The overarching strategic objective of the University of Aberdeen is to "improve our competitiveness as an international research-driven University and to be at the forefront of setting and delivering the research agenda, nationally and internationally". To align with and complement this, Researcher Development aims to provide strategic leadership of the researcher development agenda within the University through the objectives detailed below.

**To embed researcher development that delivers impact, ambition and innovation:**
- Through supporting strategic research themes by offering training and development programmes closely aligned to the internal research strategy and external policies.
- Through meeting the needs/expectations of individual researchers, schools and colleges and centres of research excellence, including Doctoral Training Centres and Research Pools.
- Through innovative ways we engage our researchers to develop and deliver demand-led and opportunities and researcher – led initiatives.
- By recognising how transferrable skills training integrates with research excellence and expertise in the wider community.
- By monitoring and evaluating the impact of researcher development both internally and external benchmarking across the UK.

**To embed Interdisciplinarity and Collaboration**
- By enabling researchers opportunities to benefit from a wide range of interdisciplinary collaborations across the University and with external partners by developing our links with peers, alumni, other institutions, business, industry and the wider community.
- With input in development of provision and decision making from researchers and research leaders, from doctoral students to senior managers.
- By facilitating opportunities to connect research staff, students, and external partners, creating interdisciplinary teams.

**To promote Engagement and Partnership**
- By empowering researchers to raise their profile through development opportunities, fostering international relationships and equipping researchers with the knowledge, skills and attributes necessary to succeed in an increasingly diverse, mobile, global research environment.
- Through an integrated training infrastructure for researcher related opportunities across academic services and Colleges, (including the Public Engagement with Science Team, Careers Service, Centre for Learning and Teaching, Research & Innovation and the HR Staff Development Team) to achieve synergy and achieve best practice in researcher training

**To position the University of Aberdeen as a university recognised for academic development**
- Offering an innovative professional development programme for research leaders at every stage of their career that evolves as career directions and employability needs change.
- To attract and retain high quality UK and international researchers.
- Ensure development is recognised as adding value to the career potential of researchers.
University of Aberdeen

Researcher Development Advisory Group

Purpose
The Researcher Development Advisory Group has been established to oversee the professional and career development opportunities for researchers at all stages of their career and in particular the University's approach and progress towards implementing the principles of the Concordat to Support the Career Development of Researchers. It is currently chaired by the Vice Principal for Research and Knowledge Exchange and has representation from across the three Colleges (Directors of Research) and the University Administration (Human Resources, Policy, Planning and Governance) and should also include representation from postgraduate and postdoctoral communities.

Remit
The remit of the researcher Development Advisory Group is to:

- Develop, monitor and evaluate institutional policy and strategy relating to the training & development and the Concordat for research staff at all levels taking account of the University strategic objectives
- monitor progress against the Concordat implementation and action plan (approved by UMG at meeting 08/10/2010)
- liaise with relevant internal partners (and identify appropriate leads) to ensure Concordat related activities within each of the Colleges are accounted for and can be reported on
- coordinate internal and external (European Commission) review for the HR Excellence in Research Award
- ensure that all development activities achieve optimum engagement and impact, efficient use of resources and deliver value for money
- facilitate the monitoring and evaluation of cross-University training developments
- facilitate the production and deployment of a range of activities and resources, including student-led activities; training for research students and researchers throughout their career; and the development and use of new tools and packages for training purposes
- promote the importance of researchers’ personal and career development, and lifelong learning at all stages of their career to ensure they are equipped and supported to be adaptable and flexible in an increasingly diverse, mobile, global research environment.
- ensure feedback from the research community is taken into account when planning and implementing new training initiatives
- liaise effectively with other relevant internal / external partners to deliver synergies in training practice where possible

Reporting Structure
The Researcher Development Advisory Group will report internally to the University Management Group (annually) and via the Postgraduate committee (as required) re matters concerning postgraduate researchers. These reports will inform reports to external bodies such as RCUK (researcher development funds) and Vitae (HR Excellence Award, Concordat implementation).