

RESEARCHER DEVELOPMENT FRAMEWORK

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OVERVIEW

The Researcher Development Framework provides a structured and developmental approach to building the knowledge, skills, and behaviours required for researchers to contribute to meaningful outcomes. It supports researchers at every stage, from HDR students to senior leaders, to develop capability across four interconnected domains. Together, these domains reflect the full research lifecycle, supporting researchers to question and challenge knowledge, conduct rigorous and ethical research, build and sustain capability, communicate and lead within research environments, and engage beyond academia to translate and apply research in ways that deliver societal, cultural, and economic benefit. The framework positions impact as a capability developed intentionally over time, by design.

Three core values underpin the framework and align with the University's Agenda 2035 ambitions: research impact, digital literacy, and culturally responsive practice. Embedded across all domains, these values recognise that contemporary research requires more than disciplinary expertise. Researchers must be able to operate confidently in digital and AI-enabled environments, engage ethically and effectively with diverse cultural contexts, and contribute to outcomes that are relevant, inclusive, and impactful. By integrating these values throughout, the framework supports a distinctive, inclusive, and innovation-driven research ecosystem that delivers *Impact. With purpose. By design.*



CONTACT US:

Flinders Research Training Hub

E: ResearchTrainingHub@Flinders.edu.au

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QUESTION AND RESEARCH

Develop research knowledge, critical inquiry, and methodological expertise to question and extend existing knowledge, generating original, rigorous, and ethically grounded research that addresses societal and global challenges.

1. Question and evaluate knowledge critically

Critically question and evaluate existing knowledge, exploring diverse ways of knowing and unconventional ideas through original investigations that contribute significant new knowledge.

2. Conduct research with integrity

Adhere to ethical and professional standards throughout the research lifecycle, including the responsible use of data, digital technologies and AI, embedding environmental, social, and cultural responsibility into practice.

3. Apply diverse research methods

Apply diverse and advanced research methods with rigour, creativity, and discipline-specific expertise, selecting approaches that are appropriate, inclusive, and responsive to the research context.

4. Analyse and visualise data

Analyse complex data using appropriate tools and techniques, and present findings clearly to support transparency, reproducibility, accessibility, and decision-making.



MANAGE AND GROW

Build and sustain research capability by effectively managing projects, navigating institutional contexts, and proactively developing skills, experience, and career pathways to support long-term research excellence, and adaptability.

5. Manage research projects effectively

Manage research projects strategically, embedding regulatory standards, responsible resource use and effective data management.

6. Operate within institutional contexts

Understand and navigate institutional frameworks, policies, and systems, aligning research activities with strategic priorities, to support responsible, impactful, and sustainable research practice.

7. Drive personal and career development

Proactively build knowledge, skills and professional identity to strengthen research capability and support diverse career trajectories within and beyond academia.

8. Grow research funding and strategy

Actively seek and secure funding opportunities while developing strategic agendas aligned with institutional, national, and global priorities that maximise opportunities for research impact.

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COMMUNICATE AND LEAD

Communicate research effectively and foster positive research cultures by engaging diverse audiences, promoting ethical and collaborative practices, and demonstrating leadership that supports transdisciplinary collaboration, wellbeing, inclusion, and shared responsibility.

9. Disseminate research findings

Use appropriate platforms and formats to disseminate research findings, advance knowledge, and maximise visibility, accessibility and influence.

10. Communicate research effectively

Communicate complex research ideas across academic, professional, and public domains using appropriate formats, technologies and culturally responsive approaches, to support accessibility, engagement, and impact.

11. Promote positive research culture

Embed ethical practices, support wellbeing, and encourage collegiality and collaboration across disciplines, fostering shared responsibility for positive research environments.

12. Lead and foster productive relationships

Build inclusive and accountable research teams and supervisory relationships that support collaboration, shared responsibility and research capability.



ENGAGE AND APPLY

Extend the reach and value of research through culturally responsive engagement, meaningful collaboration, knowledge translation, and innovation that delivers real world impact and solutions to complex societal challenges.

13. Engage in culturally responsive research

Engage in culturally responsive research practices that respect and works in partnership with Indigenous and diverse cultural communities, supporting ethical, reciprocal and meaningful engagement.

14. Collaborate across industry and community

Collaborate broadly to build meaningful partnerships that foster shared values and are responsive to complex societal needs, and deliver real-world impact.

15. Translate research into impact

Articulate the contribution of research beyond academic research outputs, translating knowledge and its value to policy, practice, industry, and public discourse.

16. Innovate and apply research

Develop and apply an innovative and entrepreneurial research mindset that moves beyond traditional approaches, translating novel ideas into sustainable solutions that have societal and economic benefit.