

Concordat to Support the Career Development of Researchers

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The Concordat to Support the Career Development of Researchers

“The Concordat to Support the Career Development of Researchers is an agreement between the funders and employers of researchers in the UKto support good management of researchers and their careers.” *Vitae*

“The Concordat provides a single unambiguous statement by both employers and funders of their commitment to the career development of the researchers that they support” *UUK*

“The Research Organisation is expected to adopt the principles, standards and good practice for the management of research staff set out in the ...Concordat.” *RC terms & conditions of grants*

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7 Principles:

1. Recruitment & Selection (incl Induction)
2. Recognition & Value (incl appraisal)
3. & 4. Support & Career Development
5. Researchers Responsibilities
6. Equality & Diversity
7. Implementation & Review

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Key points from Concordat Principles 1, 2, 6 + 7

- Good recruitment practices
- Full Induction to role, School + Uni
- RS policies including pay and progression, leave, etc; access to support and facilities
- Annual Review (Appraisal) for all RS – career progression + project progress
- Meeting all E&D requirements, plus, for example, Athena
- Monitoring & review of all Principles

Researcher Development Programme

Institute for Academic Development

What does it mean for you

Seek help with job search strategies, update CV, interview skills?

Seek Induction activities – events, on-line, local induction?

Familiarise yourself with institutional policy and your rights

Ask for an appraisal / appraisal guidance/training?

Prepare well to get maximum benefit

Sources of E&D information?

CROS surveys/local monitoring?



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Key points from Concordat Principles 3 + 4 - Career Development

- Supporting and encouraging RS in skills development + career planning
- Provision of career and professional development opportunities
- Support for career paths whatever direction they take
- Recognition of the importance of transferable skills development
- Preparation for academic practice if appropriate
- Committee representation

What does it mean for you

Knowledge of what's available – internal and external resources?

Seek out training locally – get involved in discussions?

Take up opportunities to engage in career planning?

Assess your skills and identify areas for development?

Seek courses/resources on teaching and supervision skills?

Seek opportunities to get involved?

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Key points from Concordat Principle 5 – Researchers Responsibilities

- Primary responsibility for managing career lies with research staff
- KE/KT/outreach should be encouraged
- Engage in career planning

- Broaden experience by seeking opportunities locally
- Involvement in, + representation on institutional groups/events/policy discussions

What does it mean for you

Have you assessed your strengths/needs and sought T&D?

Are you engaging in these activities?

Have you made a career plan or commitment to CPD?

Are you keeping records?

Are you seeking opportunities for teaching/supervision/administration?

Consider joining/starting research staff society/committee/group?

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TAKING RESPONSIBILITY FOR YOUR OWN CAREER MANAGEMENT

“Researchers should be aware that the skills and achievements required to move on from a research position, may not be the same as the skills and achievements which they displayed to reach that position.”

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Adapted from Vitae guidance:

- reflect on your skills and competencies, identify skills gaps and examine how your current skills match future role profiles
- consider how you can gain useful feedback from your manager, peers and other colleagues, e.g. by having an appraisal or review meeting
- devote time to your professional development, e.g. by attending skills training courses, undertaking self study
- explore the possibility of developing within your existing role, e.g. by taking on new responsibilities such as managing people or budgets
- broaden your experience base through involvement in activities around knowledge transfer, outreach and teaching, and by being an active member of your research community
- take a more pro-active approach to job searching by reviewing job descriptions and person specifications for the types of positions you are interested in
- take part in CROS surveys if given opportunity to do so.

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Resources:

- <http://www.vitae.ac.uk/>
- <http://www.vitae.ac.uk/rdf>
- <http://www.ed.ac.uk/researcher-development>
- <http://www.vitae.ac.uk/researchers/205761/UKRSA.html>