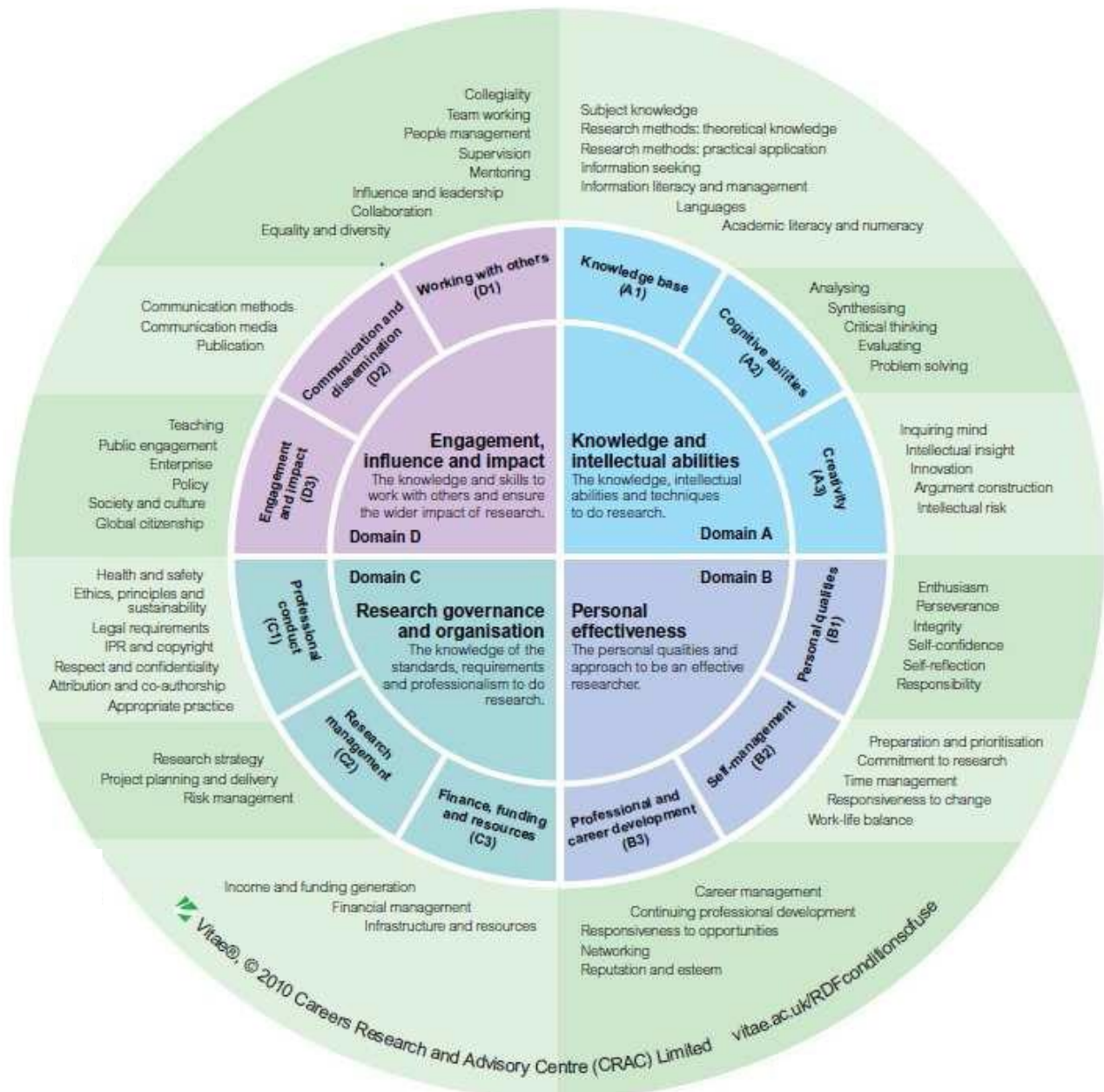# MEICOM

ITNA TRAINING NEEDS ANALYSIS

Successful and timely completion of your research degree will depend on developing a mixture of subject-specific skills, intellectual skills, such as critical thinking, and more generic skills, like communication and enterprise. Many of these skills will also be important in your future life, whatever career or life choices you make.

The ITNA Training Needs Analysis form uses Vitae's Researcher Development Framework (RDF) to help you think about your current skills, pinpoint gaps in your knowledge, and identify areas for future development. The RDF articulates the knowledge, behaviours and attitudes of researchers, from postgraduates to establish academic leaders and is endorsed by Research Councils UK.

There are four sections to the form, based on the RDF domains (below or for more details, including suggested skills levels see:

https://www.vitae.ac.uk/vitae-publications/rdf-related/researcher-development-framework-rdf-vitae.pdf/view)

Use the sections to outline your goals for this year in each area. At the end of the form is a summary sheet to outline your specific plans.

