PGR DEVELOPMENT OPPORTUNITIES

2023–24

THE
ACADEMY
RESEARCHER
DEVELOPMENT

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PGR and Postdoctoral Researcher Case Studies

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This symbol indicates **Top tips** to take ownership of your development. Look out for these throughout the brochure

Welcome

At the University of Liverpool, we endorse a positive and inclusive culture that fosters the personal and professional development of researchers at every career stage, from postgraduate researchers right through to established staff

This approach to researcher development as a continuous, career-long process acknowledges that the development opportunities that you may need in the first year of your research may differ from those that are relevant to you in the final months. I hope you will use this brochure to identify development resources and activities that are appropriate to each stage of your postgraduate research journey and that are supportive of your future aspirations, whatever your chosen career path may be.

Professor Anthony Hollander
Pro-Vice-Chancellor for Research and Impact
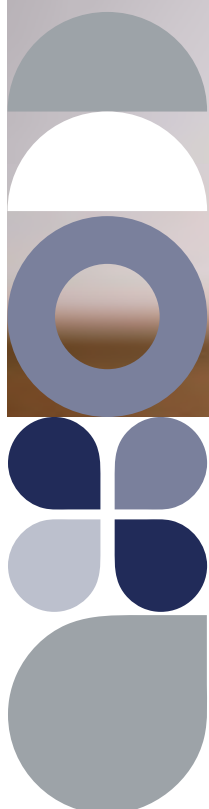
At the University of Liverpool, we aim to support you to achieve your full potential by adding value to your academic programme

In addition to the expert academic supervision that you will receive, you will find a wealth of support and guidance dedicated to helping you to develop as a researcher. I hope that this brochure inspires you to create your own personalised pathway of development and enables you to connect with our community of researcher development staff and your postgraduate research peers who can help you to succeed with your research programme.

Professor Gavin Brown
Pro-Vice-Chancellor for Education
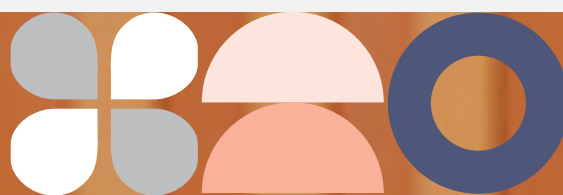
Congratulations on becoming part of the University of Liverpool's world-leading research community where you will be at the forefront of creating global and local solutions aiming to improve health, create wealth and ensure social-justice

As an important and valued member of our research community, we are committed to ensuring that you have access to a variety of opportunities which enable you to successfully navigate each stage of your research journey and to progress to the career of your choice. I encourage you to take charge of your personal and professional development as a researcher by making the most of the full range of resources highlighted in this brochure. In doing so, you will be positively enriching your experience here at the University of Liverpool and greatly enhancing your future career prospects.

Professor Georgina Endfield
Professor of Environmental History and Associate Pro-Vice-Chancellor for the Research Environment and Postgraduate Research
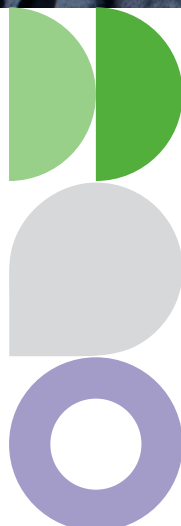
Glossary

Canvas

The University's virtual learning environment which hosts a selection of PGR Development modules and resources.
You will need a University of Liverpool MWS account to access the modules on the PGR development canvas space, which you can use to access the space following this link.

Development Needs Analysis (DNA)

This tool is completed annually by PGRs to review competencies and abilities and in discussion with supervisors, to create and annual development plan. Access this via the PGR Development Canvas space.

LinkedIn Learning

An online learning platform offering a wide range of professional skills courses and tutorials that are free for all Liverpool PGRs to access.

Liverpool Life

The online portal that provides access to your University of Liverpool record including your contact details and registration status. The portal is also used to record your progress throughout your programme such as your supervisory meetings and development activities.

PGR Portfolio of Activity

An online tool, found within the PGR Toolbox in Liverpool Life, that PGRs use to record development activity and forms part of the Annual Progress Report (APR).

PGR Toolbox

Accessed via Liverpool Life, this toolbox is used to record supervisory meetings and development activities.

PGRDevNet

The PGR Development Network is a community-owned and led initiative, supported by The Academy. It is a network for communication, collaboration and development for the PGR community at Liverpool.

PGRs

Postgraduate researchers who are undertaking a qualification in the form of a research-based higher degree, such as a PhD.

Researcher Development Framework (RDF)

A national sector-wide framework, often referred to as the RDF, developed by Vitae. Structured into four domains, it covers the knowledge, behaviours and attributes that make researchers successful at different stages in their career.

Researcher Development Roadmap (RD Roadmap)

A University of Liverpool-designed flexible tool that helps you navigate information and resources for your development.

Researcher Hub

The place for all researchers at the University of Liverpool to find out about the opportunities, activities and communities they can access. It brings together information from a range of sources to help researchers in their role and career.

The Academy

The Leadership, Organisational, Professional & Academic Development Academy (The Academy) is the University of Liverpool department that promotes and enables excellence through the strategic development of the University's people and practices.

Vitae

An external organisation that supports the professional development of researchers. The University of Liverpool is a member of Vitae and PGRs can sign up with your Liverpool email to access Vitae's free information and advice to help you be a more effective researcher.

PGR Development
in The Academy

On behalf of the Academy's Researcher Development and Culture team, welcome to the University of Liverpool

As a postgraduate researcher (PGR) at Liverpool, you are prioritising your personal and professional development at an important and exciting time as we launch this refreshed PGR Development offer for 2023/24. The programme has been co-created with you – the PGR community; with PGR-related staff, including your supervisors; and with researcher development experts across the sector. Our core offer is supplemented by our daily support of the newly-set up PGR Development Network (PGRDevNet), to foster a vibrant, developmental PGR culture. The PGRDevNet is a unique, peer-led network leading a variety of PGR development activities, including the weekly e-bulletin that you receive in your inboxes. Whatever your discipline or research stage, please do use this brochure to identify and participate in the rich and diverse range of development opportunities available to you throughout your time here at Liverpool.

Dr Saneeya Qureshi
Head of Researcher Development and Culture, The Academy

The Leadership, Organisational, Professional and Academic Development Academy ("The Academy") is home to one of the UK's leading researcher development units

We are unequivocally committed to nurturing your professional practice as well-rounded, enquiring global researchers who engage with the world's most pressing challenges. We understand the demands and expectations that researchers face in a changing world and we are aware of the diversity of our research community at here at Liverpool. With this in mind, our new postgraduate researcher development programme has been designed to offer flexible opportunities for postgraduate researchers from all disciplines and all stages of the research journey to advance their skills and capabilities as researchers. Our aim with this brochure is to inspire you to invest time in your own development by taking advantage of the wide range of activities and resources on offer. We hope that these opportunities enable you to achieve your ambitions throughout your research degree and beyond.

Dr James Howard
Director of the Academy
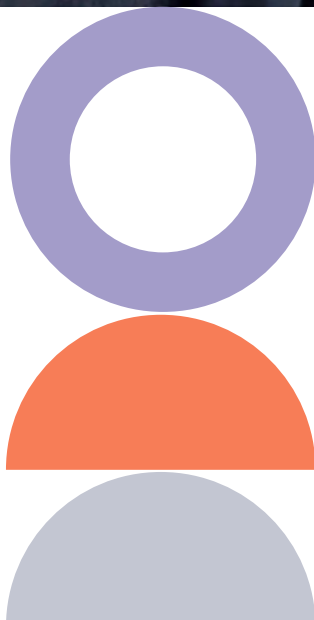
About
The Academy

Researcher Development Commitment and Mission Statement

We are committed to the continuous development of PGRs, research staff, and research-enabling staff at the University across all career stages. We enable innovative and impactful enhancement of practice through access to high quality and flexible development opportunities that foster excellence and maximise potential. We nurture a positive and inclusive research culture and environment where researchers take responsibility for the development of their personal and professional practice. We actively embed a concern for equity, diversity, inclusion and wellbeing across the development activities we lead. We celebrate and advocate for researchers' recognition and achievements, whilst empowering them to cultivate the broader capabilities, values, attributes and mindsets needed to Reflect, Progress, Thrive, Advance and Grow.

Researcher Development Inclusivity Statement

The Academy is committed to providing an environment that recognises and values differences, both in individuals and groups, capitalises on the strengths that those differences bring to the institution and supports all research staff and PGRs in maximising their potential to succeed. In line with the Academy's firm commitment to equity, diversity and inclusion, we offer all PGRs, research staff, and research-related staff opportunities to develop and network irrespective of a researcher's gender, ethnicity, age, self-identification, disability, religious affiliation, or any other criteria used to separate and define. All events organised or facilitated by The Academy follow a Code of Conduct.

Exploring Opportunities, Information and Resources

The Researcher Hub brings together information from a variety of sources and the PGR Development section of the Researcher Hub aims to make it easier for you to find the information you need quickly. You can also:

- ✔ Register for the Academy-led workshops, bootcamps, masterclasses and many more via the PGR Development section on the researcher hub.

- ✔ Access online modules and curated resources via the PGR Development space on Canvas. You will need a University of Liverpool MWS account to access the canvas space, which you can use to access the space following this link.

- ✔ Explore the Researcher Development Roadmap which provides an innovative and flexible way to navigate a diverse range of opportunities to create a bespoke development pathway for yourself.

The Academy's
PGR Development Offer

100+ sessions

5 roadmap themes

Our PGR development offering has been conceived with PGRs at its heart, following consultations with current PGRs, supervisors and numerous internal and external stakeholders.

Live, interactive workshops, masterclasses, bootcamps

Peer- and faculty-led networks and activities

On-demand resources

Practical application of skills

Central PGR Programme

Over 100 sessions delivered via online modules and resources, workshops, masterclasses, bootcamps, webinars, Faculty Forums, practical applications and many more.

Making an Impact

The Academy's award-winning annual programme that will boost your research impact and knowledge exchange potential.

