MEICOM

ITNA TRAINING NEEDS ANALYSIS

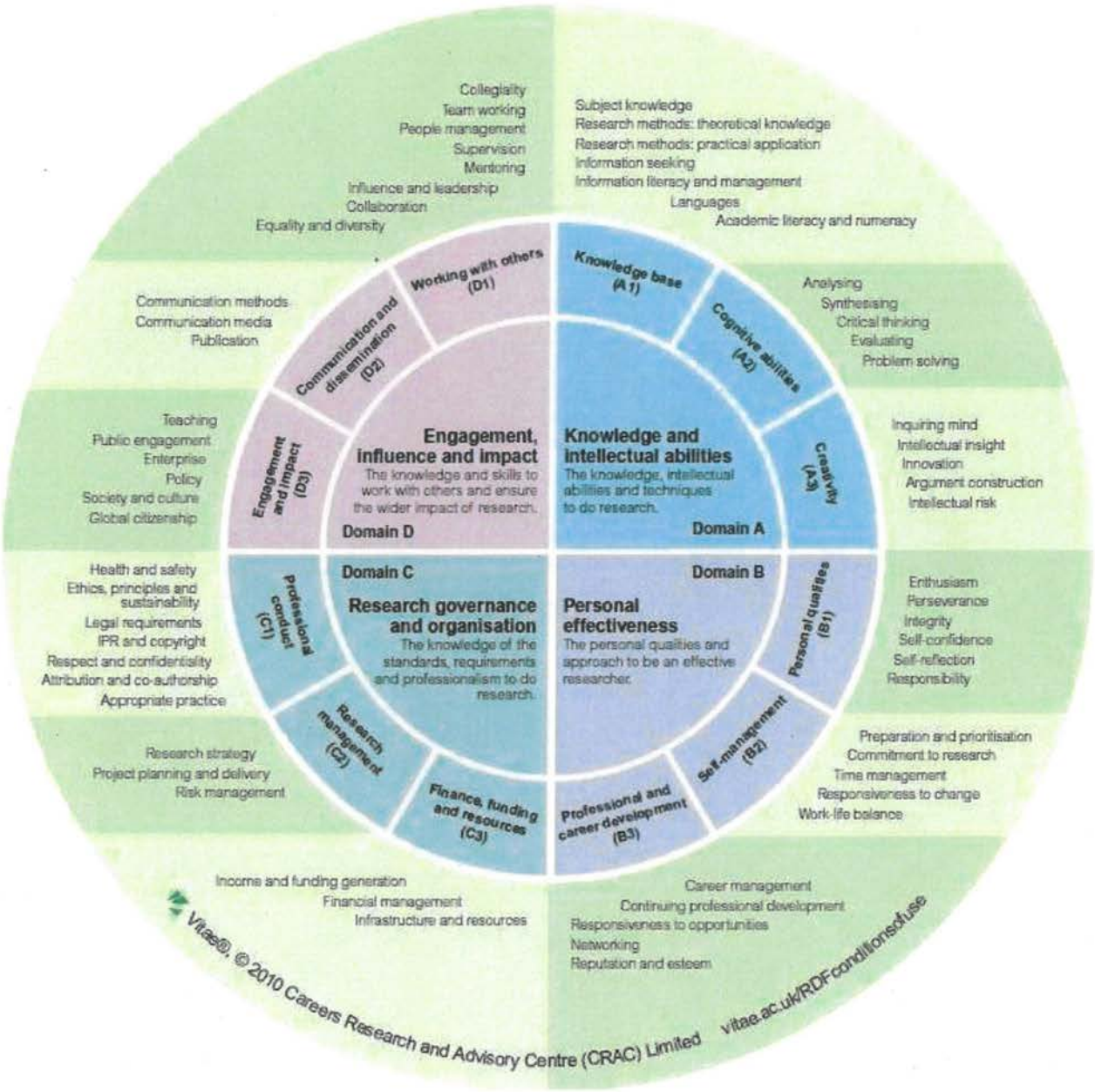
Successful and timely completion of your research degree will depend on developing a mixture of subject-specific skills, intellectual skills, such as critical thinking, and more generic skills, like communication and enterprise. Many of these skills will also be important in your future life, whatever career or life choices you make.

The ITNA Training Needs Analysis form uses Vitae's Researcher Development Framework (RDF) to help you think about your current skills, pinpoint gaps in your knowledge, and identify areas for future development. The RDF articulates the knowledge, behaviours and attitudes of researchers, from postgraduates to establish academic leaders and is endorsed by Research Councils UK.

