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| Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | Supervisor:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Student ID: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | Supervisor:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Department/School:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |  |
| Date of registration:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |  |
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Completing a doctorate means that you’ll be making a significant contribution to knowledge, but also developing your personal and professional capabilities. This needs analysis will help you and your supervisors decide in the early stages of your doctorate which of the many facets of being a researcher you want and need to improve and develop. Some of these needs may be developed through participation with the Doctoral Skills Programme and other central University of Auckland services. However, other aspects could be arranged in conjunction with your supervisory team during your candidacy.

To help you determine your over-arching research development needs, consult the Vitae Researcher Development Framework (below). The four domains of the Framework will allow you to select the knowledge, behaviours and attributes required to enhance your doctorate at the University of Auckland.

**1. Identify your research development needs**

Choose the knowledge, behaviours and attributes that you think would enhance your doctoral experience/capabilities and enter them in the box below.

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**Vitae Researcher Development Framework:** Knowledge, behaviours and attributes

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|  |  |  | [www.vitae.ac.uk/rdf](http://www.vitae.ac.uk/rdf) |  |

**2. Explore the Doctoral Skills Programme**

The [Doctoral Skills Programme](https://www.coursebuilder.cad.auckland.ac.nz/flexiblelearning/doctoral-skills-programme-hub/) offers a variety of workshops to support and assist doctoral candidates in two ways: to help further develop the academic and professional skills needed to complete a doctorate successfully and in a timely manner; and to help with career planning and professional development.

Explore how the Doctoral Skills Programme can meet your research development needs by using the grid below.



**3. Explore other researcher development opportunities**

In addition to the Doctoral Skills Programme, the University of Auckland offers you plenty of developmental opportunities, most of which are free of charge. We suggest you also explore these opportunities by following the links below to see what’s already on offer to you as a doctoral candidate.

* [Careers and Employment Services](https://www.auckland.ac.nz/en/for/current-students/career-development-and-employment-services/careers-students/postgraduate-students.html)
* [IT Training](https://www.auckland.ac.nz/en/for/business-employers-and-community/be-continuing-education/it-training-programme/it-training-workshops.html)
* [Doctoral Academic Leadership Initiative](https://www.clear.auckland.ac.nz/en/dali.html)
* [Teaching development](https://www.clear.auckland.ac.nz/en/teaching-development.html)
* [Personal and professional development](https://www.staff.auckland.ac.nz/en/human-resources/career-development/professional-and-personal-development.html)

**4. Meet with your supervisors to discuss development needs**

Meet with your supervisors to discuss your needs analysis and the training opportunities you would like to pursue, and come up with a plan of action. Completing this plan is one of your provisional-year goals.

**5. Record your developmental plan**

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|  |  | **Proposed activity and expected completion** | |
| **Development area**  (e.g. Professional and career management (B3)) | **Central University of Auckland provided activity**  (e.g. application for Doctoral Academic Leadership Initiative - second year, Scoping internship options – end of provisional year) | **Supervisor/Department/School/Faculty or externally provided training**  (e.g. training on laboratory equipment, questionnaire design, fieldwork, finding a mentor to help develop your teaching skills etc.) |
| **(A) Knowledge and intellectual abilities** |  |  |  |
| **(B) Personal effectiveness** |  |  |  |
| **(C) Research governance and organisation** |  |  |  |
| **(D) Engagement, influence and impact** |  |  |  |

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| Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (Candidate) | Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (Supervisor) |
| Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (Supervisor) |