

The Risks We Face if Researcher Developers Disappear

Risks to Researchers: When the Lighthouse Goes Out

Imagine thousands of researchers navigating the research ocean with no steady light to guide them.



Without Researcher Developers:

Capability gaps widen

- Leadership, collaboration, integrity and resilience aren't intentionally built
- Development becomes random and dependent on local luck

Result: A future workforce with uneven skills and avoidable gaps.

No safe, neutral spaces

Researcher Developers provide confidential rooms to decompress, problem-solve, and navigate conflict. Remove them and:

- Early issues go unseen
- Stress escalates
- Burnout rises.

Result: Problems emerge later and hit harder.

Development becomes inequitable

Training depends on whatever a supervisor prioritises or has time for.

- No consistency
- No coordinated pathways
- No baseline standards

Result: Inequity grows; researchers in vulnerable groups fall behind fastest.

Who loses the most light?

Early-career, international, part-time and marginalised researchers.

- More isolation
- Less support
- Harder seas to navigate