Transferable skills, professional and personal development training and support
Contents

Welcome to the 2021/22 IAD brochure .................................................. 04
How to use this Brochure ..................................................................... 05
Bookings & Cancellations .................................................................... 05
Supporting Research Staff: Policies and Practice ................................. 06
  The Concordat to Support the Career Development of Researchers .... 06
  University Code of Practice for the Management and Career Development of Research Staff .................................................. 06
  Support for Research Ethics and Integrity ......................................... 07
Supporting you and your Wellbeing ..................................................... 07
For Researchers at a Glance .................................................................. 08
Mapping your Skills ............................................................................ 10
  Researcher Development Framework Map ....................................... 11
Workshops ......................................................................................... 15
  Induction ....................................................................................... 15
  Writing ......................................................................................... 16
  Leadership .................................................................................... 17
  Communication ............................................................................. 19
  Funding ......................................................................................... 20
  Public Engagement ......................................................................... 21
  Careers ........................................................................................ 22
  Academic career journeys at Edinburgh ......................................... 22
  Research Staff Career Development Consultations ....................... 22
Further Opportunities and Events ....................................................... 23
  Get Connected: Welcome Day and Networking ......................... 23
  for new Research Staff and Academics ........................................... 23
  Writing Retreats ............................................................................ 23
  New Online Resources .................................................................. 24
  Mentoring Connections .................................................................. 26
  Developing Digital Skills ................................................................ 26
  Online Development Toolkit .......................................................... 26
  Research Staff / Postdoc Societies ................................................. 27
  Support for Female Researchers .................................................... 27
  Edinburgh Research Office ............................................................. 28
  Public Engagement ......................................................................... 28
  Support for Teaching and Learning Roles ..................................... 29
Postgraduate Research Supervisors .................................................... 30
Contact Details .................................................................................. 31
Welcome to the 2021/22 IAD brochure

The Institute for Academic Development (IAD) supports the career and professional development of the University’s population of over 2000 research staff. We use the umbrella term research staff to describe postdocs, fellows, research associates and technicians. Whether you are on your first research contract, are new to Edinburgh or have years of experience, this brochure summarises the training and support we offer.

All our workshops are free of charge and have been tailored to the professional skills a researcher needs to do their job. You are a large community, with diverse needs, so the programme of workshops presented here is only part of what the University can offer.

2020 required us to quickly adapt by moving existing training online where possible and developing new training to meet needs we hadn’t had to address before. For Academic Year 2021/22 our approach is to continue with our online provision in Semester one, to guarantee the availability of comprehensive support for researchers and ensure that we can give you a reliable set of dates and times for our workshops. We will be reviewing Semester two nearer the time.

We already had a number of online guides and resources available to access on our webpage and have been adding to these over the last year, along with our ‘Pop-Up IAD’ training library. More information about Pop-Up IAD is on page 24.

Over the last year, we have also been working on ensuring our work in supporting research staff aligns with national level initiatives. Our response to the Concordat to Support the Career Development of Researchers and our 2-year Concordat Action Plan has enabled us to start to develop new approaches and support for research staff across the University. One of our biggest outcomes so far is the development of a research staff website. The Research Staff Hub aims to provide a landing page drawing together the resources research staff might need during their employment at the University, while also increasing visibility of services that might be useful: www.ed.ac.uk/researchers

We continue to work closely and in partnership with research staff societies, Schools, Colleges and other professional services, to ensure that you have access to the relevant support you need to do your job.

We always welcome feedback and are keen to add to the workshop programme in response to your ideas and needs, so please do let us know what you think via the course feedback or by contacting us directly on iad.researchers@ed.ac.uk.

Researcher Development Team
(Research Staff)

Dr Sara Shinton
Nicola Cuthbert

How to use this brochure

This brochure provides an overview of the training and support available through the IAD for research staff during 2021/22. It also links to IAD support for learning and teaching roles, PhD supervisors and Principal Investigators.

