

White Rose Doctoral Training Partnership

WRDTP Deputy Director (Training and Development)

About the WRDTP and its Training and Development Offer

The WRDTP is a partnership of seven universities, which brings together the Universities of Bradford, Hull, Leeds, Manchester Metropolitan, Sheffield Hallam, Sheffield and York to deliver cutting edge social science training to postgraduate researchers. Each year we offer a range of funding opportunities that lead to the award of a PhD, and which enable students to acquire the skills that they need to flourish as researchers in a range of academic and non-academic careers. All of our training is open to all social science PGRs in the partnership, regardless of funding status.

The WRDTP is organised around [seven interdisciplinary pathways](#), which bring together researchers to address the most pressing challenges facing the world today. Pathway training provides opportunities for students to engage critically with cognate research outside their own discipline and be exposed to the latest cutting-edge methods in the wider field. This is complemented by cohort-wide training, which enables students to develop the broad skills needed to thrive as researchers (including key transferable skills such as project management, team working and resilience) and to develop expertise in a range of specialist research methods. WRDTP-funded students also have a range of employability opportunities, which from 2024-5 onwards will include a 'Research in Practice' placement experience, designed to prepare all students for a broad range of research and innovation careers within and beyond academia. The WRDTP is committed to EDI, and we recognise the importance of ensuring that our overall training offer is accessible to all and sufficiently flexible to accommodate a diversity of learning preferences and needs.

About the Deputy Director (Training and Development) Role

The WRDTP Deputy Director (Training and Development) is responsible for ensuring that the WRDTP's training offer is aligned to the training and development needs of students, and for providing strategic leadership in relation to PGR professional development. The role of Deputy Director (Training and Development) will be taken up by an academic colleague with:

- experience of the organisation and delivery of high-quality PGR training and development.
- relevant experience of successful academic leadership.
- relevant experience of successful cross-organisational working, operating across departments, faculties or institutions to realise common objectives.
- experience of working with external stakeholders.
- in-depth understanding of the PGR professional development agenda.
- understanding of the wider research funding and sectoral landscape.

The Deputy Director (Training and Development) will report to the WRDTP Director; and work with the WRDTP Director, WRDTP Manager and WRDTP Deputy Director (EDI) as part of the WRDTP senior leadership team. The senior leadership team meets on a regular basis (online).

The Deputy Director (Training and Development) is appointed by the WRDTP following open competition across our seven partner universities. The Deputy Director (Training and Development) will normally be from any of the departments and schools that have been formally accredited by the WRDTP, and/or will have relevant social science leadership experience that cuts across accredited departments and schools.

When making an appointment, attention will be paid to the overall composition of the WRDTP senior leadership team to ensure equitable and distributed representation of our partner universities.

Workload and tenure

The role of Deputy Director (Training and Development) has an indicative workload of 0.3 FTE attached to it. This is to provide the role-holder and line managers with a realistic sense of the time that is required to undertake the role. The term is for three years, with the expectation that role-holders continue in role during periods of study leave and similar.

At the point of application, applicants should confirm that their Head of Department/School supports the 0.3 FTE indicative workload allocation. Once the appointment has been made, the WRDTP will ask the Head of Department/School for confirmation that the role-holder will have sufficient time to commit to the role.

The WRDTP fully recognises that workload allocation models and tariffs are institutional matters; and that different institutions may have different conventions for 'workloading' external commitments. Whilst the WRDTP does not want to specify how roles are incorporated into workload models, it is important that role-holders have the time necessary to fulfil the role.

Specific responsibilities

Training and Development

- Design, implement and oversee a new 'Development Needs Analysis' process, which is flexible and responsive, and which captures the varying development needs of WRDTP-funded students as they progress through their studies.
- Support the supervisors of WRDTP-funded students to ensure that they engage positively with the WRDTP Development Needs Analysis process.
- Working with the Pathway and Methods Directors, use the information captured by the WRDTP Development Needs Analysis process to ensure that the WRDTP's training provision is aligned to the development needs of students.
- Working with the WRDTP Deputy Director (EDI) and Pathway and Methods Directors, ensure that the WRDTP's overall training offer is accessible and sufficiently flexible to accommodate a diversity of learning preferences and needs.
- Undertake horizon scanning to ensure that the WRDTP's training provision remains responsive to emerging needs and encompasses cutting-edge methods.

Employability

- Working with our seven partner universities, develop and implement the WRDTP's 'employability, careers development and personal and professional development'

programme; and ensure that the annual training offer is vibrant and engaging, and prepares students for a diverse range of academic and non-academic careers.

- Working with the WRDTP Deputy Director (EDI), facilitate training on responsible research (including EDI, ethics, and safeguarding) as part of the WRDTP's 'Professional Skills for Research Leadership in Academia' offer.
- Working with the Placements Officer, engage the WRDTP alumni community and pro-actively involve them in the WRDTP employability offer.

Research in Practice

- Working with the Placements Officer, oversee the development of a vibrant Research in Practice placement offer, which encompasses a wide range of sectors and roles.
- Working with the WRDTP Deputy Director (EDI) and Placements Officer, ensure that the WRDTP's placement offer is accessible to all, and in full accordance with the WRDTP's EDI strategy.
- Working with the Placements Officer, oversee student engagement with placements, coordinating and monitoring end-of-placement assessment.

Governance and leadership

- Alongside the WRDTP Director, Co-chair the WRDTP Training Group.
- Report to the WRDTP Academic Quality Committee, and seek input on matters related to training and development.
- As a member of the WRDTP Academic Quality Committee, work alongside AQC colleagues to fulfil the responsibilities associated with this role. This includes:
 - Pro-active involvement in WRDTP governance
 - Represent and promote the WRDTP within individual institutions
 - Drive high-quality studentship applications from individual institutions
 - Oversee robust and transparent studentship assessment processes
- Working with the Placements Officer, establish and coordinate the WRDTP's external advisory group for PGR careers.
- Attend key WRDTP cohort events, including the Welcome Event and Summer Conference.
- Deputise for the WRDTP Director on occasion, as required.

**WRDTP
September 2023**