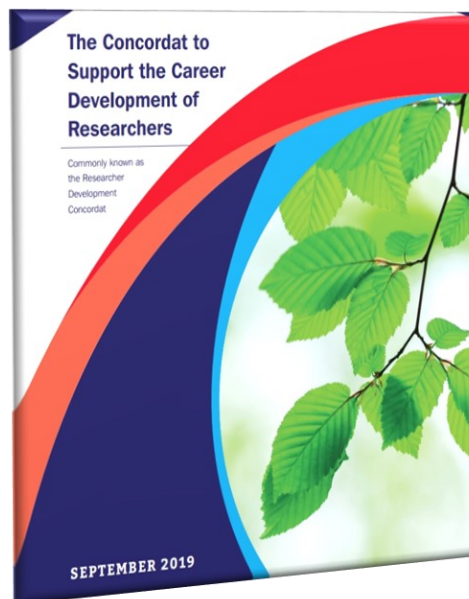


# The Concordat to Support the Career Development of Researchers (Researcher Development Concordat)



**Platform of practice – Tell us about your work in your institution**





## Background



- Following the ten-year review of the Concordat to support the Career Development of Researchers, in 2019 a revised version commonly known as the Researcher Development Concordat, was launched by the Concordat Strategy Group
- Vitae have been tasked by the Concordat Strategy Group to collect examples of good practice from the community that demonstrate impact and support the Researcher Development Concordat principles
- The examples will form a living digital library that can grow and develop over time that can be applied in Concordat committed institutions to help uphold the Principles
- We encourage as many varied examples as possible across different contexts and stakeholders including researchers, managers of researchers, institutions and funders.



# Researcher Development Concordat Principles



## Environment and culture

*Excellent research requires a supportive and inclusive research culture*

Such as:

Policy, equality, diversity and inclusion, research culture, research integrity, wellbeing, bullying and harassment, training, flexible working and the “Researcher voice”

## Employment

*Researchers are recruited, employed and managed under conditions that recognise and value their contributions*

Such as:

Open transparent and merit-based recruitment and progression, induction, policy, equality, diversity and inclusion, training, job security, working conditions, career progression, performance management, “Researcher voice”

## Professional and Career Development

*Professional and career development are integral to enabling researchers to develop their full potential*

Such as:

Professional development, career management, training, diverse careers, leadership development, research identity, research assessment, recognition, policy



# Who are the Stakeholders?

- **We are looking for examples from, and to benefit the following stakeholders:**
- Researchers
- Managers of Researchers
- Professional Staff
- HR specialists
- Equality, Diversity and Inclusion specialists
- Researcher Development professionals
- Careers Advisors
- Senior/Executive Team
- Funders

**Do you have an example of practice to share  
with the researcher development community?**



**Submit your examples to:**

[www.vitae.ac.uk/platform-of-practice](http://www.vitae.ac.uk/platform-of-practice)



Or contact [concordat@vitae.ac.uk](mailto:concordat@vitae.ac.uk) for more information

*...And help improve the employment and support for researchers and researcher careers in higher education in the UK*