Pop-up PGR Development Sessions

Responsive pop-up development activities run throughout the year.

PGRDevNet

Network for all PGRs that publishes weekly e-bulletins, run events and activities, and provides a voice for PGRs within the research community.

PGR-Postdoc Buddy Scheme

Meet new colleagues, expand your networks and enrich your experience of the University's research culture in an informal setting.

LEAP: The PGR Leadership Programme

Develop the tools, ideas and practical strategies required to lead authentically with purpose, projects and people.

Three Minute Thesis (3MT®)

Compete to represent the University at national level by creating a compelling spoken presentation of your research to a non-specialist audience in just three minutes.

Annual PGR Development Conference

Join your peers across all disciplines to exchange insights; engage in collaborative discussions; consider your career development; and forge meaningful connections.

Whether you are an early, mid or late stage PGR, you will find development activities tailored to your needs. The Academy's PGR Offering will help you plan, promote and progress your personal and professional development, and build your community by connecting with your fellow PGRs across the University. The quality, breadth and relevance of our PGR development offering is structured with the aims of empowering every PGR to foster their potential, able to articulate the knowledge, behaviours and attributes of successful researchers.

To find out more and see the regularly updated list of upcoming live events and resources, visit the PGR development page on the Researcher hub.

How to Approach your Development

What do we mean by development?

Development is the process of gaining and creating new experiences, skills and knowledge to move to towards a defined goal whether that be an immediate goal to support you in your research programme or a broader career goal. Development takes place in a range of different ways. It can include, but is not limited to:

- Attending workshops.
- Learning a new technique via direct experience, for example, by shadowing a colleague.
- Presenting and seeking feedback on your work at conferences and research seminars.
- Self-directed reading and discussion with peers and colleagues.
- Completing online learning modules at your own pace.
- Taking part in a buddy or mentoring scheme.
- Teaching or other relevant activity.
- Attending conferences and/or research festivals or local events.
- Organising seminars or networking events.
- Consultations with career professionals.
- Visits to other research centres or groups.
- Placements at industry or policy organisations.
- Outreach or widening participation activities.
- Being a PGR representative, such as on the PGR Development Network Leadership Group.

Designing your Development Plan

Researchers have a broad and diverse range of backgrounds, experiences and competencies. Taking the time to reflect on your abilities and explore your personal, professional and career development needs and aspirations is a critical element that will contribute to your future success.

Do set aside regular time and space in your schedule for personal and professional activities that enable you to make the most of your time with us. We hope it is rich, rewarding and fun!

Shaping PGR Success was one of the best events I have attended at the University of Liverpool

The most valuable thing about this session was the communication with other attendees. I loved the cabaret seating style, with staff members and PGRs sitting next to each other. At my table, we had attendees from a variety backgrounds, such as the English Language Centre, Directors of PGR, lecturers, and PGR colleagues from other Faculties. We had really good discussions among us. I made new friends with PGR colleagues from different Faculties who are passionate about research and personal growth. Because of my lovely experience at this event, I became a member of the Network Leadership Group of the Postgraduate Researchers' Development Network. I also attended other sessions hosted by the Academy's Researcher Development team, such as Lunch and Learn, 3MT®, and Making an Impact. I attended these together with my PhD colleagues from my Faculty. They also enjoyed these sessions and challenged themselves in the 3MT®!

Xiaoxiao Hou
Late Stage PGR, School of the Arts

Five Simple Steps to Design your Development Plan

Take the following steps to design a development plan that is unique to you.

1. At the start of your postgraduate research programme access and complete the Development Needs Analysis (DNA). You can access this via the PGR Development space on Canvas and it will be sent to you by your Faculty.

2. Meet with your supervisor and discuss your development needs, thinking both about the requirements of your research programme and your professional and career aspirations.

3. Identify the development opportunities that are appropriate for you. You have free access to the Academy's PGR Development Programme, the PGR Development pages and Researcher Hub, to signpost you to information on opportunities and resources from a wide range of sources. Your supervisor will advise on what is available within your School, Institute, Department or Faculty.

4. Record your engagement with development activity using your individual PGR Portfolio of Activity which is located in the PGR Toolbox in Liverpool Life. This will form part of your Annual Progress Report (APR).

5. Reflect on your progress and continue to discuss how you are applying your learning with your supervisor.

It's never too early to start thinking about what you can do now to help achieve your longer-term career goals.

Think broadly about your development, access opportunities such as attending and presenting at conferences or learning a new technique as well as attending workshops.

How to talk about development

Development is a structured and continuous process made up of four key stages:

1. Identifying your development needs.

2. Designing a bespoke development plan to meet your needs.

3. Engaging in development opportunities.

4. Reflecting on how you are applying your learning and identifying your next step.

Talking with your supervisor about development

When following this four-step process outlined above and discussing development with your supervisor think about:

- What are your strengths? What do you feel confident about?
- What areas do you want to improve? What new skills do you want to develop?
- Why do you want to improve in these areas, what is your goal?
- How do you like to learn?
- What if anything is holding you back?
- What do you need to do next?

This will help shape your conversation with your supervisor and support you to identify what development you need and when.

Access the Designing your Development online module via the PGR Development Canvas space for more advice on how to approach you professional and career development.

Taking part in workshops is a great way to connect with your peers and expand your network.

Use at least 10 days or 70 hours (pro rata) on activities that help you develop your skills ready for the next stage in your career.
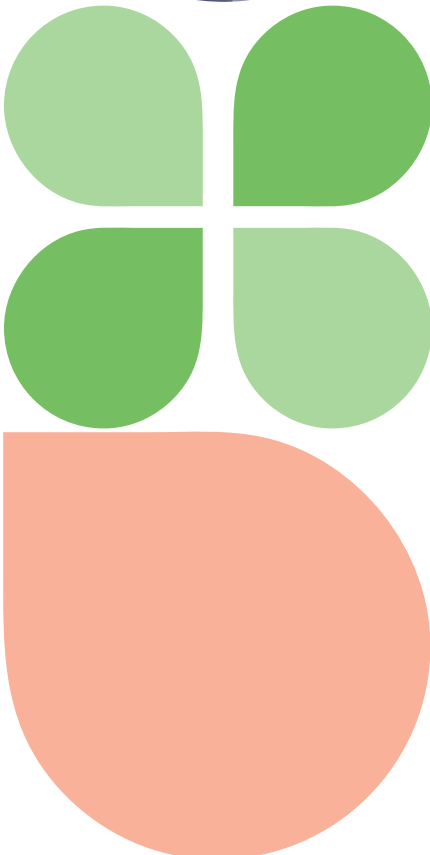
Vitae Researcher Development Framework

When thinking about identifying, designing and planning your development a useful framework to become familiar with is the Vitae Researcher Development Framework (RDF).

What is the RDF?

- The Vitae RDF is a nationally recognised framework designed to support professional and career development of researchers.

- The RDF was created around the characteristics of excellent researchers, identified from empirical data collected from interviewing researchers.

- The characteristics are expressed as descriptors which are then structured into four domains and 12 sub-domains.

- The four domains encompass the knowledge, abilities and techniques to do research to the highest standards, to work with others and ensure the wider impact of research and to professionally thrive.

Access the online LinkedIn Learning courses which have been mapped to the RDF.

The PGR development programme of workshops, webinars and masterclasses are mapped to the RDF.

The DNA which you will complete at the start of your programme and which you will review on an annual basis is mapped to the RDF.

The image below highlights all elements of the RDF.

Working with others (D1)
- Collegiality
- Team working
- People management
- Supervision
- Mentoring
- Influence and leadership
- Collaboration
- Equality and diversity

Knowledge base (A1)
- Subject knowledge
- Research methods: theoretical knowledge
- Research methods: practical application
- Information seeking
- Information literacy and management
- Languages
- Academic literacy and numeracy

Communication and dissemination (D2)
- Communication methods
- Communication media
- Publication

Cognitive abilities (A2)
- Analysing
- Synthesising
- Critical thinking
- Evaluating
- Problem solving

Engagement and impact (D3)
- Teaching
- Public engagement
- Enterprise
- Policy
- Society and culture
- Global citizenship

Creativity (A3)
- Inquiring mind
- Intellectual insight
- Innovation
- Argument construction
- Intellectual risk

Engagement, influence and impact
The knowledge and skills to work with others and ensure the wider impact of research.
Domain D

Knowledge and intellectual abilities
The knowledge, intellectual abilities and techniques to do research.
Domain A

Professional conduct (C1)
- Health and safety
- Ethics, principles and sustainability
- Legal requirements
- IPR and copyright
- Respect and confidentiality
- Attribution and co-authorship
- Appropriate practice

Personal qualities (B1)
- Enthusiasm
- Perseverance
- Integrity
- Self-confidence
- Self-reflection
- Responsibility

Domain C
Research governance and organisation
The knowledge of the standards, requirements and professionalism to do research.

Domain B
Personal effectiveness
The personal qualities and approach to be an effective researcher.

Research management (C2)
- Research strategy
- Project planning and delivery
- Risk management

Self-management (B2)
- Preparation and prioritisation
- Commitment to research
- Time management
- Responsiveness to change
- Work-life balance

Finance, funding and resources (C3)
- Income and funding generation
- Financial management
- Infrastructure and resources

Professional and career development (B3)
- Career management
- Continuing professional development
- Responsiveness to opportunities
- Networking
- Reputation and esteem

My speaking and presentation skills have really improved as a result of my role as co-lead on the PGRDevNet Leadership Group

This was something I highlighted on my DNA when I started my PhD, and only six months later I have gone on to present on behalf of the PGRDevNet at our first-ever event and have even reached the University Three Minute Thesis final, where I presented to a live audience! Having a leadership role in the PGRDevNet means that I have had the chance to implement these skills in a range of situations, from helping to onboard new members of the PGRDevNet Leadership Group to running a networking workshop for peers as part of our 'Lunch & Learn' series. Over the course of the past year, every development activity I have participated in has offered me something, whether it's been thesis-related, a way to increase productivity, confidence-building or even just adding to my fairly limited social-academic network! Remember – these activities are there to help you become a confident, knowledgeable, well-rounded PGR that will make a lasting impression on those you meet.

