



Incorporating the UK GRAD Programme and UKHERD

So, you're new to  
developing postdoctoral  
researchers...

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Vitae is supported by Research Councils UK (RCUK),  
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## By the end of the session you should:

- ✔ Understand the main external drivers impacting on research staff & their personal, professional and career development
- ✔ Have discussed & reviewed your experiences in developing postdoctoral researchers

# You

- How long have you been working with research staff?
- What do you want from this session?

# Background: UK

- Concordat 1996
- Research Careers Initiative
- Roberts' Report: SET for Success
- Fixed Term Employees Regulations
- Concordat 2008

# Background: Europe

- ✔ Lisbon & the ERA
- ✔ European Charter and Code
- ✔ EURAXESS
- ✔ Researchers' Mobility Portal: UK
- ✔ Fifth Freedom

<http://www.vitae.ac.uk/policy-practice/1703/Initiatives.html>

# Organisations

- ✔ Rugby Team
- ✔ National Research Staff Association of the UK
- ✔ UK Higher Education Researcher Development (UKHERD) network
- ✔ UK Resource Centre for women in science, engineering and technology
- ✔ University and College Union (UCU)

<http://www.vitae.ac.uk/policy-practice/1699/Organisations.html>

## Initiatives: research staff

- ✔ Concordat to support the career development of research staff (1996)
- ✔ Research Careers Initiative (RCI)
- ✔ Research Career Builder (2000)
- ✔ Fixed Term Employees Regulations (2002)
- ✔ Vitae

<http://www.vitae.ac.uk/policy-practice/1700/Initiatives.html>

## Initiatives: research staff

- Careers in Research Online Survey (CROS) (2002)
- Contract Researchers' Career Development Guidance (October 2002)
- Recruitment and retention of academic staff in Higher Education (July 2005)
- Concordat for the career development of researchers (2008)

<http://www.vitae.ac.uk/policy-practice/1700/Initiatives.html>

## Initiatives: PGRs & research staff

- ✔ SET for Success
- ✔ Baroness Greenfield's SET FAIR report
- ✔ Lambert report (December 2003)
- ✔ Science and Innovation Framework 2004 - 2014
- ✔ Warry Report (July 2006)
- ✔ Research Councils' support for knowledge transfer: the Government's Response (October 2006)
- ✔ Leitch Review (December 2006)

<http://www.vitae.ac.uk/1684/Initiatives.html>

# Crystal-Ball Gazing

- ❑ Increasing professionalisation of research as a profession separate from lecturing/academia
- ❑ Increasing focus on employee rights and legislation (driven by Europe?)
- ❑ Increasing tensions with the way in which research is funded?

# Problems/issues

- What are the main problems/issues you've encountered in working with research staff in your organisation?
- Discussion and list of key issues on flipchart
- Feedback to rest of group.

# Potential Solutions

- ✓ Each group take one or two problems and generate potential solutions.
- Feedback to rest of group.

- Going from being a member of research staff to developing research staff
- Differences between PGRs and research staff in terms of development needs
- How do you engage research staff?

1. Delivery differences between PGRs and RS – should there be differences?
2. Who are you researchers – identification and research vs academic
3. How do you get the different sectors of your institution to work together, HR etc
4. Differences in discipline – yours vs theirs
5. Not just courses – what else can we offer?
- 6 Problems with PIs.