Domain A: Knowledge and intellectual abilities
This domain relates to the knowledge and intellectual abilities needed to be able to carry out excellent research.

A1 - Knowledge Base
Subject knowledge: Research methods - theoretical knowledge; Research methods - practical application; Information seeking; Information literacy and management; Languages; Academic literacy and numeracy

Examples of knowledge and behaviours
Knowledge of:
- The area of research, the advances within it and its relationships with other research areas
- The methods and experimental techniques appropriate for research design
- Sources of information, bibliographic software and other information technologies
- Literacy and numeracy skills and language abilities appropriate for research

Behaviour:
- Makes original contributions to knowledge
- Identifies, applies and develops methods and experimental techniques appropriate for research projects
- Conducts effective and comprehensive information searches

Records, manages and handles information/data using appropriate bibliographic software and other information technologies

A2 - Cognitive Abilities
Analysing; Synthesising; Critical thinking; Evaluating; Problem solving

Examples of knowledge and behaviours
Behaviour:
- Analyses and evaluates findings using appropriate methods
- Thinks originally, independently and critically; develops theoretical concepts
- Critically synthesises information from diverse sources
- Evaluates progress, impact and outcomes of research
- Recognises and validates problems; formulates and applies solutions to a range of research problems

Attitude:
- Willing to give and receive constructive criticism
A3 - Creativity
Inquiring mind; Intellectual insight; Innovation; Argument construction; Intellectual risk

Examples of knowledge and behaviours

Behaviour:
- Develops new ways of working; has novel ideas and realises their potential
- Identifies new trends; creates new opportunities
- Develops convincing and persuasive arguments to defend research
- Takes intellectual risks; challenges the status quo

Attitude:
- Takes a creative, imaginative and inquiring approach to research
- Is open to new sources of ideas

Domain B: Personal effectiveness
This domain contains the personal qualities, career and self-management skills required to take ownership for and engage in professional development

B1 – Personal Qualities
Enthusiasm, Perseverance, Integrity, Self-confidence, Self-reflection; Responsibility

Examples of knowledge and behaviours

Attitude:
- Approaches research with enthusiasm, passion and confidence
- Is resilient and perseveres in the face of obstacles
- Is self-reflective; seeks ways to improve performance and strives for research excellence
- Is pro-active, independent, self-reliant and takes responsibility for self and others
- Shows integrity

B2 – Self Management
Preparation and prioritisation; Commitment to research; Time management; Responsiveness to change; Work-life balance

Examples of knowledge and behaviours

Behaviour:
- Anticipates and responds to directions and trends in research
- Plans, prioritises and conducts research in proactive way
- Delivers research projects and results on time and effectively
- Develops awareness of, and helps to achieve, work-life balance for self and colleagues

Attitude:
- Has a strategic approach to research
- Has focus, commitment and ambition
- Is flexible and responsive to change
B3 – Professional and Career Development
Career management; Continuing professional development; Responsiveness to opportunities; Networking; Reputation and esteem

Examples of knowledge and behaviours

Knowledge of:
- Career and employment opportunities inside and outside academia

Behaviour:
- Takes ownership of and manages professional development
- Shows commitment to continuing professional development and enhancing employability
- Maintains and develops relevant skills set and experience in preparation for a wide range of opportunities within and outside academia
- Actively networks for professional and career purposes and seeks to enhance research reputation and esteem

Domain C: Research governance and organisation
This domain relates to the knowledge of the standards, requirements and professional conduct that are needed for the effective management of research.

