



Climbing the Ladder

Challenge

**Maintain momentum mid-career
and equitable progression for different career shapes**

Generate a standard policy around career breaks with consistent language for all genders.

Provide assurance to return to full-time for those who reduce hours for a short period.

Promote a culture of asking for help, particularly for PhD students and PDRAs.

Ensure ethical behaviour, contributions to research culture, and participation in mentorship schemes are valued for promotion.

Autonomy and control are better indicators of career stage than age or time in the role.

Normalise projects with multiple PIs whose specific roles are defined according to their individual strengths.

To level the funding playing field that typically favours well established PIs, allocate funds across proposals by lottery after eligibility checks.

Establish non-competitive pots of money to top up research grants, covering additional expenses due to care or disability, so these do not affect peer review.

Establish funding schemes for those whose research is stagnating or on a downward trajectory to help change direction.

Improve promotion routes for research-only and technical staff.

