The DCU ENRICH Framework is a way for graduate researchers to identify, target and obtain the skills required for work in a variety of fields and settings

Beyond the PhD

Recent years have seen a changing emphasis in doctoral education in Ireland and Europe. PhD graduates are now recognised as being vital to the development of a rich innovation system and knowledge economy, and there is an acceptance that many graduates will go on to pursue careers beyond academia.

To make the most of the many opportunities presented by such wide career options, research graduates must augment their research skills with others which make them 'enterprise-ready' and enterprising.

It is important that they are both open to, and equipped to perform in, a wide range of career settings, including entrepreneurship.

DCU, the University of Enterprise, is a recognised leader nationally in the areas of entrepreneurship, innovation and enterprise. The University is particularly well placed to support research students in preparing for a broad range of careers, and does so in a flexible way, which accommodates all disciplines, student emphasis and ambitions.

The benefits of DCU ENRICH flow two ways:

▶ **researchers' profiles, learning and flexibility are enhanced;**

▶ **organisations and the economy benefit from enhanced impact of researchers.**

Entrepreneurial Mind-set and Intellect

Personal Effectiveness and Professionalism

Governance and Organisational Knowledge

Engagement, Communications, Teamwork & Leadership

Enterprise Skills Development: A Student Overview

The DCU ENRICH Framework draws on the UK's Vitae Research Development Framework (RDF) (Enterprise Lens), which articulates a set of skills and attitudes consistent with a culture of innovation and creativity. Focusing on these skills helps prepare you for work in a variety of settings beyond academia.

While the main emphasis of your time in DCU is to complete the work of your thesis, there are opportunities to develop and hone skills which are key to being an enterprising and enterprise-ready researcher. It is worth investing in these opportunities while a student and, throughout your career, these skills will grow with practice.

Further information on the Vitae Researcher Development Framework (RDF) Enterprise Lens can be found here: www.vitae.ac.uk/vitae-publications/rdf-related/enterprise-lens-on-the-vitae-researcher-development-framework-rdf-apr-2012.pdf

So where do I start?

You should start by becoming familiar with the four categories of skills shown below (taken from the Vitae RDF) and consider your own situation. The four pillars below are the starting point, but it is equally important that you understand your own capabilities, your experiences to date and your own strengths and limitations. You should consider areas where you feel you need to develop new, or improve upon existing, skills and competencies.

Once you have identified areas for development, turn your attention to DCU's ENRICH Framework (overleaf) which will guide you to opportunities to develop these skills and competencies during your time in DCU.

DOMAIN A

ENTREPRENEURIAL MIND-SET & INTELLECT

Cognitive Abilities
Analysing, Synthesising, Critical Thinking, Evaluating, Problem Solving

Creativity
Inquiring Mind, Innovation

DOMAIN B

PERSONAL EFFECTIVENESS & PROFESSIONALISM

Personal Qualities
Enthusiasm, Perseverance, Self-Confidence, Self-Reflection

Self-Management
Preparation & Prioritisation, Responsiveness to Change

Professional & Career Development
Responsiveness to Opportunities, Networking

DOMAIN C

GOVERNANCE & ORGANISATIONAL KNOWLEDGE

Finance, Funding & Resources
Incoming & Funding Generation

Research Management
Project Planning & Delivery, Risk Management

Professional Conduct
Ethics, Principles & Sustainability, Legal Requirements, IPR & Copyright

DOMAIN D

ENGAGEMENT, COMMUNICATION, TEAM WORK & LEADERSHIP

Engagement & Impact
Enterprise, Society & Culture

Communication & Dissemination
Communication Methods

Working with Others
Team Working, People Management, Influence & Leadership, Collaboration
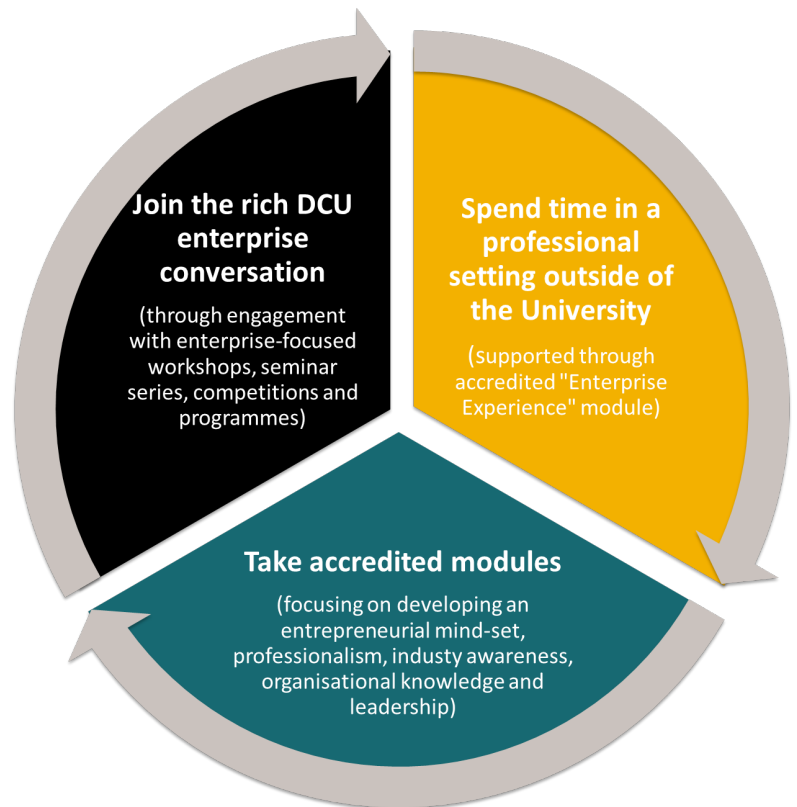
The DCU ENRICH Framework