Sarah Ellis
Early Stage PGR, School of Histories, Languages and Cultures
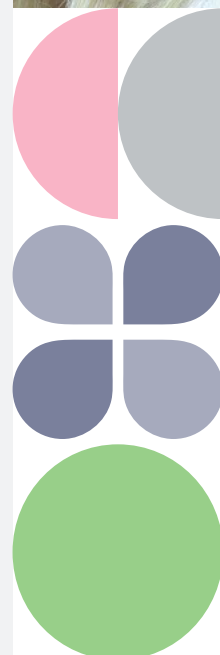
Researcher Development Roadmap

The Researcher Hub provides you with access to development opportunities and resources which support you to thrive and be successful. The perfect place to start is the Researcher Development Roadmap which will help you navigate these opportunities.

The RD Roadmap has been designed to help researchers navigate the wealth of online content now available to support career development and progression. It is intended to simplify access to topics, materials and resources linked to key development themes and available in a range of accessible formats. A detailed version of the RD Roadmap is presented on the next page.

It is grouped into five themes:

Progress:
Supporting postgraduate researchers through all stages from starting to thesis completion.

Reflect:
On your effectiveness and managing your time and priorities.

Thrive:
Building confidence and positively impacting on your career.

Advance:
Focusing on engaging and influencing others.

Grow:
Emphasising communicating and disseminating your research to ensure impact.

THE ACADEMY
RESEARCHER
DEVELOPMENT

Positive and Inclusive Research Culture

Progress

Essentials for Postgraduate Research

○ Early PGR Stage   ○ Mid PGR Stage   ○ Late PGR Stage

Specially created for PGRs, guidance, resources and opportunities designed to support you from the start to the completion of your thesis. Essential topics include project planning, academic writing, literature reviews and preparing for your viva.

Reflect

Personal Effectiveness

Personal effectiveness can mean different things for different people based on career, personal life, and goals. However, for most it involves finding ways to increase productivity, improve levels of happiness and job satisfaction, build stronger work relationships and reduce levels of stress/frustration.

Contribution to research culture

Resilience and wellbeing

Reflection on practice

Thrive

Career Confidence and Progression

Developing skills to build confidence in your career can encourage you to move beyond your comfort zone, increase your personal and professional growth and positively impact your career progression.

Leadership, management and funding

Mentoring and coaching

Networking and peer engagement

Advance

Engagement and Influence

Successful engagement can motivate individuals, create big ideas and lead to effective collaborations. By having a strong and positive influence you can increase the reach of your research.

Collaboration and multidisciplinarity

Internal and external representation

Teaching and supervision

Grow

Research Impact

Ensuring that research has an impact on society is a fundamental part of the research life cycle. There is an expectation from funders, industry and the general public for researchers to demonstrate the value of their research and for the work they do to be visible.
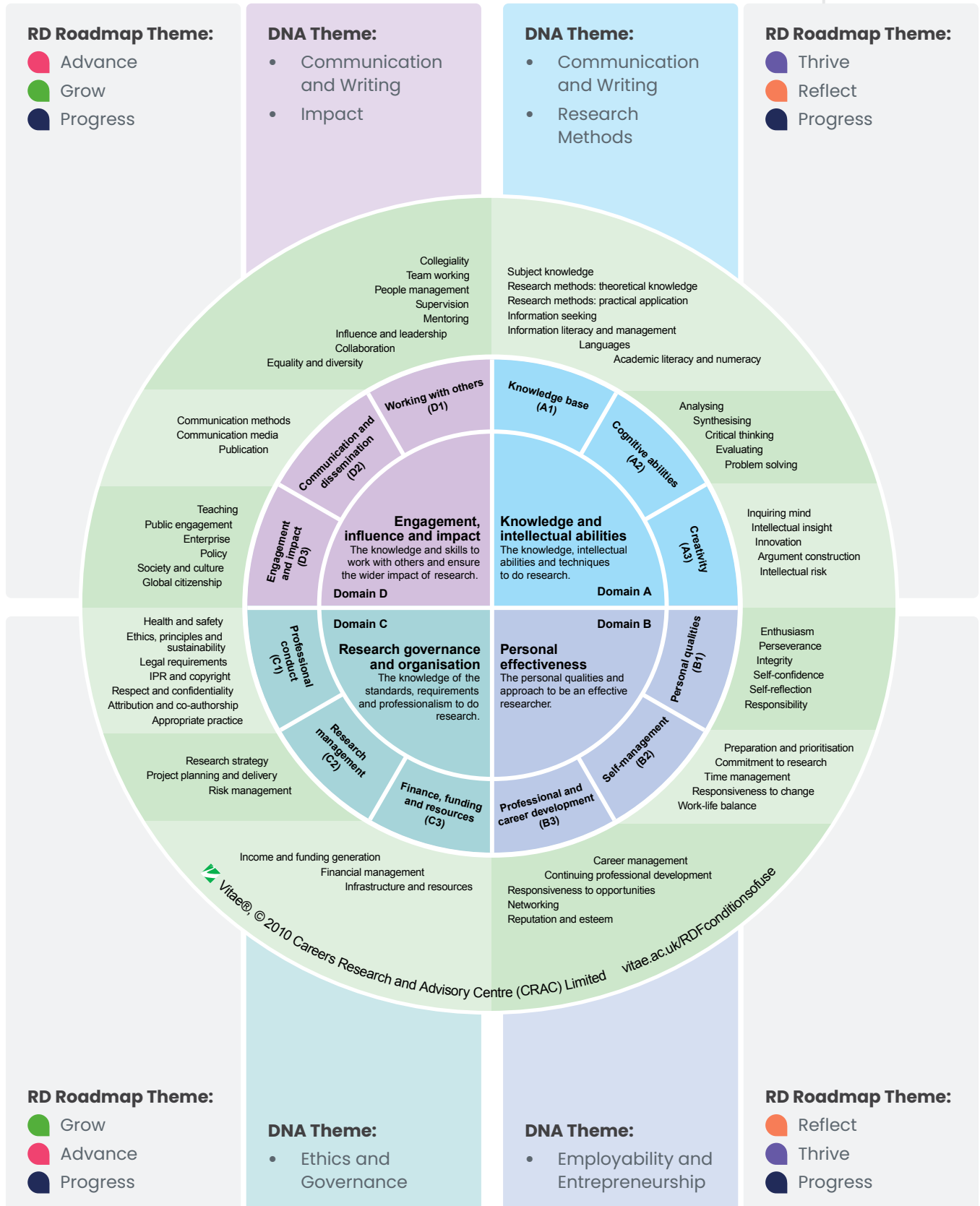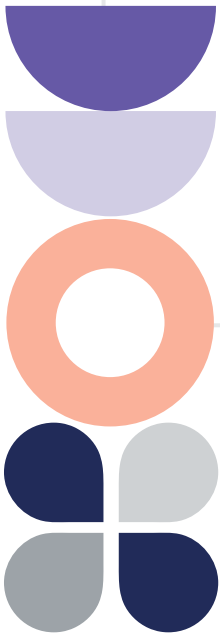
Knowledge exchange and research visibility

Pathways beyond academia

Communication and dissemination

The image below highlights all elements of the RDF and how the five themes of the DNA are mapped on to the four main domains of the RDF and the themes of the researcher development roadmap.

RD Roadmap Theme:
- Advance
- Grow
- Progress

DNA Theme:
- Communication and Writing
- Impact

DNA Theme:
- Communication and Writing
- Research Methods

RD Roadmap Theme:
- Thrive
- Reflect
- Progress

Collegiality
Team working
People management
Supervision
Mentoring
Influence and leadership
Collaboration
Equality and diversity

Subject knowledge
Research methods: theoretical knowledge
Research methods: practical application
Information seeking
Information literacy and management
Languages
Academic literacy and numeracy

Communication methods
Communication media
Publication

Analysing
Synthesising
Critical thinking
Evaluating
Problem solving

Teaching
Public engagement
Enterprise
Policy
Society and culture
Global citizenship

Inquiring mind
Intellectual insight
Innovation
Argument construction
Intellectual risk

Health and safety
Ethics, principles and sustainability
Legal requirements
IPR and copyright
Respect and confidentiality
Attribution and co-authorship
Appropriate practice

Enthusiasm
Perseverance
Integrity
Self-confidence
Self-reflection
Responsibility

Research strategy
Project planning and delivery
Risk management

Preparation and prioritisation
Commitment to research
Time management
Responsiveness to change
Work-life balance

Income and funding generation
Financial management
Infrastructure and resources

Career management
Continuing professional development
Responsiveness to opportunities
Networking
Reputation and esteem

Working with others (D1)

Knowledge base (A1)

Communication and dissemination (D2)

Cognitive abilities (A2)

Engagement and impact (D3)

Creativity (A3)

Engagement, influence and impact
The knowledge and skills to work with others and ensure the wider impact of research.
Domain D

Knowledge and intellectual abilities
The knowledge, intellectual abilities and techniques to do research.
Domain A

Professional conduct (C1)

Domain C
Research governance and organisation
The knowledge of the standards, requirements and professionalism to do research.

Domain B
Personal effectiveness
The personal qualities and approach to be an effective researcher.

Personal qualities (B1)

Research management (C2)

Self-management (B2)

Finance, funding and resources (C3)

Professional and career development (B3)

Vitae®, © 2010 Careers Research and Advisory Centre (CRAC) Limited   vitae.ac.uk/RDFconditionsofuse

RD Roadmap Theme:
- Grow
- Advance
- Progress

DNA Theme:
- Ethics and Governance

DNA Theme:
- Employability and Entrepreneurship

RD Roadmap Theme:
- Reflect
- Thrive
- Progress

Development
Pathways

Below are some example development pathways for you to explore. Each pathway begins with a core module that is linked to the stage of your postgraduate research programme.

Your development is unique to you because it is informed by your knowledge and skills developed from past experiences, as well as your future goals and aspirations. Once you have completed the core module related to the stage you are at, you are free to make use of the variety of self-led resources and live sessions in a way that works for you.

