

10 development days - Guidance for PIs and line managers of researchers

The [Researcher Development Concordat](#) states that the responsibility of managers of research staff (postdocs and fellows) is to:

- Allocate a minimum of 10 days pro rata, per year, for their researchers to engage with professional development, supporting researchers to balance the delivery of their research and their own professional development.
- Identify opportunities and allow time (in addition to the 10 days professional development allowance), for their researchers to develop their research identity and broader leadership skills and provide appropriate credit and recognition for their endeavours.

The advice below relates specifically to why and how you may wish to support your [research staff to fully engage in their 10 days of allocated development time](#). For additional advice see the [Academic's Success Guide](#).

How you can support your research staff to plan and use their 10 days development time

You can support your postdocs and fellows through ongoing [conversations about their career plans](#), offering feedback on their skills development, encouraging, and providing opportunities for them to develop skills, gain experiences and enhance their knowledge to develop their careers. These conversations will take place through the [Annual Review Conversation](#) (ARC, formerly PRDP) but should take place more frequently in more informal meetings as they make progress, and their plans and skills develop throughout the year.

You don't need to be an expert in career management, but you need to be willing to have the conversation, encourage them to think about and plan their next career steps, offer useful feedback, and support them in finding and taking development opportunities.

How to view the research staff in your group 'taking time away' to spend on 10 days development activities

Although the 10 development days are expected to be spent on development activities that are not directly related to their normal work duties, it is very likely that the activities they engage with will also benefit you and your research group.

Taking time for this can re-energise and motivate, as well as help researchers to come back to their duties with fresh perspectives, new ideas, and strengthened networks. They will be learning new skills and approaches that could be shared with team members and engaging in activities that promote or develop the work of your group externally.

Supporting research staff who are reluctant to take the time for their development

Research staff may feel pressure to spend time on their day-to-day duties and even feel guilt at taking time for their development. It is important to stress that taking time to reflect and develop will help them to feel more confident and motivated to progress in their current role and future career. If your researcher feels they do not have enough time to take on development activities, then this would be an opportunity for you to have a coaching conversation with them to review and reflect on their priorities, clarify your expectations, and give them feedback on their progress and areas for future development.

Supporting research staff who wish to use their 10 development days to plan and enable a career move outside academia

A vital responsibility of any PI is to support the career development and aspirations of your researchers, irrespective of their intended destination. Simply, a definition of leadership is 'enabling the success of others.' Your research staff moving into a new and fulfilling career is a success for you, and you do not have to be an expert in careers beyond academic research to support them in this. Be [open to the discussion](#) and know where to signpost them to opportunities and support so that they can develop relevant skills, networks and hone their job-seeking skills.