To make it easier for you to find what you are looking for, we have broken down our core programme into themes: Induction, Writing, Leadership, Communication, Funding, Careers and Public Engagement. Each workshop or activity has a short description which includes duration and an indication of how frequently it is run during the academic year. We have also mapped all our training to the Vitae Researcher Development Framework (RDF). You can find a short introduction to the RDF and an overview of the mapping on pages 10 - 14.

Please note that the programme is subject to possible change throughout the year but that full and updated information (including dates, full descriptions and booking information) can be found on our webpages here: www.ed.ac.uk/iad/researchers

Bookings and Cancellations

Booking: To book any of our workshops please visit our webpage: www.ed.ac.uk/iad/researchers and click on the ‘Research Staff’ box. Here you will find a list of all workshops on offer and a link to book a place.

Waiting lists: If the workshop is full please add yourself to the waiting list; if we see there is a high demand for a workshop we will try to add additional workshops based on waiting list numbers.

Cancelling: If you need to cancel your booking, please do so at your earliest opportunity and at least 3 days before the event. Someone else may be able to take your place, but we need time to contact them. Also, although you are not charged for an event, there are costs we incur (e.g. tutor fees and catering) which relate directly to places reserved.

How to cancel: You can cancel your booking via the MyEd Event Booking Channel. Go to MyEd and then the Event Booking Channel. Click on “My Bookings” - here you will have the option to cancel your place.

Attendance: We maintain attendance registers; unexpected absences will be noted. If you consistently fail to attend, or repeatedly cancel with very short notice, you may be prevented from booking future IAD events.
Supporting Research Staff: Policies and Practice

The University of Edinburgh is committed to supporting the professional and career development of all our research staff. Alongside the training we deliver, the IAD works closely with colleagues around the University to ensure that our policies and practices reflect this commitment.

The Concordat to Support the Career Development of Researchers

On 4th February 2020, The University of Edinburgh signed the Concordat to Support the Career Development of Researchers. The Concordat, commonly known as the Researcher Development Concordat, is an agreement between stakeholders to improve the employment and support for researchers and researcher careers in higher education in the UK. It sets out three clear principles of environment and culture, employment, and professional and career development. The principles are underpinned by obligations for the four key stakeholder groups, funders, institutions, researchers and managers of researchers, to realise the aims of the Concordat.

Research staff play a vital role at the University of Edinburgh and we are committed to supporting their career development. By signing this document, the University is demonstrating its continued commitment and ongoing support of research staff careers, but also to working in partnership with other institutions and funders to explore more systematic changes such as security of employment and understanding of career destinations.

In March 2021 we published our 2-year action plan which sets out how we will embed our Concordat actions in core practices and consider them alongside other University initiatives.

Search: Research Staff Concordat

Code of Practice for the Management and Career Development of Research Staff

If you are new to the University or uncertain about what you are entitled to as a member of research staff, we’d strongly encourage you to become familiar with our Code of Practice. This puts the national and international guidelines about supporting and managing research staff into an Edinburgh context and clearly sets out the responsibilities of researchers, their managers and the University.

Each section of the Code includes useful checklists. These are designed to help you work with your managers to ensure your career and employability develop during your time at Edinburgh, whatever career path you subsequently follow.

With practical advice and clear information, the Code is designed to be used by researchers and their managers to prompt useful discussions on research progress, training and career progression. It highlights the various policies and documents which affect research staff and a dedicated webpage points to these so you can understand how the University expects you to be managed and guided.

Search: Research Staff Code of Practice

Support for Research Ethics and Integrity

Research ethics and integrity underpins excellent research, and is at the heart of what constitutes good research practice. All researchers share the responsibility with their institutions to uphold research ethics and integrity and need to be proactive. It is important to educate yourself on your responsibilities and best practice, and be aware of what constitutes misconduct to avoid pitfalls.