Core Modules and Sessions

You are strongly recommended to access the online PGR development module and attend the core session relevant to the stage of your research programme whether you are starting out, at mid stage or at the end of your programme. The three core modules and sessions are;

- **Starting Postgraduate Research** for Early Stage PGRs
- **Maintaining Momentum** for Mid Stage PGRs
- **Project Planning Completion** for Late Stage PGRs

Early Stage

For those in the initial stages of their research programme, the first 1-2 years for those on full-time programme and 1-3 years for those on part-time programmes.

Access the Core Module on Canvas

▶ Starting Postgraduate Research

You may also be interested in:

▶ Project Planning
▶ Literature Searching
▶ Working Together: the PGR-Supervisor Relationship
▶ Networking for Researchers
▶ Powerful Posters

Mid Stage

For those in the middle stage of their research programme, years 2-3 for those on full-time programmes and years 3-4 for those on part-time programmes.

Access the Core Module on Canvas

▶ Maintaining Momentum for Mid Stage PGRs

You may also be interested in:

▶ Effective Writing Practices
▶ Presenting
▶ Career Planning
▶ Balanced Boundaries
▶ Using Creativity in Problem Solving

Late Stage

For those who are entering the writing up stage of their research programme.

Access the Core Module on Canvas

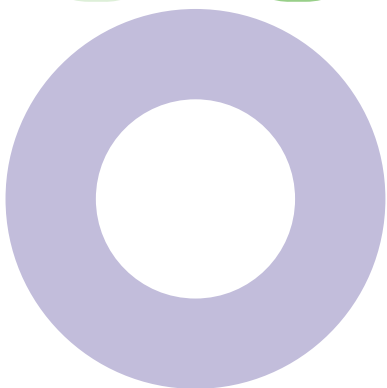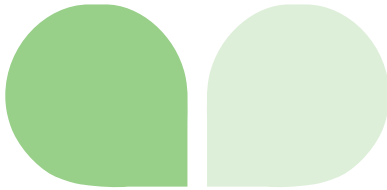▶ Project Planning and Completion for Late Stage PGRs

You may also be interested in:

▶ Viva Preparation
▶ Developing a LinkedIn Profile
▶ Developing Research Collaborations
▶ Handling Rejection

You can choose from over 40 different development activities regardless of how far you are along your PGR pathway.

Development Activities, Opportunities and Resources

To support your professional, personal and career development, you can access an extensive range of opportunities, from attending in person workshops to joining online webinars and masterclasses, to to completing self-led online modules and accessing curated resources.

These are grouped under the themes of the **Researcher Development Roadmap**.

Thrive
Building confidence and positively impacting on your career.

Advance
Focusing on engaging and influencing others.

Grow
Emphasising communicating and disseminating your research to ensure impact

Reflect
Guiding you to reflect on your effectiveness and managing your time and priorities.

Progress
Supporting you through all stages from starting to thesis completion.

Additionally, these are mapped to the RDF, to help you consider the strengths, behaviours and attributes you may need to develop to progress further.

Online modules are accessible via the PGR Development space on Canvas and you can book onto Faculty Forums and The Academy workshops via Eventbrite. You can access links to all these pages from the Academy's PGR Hub.

> You need to register via Eventbrite for all the live development sessions whether online in-person.

Attending different PGR development events, such as Making an Impact or Shaping PGR Success, really allowed me to gain confidence on how to progress outside of my PhD work.

During Making an Impact week, I had a 1:1 careers session that has opened my eyes to different career pathways I could follow based off my interests. Additionally, becoming a Co-lead for the PGR Development Network during my first year has also increased my ability and confidence in leadership, problem solving and other important skills. I'm sure the creation of the PGRDevNet has opened up opportunities to myself and other PGR students and made it more accessible. We're currently in the process of organising a conference for all University of Liverpool PGR students in 2024. Our hope is to bring more PGR students together and provide sessions to allow students to "Thrive & Grow" to their highest potential. Moreover, we aim to also dedicate time towards wellbeing as we want to do all we can to help our PGR students strive towards a healthy mind and body, allowing them to be their best self!

Sarah Boardman
Early Stage PGR, Institute of Infection, Veterinary and Ecological Sciences

Progress:
Essentials for PGRs
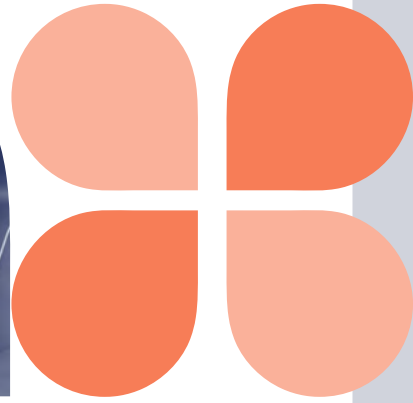
Outlined here are workshops, forums, masterclasses, bootcamps and support which guide you through all stages of your research programme from starting to completion.

Core Modules, Workshops and Forums

Starting Postgraduate Research

A strongly recommended online module for all first-year PGRs. After completing this module you are strongly recommended to attend the accompanying live Faculty Forum to understand the key milestones to prepare for in your first year, consider different approaches to planning your research and time and be aware of the key people to connect with in your Faculty.

Maintaining Momentum for Mid Stage PGRs

A strongly recommended online module for those at the mid stage of their research programme, accompanied by a workshop. After completing the module and attending the workshop you will be able to identify strategies to increase your motivation and stay productive.

Project Planning and Completion for Late Stage PGRs

A strongly recommended online module for PGRs in their final year, accompanied by a workshop. After completing the module and attending the workshop you will be equipped with tools and techniques to plan and manage your project, time and self through to the completion of your thesis.

Optional Workshops, Bootcamps, Retreats and Resources

Academic Writing for Late Stage PGRs

After this online bootcamp, you will have explored the practicalities of thesis writing, including planning techniques and appropriate writing style, and you will be equipped to write to completion.

Academic Writing for Mid Stage PGRs

After this online bootcamp, you will have deepened your understanding of academic writing, developed good writing practices and boosted your writing productivity.

An Introduction to Academic Writing

After these workshops, which are delivered by the English Language Centre, you will have developed your academic English language skills and built your understanding of and confidence with academic writing.

Book onto these sessions and find out more, including our pop-up sessions, by visiting the PGR development page on the Researcher hub.

Workshop   Resources   Webinar   Faculty Forum   Online Module   Masterclass   Bootcamp   Practical Application

An Introduction to Project Planning

After this workshop, which is aimed at those who are at the early stage of their postgraduate research programme, you will be able to apply project planning techniques to your research programme. All PGRs can access curated resources on project planning via the PGR Development space on Canvas.

Developing Effective Writing Practices

After this workshop, you will be equipped with tools and techniques which will boost your writing productivity.

Viva Preparation

After this Faculty Forum, which is aimed at those who are close to submitting their thesis, you will have developed an understanding of the viva process and how to prepare for it with confidence. All PGRs can access the curated resources on preparing for a viva via the PGR Development space on Canvas.

Working Together: the PGR-Supervisor Relationship

After this workshop, you will have developed an understanding of the roles and responsibilities of supervisors and PGRs and you will be introduced to strategies and techniques to develop an effective working relationship.

Writing Retreats and Shut Up and Write

Finding the time and space to devote to writing is essential for all PGRs. Block out and protect your time by joining the online weekly shut up and write (SUAW) sessions or one of our day long writing retreats. Access the SUAW group on Teams.

Online Resources and Webinars

The Researcher KnowHow and KnowHow teams in the Library deliver sessions which are specially curated to support the academic development of PGRs. You can register for the sessions at KnowHow for PGRs.

Copyright and your PhD

After this session, you will have an increased understanding of what copyright issues you should take into account before submitting your thesis.

Ideas and Mind Mapping

After this session, you will be able to use different approaches and technologies to organise and link your ideas throughout the planning and writing process for your research programme.

Research Data Management and your PhD

After this session, you will know how to manage, store and share data, including how to deal with sensitive data and manage data security.

Literature Searching

After this session you will be able to plan an effective search and know how to capture early, seminal and new research in your field.

Speed Reading and Note Taking

After this session, you will be able to use effective techniques to save time when reading articles, consider which resources to read in depth and make clear, concise and critical notes.

Systematic Review

After this series of sessions, you will understand how to develop your review question, how to plan and do a search and how to manage your results and report on your review.

Using Advanced EndNote

After this session, you will be equipped to use this essential referencing tool to organise your references and create references within your thesis.

Book onto these sessions and find out more, including our pop-up sessions, by visiting the PGR development page on the Researcher hub.

Workshop   Resources   Webinar   Faculty Forum   Online Module   Masterclass   Bootcamp   Practical Application

Additional Sources of Support

Across the University you have access to a range of guidance, support, information and resources for all stages of your research programme from research methods to ethics to referencing.

Academic Writing

The English Language Centre provides a programme to support the development of academic writing, this programme is open to you. As well as attending the programme you can access one to one academic writing consultations. You can also access one to one appointments with tutors from the Library KnowHow team, who can help with planning, structuring and critical writing.

Further information:

- English Language Centre
- Writing@Liverpool

Research Ethics and Integrity

There is a wide range of support and guidance to ensure your research maintains the highest standards of rigour and integrity. All PGRs are required to complete the online course on ethics and integrity. If you are unsure whether your research project requires ethical approval, you can utilise the University's ethics approval decision tool. Applications for ethics approval are submitted via an online system. For guidance on navigating the online system, please refer to the system help guides. In addition, you can book a one to one ethics support session to chat through any queries you may have.

Further Information:

- Online Course on Ethics and Integrity
- Ethics Approval Decision Tool
- Accessing the Research Ethics Online System
- One to One Ethics Support Sessions

Research Methods

Your supervisory team is your first point of contact for questions and support related to research methodologies. You can access further information about social research methods and statistics following the links below.

Further Information:

- Engage@Liverpool
- North West Research Methods
- Stats@Liverpool

Open Research

Support and information which will guide you to understand how to incorporate open research principles into all stages of the research lifecycle.

