



Research Development Three Year Planning Tool Guidelines

The Researcher Development Framework Strategy provides a holistic approach to researcher development with a focus on five key development themes: Mentoring and Research leadership; Research Training; Publication Planning; HDR Supervision; and Industry Engagement and Research -Impact. The three-year planning tool provides you the researcher (at any career stage), an opportunity to put a simple but structured plan in place that can be used to keep an eye on your success and progression. This visual plan can be used to hang on the wall or kept in your Performance Review for later reference. It is recommended that you choose one training or development idea each year for each of these categories, to give you a well-rounded development plan. Your plan can be managed over time and tweaked if necessary, to meet the needs of your development.

It is recommended that you work with your supervisors and mentors to determine what you need to do to build your research prowess.

Below are a couple of examples of plans for you to work with to give you an idea of what a plan can look like. It is recommended that you tailor your own to make it work for you. Please take into consideration, possible promotions, career interruptions, ADP leave or other opportunities like grants and awards that may require specific or additional training; and incorporating these needs into your overall plan. For more information on how to work with the planning tool, please email researcherdevelopment@westernsydney.edu.au.





Research Development Three Year Plan

Name:

Year commenced:

Year 1	Research Training	Publication Planning	HDR Supervision	Industry Engagement and Impact	Mentoring and Leadership
Year 2	Research Training	Publication Planning	HDR Supervision	Industry Engagement and Impact	Mentoring and Leadership
Year 3	Research Training	Publication Planning	HDR Supervision	Industry Engagement and Impact	Mentoring and Leadership

**Add this document to your Professional Development Plan or print it and hang on a wall in your office to remind you of your development goals.



Researcher Development Three Year Plan

Name: **Josephine Bloggs** — *Research only* **Year commenced: 2014**

Year	Research Training	Publication Planning	HDR Supervision	Industry Engagement and Impact	Mentoring and Leadership
Year 1	Grant writing skills training	Converting your thesis to publications	Supervisor Training - GRS	Online impact and engagement training – via staff online	Meet mentor Join EMCR Network
Year 2	eResearch – Surveying in Qualtrics	Library Data Management	Having difficult conversations	Identify and develop industry partnerships	Leadership training with TLD
Year 3	eResearch – Programming in R	Writing workshop	Responding to Examiner reports	Conversation training	Identify new mentor Take leadership role in EMCR network

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Researcher Development Three Year Plan

Name: **Josephine Bloggs** - *Teaching and Research* **Year commenced: 2014**

Year 1	Research Training	Publication Planning	HDR Supervision	Industry Engagement and Impact	Mentoring and Leadership
	eResearch – Surveying with Qualtrics	Developing a research career plan – My Career online	Supervisor Training - GRS	Online impact and engagement training – via staff online	Meet mentor Join EMCR Network
Year 2	Research Training	Publication Planning	HDR Supervision	Industry Engagement and Impact	Mentoring and Leadership
	eResearch – Programming in R	Library Data Management	Having difficult conversations	Media training	Leadership training with TLD
Year 3	Research Training	Publication Planning	HDR Supervision	Industry Engagement and Impact	Mentoring and Leadership
	Grant writing skills training	Conversation training	Responding to Examiner reports	Engaged Research – Online resource MyCareer Online	Identify new mentor Take leadership role in EMCR network

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