

Overview of the Researcher Development Concordat Principles

Environment and culture

Excellent research requires a supportive and inclusive research culture

Employment

Researchers are recruited, employed and managed under conditions that recognise and value their contributions

Professional and career development

Professional and career development are integral to enabling researchers to develop their full potential

Who is it for?

The Concordat covers researchers who are primarily employed to do research. Institutions may also choose to include other groups involved with research, such as technicians, clinicians, postgraduate researchers and staff who are developing their research capacity.

Where can I find out more?

Visit the Concordat to Support the Career Development of Researchers:

www.vitae.ac.uk/concordat

Find key information for institutions, including Principles and expectations:

www.vitae.ac.uk/concordat-institutions

Read the Researcher Development Concordat in full:

www.vitae.ac.uk/concordat-full2019

To become a signatory

Simply send a letter from your vice-chancellor stating your commitment to implementing the Concordat Principles to:

concordat@vitae.ac.uk

More information at

www.vitae.ac.uk/concordat


The Concordat
to Support the Career Development of Researchers

The Researcher Development Concordat

Essential information for institutions

Your guide to the
Concordat to Support
the Career Development
of Researchers, 2019

September 2019

What has changed?

The revision of the Concordat to Support the Career Development of Researchers (known as the Researcher Development Concordat) has been led by the Concordat Strategy Group and written by a multi-stakeholder writing group, chaired by Professor Dianne Berry OBE, in response to recommendations from an Independent Review led by Professor David Bogle.

Key changes from 2008:

- Three Principles covering environment and culture, employment, and professional and career development of researchers
- Expectations for institutions, funders, managers of researchers, and researchers
- Minimum 10 days per year for researchers to spend on professional development and the expectation of time and opportunities to develop research identity and broader leadership skills
- Any organisation with an interest in the career development of researchers may become a signatory
- Signatories are encouraged to work together on systemic challenges, such as reducing the use of fixed-term contracts and gathering data on the career paths of researchers

The Concordat is owned by the higher education sector as a whole, and overseen by the Concordat Strategy Group, chaired by Professor Julia Buckingham, Vice-Chancellor and President of Brunel University London.

What happens next?

This revised Concordat resets the bar and provides fresh impetus in driving the agenda forward through systemic change.

Professor Julia Buckingham CBE

The Concordat is an aspirational, flexible and living document that can be used in a variety of organisational contexts and will adapt to the evolving research environment.

Early initiatives will be:

- Web resources and communications to raise awareness and engagement with different stakeholders
- A UK implementation plan
- An online platform to share practice
- Working groups on systemic challenges

The Concordat Strategy Group will maintain continuity to support the launch and early implementation of the Concordat, before a new governance structure comes into place in 2020. A major review of implementation will be conducted after three years.

What does it mean for my institution?

The Concordat defines expectations for employers and, separately, managers of researchers.

Achieving the Concordat aims will involve collective action both within institutions and across the sector. Institutions need to ensure all individuals are aware of their responsibilities and support collaboration to achieve the aims of the Concordat, including:

- Vice-chancellors and other senior managers
- Academic and other staff with line management responsibility for researchers
- Human resources and diversity professionals
- Researcher and staff developers
- Careers advisors
- Researchers and researcher networks
- A senior management champion who will be responsible for reviewing and reporting on progress

All signatories must draw up an action plan with clear measures of success and make public their annual reports of progress against this action plan.