




Towards a National Researcher Development Framework

Professor Clive Baldock, President, ACGR
Claire Jackson, Director, The Wee Consultancy
April 2024

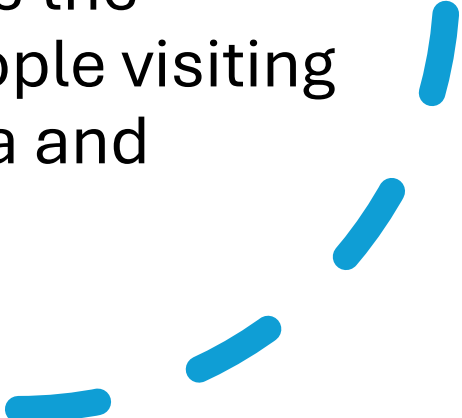




Acknowledgement of Country

We acknowledge the traditional owners throughout South Australia and we pay respect to the custodians of the land on which we gather today – the Kaurna people of the Adelaide Plains. We respect their spiritual relationship with Country and acknowledge that their cultural and heritage beliefs are still as important to those living today.

We pay our respects to Elders past, present and emerging and we acknowledge the cultural authority of Aboriginal people visiting from other areas of South Australia and Australia.



Session plan



1. Scene-setting, drivers and the opportunity (15 mins)



2. Brainstorming session (30 mins)



3. Feedback and summary
(15 mins)

Snapshot

Nationally:

- Accord National Research Workforce Development Program by 2026
- Skill-specific e.g. ARDC's Digital Research Capabilities and Skills Framework

ACGR:

- Good Practice Guidelines for Transferable Skills Development (v2 2021)
- HDRs as Researchers (Zobel, 2021)
- Consideration of 'researcher development' at April 2023 meeting, incl. frameworks

Universities:

- Mix of HDR framework/RDF/no framework
- Increase of hybrid program delivery for HDR/ECRs

What is the purpose of a Framework?

Provides a tool for self-auditing, gap analysis and planning

Supports progression and PD conversations

Provides an organising structure by stage/level, capability and activity

Establishes baseline and/or aspiration

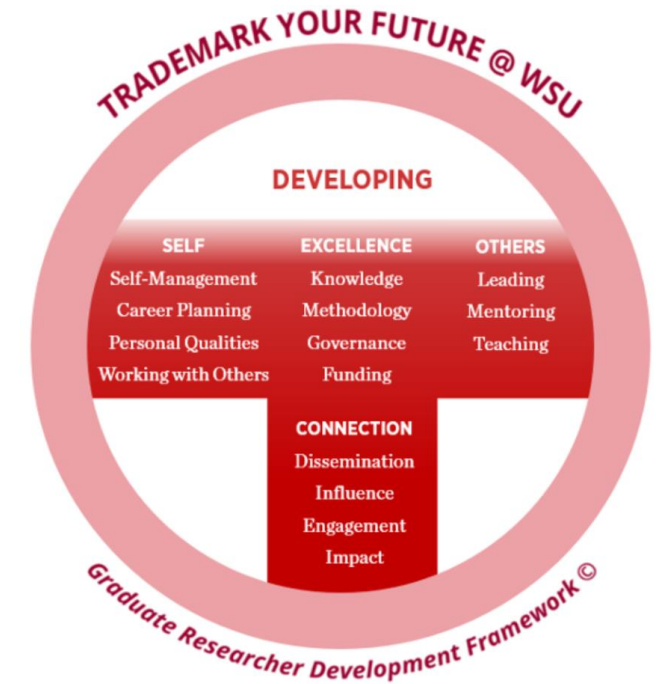
Universal language to articulate knowledge, skills and experience



