

# Concordat to Support the Career Development of Researchers

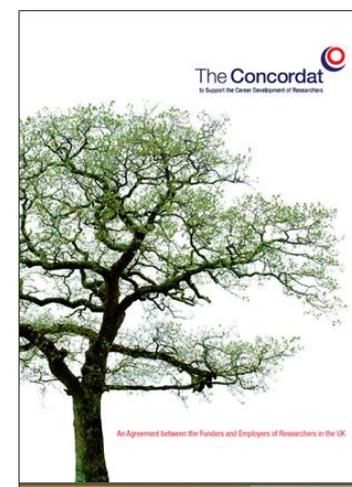
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**#ConcordatReview**

<https://www.surveymonkey.co.uk/r/Concordat2018>

# What is the “Concordat”?

- The Concordat to Support the Career Development of Researchers
- Current version published in 2008 (building on 1996 document)
- Agreement between the UK funders and employers of research staff
- Sets expectations, through seven principles, outlining
  - standards that research staff can expect from their employer
  - responsibilities of researchers for their development
- Implementation overseen by Concordat Strategy Group (CSG)



# What has it achieved in 10 years?

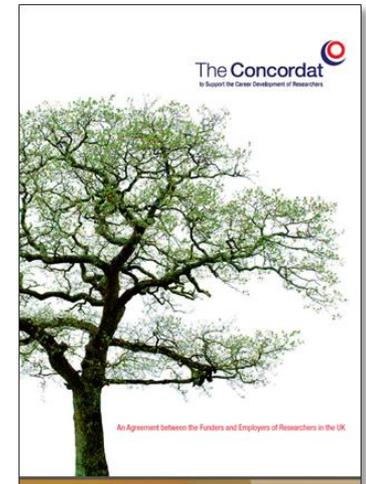
- Recruitment and selection ✓
  - FTC issue remains
- Recognition and value ✓
  - need wider recognition
- Support & career development ✓
  - need wider recognition/training for PIs
- Researchers' responsibilities – little progress;
  - needs culture change?
- Equality & diversity – more awareness (?)
- Implementation and review: ✓
  - 97 HEIs in CROS since 2009, 78 in PIRLS
  - 98 HEIs with HR Excellence Award



Five Steps Forward, 2017

# Why is the Concordat being revised now?

- Ten year anniversary of publication
- CSG commissioned an independent review to
  - review impact of the Concordat and evaluate progress in implementation
  - consider whether Concordat is still needed, remains fit for purpose, or requires updating
  - provide advice and priorities on policy interventions to ensure effective UK research system



*“It is important to develop the talent pipeline for research and innovation to support the brightest minds. To help do this, we will promote equality, diversity and inclusion across the research and innovation sector, and support a healthy and high-integrity culture”  
(Sir Mark Walport, Chief Executive, UK Research and Innovation)*

# The research environment has changed

- Interdisciplinary research / multidisciplinary research teams / team science / grand challenges
- International experience
- Intersectoral readiness / career opportunities
- Evidencing impact
- Open access / publication
- Open data / reproducibility
- Open research / innovation / engaging the public
- Research integrity / RRI

**We need a Concordat fit for the next 10 years, and beyond...**

# Independent review recommendations

A revised Concordat should

- Update the definition of 'researcher'
- Include equality, diversity and inclusion throughout
- Have new principles for research funders and PIs
- Increase the support for researcher independence (20% time)
- Address fixed-term contracts, promotion, and mobility
- Continue to be owned by the sector
- Be supported by appropriate reviewing, monitoring and evaluation mechanisms

# Initial reactions and engagement

- Overall agreement with and support for the outcomes, in principle
- Some concerns over practicalities of implementation
- Need for top-down mechanisms to ensure change
- How to ensure all relevant audiences are aware
- Social media reactions to ‘20%’ ranging from praise to scepticism
- Coverage in higher education and research-related press



# Revision timeline

Sept 2018	Independent Review Report published
Sept 2018	Consultation announced by CSG
Oct 2018	Online consultation opens
<b>Dec 2018</b>	<b>Sector events</b>
7 Jan 2019	Online consultation closes
Early 2019	Analysis and reporting to CSG
Early 2019	Drafting of Concordat by sector working group
Spring 2019	Publication of revised Concordat
2019-2020	Continued stakeholder engagement activities

# Discussion & feedback

