

Professional Development Scheme (PDS): Measuring Capacity Development for Researchers

www.globalhealthtrainingcentre.org/pds

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Introduction

Health researchers need a reliable and globally recognised mechanism to record their skillset, track career development and identify gaps in knowledge. Teams, sponsors and organisations also require ways to monitor and report capacity development over time. The Global Health Network, a knowledge sharing platform enabling easier, faster and better research, is now able to provide researchers with such tools.

Aim

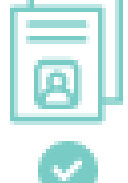
Development of a tool to comprehensively document research experience and measure changes in capacity development.

Methods

The Global Health Network compared diverse data types and user feedback to create The Professional Development Scheme (PDS). In conjunction with the WHO Special Programme for Research and Training in Tropical Diseases (TDR), a framework was developed and a list of the core competencies that a research team need to demonstrate in order to carry out a successful study was generated. Users assess their research competencies, are awarded a membership level and are required every year to review and update their profiles. In addition a multi-functional dashboard was designed for research coordinators, funders and sponsors to assess the capacity development of individuals, groups and organisations.

Results

Step by step process to build your PDS Profile:

**RESEARCH ROLES, QUALIFICATIONS & LOCATION**
Approx. 10 mins
[VIEW](#)
[EDIT](#)

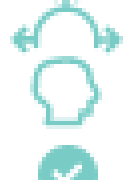
Get started by telling us about your location, research roles, and qualifications.

To access the other sections of the PDS, you must first add your current location and research role, and at least one qualification. You can add other research roles and qualifications, or return to add them later.

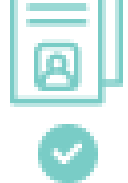
**RESEARCH COMPETENCIES**
Approx. 30-60 mins
[VIEW](#)
[EDIT](#)

5 Professional Skills
3 Research Operations
3 Ethics, Quality & Risk Management
3 Study & Site(s) Management
4 Scientific Thinking

[View Competency Wheel →](#)

**FURTHER PROFESSIONAL DEVELOPMENT**
Approx. 10 mins
[VIEW](#)
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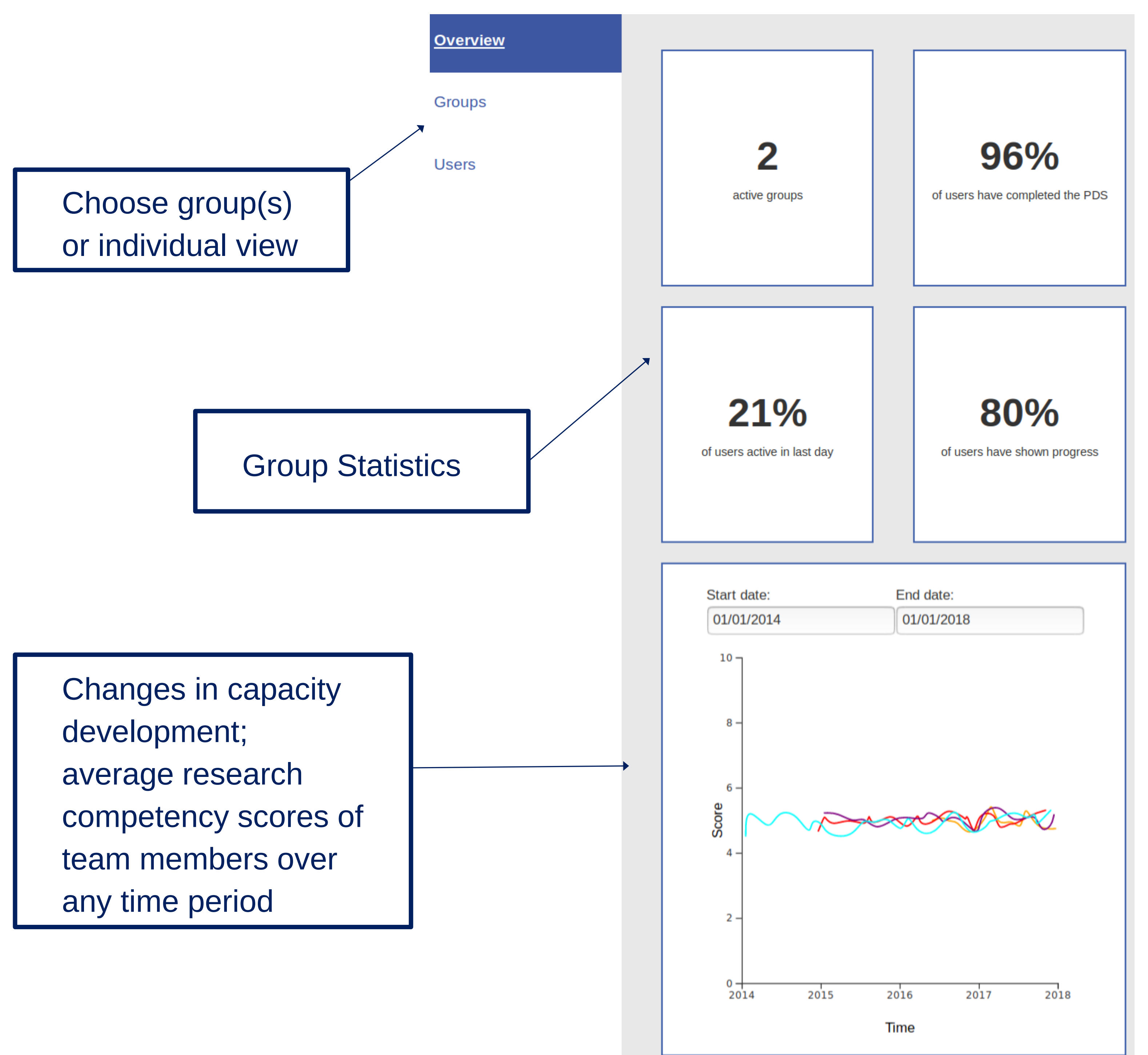
Tell us about other professional activities that you have been involved in, that are not included in other sections of the PDS, in order to gain more points.

**CREATE YOUR CV**
Approx. 20 mins
[VIEW](#)
[EDIT](#)

Answer a series of questions to build a professional CV. Once complete you can securely and privately store your CV here and access it whenever you need it. It can be printed off as a document or attached to emails. There is also a facility to upload and store any of your career related documents. These will then be compiled as annexes to your CV.

You can save and leave it at any point and come back to complete it later. You can also return at any future point and add to your CV as needed to increase your score.

Interactive Dashboard for analysing changes in capacity development:



Conclusion

The Global Health Network has created a highly robust, evidence based and audited set of tools called The Professional Development Scheme (PDS). The PDS supports researchers, teams and organisations to identify and track capacity development; an essential requirement for conducting effective health research.

For more information please email:

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The Core Competency Framework was developed in collaboration with the WHO-TDR.