For more information on relevant policies, codes of practice, training, guidance and support, go to the IAD research ethics and integrity webpages:

Search: IAD Research Ethics and Integrity

Supporting you and your Wellbeing

Research involves a lot of uncertainty, so you are likely to have a plan to help you maintain progress in your project and have ideas about how you will address problems as they arise. It’s just as important to think about how you will notice if your wellbeing suffers and to have a plan to tackle this. The University has a range of services and resources to help you. Some will help you to manage your research, others will be more focused on your mental health.

As a member of staff, you can access free and confidential support from the Staff Counselling Service. The Staff Disability Service provides specialist support, advice and guidance on request. The Chaplaincy offers a wide variety of wellbeing activities, for people of all faiths and none. You can also access expert third party support including Big White Wall.

The IAD has produced two online guides for research staff to complement the expertise and support across the University:

Thriving in your research position, with a focus on being resilient, includes advice, worksheets and case studies.

Beginning your research position in Edinburgh is aimed at new staff and focuses on finding support in Edinburgh and managing the transition to postdoctoral research.

Search: Counselling Services

Search: Chaplaincy Mindfulness and Wellbeing
Policies, advice and support in the University

Leadership
Develop skills to take control in your research project and build your employability in a range of careers

IAD
for Researchers at a Glance

Writing
Present your ideas effectively in publications and proposals

Funding
For tailored development opportunities and new networks

Careers
Understand your options, marketing yourself effectively, make the right decisions

Networks
Develop effective connections with researchers, stakeholders and employers

Engagement
Support to reach new audiences and promote the value of research in society

Social Media
Build your own profile and find out where to follow us
Mapping your Skills

Researcher Development Framework

Alongside the specialist skills you develop as a researcher, it is important to ensure that your personal and professional development is enhanced as you gain experience. A useful tool to identifying these skills is the Researcher Development Framework (often referred to as the RDF). Developed by Vitae (www.vitae.ac.uk), the national organisation of researcher development, the framework has four skills domains:

Domain A: Knowledge and Intellectual Abilities
Domain B: Personal Effectiveness
Domain C: Research Governance and Organisation
Domain D: Engagement, Influence and Impact

The wheel opposite summarises the wide-ranging knowledge, intellectual abilities, techniques and professional standards directly linked to being a researcher, as well as the personal qualities, knowledge and skills to work with others and ensure the wider impact of research. On the Vitae website you will find a range of resources to help you use the RDF to guide your development.

There are many different ways to use the RDF. You could start by doing a skills audit to identify present and desired competence and confidence levels in a particular skill area. As a researcher you are likely to have a wide range of skills which may have been acquired through past studies, work or other experience. It is important to recognise these and to reflect on how these can be refined and developed. Equally, you may have gaps in your knowledge or experience of a particular skill area, and the RDF can help you to recognise these.

One way to develop is to undertake training in a certain area. At the IAD, we have mapped all our workshops to the domains of the RDF, in order to support the use of the RDF by researchers. This mapping can be found on pages 12 - 14.
### RDF Mapping

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#### Induction
- Get Connected: Welcome Day and Networking for New Research Staff and Academics

#### Writing
- Researcher Writing Hour
- How to Peer Review Manuscripts for Journals
- Writing Freely: Blogging about your Research
- Collaborative Writing and Publishing
- Get that Paper Written and Published
- Top Tips for Writing a Policy Brief

#### Leadership
- Time Management
- What does Leadership in Research look like?
- Making the Most of your Postdoc: Strategies for Independence
- Effective Collaborations
- Project Management
- How can supervisors help PhD students develop their academic writing?
- Gaining Teaching Accreditation for Your PhD Supervision

#### Communication
- Giving an Effective Presentation
- Presenting with Ease
- Managing Difficult Conversations Assertively
- Professional Networking, Engaging & Strategy
- Social Media: Sharing, Connecting and Building an Audience
- Using Social Media: Managing your Online Identity
- Imposter Syndrome: Getting out of your own way, tackling the inner critic
- Realising the Benefits of Good Research Data Management
- An Introduction to Copyright
- Academic Publishing between Copyright, Creative Commons and Open Access
- Writing a Data Management Plan for your Research
- Working with Personal and Sensitive Data

