



UCD Research, Innovation & Impact

Research Careers &

Professional Development

Planning Document

Postdoc Research Fellow Level 1 & Level 2

At UCD, our research makes a difference. We deliver research and innovation at scale and in areas of national and global significance by prioritising **excellence** and **impact**, investing in our **people** and providing a **culture and environment** in which they are supported to deliver across the university's four strategic themes.



**Postdoc Name: PI Name: School/Research Institute: Date Started Current Position:**

Research Careers & Professional Development Framework

|  |  |  |  |
| --- | --- | --- | --- |
| **Development Category** | **Development Sub-Category** | **Indicators PD Fellow Level 1** | **Indicators PD Fellow Level 2** |
| **Research & Research Management**  *Ability to translate critical and original thinking into published research and to manage a research project through all stages of the lifecycle* | **Discipline Methodologies** |  |  |
| **Research Context** |  |  |
| **Research Project Management** |  |  |
| **Grant Writing** |  |  |
| **Writing for Research Publications** |  |  |
| **Creative/original thinking** |  |  |
| **Personal & Professional Excellence**  *Ability to manage self and others an do operate at a level that is comparable to the highest international standards* | **Communication & Presentation** |  |  |
| **Networking and collaboration** |  |  |
| **Leadership and Interpersonal Skills** |  |  |
| **Self Management & Career Development** |  |  |
| **Teaching Learning & Mentoring**  *Ability to transfer knowledge to individuals and groups using a variety of learning methods* | **Small Group Teaching** |  |  |
| **Mentoring** |  |  |
| **Flexible Learning and Delivery** |  |  |
| **Innovation & Transferable Skills**  ***Acquiring knowledge and experience that support alternative career options*** | **Innovation Process** |  |  |
| **IP Management** |  |  |
| **Business Planning** |  |  |
| **Policy Development** |  |  |
| **Organisation Development** |  |  |
| **Commercialisation of Research** |  |  |

1. A. Postdoc Research Fellow Level 1: Self-Assessment to be Completed Prior to Planning Meeting with PI

|  |  |  |  |
| --- | --- | --- | --- |
| **Development Category** | **Development Sub- Category** | **Indicators PD Fellow Level 1** | **Evidence of Competence to Date**  (Use examples from your studies and/or previous research positions to indicator competence in any of the areas described. Be as specific as you can) |
| **Research & Research Management**  *Ability to translate critical and original thinking into published research and to manage a research project through all stages of the lifecycle* | **Discipline Methodologies** |  |  |
| **Research Context** |  |
| **Research Project Management** |  |
| **Grant Writing** |  |
| **Writing for Research Publications** |  |
| **Creative/original thinking** |  |
| **Personal & Professional Excellence**  *Ability to manage self and others an do operate at a level that is comparable to the highest international standards* | **Communication & Presentation** |  |  |
| **Networking and collaboration** |  |
| **Leadership and Interpersonal Skills** |  |
| **Self Management & Career Development** |  |
| **Teaching Learning & Mentoring**  *Ability to transfer knowledge to individuals and groups using a variety of learning methods* | **Small Group Teaching** |  |  |
| **Mentoring** |  |
| **Flexible Learning and Delivery** |  |
| **Innovation & Transferable Skills *Acquiring knowledge and experience that support alternative career options*** | **Innovation Process** |  |  |
| **IP Management** |  |
| **Business Planning** |  |
| **Policy Development** |  |
| **Organisation Development** |  |
| **Commercialisation of Research** |  |

1. **B. Postdoc Research Fellow Level 2: Self-Assessment to be Completed Prior to Planning Meeting with PI**

|  |  |  |  |
| --- | --- | --- | --- |
| **Development Category** | **Development Sub-Category** | **Indicators PD Fellow Level 2** | **Evidence of Competence to Date**  (Use examples from your studies and/or previous research positions that indicate competence in the areas described. Be as specific as you can.) |
| **Research & Research Management**  *Ability to translate critical and original thinking into published research and to manage a research project through all stages of the lifecycle* | **Discipline Methodologies** |  |  |
| **Research Context** |  |  |
| **Research Project Management** |  |  |
| **Grant Writing** |  |  |
| **Writing for Research Publications** |  |  |
| **Creative/original thinking** |  |  |
| **Personal & Professional Excellence**  *Ability to manage self and others an do operate at a level that is comparable to the highest international standards* | **Communication & Presentation** |  |  |
| **Networking and collaboration** |  |  |
| **Leadership and Interpersonal Skills** |  |  |
| **Self Management & Career Development** |  |  |
| **Teaching Learning & Mentoring**  *Ability to transfer knowledge to individuals and groups using a variety of learning methods* | **Small Group Teaching** |  |  |
| **Mentoring** |  |  |
| **Flexible Learning and Delivery** |  |  |
| **Innovation & Transferable Skills**  ***Acquiring knowledge and experience that support alternative career options*** | **Innovation Process** |  |  |
| **IP Management** |  |  |
| **Business Planning** |  |  |
| **Policy Development** |  |  |
| **Organisation Development** | - |  |
| **Commercialisation of Research** |  |  |

1. **Research Careers & Professional Development Plan – to be agreed between Postdoc Research Fellow and PI**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Development Category** | **Development Objective(s)**  Specify particular sub-category for development | **Strategy for Development**  Identify available course (review list of potential courses) and/or other intervention for developing skill | **Target Date**  Agreed date as to when this development will happen | **Date Reviewed** Use page 6 for adding comments |
| **Research & Research Management**  ***Ability to translate critical and original thinking into published research and to manage a research project through all stages of the lifecycle*** |  |  |  |  |
| **Personal & Professional Excellence**  ***Ability to manage self and others an do operate at a level that is comparable to the highest international standards*** |  |  |  |  |
| **Teaching Learning & Mentoring**  ***Ability to transfer knowledge to individuals and groups using a variety of learning methods*** |  |  |  |  |
| **Innovation & Transferable Skills**  *Acquiring knowledge and experience that support alternative career options* |  |  |  |  |

1. **Record of Meetings Between PD Fellow and PI**



First Planning Meeting (additional comments)



Interim (mid-contract) Review and Feedback Date:

(PI in conjunction with PD Fellow to insert a brief summary of progress 12 months into contract)

Final (end of contract) Review and Feedback Date:

(PI in conjunction with PD Fellow to insert summary of discussion to capture PD Fellow’s assessment of development, key feedback points and any other aspects of the discussion deemed worthy for inclusion).

**\*\*\*Log in and Update the Postdoc Development Portal\*\*\***

The UCD Postdoc Development Portal has been created to record career development meetings with your PI, as well as keep track of your RMS profile, your contract information and events you have booked onto.

How to log in to the Postdoc Development Portal:

Open UCD Connect

Click and log in to InfoHub

Select the Human Resources tab at the top of the screen

Click on My Development Workspace

Record date of meeting with PI

Research Skills & Career Development Planning Document Page 6 of