

Brunel 3D Researcher Development Tool mapping to Vitae Researcher Development Framework (2025)

Skills needed to do your research				
3D-01	Research and information literacy Information seeking Referencing and managing databases Research methodologies and background knowledge (relevant to discipline) IT Literacy	RDF 2.1	Subject knowledge	Develops knowledge of and contributes to research area and/or practice, the advances within it, and its relationship with other research areas and/or practice.
		RDF 2.2	Research methods	Develops knowledge of and is able to integrate suitable research methods, techniques and approaches, including interdisciplinary approaches where appropriate. Is able to explain and justify the chosen design and/or approach.
		RDF 2.3	Information and data literacy	Designs and implements techniques and systems to appropriately source, organise, synthesise, evaluate and manage information and data.
		RDF 2.4	Digital and technological capabilities	Uses existing and emerging technologies and tools as required for research, scholarly activity, dissemination and innovation.
		RDF 1.4	Curious	Takes an inquiring, open, and questioning approach, seeking insight, exploring new ideas, and engaging across boundaries.
3D-02	Critical thinking and analysis skills Data/information analysis Problem solving (relevant to discipline) Innovation and creativity Use of conceptual/theoretical material	RDF 2.3	Information and data literacy	Designs and implements techniques and systems to appropriately source, organise, synthesise, evaluate and manage information and data.
		RDF 2.5	Critical thinking and analysis	Exhibits original, independent and critical thinking; analyses and evaluates information, research progress, data and findings.
		RDF 2.6	Creativity and innovation	Identifies new trends and creates opportunities to improve ideas, build knowledge and enhance outcomes.
		RDF 1.2	Strategic	Considers the contexts and landscapes in which research operates, developing strategic direction accordingly.
		RDF 1.4	Curious	Takes an inquiring, open, and questioning approach, seeking insight, exploring new ideas, and engaging across boundaries.
		RDF 1.6	Adaptable	Is open, agile, and responsive to new ideas, ways of working, opportunities and solutions.

3D-03 Research Management Professional and research ethics and integrity Intellectual property rights Data protection and confidentiality Seeking and managing funding Project management (time, resources, teams, risk)	RDF 3.1	Funding and finance	Identifies funding mechanisms and income-generating opportunities, understands application processes, and adheres to funding agreements.
	RDF 3.2	Project management	Applies project management techniques to deliver research on time, within budget, and to agreed outcomes.
	RDF 3.3	Risk management	Effectively assesses and manages all risks related to a research project or activity.
	RDF 3.5	Research integrity and ethics	Upholds integrity in research by applying ethical, legal, and professional standards; addresses challenges transparently and responsibly, supporting good governance throughout the research process.
	RDF 5.2	Teamworking	Leverages perspectives and skills of others, promotes shared ownership of research outcomes, fosters mutual respect and open communication.
	RDF 5.3	Leadership	Leads, motivates and influences where appropriate; sets expectations, delegates responsibilities, holds self and others accountable.
	RDF 1.2	Strategic	Considers the contexts and landscapes in which research operates, developing strategic direction accordingly.
	RDF 1.3	Organised	Sets clear goals and objectives, plans and prioritises, conducts activities proactively and to time.
	RDF 1.5	Collaborative	Actively engages with others to design, create and advance research and/or outcomes that can address complex issues and maximise impact.
RDF 1.8	Motivated	Is a motivated, independent thinker, who is determined and committed to research.	