#### Funding
- Attracting your own Research Funding: Writing and Applying for Fellowships
- Finding Funding for Research
Workshops

Please note that these workshops are subject to change throughout the academic year. Our Induction, Writing, Leadership, Communication, Public Engagement and Funding workshops are open to all research and academic staff and full descriptions, dates, and links to booking for each of our workshops are available on the IAD website at: www.ed.ac.uk/iad/researchers and click on the ‘Research Staff’ box.

If you are unsure about whether a particular workshop is relevant to your career stage, or responsibilities, don’t hesitate to get in contact with us.

Induction

Get Connected: Welcome Day and Networking for New Research Staff and Academics

An informal induction event for new research staff and academics, in all schools / colleges, who have recently joined the University. It’s also suitable for new post-docs who have previously completed their doctoral studies at the University. For more information, see information under ‘Further Opportunities and Events’.

Public Engagement

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<td>Voice and Presentation Skills</td>
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<td>How to Design a Public Engagement Process</td>
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<td>An Introduction to Public Engagement in Research</td>
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<td>Facilitation Skills for Public Engagement</td>
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<td>Creating Impactful Public Engagement</td>
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Careers

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**Writing**

**Researcher Writing Hour**
A session to provide you with space and time to work on your chosen writing projects.

**How to Peer Review Manuscripts for Journals** (CSCE & CMVM)
For STEM postdocs and researchers with little or no experience of reviewing manuscripts, this workshop focuses on the peer-review system and how to critically evaluate a manuscript.

**How to Peer Review Manuscripts for Journals** (CAHSS)
For CAHSS postdocs and researchers with little or no experience of reviewing manuscripts.

**Writing Freely: Blogging about your Research**
Blogging is turning into a popular format for communicating research processes and results to different audiences. It may seem straightforward compared to other academic writing platforms, but taking the leap into publishing blogposts can be daunting. In this workshop, we will explore key issues for academic bloggers.

**Collaborative Writing and Publishing**
Collaborative writing is often stimulating and rewarding, but it can also be stressful. In this workshop, we explore both the benefits and potential pitfalls of writing in collaboration with others; the affordances and drawbacks of different types of collaboration; issues around ownership, contribution and authorship; co-authoring and technology; and communication habits of strong collaborators.

**Get that Paper Written and Published**
This one-day workshop helps STEM researchers develop the skills for writing research papers for peer reviewed journals. It focuses on all the steps involved in the writing process after the collection and analysis of data.

**Top Tips for Writing Policy Briefs**
A policy brief is a concise summary of a particular issue, the policy options to deal with it, and some recommendations on the best option. In this session, we will look at the challenges faced by policy brief writers, especially understanding your audience, using appropriate language and style and thinking about impact.

**Leadership**

**Time Management**
This workshop will cover the basics of effective time management and will apply these principles in the context of an academic role.

**What does Leadership in Research Look Like?**
A short workshop designed to help you to think carefully about what it takes to be an effective leader in research. Using practical experience and theory, we will look at aspects of successful leadership and you will have the opportunity to benchmark your own skills and experience and do some action planning for your future development.

**Effective Collaborations**
Collaboration can be one of the most rewarding aspects of a research career, and yet can bring some of the biggest challenges. This workshop is aimed at researchers new to, or thinking of establishing, a collaborative research project. The aim is to provide an opportunity to reflect on your reasons for collaborating, what each party might offer, and also look at some practical ideas for establishing effective working practices and relationships.

**Making the Most of your Postdoc (Strategies for Independence)**
This workshop will give you an opportunity to stop and reflect on your research career ambitions: what do you want and are you doing the right things during your postdoc to get what you want and make progress? Aimed at postdocs who wish to develop their research careers either towards an independent fellowship or a permanent academic post, we will look at a variety of planning tools and strategies that will help you to make proactive steps towards independence.

