



The Concordat

to Support the Career Development of Researchers



“The product that the PhD researcher creates is not the thesis – vital though that is to their subject area through the creation of original knowledge – no, the product of their study is the development of themselves”

Gareth Roberts





- A set of principles for the future support and management of research careers and, under each principle, an explanation of how it may best be embedded into institutional practice;
- A clear statement of the signatories' collective expectations for the support and management of researchers.
- A section emphasising the responsibility of researchers to take control of their career and to further it through informed decisions.



A. Recruitment and Selection

Principle 1

Recognition of the importance of recruiting, selecting and retaining researchers with the highest potential to achieve excellence in research.



B. Recognition and Value

Principle 2

Researchers are recognised and valued by their employing organisation as an essential part of their organisation's human resources and a key component of their overall strategy to develop and deliver world class research.



C. Support and Career Development

Principle 3

Researchers are equipped and supported to be adaptable and flexible in an increasingly diverse, mobile, global research environment.



C. Support and Career Development



Principle 4

The importance of researchers' personal and career development, and life long learning, is clearly recognised and promoted at all stages of their career.



D. Researchers Responsibilities



Principle 5

Individual researchers share the responsibility for and need to pro-actively engage in their own personal and career development, and life long learning.



E. Diversity and Equality

Principle 6

Diversity and equality must be promoted in all aspects of the recruitment and career management of researchers.



F. Implementation and Review

Principle 7

The sector and all stakeholders will undertake regular and collective review of their progress in strengthening the attractiveness and sustainability of research careers in the UK.





University of Hertfordshire

- Gained high-level support from the outset
 - VC level
- Conducted gap analysis
- Took structured project management approach
 - timetables; leads; cross-departmental
- Led to institution-wide commitment





University of Newcastle

- Took structured project management approach
 - Timetable of implementation milestones
- Postcard-sized guidance for each stakeholder group
- Importance of high-level commitment
 - Conveys the right message



University of Edinburgh

- Code-of-conduct for management of research staff
 - Sets out responsibilities of
 - research staff
 - research managers (PIs)
 - Schools
 - Provides practical examples / guidance / resources



Our research staff make a huge contribution to the university's international standing and reputation. They are a crucial and highly valued part of the dynamic and thriving research environment at Edinburgh.

In order to remain attractive and competitive the university recognises it needs to have the highest quality leadership management and development for this key group of staff.

Forward to the Code of Practice for the
Management of Research Staff
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