Organisational Development
Research Staff Support

The Organisational Development team delivers support and resources to help members of research staff excel in their research and help with personal and career development.

Feel free to contact us with your comments or queries or if you would like to arrange an appointment to discuss your training and development needs. Our telephone extension number is 82277.

Look out for our updates via the University-wide research staff mailing list: staff-development-3@ncl.ac.uk.

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Details of all training and development activities that are available to research staff, as well as links to further resources, can be found on the Organisational Development website Organisational Development. Please take some time to familiarise yourself with its content and let us know if you cannot find what you need. Below are some of the main initiatives and development activities you may be interested in:

Induction
www.ncl.ac.uk/staffdev/induction/newstaff.htm

- All researchers new to the University or new to research are expected to attend the University Welcome event and their Faculty’s induction for research staff.

Career Development and the Career Pathways Framework
www.ncl.ac.uk/staffdev/devactivities/research/

- All researchers are entitled to a minimum of 6 x ½ days development time per year.
- Get your research career off to a good start by reading our online Career Planning Guides and resources: www.ncl.ac.uk/staffdev/devactivities/research/planning/index.htm.
- The Career Pathways Framework aims to help you take greater control of your career. Find out more and attend Career Pathways Workshops: www.ncl.ac.uk/staffdev/devactivities/research/pathway/index.htm.
- Newcastle University researcher case studies of careers developed both within and outside research www.ncl.ac.uk/staffdev/devactivities/research/planning/profiles/index.htm.
- We have a dedicated Careers Adviser for research staff who provides one-to-one advice, job search and interview support: www.ncl.ac.uk/staffdev/devactivities/research/careeradvice.htm.
Workshops & Programmes
www.ncl.ac.uk/staffdev/workshops/

- Principal Investigator Development Programme - for new and aspiring PIs.
- Transitions Programme - to support career moves outside of an academic research role.
- You can book your place or express an interest in a future event via the ‘Book now’ facility (your line manager will receive a notification email).

Performance & Development Review (PDR)
www.ncl.ac.uk/staffdev/pdr/

- All staff should have an annual PDR with an optional mid-year review.
- Researchers should have a PDR within the first 6 months; probation is incorporated into the PDR process.
- Want to get the most from your PDR?... read our guidance notes, links to appropriate PDR forms for research staff and the on-line training available via the link above.

Additional sources of information, guidance and support:

Human Resources - www.ncl.ac.uk/hr
- The Concordat to Support the Career Development of Researchers – our implementation www.ncl.ac.uk/hr/about/researchers/concordat.php.
- Equality and Diversity e.g. Athena SWAN – promoting the careers of women in Science Engineering and Technology (SET) www.ncl.ac.uk/about/athena-swan/
- Researcher role profiles and promotion procedures.
- Support for Principal Investigators www.ncl.ac.uk/staffdev/workshops/programmes/pidevelopment.htm.
- Staff opinion surveys e.g. Careers in Research Online Survey (CROS), PI and Research Leaders Survey (PIRLS) and Employee Engagement Survey (EES) www.ncl.ac.uk/hr/about/surveys/index.php.

Research Funding - www.ncl.ac.uk/fundingtoolkit/
- Where to look for funding and who can help and advise you.

Vitae - www.vitae.ac.uk/researchers/
- The UK organisation championing researcher development (useful support and resources).