Further Information: Open Research

IT Training and Digital Skills

IT Services run webinars and workshops to support staff and PGRs with improving their IT skills. The range of workshops includes common applications, such as Microsoft Office.

Further Information: IT Training
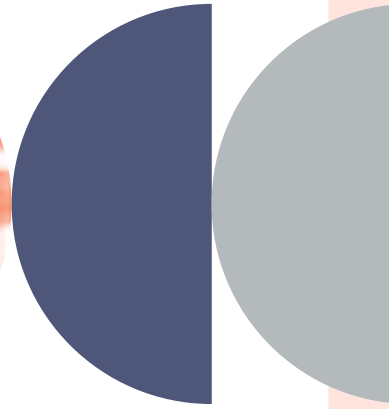
Data Protection and UK GDPR

Support and guidance is available to help you understand whether General Data Protection Regulations (GDPR) apply to your research data and to ensure your data collection complies with GDPR.

Further Information: GDPR
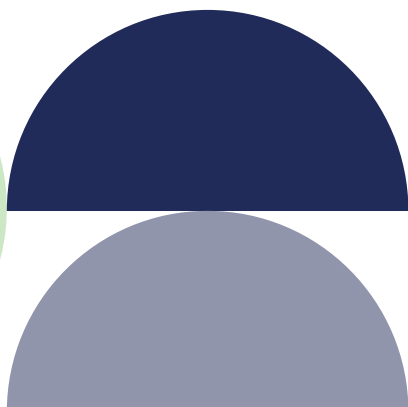
Reflect:
Personal Effectiveness

Outlined here are workshops, masterclasses and support that guide you to reflect on your own personal effectiveness and how you contribute to the wider research community, whilst also managing your time and priorities.

Optional Workshops and Masterclasses

Balanced Boundaries: Mastering Wellbeing and Finding Harmony in Life

After this workshop, you will be able to develop practical strategies to find harmony, manage boundaries, and cultivate wellbeing in your personal and professional life.

Handling Rejection

After this masterclass you will be able to develop strategies to navigate setbacks, an inevitable part of academic life, and you will be able to move forward in a positive way.

Having Difficult Conversations

After this masterclass you will understand the key strategies and tools to help you plan for and manage the challenging conversations you might encounter as part of a research project or collaboration.

Overcoming Imposter Syndrome

After this workshop you will be equipped with strategies to recognise, overcome and even embrace some of the thoughts which stop you from feeling confident.

Stopping Self Sabotage

After this workshop you will be equipped with practical ideas and strategies to overcome common self-sabotaging behaviours including perfectionism and procrastination.

Using Creativity in Problem Solving

After this workshop you will be able to explore and develop creative thinking techniques in the context of research.

Book onto these sessions and find out more, including our pop-up sessions, by visiting the PGR development page on the Researcher hub.

Workshop   Resources   Webinar   Faculty Forum   Online Module   Masterclass   Bootcamp   Practical Application

LEAP:
The PGR Leadership Programme

Delivered by a leadership coach and former academic researcher, the LEAP certificate will enable you to understand what leadership is, explore how you can lead authentically and support you to get the best from the people around you.

This three stage programme will provide you with tools, ideas and practical strategies to help you to lead authentically in each of three areas.

- ✔ Shaping the **PURPOSE** of your field and leading intellectual decisions.
- ✔ Directing **PROJECTS** that deliver impactful and meaningful results.
- ✔ Guiding and developing **PEOPLE** to reach their potential and achieve.

A certificate of completion will be awarded to those who successfully complete the whole programme. Places will be limited and information about the **application process** will be available on the PGR Development area of the Researcher Hub.

Additional Sources of Support

To develop your personal effectiveness and support your own wellbeing you can also access:

PGR Wellbeing Ambassador Network

PGR Wellbeing Ambassadors are located within the Faculty of Health and Life Sciences and the Faculty of Humanities and Social Sciences. They are friendly and approachable source of support. They host regular events such as weekly tea and coffee breaks, walks or other physical activities to get you out of the office and themed workshops and talks from both internal and external speakers usually discussing how to manage your PhD and life after your PhD is complete.

Further Information: Health and Life Sciences, Humanities and Social Sciences

Mindset Self-Coaching

This digital platform enables you to access a wide range of modules covering wellbeing, people pleasing, mindfulness, perfectionism and imposter syndrome. This is a fantastic resource to support self-reflection and goal setting.

Further Information: Mindset

I started my PGR programme in early 2021 when COVID-19 was raging and it was lonely around our labs and offices

I struggled to make connections and feel any sense of community. So, when I saw a call to join the PGRDevNet Leadership Group, I jumped at the opportunity to contribute in some way to making the journey of new PGRs smoother. Little did I know what a profound impact joining the PGRDevNet Leadership Group would have on my personal and professional growth! Producing the weekly e-bulletin of PGR Development opportunities involves curating and disseminating valuable information about PGR workshops, conferences, and other events within and beyond the University of Liverpool. In doing so, I am enhancing my communication skills while helping my peers stay informed and connected within the vibrant research community across Liverpool. Similarly, planning virtual coffees and Lunch and Learns is strengthening my organisational skills, while also fostering an inclusive space where PGRs from diverse disciplines come together, share knowledge, and collaborate. As a member of the PGRDevNet Leadership Group, I also have the privilege of advocating for the needs and concerns of PGRs to improve the overall Liverpool PGR experience, ensuring a more supportive and nurturing research environment where all PGRs can thrive and make a lasting impact in their respective fields.
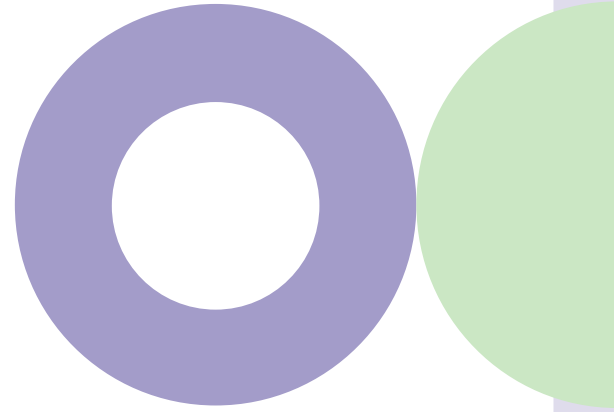
Dr Emeka Ogiji
Late Stage PGR, Institute of Systems, Molecular and Integrative Biology
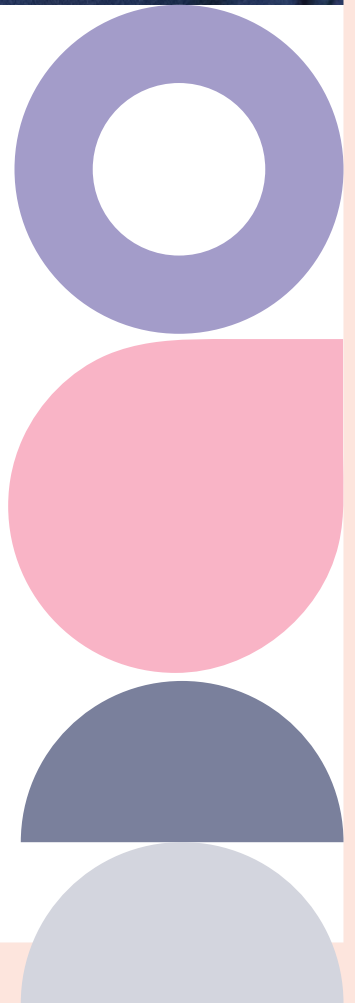
Thrive:
Career Confidence and Progression

Outlined here are workshops, masterclasses and resources that will build your confidence and have a positive impact on your career development as you consider your options and next steps.

Optional Workshops and Masterclasses

Articulating Research Skills

After this workshop, you will be able to confidently identify the unique skills you have built up during your research and will be able to articulate those skills during the job seeking process.

CV Masterclass

After this masterclass, you will be able to develop your CV and evidence your knowledge, skills and experiences for roles in a range of sectors.

Developing an Effective LinkedIn Profile

After this masterclass, you will be able to set up a professional LinkedIn presence and maximise the tools available in your networking and job searching.

Help! They're asking for a Narrative CV

After this workshop, you will have a greater understanding of what a narrative CV is and be confident in developing your own.

What next? Your next career steps

After this workshop, you will have developed the skills and tools to engage proactively with your own career development.

Route to Clarity; Career Transition as a Research Process

After this workshop, you will be able to evaluate what you know about your own options, gaps, and where to locate career information to plan your next steps.

Utilising your Doctorate; Professional Value for Employers

After this workshop, you will be able to evaluate your skills and knowledge, to better understand what you can offer employers and how to effectively communicate your value.

Book onto these sessions and find out more, including our pop-up sessions, by visiting the PGR development page on the Researcher hub.

Workshop   Resources   Webinar   Faculty Forum   Online Module   Masterclass   Bootcamp   Practical Application

Additional Sources of Support

Don't Know Where to Start with Career Planning?

Check out the tools and resources available on the Prosper portal, in particular the career navigator, which you can use to figure out what your next step might be and set goals for your career development.

Further Information: Prosper Portal

Need Advice on Job Applications?

Seek out advice on your CV, practise interviews and chat with careers coaches in the award-winning Careers and Employability team.

Further information: Career Studio

Interested in Building Entrepreneurial Skills?

The Enterprise Programmes can help you bring your ideas to life from learning how to start a business or pitch an idea.

Further information: Enterprise programmes

Want to know more about Research Funding and Fellowships?

The Research and Partnerships team works with the academic community, professional services departments, and external partners to increase the success of new research initiatives, partnerships and funding applications. The team develop resources and facilitate activities to support researchers to navigate the research funding landscape.

Further Information: Research Development Resources and Events

Interested in Developing Teaching Skills?

The Academic Development team supports you to develop your teaching skills and to gain recognition for any teaching you undertake.

