THE UNIVERSITY OF WESTERN AUSTRALIA | Graduate Research School

UWA Researcher Development Framework

The UWA Researcher Development Academy is a community for all UWA researchers, from Honours students, HDR candidates, early career researchers, through to more senior research leaders.

The Academy aims to connect our researchers and provide training opportunities aligned with the new Researcher Development Framework. The Framework aims to support UWA to develop agile, future-ready researchers who deliver meaningful impact both locally and globally.

The framework has four domains, each with six focus areas and skill progression for each of the domains is rated from foundational to expert.

EXPERT KNOWLEDGE & PRACTICE

COMMUNICATION & IMPACT

INTEGRITY & GOVERNANCE

LEADERSHIP & INCLUSION

Domain	Focus	Progression
Domain 1 **Expert Knowledge & Practice**	Research methods Disciplinary expertise Research design Critical thinking Reproducible workflows Digital literacy	Foundation: Apply standard methods; basic critical thinking Intermediate: Design research independently; use digital tools Advanced: Innovate in methodology; publish high-impact work Expert: Set research agendas; influence disciplinary norms
Domain 2 **Communication & Impact**	Scholarly writing Public communication, Collaboration Stakeholder engagement Impact planning Professional profile	Foundation: Communicate results clearly; academic writing Intermediate: Present at conferences; network with stakeholders Advanced: Lead engagement strategies; deliver demonstrable impact Expert: Influence policy; lead global collaborations
Domain 3 **Integrity & Governance**	Ethics approvals and social licence Data stewardship Inclusive practice Indigenous engagement Project planning Risk management	Foundation: Understand codes, ethics basics, timelines Intermediate: Apply ethics, complete DMP, manage milestones Advanced: Lead governance and integrity initiatives Expert: Shape institutional policy and sector standards
Domain 4 **Leadership & Inclusion**	Research team leadership Psychological safety Strategic relationships Resilience Wellbeing Mentoring	Foundation: Manage time; self-reflection Intermediate: Demonstrate resilience; build relationships Advanced: Lead teams; foster inclusive culture Expert: Shape institutional culture; champion wellbeing