**Project Management**
This half day workshop will apply the principles of project management to academic research and show how by applying some simple tools and techniques you can solve many of the common problems.

**How can supervisors help PhD students develop their academic writing?**
This two-hour workshop is intended for PhD supervisors who would like guidance on handling the problems that their supervisees – in particular, international students – may present or encounter in their academic writing.
Gaining Teaching Accreditation for Your PhD Supervision
This short workshop is designed to help you to identify ways of gaining teaching accreditation for the work you do in doctoral supervision. You will spend time reflecting on and discussing your supervision, and find out about Higher Education Fellowship and the Edinburgh Teaching Award.

Research Leader - New and Aspiring PIs
A programme for new and aspiring Principal Investigators (PIs). Topics include building your research profile, developing and supporting a research group, and understanding the internal and external research and higher education environment. Places on this course are through a School nomination process.

Managing your Research Teams (CMVM)
A compulsory workshop for all existing and new Principal Investigators in the College of MVM. The workshop covers people management and development and information about the policies and procedures necessary for recruitment, development and management of teams.

Communication

Giving an Effective Presentation
Giving a great presentation is largely about practice, but there are many things you can learn that will improve your stage presence and the way that you connect with a conference audience. This interactive workshop will focus on your needs and explore the tricks, tips and techniques of great presenters.

Presenting with Ease
This online workshop aims to teach you the basic rules of giving presentations. This workshop is relevant for individuals from any subject area who either have little or no previous lecturing experience, or those who wish to improve their presentation skills.

Managing Difficult Conversations Assertively
This workshop explores the different types of difficult behaviour you may be faced with in your work, and strategies for responding to these effectively.

Professional Networking, Engaging and Strategy
This workshop focuses on how to establish a network and build it to support your career aims, covering networking strategies, engagement methods and “pitching” yourself and your ideas.

Social Media: Sharing, Connecting and Building an Audience
This workshop is designed specifically for staff who are looking to develop their online presence and boost their career prospects through social media.

Social Media: Managing your Online Identify
This short information session will focus on the importance of managing your digital footprint (online identity), including keeping safe online and creating an effective online identity for employability, meeting others, impact, or research purposes. This session will also provide some hints and tips on using different social media platforms, such as LinkedIn, Twitter and others.

Imposter Syndrome: Getting out of your own way, tackling the inner critic
In this workshop we will look at where the imposter syndrome comes from and think more widely about how to tame your inner critic – where else does it show up or limit your confidence or proactivity?

Realising the Benefits of Good Research Data Management
Research Data Management is a hot topic these days, with various funding councils increasingly requiring researchers to meet certain data management criteria both during and beyond their research project. This workshop provides an overview on research funders’ and University requirements from researchers, research data lifecycle, data management plans, storing data securely during a research project, options for sharing or archiving data at the end of a research project, and services and tools available at the University to help researchers manage...
An Introduction to Copyright
This workshop provides an overview on the fundamentals of copyright as it applies to students and academic researchers in terms of writing dissertations/theses, journal articles and other types of research outputs.

Academic Publishing between Copyright, Creative Commons and Open Access
This workshop is designed to explain the relationship between Copyright, Creative Commons licenses and Open Access and how authors can navigate the publishing process meeting all their funder’s requirements, ensuring maximum impact and visibility of their research while not breaking the law (nor the bank).

Writing a Data Management Plan for your Research
At the end of this practical workshop, researchers will have produced a 1st draft Data Management Plan (DMP) for their research project and will understand the basic components of a good DMP.

Working with Personal and Sensitive Data
For many researchers, the sensitivity of research data is one of the main barriers to data sharing. Fear of violating ethical or legal obligations, lack of knowledge about disclosure control and the time required to anonymise data to a suitable standard often prevents valuable datasets from seeing the light of day. This awareness raising course will introduce how to collect, share, store and protect the sensitive data you may encounter as part of your work.

