

SFJ LG4

Maintain and develop your own knowledge, skills and competence in research



Overview

This standard is about the duty of every researcher to keep their knowledge, skills and competence up-to-date and develop them to meet the demands of their employment. The standard recognises that everyone has their own learning and development needs as well as broader learning and development interests which might directly relate to their job or career. This commitment by individuals needs to be matched by employers valuing the learning and development of staff.

This standard can help organisations and individuals to select the areas of knowledge and practice that they require researchers or themselves to do regularly as part of their role. Additional information has been included that provides a list of research specific skills areas.

This standard can be used to help support recruitment, training and career progression.

Please refer to your professional body for advice on the hours required for formal learning and the options available to you.

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Performance criteria

You must be able to:

- P1 seek feedback from others to help you assess your knowledge, skills and competence in research
- P2 review how well you carry out your own work within research
- P3 identify and record your development needs, interests and priorities
- P4 identify and record possible learning and development methods in research skills for those needs and interests and where you need help to support your learning and development
- P5 identify and record your learning and development as it occurs
- P6 take responsibility for your own learning and development
- P7 evaluate what you have learnt and identify how you might use these research skills in the future
- P8 apply your new knowledge, skills and competence to improve your work within research and research projects
- P9 keep records of your learning and development for later use

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Knowledge and understanding

You need to know and understand:

- K1 why maintaining and developing your knowledge, skills and competence is important for you in your research role and to you as an individual
- K2 the value of having learning and development interests
- K3 your own research learning and development needs and how these will change overtime
- K4 the purpose of having appraisals and how these contribute to your development as an individual
- K5 why it is helpful to get other people's views on your knowledge, skills and competence
- K6 the methods you can use to review how well you do your work within research
- K7 why it is important to think about how your role and the organisation that you work in will change and the relationship of this to learning and development
- K8 the different methods of finding out about changes at work
- K9 the basic principles and definitions of the different research skills that you can develop your knowledge and competence within
- K10 the learning and development methods and opportunities that have helped you learn in the past
- K11 where you can go for support in self-assessment, planning your learning and to help you learn, and the benefits of the different forms of support
- K12 why you need to take responsibility for your own learning and development
- K13 how you can evaluate your learning and apply it (or not) at work
- K14 the reasons for keeping records of learning and development

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Additional Information

Scope related to performance criteria

- 1 Feedback from others**
 - 1.1 informal
 - 1.2 formal during appraisals
- 2 Areas of knowledge, skills and competences in research**
 - 2.1 statistics
 - 2.2 qualitative research
 - 2.3 quantitative research
 - 2.4 monitoring and evaluation including social return on investment
 - 2.5 IT skills and technology
 - 2.6 geospatial database design, analysis and publishing
 - 2.7 projections
 - 2.8 modelling
 - 2.9 horizon scanning
 - 2.10 economics research activities
 - 2.11 social research
 - 2.12 market research
 - 2.13 existing data sources
 - 2.14 participatory action research
 - 2.15 performance management
 - 2.16 outcome and impact assessments
 - 2.17 public health research activities including clinical research ethics and epidemiological studies
 - 2.18 other areas of knowledge, skills and competences as identified by the employing organisation

Glossary

In P2, 'review how well you carry out your own work' might relate to: the level of knowledge and skills that you have and how you apply these at work; your overall competence to undertake your job; your values, interests, priorities and life experiences and how these affect your work.

In P3, 'development needs and interests' might be in relation to:

- 1 your current post
- 2 career planning
- 3 sideways moves in your career
- 4 wider interests and aims
- 5 maintaining interest and motivation

In P4, where you need help to support your learning and development might relate

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to: help in reviewing your needs and/or interests, in identifying the best ways of learning for you in meeting those learning needs and interests, in identifying the opportunities available etc.

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