

FUTURE-PROOFING THE PROFESSION: DEVELOPING RMA'S CAREERS

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CONTEXT

◉ College administrative restructure

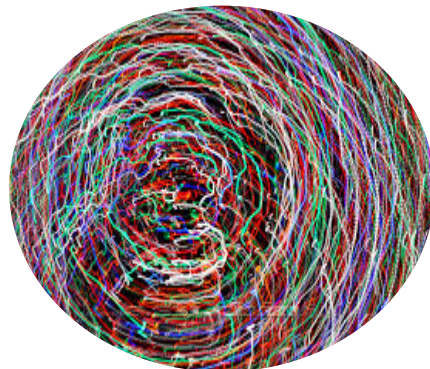


"So here's how the restructuring is going to work.
I'm going to be Tom. Tom, you're Anne now.
Anne will be the copier, and, going forward,
the copier is in charge. Questions?"

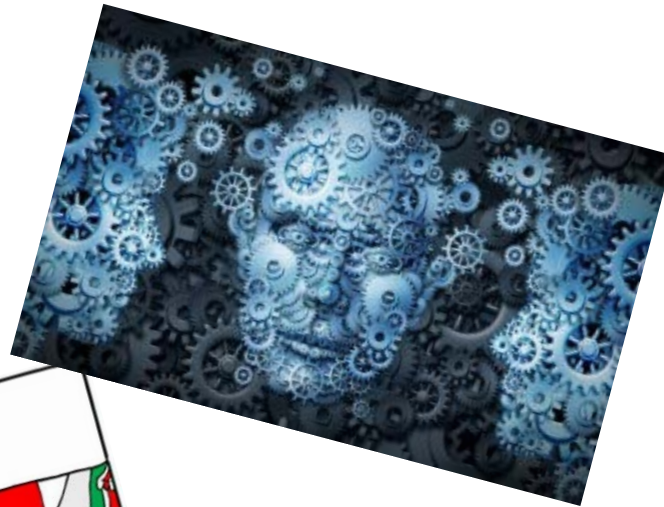
◉ Business Research Office

THE RESEARCH ENTERPRISE

- ◉ State of play



THE RESEARCH ENTERPRISE



◎ RMA's role

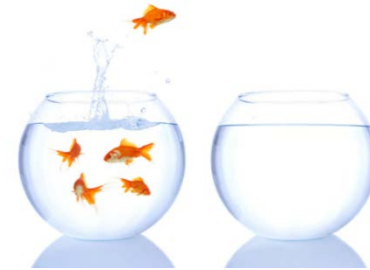
KNOWLEDGE...



SKILLS..



CAREER MANAGEMENT..



◉ Career plan



DEVELOPMENT FRAMEWORK

1. Induction & training
2. "World of Research Management"
3. Working together
4. Planning day



1. INDUCTION & TRAINING

- ◉ Team induction
- ◉ Specialist training



2. “WORLD OF RESEARCH MGT”

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external influences/ initiatives

researcher's journey



research student's journey

internal influences/ initiatives

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3. WORKING TOGETHER

- ◉ Management of Team
- ◉ Support mechanisms & professional development
- ◉ Team position descriptions/accountabilities
- ◉ Expectations



4. PLANNING DAY

- ⦿ Big picture...strategic activities for the year & beyond!
- ⦿ Communications
 - Information gathering & storing - what & why
 - Information dissemination - what, why & who
 - Tools
- ⦿ Calendar of events
- ⦿ Team 'health check'
 - Successes & lemons
 - Professional development
 - Team maintenance

- ⦿ OUTCOMES
 - Communications strategy
 - PD plan

PD PLAN

⦿ Developing the Team

Activity	Provider	Description	Cost	Timeline	Responsibility
...					

⦿ Developing expertise & engaging stakeholders

Activity	Description	Team members to attend	Frequency/ dates	Responsibility
...				

OUTCOMES

- ◉ Streamlined processes
- ◉ Increased performance
- ◉ Greater expertise
- ◉ Respect, trust & collaboration
- ◉ Culture of learning & sharing
- ◉ Empowerment
- ◉ Commitment - position & profession
- ◉ Opportunities - cross training, secondments, shadowing

LESSONS LEARNT

- ◉ One size does not fit all
- ◉ Career vs job
- ◉ Letting go!

FUTURE PLANS

- ◉ Finalise new changes to structure
- ◉ Launch a revised PD framework

THANK YOU!