Public Engagement

Public Engagement Beyond Public Lectures!
This workshop gives practical guidance on how to have ‘collaborative conversations’ in a way that is relevant to your research. It builds on the principles of ‘dialogue’, which has proved a powerful approach to communication in public engagement and many other areas.

Funding

Attracting your own Research Funding: Writing and Applying for Fellowships
This workshop is designed specifically for early career research staff who are aiming for a career in academic research, highlighting the importance of publishing regularly, being independent and attracting your own funding.

Finding Funding for Research
This online workshop will focus on examining the current funding landscape, helping researchers to identify the most promising sources of funding for their research. It will also look at funding applications and the review process, highlighting the most important mistakes researchers make and defining a strategy to apply that will produce the greatest success.

Storytelling Techniques for Effective Communication
This workshop is an introduction to using storytelling techniques for effective research communication.

Voice and Presentation Skills Workshop
This workshop will promote and enhance an awareness of what makes your voice interesting and sustainable and will focus on how you deliver a presentation.

Facilitation Skills for Public Engagement
This workshop looks at ways of improving the communication and inter-personal skills needed to facilitate well.

Creating Impactful Public Engagement
This workshop introduces a flexible approach to planning engagement activities with focus on the outcomes.
CV Briefing Session (non-academic CVs)
This workshop for research staff will focus on creating a CV for non-academic jobs. It will address how to present your skills, experience and research effectively, and assist you to tailor your CV for different roles.

CV Briefing Session (academic CVs)
This workshop for research staff will focus on writing academic CVs. It will address how to present your skills, experience and research effectively, and assist you to tailor your CV for different roles within academia.

Changing your Career: Where do I Start?
This workshop will focus on the early stages of career choice and will help you to start to identify what is important to you in a career; including the skills you want to use, values to be satisfied, preferred work environment and other factors important to you.

Changing your Career: Exploring Career Options
This workshop focuses on strategies for generating and researching alternative career options. It is aimed at researchers who are considering a change of career direction but who have no clear ideas of what to do next.

Getting the First Lecturing Job
This short workshop will outline the experience and skills expected of new lecturers. It will encourage reflection and discussion on how to continue to build your profile and develop relevant experience to improve your competitiveness for an academic career.

Academic Career Journeys at Edinburgh
This resource is a collection of video and text case studies from individuals at the University of Edinburgh who are at different stages of the academic career journey and across a range of disciplines. The case studies show the challenges and rewards of an academic career, and the personal qualities and experiences that can be influential in helping individuals to progress an academic career. In addition, the case studies demonstrate the type of support provided by PhD supervisors, research group leaders, and other academic colleagues that has helped the individuals progress their academic career.

Further Opportunities and Events
Get Connected: Welcome Day and Networking for New Research Staff and Academics
The IAD run an informal induction event for those new to academic and research roles. The Get Connected: Welcome Day event highlights the support and resources available from around the University to new researchers through table discussions which focus on career development opportunities, applying for research funding, advice on engagement, impact and consultancy, information services and developing teaching skills. A benefit of the event is that it allows researchers to meet other new colleagues from across the University; with discussion in the table sessions on areas of work and an extended break, giving ample opportunity to network.

Research Staff Career Development Consultations
A research staff career development consultation is a one-to-one appointment with a professional careers adviser. The consultation can be used for many purposes including discussing career options, paths and planning, receiving practical advice on preparing a targeted CV or application form, undertaking a mock job interview or general career advice. Consultations can help researchers at different career stages including anyone who is new to the University or coming to the end of a contract, anyone looking to develop a long-term career in the University or those actively looking to move in a new career direction. Eligibility details on our webpage.

Writing Retreats
The aim of a writing retreat is to allow researchers to use dedicated writing time to progress any project in a supportive, non-surveillance environment. Most of the day is taken up for writing, with brief scheduled discussions to generate solutions to writing problems, develop drafts, leading to research-orientated conversations and feedback on writing in-progress.