Further Information: Developing Your Teaching
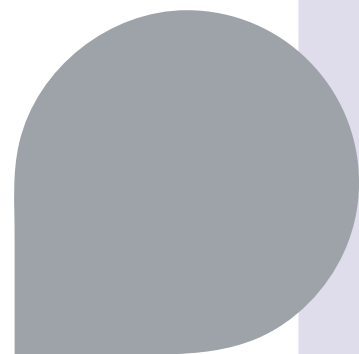
Advance:
Engagement and Influence

Outlined here are workshops and resources that will support you in working with others and developing connections and influence.

Optional Workshops and Webinars

An Introduction to Public Engagement

After this webinar you will have developed an awareness of the link between public engagement and your research and know how to get involved in public engagement activities.

Communicating Visually

After this workshop you will have an increased understanding of the types of visual formats, including standard graphs, information visualisations and graphics for publication and how you can use these to enhance your communication activities.

Developing Research Collaborations

After this workshop you will understand what makes collaborations successful and be equipped with the skills and techniques to build collaborations.

Networking for Researchers

After this workshop exploring the benefit of networking you will feel confident to put networking techniques, tips and ideas into practice.

Powerful Posters

After this workshop you will develop a good understanding of how to prepare an academic poster, sharing complex information in a clear and concise way and how to maximise your poster presentation.

Presenting without Fear

After this workshop you will be able to use techniques to conquer your nerves, engage with your audience and build your confidence as a presenter.

Presentation Practise

Attended the presenting without fear workshop and now want to practise in a safe and friendly environment? You will be able to sign up for a presentation practise session with the PGR development team.

Three Minute Thesis (3MT®): Short Talk, Lasting Impression

After this workshop you will have developed an understanding of how to turn your research into a compelling narrative, feel confident and comfortable when delivering your presentations and be able to prepare a high quality, engaging presentation for the 3MT® competition.

Book onto these sessions and find out more, including our pop-up sessions, by visiting the PGR development page on the Researcher hub.

Workshop   Resources   Webinar   Faculty Forum   Online Module   Masterclass   Bootcamp   Practical Application

Additional Sources of Support

Keen to disseminate your research to policymakers?

Contact colleagues at the Heseltine Institute to discuss contributing to their short, impact-focused policy briefing series.

Further Information: Contributing to policy briefings

How does my research interact with policy?

Look out for the Policy Impact training programme from the Heseltine Institute of Public Policy, Practice and Place. The programme will consist of workshops, 'in conversation' sessions and networking, aiming to support the impact of research into policy and practice.

Further Information: Heseltine Institute for Public Policy, Practice and Place

Developing Practice Podcast Series

Listen to individuals share the stories of their development in The Academy's Developing Practice podcast series and gain an insight into their journey through the sharing of experiences, achievements and expertise.

Further Information: Developing Practice Podcast

Take part in the Three Minute Thesis Competition 2024

An 80,000 word PhD thesis would take nine hours to present. Your time limit ... three minutes.

The three-minute thesis (3MT®) competition was developed by the University of Queensland to celebrate the exciting research conducted by doctoral research students. Since the inaugural event at the University of Queensland in 2008 the popularity of the competition has reached truly global heights with 900 universities holding events across 85 countries.

The University of Liverpool competition will decide who will represent the University at the national 3MT® competition run by Vitae.

Showcase your research and develop your presentation and public engagement skills by taking part in the 3MT® competition. This is a prestigious competition that challenges you to give a compelling spoken presentation of your research to a non-specialist audience in just three minutes.

Meet the University of Liverpool 2023 3MT® Finalists

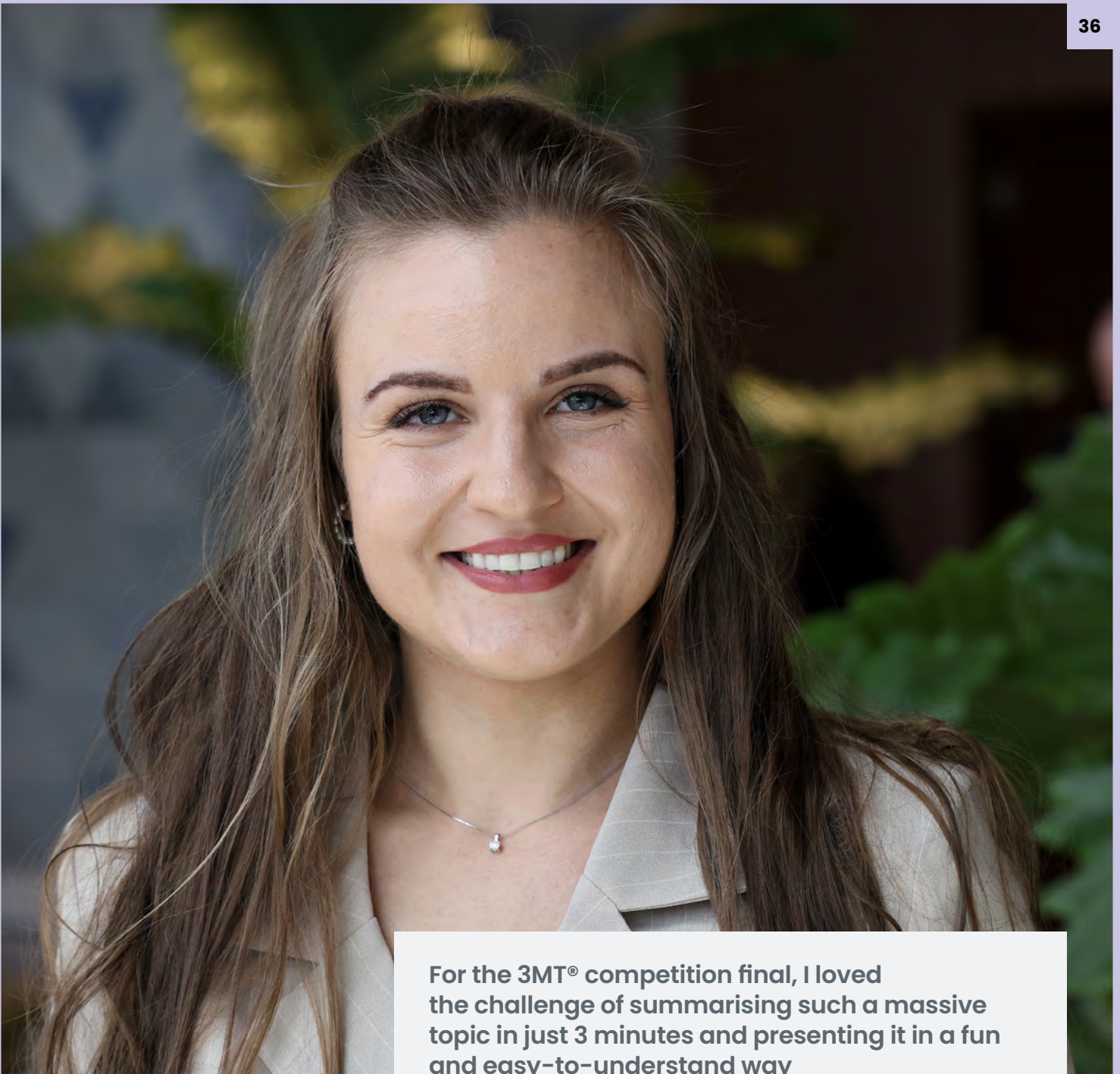*Further Information:* Learn about their research and 3MT® experience

Enter the University of Liverpool 3MT competition for the chance to win prizes and go through to the highly-regarded national competition.

Further Information: Liverpool 3MT®

3MT® THREE MINUTE THESIS
FOUNDED BY THE UNIVERSITY OF QUEENSLAND

For the 3MT® competition final, I loved the challenge of summarising such a massive topic in just 3 minutes and presenting it in a fun and easy-to-understand way

This experience provided me with a valuable insight into the art of presenting research by crafting a compelling narrative. One key takeaway for me is the significance of emphasising the importance and relevance of my research to the audience. I have learned the power of storytelling and employing metaphors to effectively communicate complex concepts. I have since utilised my storytelling skills during a recent presentation I gave to the Merseyside Sceptics Society, an audience comprising both scientific and non-scientific individuals. I would definitely recommend taking part in the 3MT® competition to my fellow PGRs. Public speaking is an extremely valuable skill not only for presenting your research but also for boosting your confidence. I feel so much more at ease when delivering my talks, and the more presentations I do, the better it gets. It can be nerve-wracking at first, but I promise – you will get better with time!

Ieva Andrulyte,
*Mid Stage PGR, Institute of Systems, Molecular and Integrative Biology*

Grow:
Research Impact

The Making an Impact Series

Impactful research that addresses societal challenges is key to the research lifecycle. Improving the visibility of your research, making professional connections and working with funders, industry and policy makers are key skills to develop as a researcher. As a PGR at the University of Liverpool, you will have access to the annual Making an Impact live programme of 60+ sessions led by The Academy.

Further Information: Making an Impact
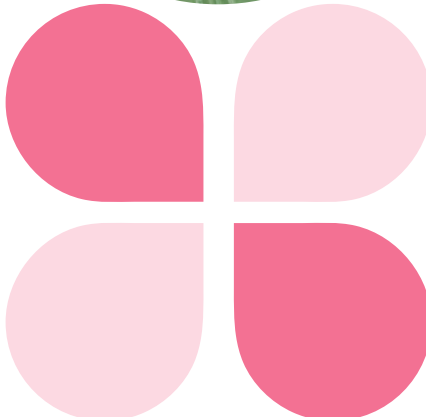
The programme:

✔ Offers rich, varied and high-quality activities that address contemporary topics within the research and impact landscape.

✔ Is open to researchers at all career stages, from PGRs to Professors.

✔ Provides development-focused sessions to enhance your skills, knowledge, expertise and support you to embed impact into your research, from conception to completion and dissemination.

✔ Delivers sessions tailored towards PGRs, including career consultations and masterclasses in public engagement, engaging in policy, using social media in research and finding commercial sector partners.

✔ Includes personal effectiveness workshops devoted to establishing yourself as an innovative researcher and understanding research impact and integrity.

✔ Shares the experiences of University Alumni via panel discussions and case studies, showcasing career roles with real-world impact that are outside the traditional academic pathway.