C1 – Professional Conduct
Health and safety; Ethics and principles and sustainability; Legal requirements; IPR and copyright; Respect and confidentiality; Attribution and co-authorship; Appropriate practice

Examples of knowledge and behaviours

Knowledge of:
- Health and safety issues, confidentiality and ethical requirements of his/her research field
- The legal requirements and regulations relating to the area of research and the research environment
- The principles of intellectual property rights (IPR) and copyright issues, as they relate to research, its commercialisation and dissemination
- Organisational and professional requirements and environmental impact of research
- The concept of corporate social responsibility

Behaviour:
- Respects, acknowledges and attributes the contribution of others
- Seeks to protect, where appropriate, the intellectual assets arising from research and to maximise the wider value of research findings
- Acts with professional integrity in all aspects of research governance
- Uses institutional/organisational resources responsibly and appropriately
- Seeks ways of working in a sustainable manner

Attitude:
- Respects, upholds and meets professional standards and requirements
C2 – Research Management
Research strategy; Project planning and delivery; Risk management

Examples of knowledge and behaviours
Knowledge of:
- The contribution of research to the health of disciplines and institutional missions
- Project management tools and techniques

Behaviour:
- Applies appropriate project management tools and techniques
- Sets goals and plans and manages resources to deliver results
- Effectively assesses and manages risks
- Evaluates the effectiveness of research projects

C3 – Finance, Funding and Resources
Income and funding generation; Financial management; Infrastructure and resources

Examples of knowledge and behaviours
Knowledge of:
- The requirement for research income generation and financial management
- Mechanisms for funding, the range of funding sources and the processes for making applications
- Local administrative systems, reporting procedures and infrastructure processes

Behaviour:
- Responsibly manages finances, resources and infrastructures related to research

Domain D: Engagement, influence and impact
This domain relates to the knowledge, understanding and skills needed to engage with, influence and impact on the academic, social, cultural, economic and broader context.

D1 – Working with others
Collegiality; Team working; People management; Supervision; Mentoring; Influence and leadership; Collaboration; Equality and diversity

Examples of knowledge and behaviours
Behaviour:
- Actively works in an inclusive, respectful and constructive way with colleagues, stakeholders and research users
- Recognises and acknowledges the contribution of others and own part in team success
- Builds relationships in academic and commercial contexts; approachable and interacts constructively with others; manages expectations and resolves conflict
- Supervises, mentors and develops the potential of less experienced researchers and colleagues through support and advice
- Leads, motivates and influences where appropriate; persuades through listening and convincing discussion
• Builds and sustains collaborative relationships and works pro-actively to create and develop knowledge with a range of stakeholders, including researchers, funders and users of research

*Attitude:*
• Respects the inclusive and collegial manner in which researchers conduct relationships within and beyond academia
• Recognises the potential for working in sustained partnerships with a range of stakeholders to generate new ideas, insights and maximise the potential for wider societal and economic impact
• Respects individual difference and diversity

**D2 – Communication and Dissemination**
Communication methods; Communication media; Publication

*Examples of knowledge and behaviours*

*Knowledge of:*
• Appropriate communication and dissemination mechanisms for different audiences
• The importance of engaging in the processes of publication and dissemination of research results and impacts

*Behaviour:*
• Communicates effectively in both written and oral modes with a range of audiences formally and informally through a variety of different techniques and media
• Actively engages in publication and dissemination of research results and impacts

**D3 – Engagement and Impact**
Teaching; Public engagement; Enterprise; Policy; Society and culture; Global citizenship

*Examples of knowledge and behaviours*

*Knowledge of:*
• Global, organisational, cultural, economic, and environmental contexts, and the wider impact of research
• The social and ethical implications of research, and public attitudes to these issues
• The range of mechanisms to support knowledge transfer and maximise the impact of research in academic, economic and societal contexts

*Behaviour:*
• Engages with and shares research through research-informed and student-focused teaching
• Contributes to increasing public awareness, engagement and understanding of research and associated impacts
• Identifies innovative trends, ideas and applications; is enterprising and entrepreneurial within and beyond academia
• Works collaboratively with all stakeholders to create, develop and exchange research knowledge to influence and benefit policy development, society and the economy;
• seeks new outlets and promotes the application of research in innovative ways
• Appreciates and works with diversity and difference in research and education

*Attitude:*
• Values the contribution of research to teaching and teaching to research
• Recognises the importance of accountability of research with regard to social and economic impacts, internationalisation and global citizenship