There are four sections to the form, based on the RDF domains (below or for more details, including suggested skills levels see:

https://www.vitae.ac.uk/vitae-publications/rdf-related/researcher-development-framework-rdf-vitae.pdf/view)

Use the sections to outline your goals for this year in each area. At the end of the form is a summary sheet to outline your specific plans.


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
Working with others (D1)
Knowledge base (A1)
Communication methods
Communication media
Publication
Communication and dissemination (D2)
Cognitive abilities (A2)
Analysing
Synthesising
Critical thinking
Evaluating
Problem solving
Teaching
Public engagement
Enterprise
Policy
Society and culture
Global citizenship
Engagement and impact (D3)
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
Health and safety
Ethics, principles and sustainability
Legal requirements
IPR and copyright
Respect and confidentiality
Attribution and co-authorship
Appropriate practice
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)
Enthusiasm
Perseverance
Integrity
Self-confidence
Self-reflection
Responsibility
Research strategy
Project planning and delivery
Risk management
Research management (C2)
Finance, funding and resources (C3)
Self-management (B2)
Professional and career development (B3)
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
Vitae®, © 2010 Careers Research and Advisory Centre (CRAC) Limited
vitae.ac.uk/RDFconditionsofuse

Domain A: Knowledge and Intellectual Abilities

The knowledge, intellectual abilities, and techniques used in research
(Knowledge Base, Cognitive Abilities, Creativity)

1. Increase my knowledge about the implementation of CRISPR/Cas9 gene targeting systems in plants, in order to gain an understanding about the experimental design and how can I apply this thechnique to my model organism (*Brassica* spp.)
2. Increase and refresh my knowledge about biostatistics and bioinformatics. My goal is to broaden my knowledge about the possible statistic and bioinformatic tools available to analyse the data resulting from my research

Domain B: Personal Effectiveness

The personal qualities and approach to be an effective researcher (Professional
and Career Development, Self-Management, Personal Qualities)

1. Develop my self-confidence at the time of tackling the problems that may arise during the course of my research.
2. Develop a personal time management system to increase my efficiency and productivity. In this way I would like to improve the ways I prioritize my workload, and make the most of the time I spend in the laboratory

Domain C: Research Governance and Organization

The knowledge of standards, requirements, and professionalism to do research (Professional
Conduct, Research Management, Finance, Funding and Resources)

1. Learn about funding opportunities and grant applications. In this way, I want to get a better knowledge about the available grants and fellowships for post-graduate students and post-doctoral researchers.
2. Improve my skills at the time of writing my CV for grant and job applications inside and outside academia.

Domain D: Engagement, influence and impact

The knowledge and skills to work with others and ensure the wider impact of research
(Working with Others, Communication and Dissemination, Engagement and Impact)

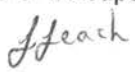
1. Develop my communication skills to reach a more broad audience so I can be able to communicate my knowledge to a wide variety of audiences ranging from experts in my field to the general public.

You can use this section to identify a small number of specific prioritised goals for your development year. This should be revisited at the end of the year to assess progress.

Identified skill area for development	Planned Activity	Success criteria (i.e. how will you know you've achieved your goal)	Deadline (when do you want to achieve it by?)
A1.2 Research methods – practical application	Secondments in laboratories within our project network that have already implemented the system	Being able to design, carry out, and analyse the results of a CRISPR/Cas9 experiment	Within 6 months of programme start date
A1.7 Academic literacy and numeracy	Bioinformatics workshop in Wageningen Statistics and experimental design course for PGRs (Post Graduate Reasearchers) at the University of Birmingham (UoB) SPSS and statistical methods on-line courses offered by the UoB	I will be able to analyse biological data with different tools and applying different statistical treatments.	In February 2019 Second semester of the 2018/19 course Within 6 months of programme start date
B1.4 Self-confidence	Attend to wellbeing Drop-in sessions at the Student Hub of the UoB	I will be confident with the way I conduct my research	Within 6 months of the programme start date
B2.3 Time management	Attendance to PGR Development Face-to-Face Workshops at the Main library of the UoB	I will be able to follow a more efficient daily schedule.	Within 5 months of the programme start date
C3.1 Income and funding generation	Attendance to post-graduate and post-doctoral researcher events and workshops at the UoB.	I will be able to find the existing grants dedicated to support my research.	Within 10 months of the beginning of the programme
D2.1 Communication methods	Public Engagement and Outreach on-line course offered by the UoB, and courses offered at the Main Library (UoB)	I will be able to communicate my knowledge more clearly and to a wide range of public.	Within 8 months of the programme start date

Signature (MEICOM ESR)  Date 24/01/19

Signature (Supervisor)  Date 24/01/19

Signature (Second or co-Supervisor)  Date 24/1/19.