The IAD run regular writing retreats as part of their core programme and these are available for booking on MyEd. You may also be interested in running your own writing retreats and to help with this the IAD have produced a ‘Facilitators Guide’ to give you an idea of the structure of different retreats, the things to think about before and during the retreat and your role as facilitator. More information can be found on our webpages:

Search: IAD Writing Retreats
Search: Induction Get Connected
Search: Research Staff Careers Consultations
New Online Resources

Pop-Up IAD

Pop-Up IAD is an initiative for researchers at the University of Edinburgh. Introduced in March 2020, Pop-Up is a series of 1hr online sessions which include topics such as Career Planning, Resilience, Fellowships and Productivity, giving insights into these different topics. All sessions are recorded and added to our research staff blog, along with supporting workshop materials and any useful links to create a ‘Pop-Up library’.

Search: Pop-Up IAD

Online Resources and Guides

To ensure researchers have access to support as and when they need it, we have been developing a selection of online resources and guides. These either complement our core workshop programme or provide a readily available resource for those very popular workshops, designed to support you in your research role at Edinburgh.

Search: IAD Online Resources
Mentoring

The Mentoring Connections programme provides all staff with time and space to meet with a mentor/mentee to discuss issues affecting them at various stages of their career, including work life balance, career development and promotion paths. The Mentoring Connection programme is run by Learning and Organisation Development and the IAD, for more information visit our webpages.

Search: Mentoring Connections

Developing Digital Skills

The University aspires to be a fully digital organisation where all staff and students regularly plan and update their digital skills. As researchers it is important to keep your digital skills up to date. Doing so will enable you to better communicate and collaborate using digital tools, manage and visualise data in the most efficient way, and help you develop your network and share research through social media and online channels.

At the University, the development of digital skills is underpinned by the Digital Skills Framework - a tool to help you evaluate your current levels of digital capability, reflect on development needs, plan a development path and find resources to help develop your digital skills.

You can attend classroom-based training through the Digital Skills Programme which offers some research-focussed workshops plus many other courses to develop a broader range of digital skills. There are also two longer-term development programmes: Developing Your Data Skills which develops broad data skills across three key topics and three levels of complexity, and 23 Things for Digital Knowledge which introduces you to a range of digital tools for your personal and professional development.

If you prefer to learn online, LinkedIn Learning is on an online skills development service offering an extensive library of high quality video courses in digital, technology, creative and business skills.

Search: Digital Skills Training

Research Staff / Postdoc Societies

Research staff societies are organised by researchers for researchers. These societies offer the chance to meet other researchers, access local information relevant to your discipline, locate opportunities for collaboration, attend talks and seminars and allow for valuable social and networking opportunities.

The IAD holds networking events for society members bi-annually and have created a mailing list to allow societies to share news, resources, good practice and develop a network at the University.

Our research staff societies’ webpage has further information if you are looking to set up a society or locate existing societies. It also has information about the type of external networks which support research staff societies.

Search: Research Staff Societies

Research Staff Society Video Resources

The IAD have created video resources for research staff societies, where current and previous society members from across the University provide their insights into what the benefits of research staff societies are, give practical advice on how to set up and maintain a society, and showcase some of the successful events that their societies have run.

Search: Research Staff Societies

Support for Female Researchers

The IAD is committed to supporting female researchers develop their skills and advance their careers at the University, and beyond. Although all of our workshops offer support and guidance for women (as well as men) the IAD also runs the bi-annual ‘Ingenious Women’ course, specifically for female academic research staff and students.

With an emphasis on self-awareness and defining personal success, the course focuses on three themes (creativity, cash and control), and involves a combination of theory, experiential learning, group discussion and feedback.