The DCU ENRICH Framework is designed to firstly help you identify the appropriate skills and competencies for development, and secondly to direct you the relevant opportunities for development.

1. Join the rich DCU Enterprise Conversation

DCU is a recognised leader nationally in the areas of entrepreneurship, innovation, and enterprise. We regularly host short events (lectures, workshops, 1 day meetings) which are open to the university community. Through attending these you will develop vocabulary, encounter important concepts, make contacts, and broaden your world view.

Things of interest include:

▸ Centrally and locally organised workshops, seminars and fora
▸ The Invent Seminar Series
▸ UStart Project
▸ Tell it Straight Competition
▸ Industry speakers organised weekly by the Careers Service
▸ Researcher Career Programme, delivered by the Careers Service

Join the rich DCU enterprise conversation

(through engagement with enterprise-focused workshops, seminar series, competitions and programmes)

Spend time in a professional setting outside of the University

(supported through accredited "Enterprise Experience" module)

Take accredited modules

(focusing on developing an entrepreneurial mind-set, professionalism, industy awareness, organisational knowledge and leadership)

2. Spend Time in a Professional Setting Outside of the University

Research students can get recognition for the learning they have achieved while on placement through the 10 credit 'Enterprise Experience for Graduate Research Students' module (GS606).

Our Academic regulations allow, with supervisory support:

▸ For research students to undertake projects while based in an external enterprise
▸ For projects in partnership with an external enterprise, or
▸ For a student to spend some time away from campus pursing an aspect of their project/developing their skills more broadly.

3. Take Accredited Modules

Taking a taught module can be a very efficient way of gathering and evidencing that you have gained key knowledge and insight. The graduate training modules (GTEs) which particularly support development for enterprise are mapped out overleaf. You may already have strengths in some areas, so focus on those areas in which you do not.

Note: Be aware of balance: your main target is to complete the work of your thesis. You should consult with your supervisor before registering for any GTEs. 30 - 60 module credits over your time in DCU is considered a practical level.

Taking Accredited Modules

Entrepreneurial Mind-set and Intellect	Personal Effectiveness and Professionalism	Governance and Organisational Knowledge	Engagement, Communication, Teamwork and Leadership
Key Skills: Analysing, Synthesising, Critical Thinking, Evaluating, Problem Solving, Inquiring Mind, Innovation	**Key Skills:** Enthusiasm, Perseverance, Self-Confidence, Self-Reflection, Preparation & Prioritisation, Responsiveness to Change, Responsiveness to Opportunity, Networking	**Key Skills:** Income & Funding Generation, Project Planning & Delivery, Risk Management, Ethics, Principles & Sustainability, Legal Requirements, IPR & Copyright	**Key Skills:** Team Working, People Management, Influence & Leadership, Collaboration, Communication Methods, Society & Cultural Awareness

Associated Modules

Entrepreneurship for engineers (EE507)	Personal & professional planning & development (HR610)	IP & commercialisation (GS601) Project management (CA492)	Leadership & change (HR5115) Enterprise & entrepreneurial learning (ES540)
Note: While the title of this module suggests an engineering focus, it is also suitable for non-engineering/ technology students. It is a 'product' focused module (taking products to market, product development processes, design and IP).	**Note:** Many of the above skills are also developed through the research process itself and by attendance at, and participation in, conferences and other research events.	**Note:** There are many other discipline specific modules under this grouping, and students should check their Faculty listing to see what modules are available to them (modules BDI504, BE583, CS527 for example).	

Enterprise Experience Module
Enterprise Experience for Graduate Research Students (GS606)
Note: See point 2 on previous page for further details.

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Dublin City University