



Incorporating the UK GRAD Programme and URHERD

Vitae and the Concordat

Ellen Pearce, Vitae

www.vitae.ac.uk

Vitae is supported by Research Councils UK (RCUK), managed by CRAC: The Career Development Organisation and delivered in partnership with regional Hub host universities



Incorporating the UK GRAD Programme and URHERD

Vitae and the Concordat

- ✔ Vitae implementation plans
- ✔ Outcomes from the Policy Forum consultation
- ✔ Briefings for stakeholder groups
- ✔ Next steps

www.vitae.ac.uk



Incorporating the UK GRAD Programme and URHERD

Vitae Concordat implementation plans

- ✔ Enabling the sector to engage in policy, share practice and develop resources
- ✔ Briefings for key stakeholder groups
- ✔ Initial review of HEI activities
- ✔ Campaigns around specific areas of the database of practice www.vitae.ac.uk/dop
- ✔ Specific support for benchmarking projects eg CROS, fixed term employee legislation, etc

www.vitae.ac.uk

Outcomes of the Policy Forum consultation



- ✔ Majority in favour of retaining ring-fenced Roberts funding
- ✔ Majority of institutions in favour of specific reporting on the Concordat implementation
- ✔ Support for an external evaluation of the impact of the Roberts funding

www.vitae.ac.uk

Vitae briefing documents



- ✔ Senior managers – institutional strategy, policy and structures
- ✔ HR specialists – implementation of policies and practices
- ✔ Staff developers – tailored provision of professional development opportunities
- ✔ Careers specialists – information and guidance on range of career opportunities and career management strategies
- ✔ Managers of researchers – active professional and career support
- ✔ Researchers – pro-active approach and engagement in own development and careers
- ✔ Funders – awareness, review funding conditions etc



www.vitae.ac.uk

Next steps



- ✔ Use briefing documents
- ✔ Share activities/approaches via the database of practice (www.vitae.ac.uk/dop)
 - Strategic approach to embedding Concordat aims
 - Any launch activities
 - Examples of gap-analyses/self-audit processes
 - Practice and provision relating to fixed term legislation
 - Innovative or exemplary practice relating to Concordat's principles

www.vitae.ac.uk