Search: IAD Ingenious Women

Online Development Toolkit

An online resource which enables all staff, particularly those in leadership and management roles, to quickly find relevant information and practical advice to help them deal with different situations they may be facing in the workplace. It provides support for operational performance issues, like time management, difficult conversations or effective recruitment, through to more strategic issues, like innovation, developing strategies or partnerships. The online development toolkit provides a range of resources, such as infographics, checklists, exercises, and ‘how to’ guides.

Search: Learning and Organisation Development

Search: IAD Ingenious Women
Support for Learning & Teaching Roles

New teaching experiences can be exciting but daunting! Whether you're approaching your first tutorial, lecturing for the first time or taking on your first course organisation or personal tutoring role the IAD is here to help.

If you're about to start tutoring or lab demonstrating then have a look at our workshops and resources for tutors and demonstrators. Some of these are intended as an introduction for those new to these roles. If you're new to lecturing then you might also like to attend some of our workshops for tutors and demonstrators as these cover topics like lecturing. You could also come along to some of our 'Practical Strategies for …' workshops, which are short practical introductions to teaching topics.

You may want to begin an accredited programme or award focused on teaching in higher education. This is likely to be useful for your future career.

We have a range of networks you can join, as well as other resources and support, so do have a look at these on the IAD web pages.

Do remember to ask around in your subject area for advice as well. You should get help locally with how your teaching fits into particular courses and programmes and how teaching is administered.

Search: IAD Learning and Teaching Roles
Search: IAD Tutors & Demonstrators

Edinburgh Research Office

At Edinburgh Research Office, we work alongside researchers to grow ideas into fundable proposals. Our website is your first port of call for finding funding opportunities, including how to get the most out of ResearchProfessional. We also have a wealth of resources on crafting your research application, including a collection of successful applications.

Contact your Research Funding Specialist or Research Grants Administrator for personalised advice on a proposal or an existing grant you are currently working on. We have dedicated website area on Covid-19 and research including support for researchers, funding opportunities and information about our Covid-19 research across the University.

Website: https://www.ed.ac.uk/research-office
Blog: https://blogs.ed.ac.uk/research-office/
Twitter: https://twitter.com/GrowingYourIdea

Public Engagement

One of the most effective mechanisms for developing as a researcher is to get involved in one of the many public engagement opportunities in the University. Alongside the skills that you will develop, you will be an ambassador for the University and the important research we do here. Whatever your future career path, public engagement will add real impact to your CV and allow you to demonstrate a wide range of skills.

There are many events, festivals and programmes around the University to get involved in, and in IAD we run public engagement workshops to support you.

Search: Supporting Public Engagement with Research
Postgraduate Research Supervisors

The IAD offers a variety of workshops, training and resources to support you in your postgraduate research supervisor.

Fundamentals of PhD Supervision online course

In June 2020, the IAD launched a new, comprehensive online course for supervisors. This is called, ‘Fundamentals of PhD Supervision’ and is on Learn. This should be completed by all new supervisors and continuing supervisors, every five years. This may be complemented by a local level (College/School or Deanery) briefing for supervisors. More information on this course and how to join can be found here:

Search: Fundamentals of PhD Supervision

Optional workshops for supervisors

We offer further optional training events for supervisors. These include practical strategies such as:

- Dealing with International PhD Students' Writing Issues
- Gaining Teaching Accreditation for Your PhD Supervision

Information and resources

There is a dedicated section of the IAD website which offers tools and resources for supervisors as well as information on events and training.

Search: Postgraduate Research Supervisors

There is a page for Research Supervision on the Doctoral College Webpages:
https://www.ed.ac.uk/doctoral-college/pgr-supervision

Photography

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Contact Details

If you would like to find out more about the workshops and resources offered by the IAD, please visit our website www.ed.ac.uk/iad/researchers or email iad.researchers@ed.ac.uk

The IAD can be found at:

Twitter: @ResearchersAtEd
Blog: blogs.ed.ac.uk/iad4researchers
If you require this publication in an alternative format, please contact the Researcher Development Team, Email: iad.researchers@ed.ac.uk