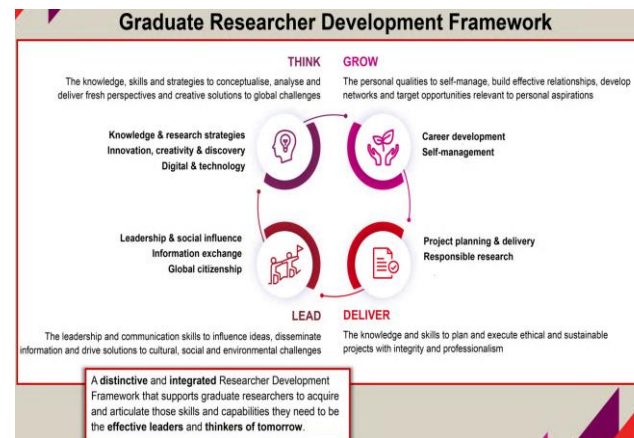
HDR-only frameworks



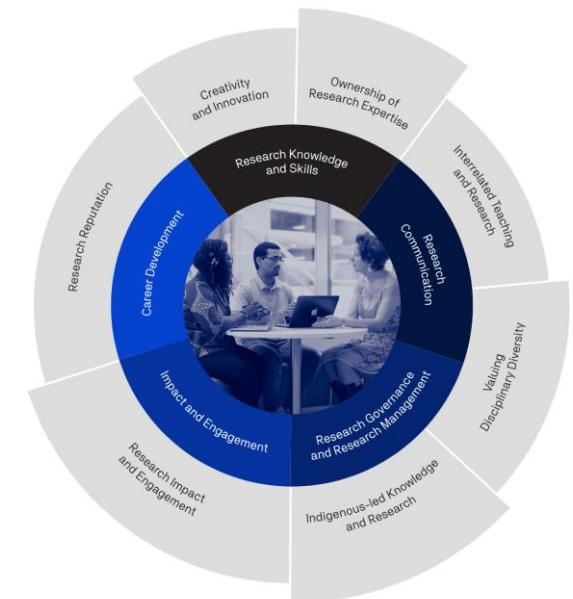
University of Canberra



Western Sydney University



Macquarie University



UTS

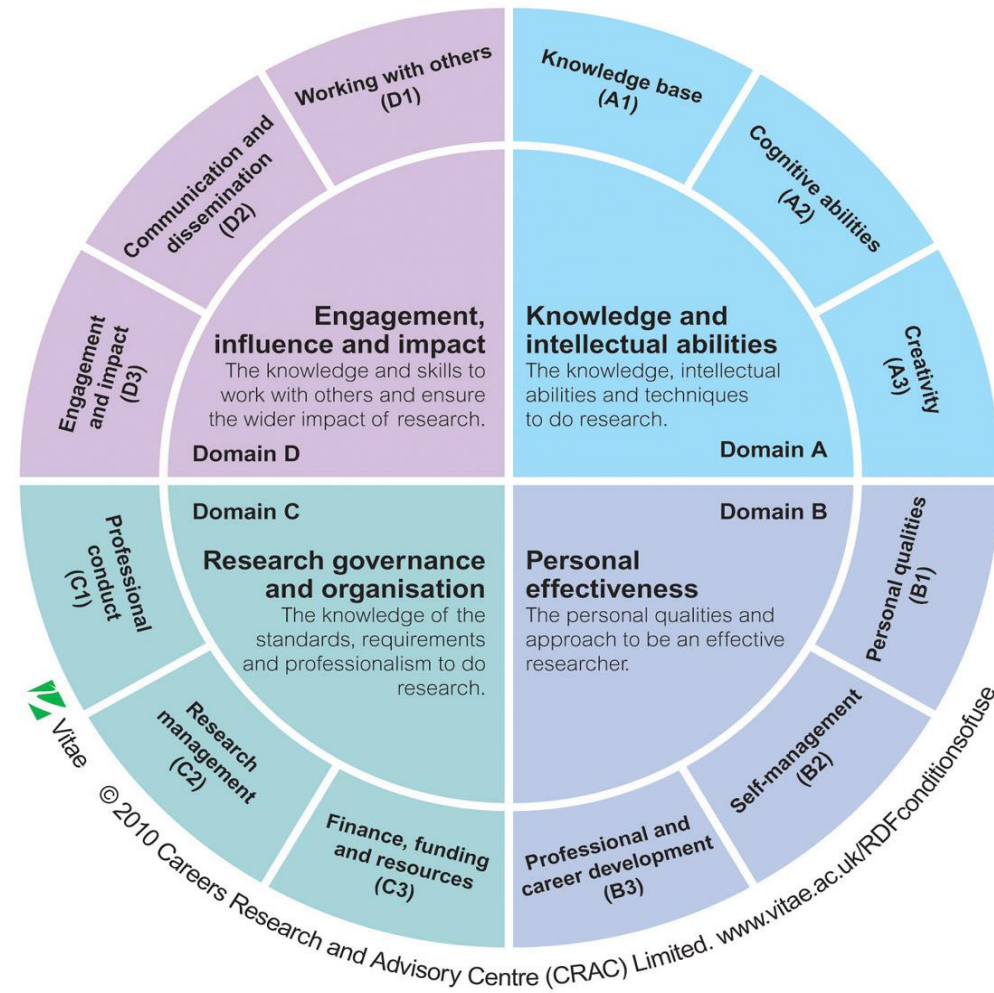
Research/Academic- only frameworks



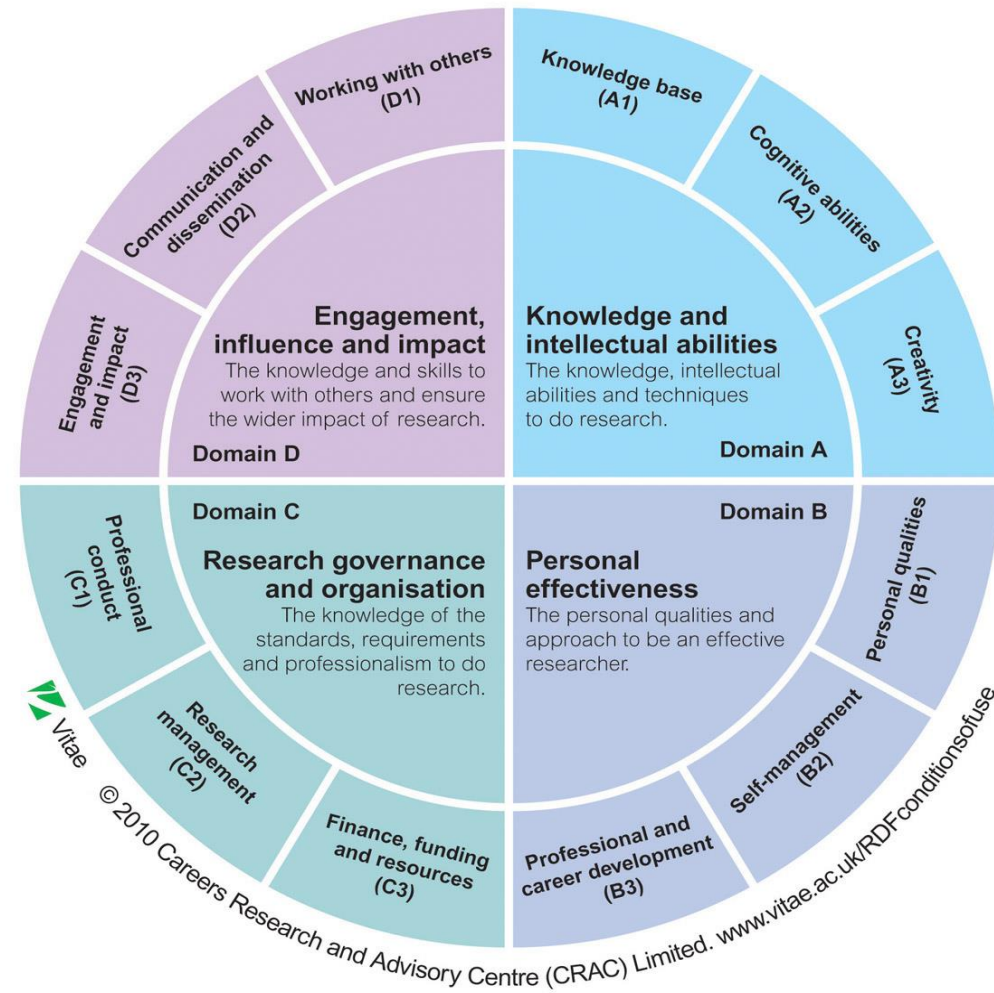
Western Sydney University (2023)

*Others behind log-in portals
e.g. Monash Early Career
Researcher Framework*

HDR and Research/Academic staff frameworks



Future-fit?





Let's get creative!

De Bono's Six Thinking Hats

How does it work?



Yellow
positivity



Green
creativity



Red
emotions



White
data, rationality



Black
negativity, caution



Blue
process, control



Here's the plan

- **5 tables x 5 mins**
- **Discuss with each hat on**
- **Capture on post-it notes**
- **Move tables – or don't! But try on each hat...**





Feedback and Next Steps