Skills needed to disseminate your research			
3D-04 Communication Skills Use of language(s) Academic writing Presentation Skills (vocal, physical, style) Disseminating via alternative modes (Podcasts, Videos, live interviews, journalistic styles, public engagement)	RDF 2.4	Digital and technological capabilities	Uses existing and emerging technologies and tools as required for research, scholarly activity, dissemination and innovation.
	RDF 4.1	Communication	Uses suitable platforms, methods, and media to communicate research, ensuring language and approaches are tailored to target audiences.
	RDF 4.2	Research outputs	Develops and shares diverse outputs, practices, and activities to maximise the quality and impact of research.
	RDF 4.3	Knowledge exchange and public engagement	Shares knowledge to benefit policy, society, the environment and the economy through public engagement and other activities, ensuring mutual benefit through interaction and listening.
3D-05 Engagement and impact Knowledge transfer activities Research commercialisation Entrepreneurial ventures Informing policy and practice through research findings	RDF 3.4	Open research	Makes research processes, results and outputs transparent and as freely accessible as possible, aiming to make research widely available and usable.
	RDF 4.1	Communication	Uses suitable platforms, methods, and media to communicate research, ensuring language and approaches are tailored to target audiences.
	RDF 4.2	Research outputs	Develops and shares diverse outputs, practices, and activities to maximise the quality and impact of research.
	RDF 4.3	Knowledge exchange and public engagement	Shares knowledge to benefit policy, society, the environment and the economy through public engagement and other activities, ensuring mutual benefit through interaction and listening.
	RDF 4.4	Research translation and commercialisation	Identifies mechanisms and opportunities to transform ideas and outcomes into products, processes and services.
3D-06 Teaching and learning Theory of teaching and learning Academic practice skills Lab demonstration experiences Training, mentoring, coaching Developing teaching material (print, electronic)	RDF 4.5	Teaching and learning	Engages with and shares research through teaching, training, and learning activities to develop others and enhance knowledge, capacity, and practice.

Skills needed to develop your research and career			
3D-07	Inter and intrapersonal skills	RDF 5.1 Research culture	Fosters inclusive, equitable, open, responsible and supportive research cultures, ensuring all contributions are valued and research excellence is enabled.
	Self-reflection, self-analysis	RDF 5.2 Teamworking	Leverages perspectives and skills of others, promotes shared ownership of research outcomes, fosters mutual respect and open communication.
	Maintaining a healthy work-life balance		
	Awareness of work environment and sustainability	RDF 5.3 Leadership	Leads, motivates and influences where appropriate; sets expectations, delegates responsibilities, holds self and others accountable.
	Collegiality		
	Influencing and leadership skills	RDF 5.4 Supervision and people management	Builds relationships and works with supervisees and/or line reports, interacting constructively and empathically to guide, support and empower.
	Emotional intelligence and cultural awareness		
		RDF 5.5 Coaching and mentoring	Supports others through sharing experiences and knowledge for their benefit. Uses coaching techniques to support others to develop specific skills or reach goals.
		RDF 5.6 Networking	Proactively builds and sustains networks to support professional and career development, fosters inclusive research communities and mutually beneficial connections.
		RDF 1.2 Strategic	Considers the contexts and landscapes in which research operates, developing strategic direction accordingly.
		RDF 1.3 Organised	Sets clear goals and objectives, plans and prioritises, conducts activities proactively and to time.
	RDF 1.4 Curious	Takes an inquiring, open, and questioning approach, seeking insight, exploring new ideas, and engaging across boundaries.	
	RDF 1.5 Collaborative	Actively engages with others to design, create and advance research and/or outcomes that can address complex issues and maximise impact.	
	RDF 1.6 Adaptable	Is open, agile, and responsive to new ideas, ways of working, opportunities and solutions.	
	RDF 1.7 Reflexive	Continuously examines own position, assumptions, motives and biases and how these influence approach.	

		RDF 1.8	Motivated	Is a motivated, independent thinker, who is determined and committed to research.
		RDF 1.9	Responsible	Demonstrates personal and professional responsibility, considering the potential effects of work on participants, beneficiaries, society, and the environment.
3D-08	Career management skills Exploration and understanding of career options Networking (face-to-face, online, collaborating) Membership of relevant bodies Monitoring and recognising opportunities Academic portfolio (publications, grants, visiting positions, supervision, lecturing) Skills portfolio (evidence of continuing professional development (CPD))	RDF 1.1	Development-focused	Takes ownership of ongoing professional development, building skills, capabilities, and experiences to support career growth, adaptability, and mobility.
		RDF 5.6	Networking	Proactively builds and sustains networks to support professional and career development, fosters inclusive research communities and mutually beneficial connections.

Note: The mapping should be used as a general guide rather than a fixed translation.