

Join us in a **culture shift**
that prioritises engagement with
professional development
for researchers

Collaborate with us to **enhance the**
quality of support for your
researchers building from our evidence,
information and guidance

Partner with us to **identify, establish**
and **share good practice** in
employing and developing
research talent

Vitae membership: Develop your researchers to support your research ambitions



Researcher development is at the heart of improving research culture; bringing together wellbeing, ethics and integrity, leadership, and equality, diversity and inclusion to **create an environment conducive to successful research.**



Our evidence-based approach to researcher development draws on independent research, policy and frameworks; **supporting you to identify goals and evaluate success in your strategy and provision.**



Through a culture of engagement and practice sharing, researcher development professionals **connect with diverse perspectives to generate new ideas** and drive collective progress.

“There is definitely a need to put that responsibility [for culture change] with the community and not only with those experiencing the problem or [who are] part of the minoritised group”

Dr Karen Stroobants, Freelance Research Culture Consultant

Annual programme activities



Access Vitae

With a focus on support for our community to access resources and develop their practice, we will curate **'Practice pathways'** with a new edition quarterly, including **new resources** for researchers and those supporting them.



Research culture: delivering impact and recognising practice

Building on the role of the **HR Excellence in Research Award** and **CEDARS** in delivering and measuring progress in research culture, we will host activities to disseminate expertise and engage the community in practice sharing.



Community led for an inclusive profession

Following our recent consultations, we will formalise mechanisms for **community collaboration** in the direction of the Vitae programme, with an emphasis on enhancing EDI* in researcher development careers.

* Equality, diversity and inclusion

Vitae membership enables you to:	How you will benefit			Who should engage
	Join the culture shift to effect change	Enhance your development strategy and provision	Connect with the community	
Achieve the HR Excellence in Research Award and be supported to implement the Researcher Development Concordat	●	●	●	
Benchmark yourself by running the Culture, Employment and Development in Academic Research Survey (CEDARS) and deepen your understanding of your local research culture	●	●	●	
Collaborate with the Vitae member community by joining one of our thematic networks focused on common challenges	●	●	●	
Contribute your voice to influence sector priorities in researcher development through member forums, consultations and surveys	●	●	●	
Stay up to date with news, trends and publications through regular member-only updates, briefings and Vitae News	●	●	●	
Enhance doctoral researcher wellbeing and engagement through website resources e.g. getting started with research, career stories, supervisor wellbeing, career destinations reports, and the Vitae Researcher Development Framework (RDF)		●		
Develop and grow your research talent pipeline through website resources e.g. the RDF, leadership, mentoring, being a new principal investigator, and connect your researchers to the UK Research Staff Association (UKRSA) and international researcher networks		●		
Partner with Vitae on proposals for funding, e.g. through Horizon Europe, national research councils, or international doctoral schemes	●	●		
Submit your local finalist to the annual Vitae Three Minute Thesis public engagement competition for doctoral researchers		●	●	

Researcher development resources

AUDIENCE DEFINITIONS



Doctoral researchers and those supporting them

E.g. Researchers at all stages of a doctorate, supervisors, doctoral and graduate school staff



Research staff and those supporting them

E.g. Researchers in their early and mid career, established researchers, research leaders and managers, principal investigators, technicians



Staff supporting the development of researchers

E.g. Researcher development professionals, administrators and leaders, HR professionals, careers professionals, EDI professionals, academic and organisational developers, research managers, library and information professionals



Senior managers, strategy and policy makers

E.g. Pro-vice-chancellors for research, Directors of research and innovation, Heads of school/faculty/department, research leaders and managers

Vitae members can benefit from discounts on our range of events and services. Bespoke packages of support can be developed at discounted member-only rates, including consultancy, evaluation, learning and development, and cohort subscriptions to the RDF Planner.

Spotlight on research culture

Validating institutional strategy

To support your understanding of research culture at your institution, the Culture, Employment and Development in Academic Research Survey (CEDARS), can provide insights into the experiences of researchers and research leaders. Findings from CEDARS provide an evidence base for interventions at the institutional policy and practice level and for validating institutional strategy using data from across the sector. In a UK context, it can also be mapped to the Principles of the Researcher Development Concordat.

Through Vitae membership you can take advantage of opportunities for peer-learning to support your planning, implementation, and engagement with researchers.

Enhancing institutional culture and environment

Vitae membership can support your institution in engaging with global research culture, resulting in enhanced institutional capacity for employing and developing researchers. This includes using evidence, experience and lessons learned from involvement in UK processes (HR Excellence in Research Award and Researcher Development Concordat), to support members in an international context. Members can engage in practice sharing and peer-learning to help achieve strategic aims and target specific challenges.

Voice into policy

It is clear from our conversations with members that the advocacy role we play for researcher development is important to you, providing a voice for members into policy. Our work spans a range of policy areas which intersect, e.g. the Researcher Development and other Concordats, the Technicians Commitment, the Research Excellence Framework, the European Charter and Code, and the People and Culture Strategy.

Through consultations, surveys and forums, Vitae members can engage in the conversation to influence this wider policy environment. As the global policy landscape evolves, we will continue our commitment to be responsive to the needs of our members.

“Within my sub-organisation, we want researchers to be developed across the broad guidelines set out in the Vitae Researcher Development programme”

Vitae researcher development survey 2022

“One of our main strategic goals is: To support the education and skills development of excellent individual early-stage researchers and to cultivate agile independent researchers and thinkers, while offering a range of opportunities which support diverse career paths”

Vitae researcher development survey 2022

“Researcher Development is a core element of the University’s strategic plan and we aim to help our staff make the most of their opportunities . . . that’s why we are working with Vitae”

Prof Alistair McEwan, Pro-Vice Chancellor (Research)
University of Queensland, 2022

“Membership of Vitae helps us to do everything we can to ensure that the University is the best place for a researcher to start and to subsequently develop their research career. Vitae’s package underpins our ambitions in this space”

Vitae member survey 2021

For a detailed summary of how the Vitae programme delivered on its mission last year, see the Vitae Annual Report 2021-2022: www.vitae.ac.uk/annual-report-2021-22

To learn more about ‘Vitae 2025’, our new strategic direction, please visit: www.vitae.ac.uk/about-us/vitae-to-2025

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