Collegiality
Team working
People management
Supervision
Mentoring
Influence and leadership
Collaboration
Equality and diversity

Subject knowledge
Research methods: theoretical knowledge
Research methods: practical application
Information seeking
Information literacy and management
Languages
Academic literacy and numeracy

Communication methods
Communication media
Publication

Analysing
Synthesising
Critical thinking
Evaluating
Problem solving

Teaching
Public engagement
Enterprise
Policy
Society and culture
Global citizenship

Inquiring mind
Intellectual insight
Innovation
Argument construction
Intellectual risk

Health and safety
Ethics, principles and sustainability
Legal requirements
IPR and copyright
Respect and confidentiality
Attribution and co-authorship
Appropriate practice

Enthusiasm
Perseverance
Integrity
Self-confidence
Self-reflection
Responsibility

Research strategy
Project planning and delivery
Risk management

Preparation and prioritisation
Commitment to research
Time management
Responsiveness to change
Work-life balance

Income and funding generation
Financial management
Infrastructure and resources

Career management
Continuing professional development
Responsiveness to opportunities
Networking
Reputation and esteem

Working with others (D1)
Knowledge base (A1)
Cognitive abilities (A2)
Communication and dissemination (D2)
Creativity (A3)
Engagement and impact (D3)

Engagement, influence and impact
The knowledge and skills to work with others and ensure the wider impact of research.
Domain D

Knowledge and intellectual abilities
The knowledge, intellectual abilities and techniques to do research.
Domain A

Domain C
Research governance and organisation
The knowledge of the standards, requirements and professionalism to do research.

Domain B
Personal effectiveness
The personal qualities and approach to be an effective researcher.

Professional conduct (C1)
Personal qualities (B1)
Research management (C2)
Self-management (B2)
Finance, funding and resources (C3)
Professional and career development (B3)

Domain A: Knowledge and Intellectual Abilities
The knowledge, intellectual abilities, and techniques used in research
(Knowledge Base, Cognitive Abilities, Creativity)

1. Increase my familiarity in biostatistics and bioinformatics analyses. My aim is to be more confident in which analyses I should use in order to be able to analyze different kind of datasets.
2. Increase my knowledge about the meiosis pathway and the use of cytogenetics to study it. My objective is improving my creativity on the experimental design in order to be more independent during the next year.
3. Improve my skills in cell analysis, as well as in the design of the figures corresponding to microscopic studies. Learning how to use the software necessary to carry them out. Familiarization with the use of high resolution microscopy.
4. Understanding deeper the protocol I'm using. My goal is to develop the capability to manage the different problems I will meet during my research program.

Domain B: Personal Effectiveness
The personal qualities and approach to be an effective researcher (Professional
and Career Development, Self-Management, Personal Qualities)

1. Self–confidence during work expositions increasing my hability to speak to different types of audiences in different contexts as well as at scientific meetings.
2. Increase my self-confidence writing technical reports and scientific articles.
3. Improve my time management in laboratory in order to be more efficient during my experiment and generally during my scientific carreer.
4. Increase my perseverance during my career in order to not be unsatisfied when I do not obtain the expected results in the experiments.

Domain C: Research Governance and Organization

The knowledge of standards, requirements, and professionalism to do research (Professional
Conduct, Research Management, Finance, Funding and Resources)

1. Learn about legal requirements in order to fully understand my duties/responsibilities during my work. Furthermore, increase my knowledge about the safety and healthy rules in laboratory.
2. Increase my abilities during the writing of my CV in order to introducing me, the best way I can, for future jobs.

Domain D: Engagement, influence and impact
The knowledge and skills to work with others and ensure the wider impact of research
(Working with Others, Communication and Dissemination, Engagement and Impact)

1. Develop a communication ability in order to reach a broader range of people explaining something about my work

or, generally, about science.

2. Improve my capacity to team working to see how people work in multidisciplinary environments, especially, to open my mind to new ideas and other points of view.

You can use this section to identify a small number of specific prioritised goals for your development year. This should be revisited at the end of the year to assess progress.

Identified skill area for development	Planned Activity	Success criteria (i.e. how will you know you've achieved your goal)	Deadline (when do you want to achieve it by?)
A1.2; Research methods- theoretical knowledge	Reading scientific articles related to my research program	When I would be able to think about the possibility to set an experiment in a independent way	Within 6 months
A1.6; Languages	Presentation and discussion of a scientific article (regular activity programmed in my research group, "journal club")	When I would be fully understood by undergraduate students	Within 3 months
B2.3; Time management	Trying to make a weekly schedule that I can carry out	When I would be completely able to conduct all the experiments programmed in the weekly schedule	Within 6 months
C2.1; Research strategy	Attending to different scientific meetings about different topics (Meiosis Spanish Meeting, EMBO, INDEPTH congress)	When I would be able to understand in depth different research lines carried out by other research groups	Within 6 months
D1.7; Collaboration	Spending time in other university/research centre	When other people ask me for advice about my research topic	Within one year
D3.1; Teaching	Assistance during the practical lessonsin the bachelor degree in Biology at the UCM	When I would have provided support to the teacher addressing issues in handling the students	Within one year

Signature (MEICOM ESR)

Francesca Blesio .... Date...28/01/19...............

Signature (Supervisor)

M. Pradillo : MÓNICA
.... PRADILLO Date...28/01/19...............

Signature (Second or co-Supervisor)

.... Date..