



Ollscoil Chathair  
Bhaile Átha Cliath  
Dublin City University



# Postgraduate Researcher Development Framework

INSTITIÚID OIDEACHAIS DCU  
DCU INSTITUTE OF EDUCATION



# Introduction

As a centre of excellence in post-graduate research, the Institute of Education, the newest faculty of Dublin City University, hosts internationally recognised experts in its research centres across all sectors of education, from early childhood to further and higher education. The Faculty has an ambitious programme of education research and provides a student-centred research environment. Our inclusive academic community builds capacity in our students to transform lives in wider society.

We provide an education that equips our students with valuable transferable skills, which support long-term career development.

This Postgraduate Researcher Framework is designed to support you (PhD and Masters by Research students, both full and part-time) in achieving the skills necessary to become an independent researcher. In addition to the supervision you receive from your supervisory panel, this framework may be used to inform your development, during your Postgraduate Research Degree.

There are four main skills which are further broken down into competencies. These competencies are informed by best international practice in the field of Postgraduate Degree research and the Irish Universities Association's PhD Graduates' Skills. It will support you to write your thesis, but also support you in skills development, which will be transferable to non-research contexts.



# 1. Research Skills

## Research Methods

- Effective literature searching
- Acquisition and critical analysis of new and complex information from diverse sources
- Formulation and application of solutions
- Use of databases and technical software (including adaptation of these)

## Broader Knowledge of Field-specific Developments

- Understanding the relevance of research and its potential impact on individuals, groups and society
- Broad awareness and knowledge of key relevant funding sources and grant application procedures
- Understanding of different cultural environments, including the business world, and the contribution that knowledge transfer can make to society

## Ethical and Legal Requirements

- Knowledge of health and safety procedures and their application in the research environment
- Understanding and application of principles of ethical conduct of research, including avoidance of plagiarism, allocation of credit and authorship, research integrity and definitions of research misconduct
- Understanding and application of the relevant guidelines for the ethical conduct of research involving people, particularly vulnerable groups
- Awareness and understanding of intellectual property issues

You can avail of services such as DCU Research Ethics Committee, DCU Research Support Office, IoE Graduate Training Elements, DCU ISS, DCU Library, Discover DCU and software analysis workshops offered by Graduate Studies Office to help you to achieve these skills.

## 2. Personal Effectiveness and Development

### Self-leadership and Resilience

- Ability to critically reflect on experiences and act on such in a cycle of self-improvement
- Operation in an independent and self-directed manner, showing initiative to accomplish clearly defined goals
- Appreciation of key rhetorical skills, including how to persuade others of a viewpoint's merits, demonstrating and communicating enthusiasm and perseverance

### Creative Thinking

- Ability to initiate new projects, proactively respond to newly identified needs or resolve persistent problems
- Understanding of the role of innovation and creativity in research

### Time and Project Management

- Skilled in basic principles of project and time management
- Balancing of tasks to ensure positive wellbeing
- Ability to handle difficulties in research or other professional activities in an appropriate way

You can avail of services such as DCU Student Support and Development, DCU IoE Research in Progress Seminars to help you to achieve these skills.



## 3. Communication for Impact

### Writing and Presenting

- Communication, explanation and publication of research to diverse audiences, including both specialist and non-specialist
- Active engagement with community networks
- Effective writing and publishing skills
- Effective use of appropriate forms and levels of communication
- Appreciation and, where appropriate, contribution to knowledge exchange

### Teaching and Supervision

- Teaching and supporting the learning of undergraduate students

You can avail of services such as DCU Library, SALIS (for international students), DCU Learning and Development, DCU IoE Research in Progress Seminars, DCU Student Learning, DCU Writing Centre, IoE Postgraduate Online Conference to help you to achieve these skills.



## 4. Career Progression

### Team-working and Leadership

- Development and maintenance of effective relationships with colleagues
- Working in a collaborative environment
- Awareness of own working style, that of others, and how they interact
- Understanding of how to acknowledge others' views, with a willingness to reflect on and critically appraise them
- Understanding of leadership in team environments, recognition of the strengths of team members and working effectively to achieve mutual goals

### Proactive Planning for Employment

- Taking ownership of own career management, forming credible career plans
- Initiating and sustaining networks and relationships that may encourage opportunities for employment
- Awareness of transferable skills and their applicability to both academic and non-academic positions and how they are applied in different circumstances
- Presenting oneself and one's skills, attributes, experiences and qualifications, through effective job applications, CVs and interviews
- Understanding of the broadest possible range of employment opportunities

You can avail of services such as DCU Alpha, DCU Research Centres, DCU Invent, DCU Careers Service, DCU IoE Research in Progress Seminars to help you to achieve these skills.