Keep your eye on weekly e-bulletins and the Making an Impact webpages for the launch of Making an Impact 2024.

Making an Impact 2024

Making an Impact provides a rich programme of development opportunities for researchers across the University, including PGRs. The programme is an engaging mix of workshops, seminars, panel discussions, keynotes, 1:1 coaching sessions and facility tours. These support you in developing an enhanced awareness of research impact, knowledge exchange and will boost your engagement with employers and industry. Mapped to the RDF, you will be able to design your own tailored programme and join online, in-person, live, and self-directed sessions.

Further Information: Making an Impact

Can't wait until 2024?
You don't have to, you can at any time:

Discover the visual summaries and resources from previous Making an Impact Series, which are curated by themes to help you develop skills in different impact-related areas.

Explore the Pocket Book of Top Tips from the programme facilitators covering topics including collaboration, career development, public engagement and personal effectiveness.

Listen to the Making an Impact Podcasts and **read** Blogs on communicating with industry, evidencing impactful research and the Vice-Chancellor's thoughts about strategy and development.

Watch the recorded sessions on topics ranging from social media to entrepreneurship to elevator pitching.

Making an Impact resources

Make and Impact resources curated by Theme;

- Boost your academic research impact and knowledge exchange potential
- Capture and share information and evidence relating to research impact
- Develop the reach of your research activity, interdisciplinary exchange and collaboration
- Contribute to a positive and inclusive research culture
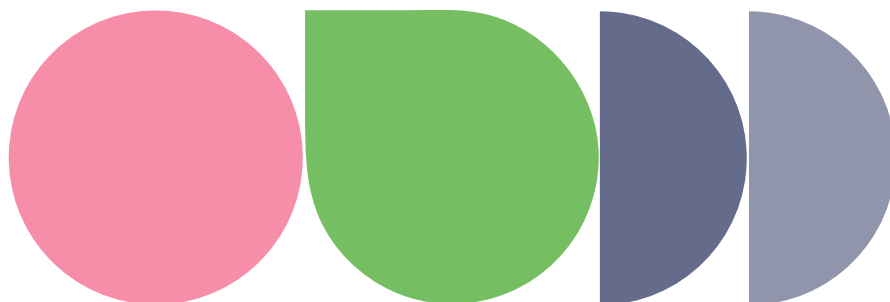
Additional Sources of Support

Interested in Publishing your Research?

You can access resources and webinars from the Researcher KnowHow team.

Choosing the Right Journal

Access the webinar, which gives a brief overview of what you need to think about when choosing a journal to publish in, as well as the tools available to help find the right one for you.

Further Information: Choosing the Right Journal

Open Access Publishing in Five Easy Steps

Access the webinar, which gives a brief introduction to scholarly publishing and how it is changing, as well as the different open access publishing options available.

Further Information: Open Access publishing in 5 Easy Steps

I enjoyed attending the "Communication Skills for Career Success" workshop during Making an Impact

The interactive, hands-on format of the session encouraged active learning. The practical examples and clear structure helped me to understand the different concepts of communication and I appreciated the opportunities for networking, discussion and immediate application of learned skills. The session enhanced my communication and collaboration skills. I learned how to explain complex ideas to people from different backgrounds simply, as well as how to become a more active and intelligent listener. I would recommend sessions like this to my fellow PGRs. These workshops often improve key skills needed in academia, including public speaking, academic writing, and interdisciplinary communication, which are crucial for successful PGRs.

Mazen Alzahrani
Early Stage PGR, Department of Computer Science

PGR Development Network (PGRDevNet)

A unique opportunity for PGRs across the sector.

The PGRDevNet is a PGR community-owned and -led initiative, which is supported by the Academy. The network provides a platform for communication, networking and professional development. Upon registration as a PGR at Liverpool you will automatically become a member of the network and start receiving weekly e-bulletins. You will also have access to a range of free PGRDevNet activities throughout the year.

Buddy Scheme

Looking to connect with peers and expand your network outside of your research area? Look out for the opportunity to join the PGR-Postdoc Buddy Scheme

Communications

Look out for your weekly PGRDevNet e-bulletin, which highlights the exciting range of academic and social PGR-focused or PGR-inclusive events and initiatives.

Lunch and Learns

An opportunity for PGRs to come together to develop their skills and knowledge on a specific topic over a short lunchtime session.

Virtual Coffees

A monthly drop in led by the PGRDevNet Leadership Group for peers to meet informally and chat about everything and anything, from their research to what keeps them motivated.

> If you want to know the best places on campus to write, read quietly or grab a coffee then ask the PGRDevNet Leadership Group to share their top tips.

Keep in Touch

Follow us on 𝕏 @UoLPGRDevNet
Email: pgrdevnet@liverpool.ac.uk
Website: liverpool.ac.uk/researcher/pgrdevnet

I enjoyed meeting and engaging with fellow PGRs at the PGRDevNet virtual coffee

As a PhD student who began their studies during the Covid-19 pandemic, it is so nice to be able to meet others and share our experiences as students. Having the virtual event allows a wider range of students to attend, e.g., those currently undertaking fieldwork, which is really valuable and inclusive. This allowed me to discuss my current research and contextualise it in a way that other PGRs, particularly those from different Faculties to me, could understand and engage with. These skills have been used numerous times since the session, particularly recently in my presentation at the Three Minute Thesis Final event, organised by the Academy. I would recommend attending the virtual coffee to my fellow PGRs. It's a great opportunity to meet other PGRs in an informal, virtual setting. It's an open session where we are able to discuss all things PGR/academic related, an interesting and needed group event, particularly following the pandemic.

Louise Evans
Mid Stage PGR, School of Histories, Languages and Cultures
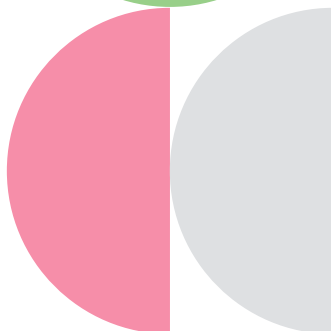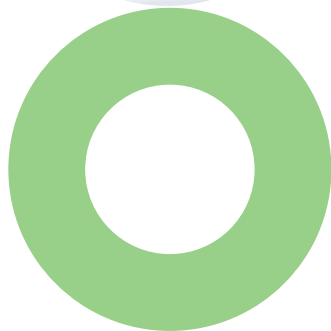
PGR-Postdoc
Buddy Scheme

Connecting PGRs and Postdocs at Liverpool

Buddy Scheme

Do you want to network outside your immediate research group?
Are you keen to feel part of a wider research community?
Or, do you just want to have a good chat about research over a coffee?
If you answered yes to any of the above questions you may be interested in participating in the PGR-Postdoc Buddy Scheme.

What is the scheme?

Launching in September 2023, the PGR-Postdoc Buddy Scheme offers you the chance to meet new colleagues, expand your networks and enrich your experience of the University's research culture in an informal setting.

Buddy groups will be joined by a postdoctoral researcher or early career research fellow, who will provide their insights of working as a researcher at the University of Liverpool and how to make the most of your time here.

What are the benefits of taking part?

- ✔ It is a great opportunity for you to meet peers at similar or different career stages depending on your preferences.

- ✔ You can build connections outside your research group.

- ✔ It is an opportunity to enhance your professional, research and social frames of reference.

How does it work?

- ✔ You will be matched with three or four other PGRs and one postdoctoral researcher or early career research fellow.

- ✔ Meetings are organised by the buddy group and can take place in-person or online.

- ✔ Topics of conversation are set by the group.

To take part you will need to complete a simple Expression of Interest form outlining why you want to join. The call to join will be announced in September.

Further Information: Buddy Scheme - Researcher Hub
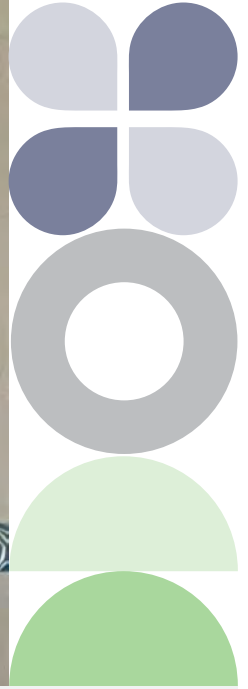
The Buddy Scheme is a great opportunity to meet peers who are going through a similar process to you and to talk informally about your experiences

Even if you're not from the same Faculty, you'll be surprised to find out just how much you share in common. For me, the most valuable part of the Buddy Scheme was meeting with colleagues from across the University (who I otherwise would not have met) in an informal setting. It was wonderful to have a break, have a chat, and to feel more connected to the wider University community.

Doing a PhD can be, at times, an isolating experience. This is especially true if you are new to Liverpool, or if you don't have many friends outside of the University who are also doing PhDs. The Buddy Scheme is a great opportunity to get you away from your desk for half an hour or so and to meet others who are at the same career stage. A good chat over a coffee can do wonders for improving your mood if you're feeling a bit stressed.

I would encourage PGRs to take advantage of the opportunities that are out there (like the Buddy Scheme!), and keep talking to others so that you can stay in the loop about what's happening. Also, enjoy it – this is the only time in your career that you can spend all of your time working on the thing that you love.

Dr Sophie Jones
Liverpool PGR alumna and now Postdoctoral Research Associate, Department of History and Co-Chair of the Research Staff Association

Further Resources,
Support and Services

You have access to a wide range of facilities and services in your Faculties and across the University all of which aim to support you and enrich your studies.

Faculty Information

✔ You will be based in one of three Faculties and you can access information about key contacts, support and guidance, policies and processes in your Faculty. For contact details for Faculty teams, see the Research Degree Administration webpages.

✔ The PGR Handbook is also an excellent source of information.

Need Advice

✔ For free, confidential advice on a range of issues including academic, housing and wellbeing you can contact the Guild of Students' Advice Service.

✔ For advice on visas and immigration, contact the International Advice and Guidance team.

✔ Browse all of the Student Services that are available to you.

Supporting you Through Challenges

✔ If you need support and guidance on wellbeing and mental health issues, you can access dedicated PGR one to one support, self-help guides and mental health clinics from the Wellbeing Practitioner Team and specialist support from either the Counselling Service or the Mental Health Advisory Service.

