**Researcher Development Framework**

**(Skill Categories)**

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| **Skill Categories** | **Description** |
| **SC1** | **Core subject expertise** | Understanding of foundational theories, core concepts, and essential literature within one’s area of expertise, along with awareness of intersections with related fields to foster innovation and enable cross-disciplinary collaboration |
| **SC2** | **Cultural competence and responsiveness** | The knowledge, skills, and attitudes required to understand, respect, and integrate diverse cultures, values, and perspectives in professional, academic, and community settings. This skill category emphasizes a commitment to ongoing learning about history, language, and practices, fostering culturally responsive approaches that honor and celebrate diversity (Includes Mātauranga Māori and Te Ao Māori competency) |
| **SC3** | **Research design and methodology** | Expertise in qualitative and quantitative methodologies, frameworks, and approaches suited to various research questions.  |
| Proficiency in data collection and analysis tools |
| **SC4** | **Research ethics and integrity** | Both the fundamental knowledge of ethical principles in human subject research and data handling, as well as the broader standards of academic and professional conduct that govern scholarly work.  |
| **SC5** | **Academic and professional writing** | Academic writing skills: Proficiency in scholarly writing, structuring arguments, and crafting clear, coherent texts. |
| Grant and proposal writing: Specialized skills in writing grant applications, understanding funding priorities, and aligning proposals with grantor objectives |
| Non-academic writing: Ability to translate complex research for wider audiences, including writing for social media, blogs, or public outreach. |
| **SC6** | **Literature analysis and academic reading** | Critical reading and analysis: Skills in comprehensively analyzing literature, identifying key themes, and situating research within broader academic contexts. |
| Synthesis and literature reviews: Ability to synthesize findings from diverse sources to create effective literature reviews. |
| **SC7** | **Impact and mobilization** | Academic and scientific publishing: The knowledge and competencies necessary to navigate the landscape of scholarly communication. It focuses on the processes involved in disseminating research findings through various publication formats, including journal articles, books, and conference papers. |
| Non-academic publishing: Creating and disseminating content that is not primarily aimed at an academic audience or non-specialists  |
| Presentation and communication skills: Ability to engage academic and non-academic audiences effectively and adapt messaging for various platforms and purposes |
| knowledge and skills necessary for transforming research innovations into viable market opportunities. |
| **SC8** | **Research project management** | Knowledge and competencies required to effectively plan, execute, and oversee research projects (e.g. effective planning, milestone setting, resource management and budgeting, regulatory compliance and reporting, tools and software, etc.) |
| **SC9** | **Professional and career development** | The knowledge and skills necessary for advancing careers and enhancing professional capabilities. It includes goal setting, networking, and exploring diverse career pathways, as well as essential tools for job applications and personal branding. |
| **SC10** | **Soft skills for independent and collaborative work** | Proficient in balancing independent work with effective collaboration, demonstrating the ability to self-motivate while also engaging constructively with teams to achieve shared goals |