

**SKILLS FRAMEWORK FOR SOCIAL SERVICE
SKILLS MAP - SENIOR PRINCIPAL RESEARCHER / PRINCIPAL RESEARCHER**

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| Sector | Social Service | |
| Track | Social Work | |
| Sub-track | Research | |
| Occupation | Researcher | |
| Job Role | Senior Principal Researcher / Principal Researcher | |
| Job Role Description | <p>The Senior Principal Researcher/Principal Researcher works in the field of social work research. He/She is qualified and trained to initiate research, conceptualise advance designs and methods, collect and analyse data, monitor project management, and lead collaborations with external organisations. He identifies research topics, advises external agencies, designs methods and tools for data collection and analysis, and conducts analysis to foresee the implications of research results. He is also responsible for evaluating and enhancing research capability and quality.</p> <p>An experienced researcher who is insightful, trustworthy and possesses good problem-solving skills, the Senior Principal Researcher/Principal Researcher works in academic settings. He also works in collaboration with other agencies and ministries and academic institution in the course of his work.</p> | |
| Critical Work Functions and Key Tasks / Performance Expectations | Critical Work Functions | Key Tasks |
| | Conduct studies and disseminate knowledge | Provide direction for drafting research papers for publication |
| | | Provide direction for data collection and analysis |
| | | Collaborate with other professionals to implement research findings into direct practice |
| | | Review proposals for research in accordance with ethical guidelines |
| | | Provide direction for literature reviews |
| | | Present research and evaluative findings at international conferences and symposia |
| | | Conceptualise research designs and frameworks |
| | Provide consultation and evaluation in policies, practices, programmes and directions | Identify gaps in translated policies and improved services, practices and quality based on research findings |
| | | Review organisation's strategic direction based on research findings |
| | | Work with relevant stakeholders to advocate for change in policies or practices based on research findings |
| | | Perform critical revisions of manuscripts for peer-reviews in journals or related publication platforms |
| | Manage resources | Project for resources needed for implementation of specific research projects |
| | | Implement training programmes to enhance organisation and team's research capability |
| | | Oversee development of data and data classification standards for integration and sharing of data |
| | Perform stakeholder engagements | Develop knowledge network with relevant ministries, agencies, hospitals and communities of practice to align research and evaluation perspectives with policies and practices |
| Facilitate information sharing from external studies on emerging social trends or international benchmarks via standard dissemination channels for internal research pipeline | | |
| Identify topics for periodicals and annual reports on research initiatives while documenting impact | | |
| Demonstrate strategic foresight | Conduct advanced data mining and policy analysis to identify emerging trends in both local and global context | |
| | Conduct scenario simulation studies to inform research strategies | |

| | Conduct international benchmarking to identify gaps warranting research initiatives | | | |
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| Skills & Competencies | Technical Skills & Competencies | | Generic Skills & Competencies | |
| | Collaborative Practices Across Disciplines and Sectors | Level 5 | Problem Solving | Advanced |
| | Diversity Awareness and Management | Level 5 | Creative Thinking | Advanced |
| | Ethics, Values and Legislation | Level 5 | Communication | Advanced |
| | Research Data Analysis | Level 5 | Decision Making | Intermediate |
| | Research Data Collection and Management | Level 5 | Sense Making | Intermediate |
| | Research Design | Level 5 | | |
| | Research Findings Communication | Level 5 | | |
| | Research into Professional Practice Translation | Level 5 | | |
| | Social Sector Policy Influence | Level 5 | | |
| | Stakeholder Management | Level 5 | | |
| | Trends Evaluation and Application | Level 5 | | |
| Programme Listing | For a list of Training Programmes available for the Social Service sector, please visit: www.skillsfuture.sg/skills-framework/social-service | | | |