

5 February 2020

Professor Julia Buckingham
Chair
Concordat Strategy Group

Dear Professor Buckingham

Letter of Commitment to the Concordat to Support the Career Development of Researchers

I, Professor Ian Greer, Vice-Chancellor and President, on behalf of Queen's University Belfast, confirm our commitment to the Concordat to Support the Career Development of Researchers.

Queen's University Belfast fully supports the Principles of this revised Concordat and we intend to uphold our obligations and responsibilities as a signatory.

The University's commitment to the Researcher Development Concordat is demonstrated through support for research staff within Faculties, Schools and via a range of centrally co-ordinated initiatives.

Our Research Strategy aims to develop a culture of research ambition, including a priority to establish a vibrant and nurturing Postdoctoral community. Supporting our early career researchers is a key component within the People and Culture strategy in Queen's which has pillars of talent, culture and employee experience.

Queen's has already demonstrated a firm commitment to research staff and has held the HR Excellence in Research Award since 2012, with the associated Concordat Action Plan creating a framework for initiatives to enhance the experience of our research staff. The University provides research staff opportunities to review and build on their professional skills and careers within, and beyond higher education. A new policy was agreed in September 2019 enabling research staff to access up to 10 days of learning and development activity. We will build on these commitments further by renewing our commitment to the development and growth of our research staff and implementing the refreshed Concordat.

We agree to work collectively and engage with initiatives to address systemic challenges in progressing towards a UK research system where researchers work in healthy and supportive environments. We agree that researchers should be recognised and valued for their contributions in research and beyond, supported in their professional and career development, and equipped and empowered to succeed in their chosen careers.

Yours sincerely,



Professor Ian Greer
President and Vice-Chancellor