**Text description for The Academy Researcher Development Roadmap image.**

This image shows in full the Researcher development road map and the connections between each of the main themes and subthemes, which are all linked together around positive and inclusive research culture.

The 1st main theme (top left corner) is Thrive: Career Confidence and progression, this is surrounded by its subthemes:

* Mentoring and coaching,
* Leadership, management and funding
* Networking and peer engagement.

The 2nd main theme (top right corner) is Advance: Engagement and Influence, this is surrounded by its subthemes:

* Collaboration and multidisciplinary
* Internal and external representation
* Teaching and supervision

The 3rd main theme is Grow: Research Impact, this is surrounded by its subthemes:

* Knowledge exchange and research visibility
* Pathways beyond academia
* Communication and dissemination

The 4th main theme is Reflect: Personal Effectiveness, this is surrounded by its subthemes:

* Reflection on practice
* Contribution to Research culture
* Resilience and wellbeing.

The 5th main theme is Progress: Essentials for Postgraduate Research, this is linked with its subthemes:

* Early PGR stage
* Mid PGR stage
* Late PGR stage