✔ The Disability Support Service provides advice and guidance on how to access disability-related support.

Take a Break

✔ Take a break and catch up with fellow postgrads at one of the PG Society's regular events: Postgrad Society @ Liverpool Guild of Students

✔ Meet your peers at a PGR DevNet Virtual Coffee.

✔ Make use of the University's outstanding sports facilities.
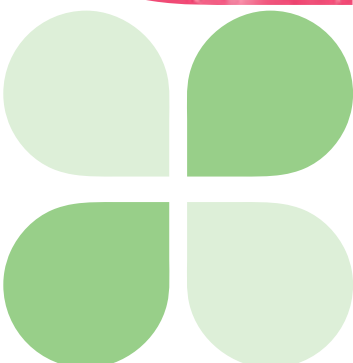
Frequently Asked Questions (FAQs)

The FAQs section provides answers to the most commonly asked questions. If these FAQs do not answer your question, please email us at researcher@liverpool.ac.uk

How much time should I spend on training and development?

You are encouraged to undertake at least 10 days or 70 hours per annum (pro rata) on training and development activity per year.

How do I know what training and development I should access?

Use the Development Needs Analysis (DNA) tool to start a discussion with your supervisor. The tool is used to review your competences and abilities in different areas and helps you to create a development plan. You can access this via the PGR Development Canvas space. You will need a University of Liverpool MWS account to access the canvas space, which you can use to access the space following this link.

How do I record my training and development activity?

You are strongly encouraged to use the PGR Portfolio of Activity to record your activity, this will be then incorporated into your annual progress review and can also be used to develop your CV.

How do I book on to a live session?

The Academy delivered and facilitated sessions are bookable via the PGR Development webpage.

What happens if I can no longer attend a live session?

If you are no longer able to attend please cancel via Eventbrite at least 48 hours before the session is due to take place so we can allocate your place to someone else. If you are sick on the day of the session please let us know via researcher@liverpool.ac.uk

What happens if the session I want to book on is already full?

If the session is full you will be automatically added to the waiting list and if a place becomes available you will be contacted. You can also register for a non-attendance ticket to be sent post-session resources and information. You can access many resources via the PGR Development webpages.

How do I know what is available?

Information about the dates and times of sessions will be available via the PGR Development pages and also look out for the weekly e-bulletin from PGRDevNet.

Are the live sessions on campus?

The live sessions are a combination of in-person on the main Liverpool campus or online via Zoom.

Do I need to attend all workshops suggested in this programme?

Design your development programme to suit your needs. Remember to take breaks, make breakthroughs.

Do any events or opportunities have a financial cost?

All events and opportunities presented in this brochure are free to PGRs registered at the University of Liverpool who have MWS accounts.

Can I access recordings of live sessions?

Sessions that are recorded can be accessed via the Researcher Development Roadmap on the Researcher Hub.

Will there be more sessions added to the programme?

The PGR development programme will be continually updated as we listen to your feedback. New pop-up sessions will be announced in the weekly PGRDevNet e-bulletin and on the PGR Development webpage.

What types of development activities are available?

There are a range of opportunities available including online self-led resources and modules, to live workshops, masterclasses, bootcamps, webinars and more. For a comprehensive list visit the PGR development webpage.

What should I do if I want to attend a session but it is at a time I am unavailable?

Many of the sessions are repeated throughout the year and you can register for a non-attendance ticket to be sent post-session resources and information.

The Academy's
Commitment to Equity, Diversity, Inclusivity, Accessibility and Continuous Improvement

We are committed to providing an environment that recognises and values PGRs' differences, capitalises on the strengths that those differences bring to the institution and supports all PGRs in maximising their potential to succeed.

Some of the measures we undertake to fulfil this commitment include:

- Co-creating all aspects of our offer with PGRs, PGR Supervisors and PGR-enabling staff

- Ensuring advance notice by releasing registrations at least 6 weeks before each activity

- Organising sessions between 10-4pm to recognise the commitments of those with caring responsibilities

- Offering a range of live and asynchronous resources for you to dip in and out at a time and place that suits you

- Providing accessibility adjustments and alternative format requests for all sessions

- Making available an accessible version of this brochure from liverpool.ac.uk/researcher/pgr-development

- Ensuring healthy breaks during and between sessions so that you can take time away to focus on your wellbeing

- Actively facilitating the day-to-day support for the PGRDevNet, including a social forum, networking and connection-building events

- Commissioning a range of internal and world-leading external experts from diverse backgrounds and experiences

- Including a glossary of common terms and acronyms in this booklet

- Disseminating comprehensive pre- and post-session information

- Indicating details of session format and mapping them to the RDF for ease of inclusion in your PGR portfolios of activity.

- Incorporating inclusive and accessible event checklists – for organisers, presenters for all events

- Providing non-attendance tickets for sessions, for those how are unable to attend but would like to be sent post-session information and resources

> If you require any accessibility adjustments or have any questions about any of the resources or live sessions, please contact the Academy's RD team researcher@liverpool.ac.uk at least 7 days before the session date so that your requirements can be referred to the facilitator(s) who will make every effort to address them where possible.

Feedback and Evaluation

We will seek regular feedback across all aspects of our offer to continuously ensure that we are meeting the needs of our diverse PGR community. We remain unequivocally committed to actively building an enabling culture, through partnership, collaboration and recognition of the diverse PGR experiences and expertise that make our institution so special.

If you have any feedback about the content or format of the programme please let us know by emailing researcher@liverpool.ac.uk

Contact Us

We look forward to working with you throughout your postgraduate research programme.

If you have any feedback about the development programme or if you would like to talk about your development needs please contact a member of The Academy's PGR Development team.

If you would like a copy of this programme in an alternative format please email researcher@liverpool.ac.uk

Researcher Development and Culture Team
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Find us at **Building Number 114** on the University map

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Appendix

The Researcher Development Framework comprises four broad domains, which are each divided into three sub-domains and then individual skill descriptors.

For ease of access we have grouped the workshops, webinars and masterclasses from the PGR Development programme by the Researcher Development Roadmap themes and mapped them to at least one of the 12 sub domains of the RDF.

Researcher Development Framework

A Knowledge and intellectual abilities

A1	Knowledge base
A2	Cognitive abilities
A3	Creativity

B Personal effectiveness

B1	Personal qualities
B2	Self-management
B3	Professional and career development

C Research governance and organisation

C1	Professional conduct
C2	Research management
C3	Finance, funding and resources

D Engagement, influence and impact

D1	Working with others
D2	Communication and dissemination
D3	Engagement and impact

👤 In-Person 📁 Resources 💻 Online

	Format	Knowledge and Intellectual Abilities			Personal Effectiveness			Research Governance and Organisation			Engagement, Influence and Impact		
		A1	A2	A3	B1	B2	B3	C1	C2	C3	D1	D2	D3
Progress: Essentials for PGRs													
Academic Writing for Late Stage PGRs	💻	●	●	●									
Academic Writing for Mid Stage PGRs	💻	●	●	●									
An Introduction to Academic Writing	👤💻	●	●	●									
An Introduction to Project Planning	👤📁💻					●			●				
Copyright and your PhD	💻							●					
Developing Effective Writing Practices	👤💻	●	●	●									
Ideas and Mind Mapping	💻		●										
Literature Searching	💻	●	●										
Maintaining Momentum for Mid Stage PGRs	👤📁💻					●		●					
Project Planning and Completion for Late Stage PGRs	👤📁💻					●		●					
Research Data Management and your PhD	💻							●					
Speed Reading and Note Taking	💻		●										
Starting Postgraduate Research	👤📁💻			●		●		●					
Systematic Reviews	💻	●	●										
Using Advanced EndNote	💻							●					
Viva Preparation	👤📁	●	●	●	●			●					
Working Together: the PGR-Supervisor Relationship	👤💻							●				●	
Writing Retreats	👤	●											
Reflect: Personal Effectiveness													
Balanced Boundaries: Mastering Wellbeing and Finding Harmony in Life	👤					●							
Handling Rejection	💻				●								
Having Difficult Conversations	💻										●		
Overcoming Imposter Syndrome	💻				●								
PGR Leadership Programme	👤💻										●		
Stopping Self Sabotage	👤				●								
Using Creativity in Problem Solving	💻		●	●									
Thrive: Career Confidence and Progression													
Articulating your Research Skills	👤						●						
CV Masterclass	👤💻						●						
Developing an Effective LinkedIn Profile	💻						●						
Help! They're Asking for a Narrative CV	TBC						●						
What next? Your next career steps	👤						●						
Route to Clarity; Career Transition as a Research Process	👤					●	●	●				●	●
Utilising your Doctorate; Professional Value for Employers	👤		●		●	●	●	●				●	
Advance: Engagement and Influence													
An Introduction to Public Engagement	💻												●
Communicating Visually	💻											●	
Developing Research Collaborations	👤									●	●		
Networking for Researchers	👤						●				●		
Powerful Posters	👤											●	
Presenting without Fear	💻											●	
Presentation Practise	👤											●	
Three Minute Thesis (3MT®): Short Talk, Lasting Impression	👤											●	
Grow: Research Impact													
Choosing the Right Journal	💻											●	
Making an Impact	👤📁💻	●	●	●	●	●	●	●	●	●	●	●	●
Open Access Publishing	💻											●	

Accessibility support

Find a link to the accessible version of this brochure on the PGR Development Webpage

Accessibility Adjustments and Alternative Format requests for sessions

If you require any accessibility adjustments or have any questions about any of the resources or live sessions, please contact the Academy's RD team researcher@liverpool.ac.uk at least 7 days before the session date so that your requirements can be referred to the facilitator(s) who will make every effort to address them where possible.

Development opportunities and events for all postgraduate researchers at the University of Liverpool

𝕏 @LivResearcher

🌐 liverpool.ac.uk/researcher/pgr-development

✉ researcher@liverpool.ac.uk

THE ACADEMY RESEARCHER DEVELOPMENT

THE ORIGINAL REDBRICK