

A guide to researcher development time and activities

Ten days of development for researchers

The [Researcher Development Concordat](#) recommends that researchers should engage in a minimum of 10 days professional development pro rata per year.

This is a joint responsibility between researchers and their managers:

- **Researchers** are responsible for taking ownership of their career, identifying opportunities and spending time on their own development.
- **Managers of researchers** should allocate time for their researchers to engage with development activities, support them to balance this with the delivery of their research, identify potential opportunities, and recognise their endeavours.

Ten days is intended as a guide that highlights the value of development as part of a positive research culture, but the benefits and impact of activities on researchers are what is most important.

Development activities for researchers

Examples of professional development activities might include:

- attending a training course or workshop
- taking part in a development programme (e.g. leadership development)
- completing a specific qualification
- online learning, e.g. via LinkedIn learning or LearnUpon (university elearning modules)
- participating in a mentoring scheme (as either a mentor or mentee)
- training as a workplace coach (or having some coaching yourself)
- undertaking reflective practice
- organising a seminar, workshop, or networking event
- being a member of a university group, committee, network or working party
- joining a writing retreat to boost your writing progress
- policy development, public engagement, commercialisation or knowledge exchange activities
- workplace shadowing
- attending or speaking at an external conference or event
- providing training and development support to peers in an area of expertise
- peer reviewing a research paper or grant application
- participating in a research 'sandpit' to explore a research problem
- running a reading group
- being part of an action learning set
- joining the editorial board of a journal
- contributing to School development activities

Activities are generally seen as being part of researcher development where they are not part of the job description or a normal day-to-day requirement of the researcher role. They will support you in developing your research career and enhancing your skills as a researcher.

Development needs and activities are likely to vary according to career stage.

More information

To find out more please contact Alison Monkhouse (Academic Researcher Development Manager).