other stakeholders.

03:46 The Vitae RDF allows you to assess your strengths and identify developmental opportunities as you strive for excellence throughout your career. The higher phases of development provide additional support for research leaders when planning their professional development.

04:03 Here are what some other researchers think about the Vitae RDF.

04:39 To help you use the comprehensive Vitae RDF to plan your own professional development we have developed the Vitae RDF Planner. It's available on the Vitae website at <https://rdfplanner.vitae.ac.uk>

04:56 If you need any further guidance or support or have any suggestions for improvement, please contact us at rdfplannerhelpdesk@vitae.ac.uk or visit our website. Thank you for your time and good luck in your career.