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

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