

The Concordat to Support the Career Development of Researchers

Principles

Environment and culture

Excellent research requires a supportive and inclusive research culture

Employment

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

Professional and career development

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

The Concordat covers

researchers who are primarily employed to do research. Institutions may also choose to include other groups involved with research, such as technicians, clinicians, postgraduate researchers and staff who are developing their research capacity.

Find out more about the Concordat to Support the Career Development of Researcher

Visit the Concordat to Support the Career Development of Researchers:

www.vitae.ac.uk/concordat

Find key information for researchers, including Principles and expectations:

www.vitae.ac.uk/concordat-researchers

Read the Researcher Development Concordat in full:

www.vitae.ac.uk/concordat-full2019

The Concordat is a shared responsibility

with researchers, their managers, their employers and funders.

As well as institutions and funders, other organisations can sign up and be working towards the Principles.

The Concordat 
to Support the Career Development of Researchers

The Researcher Development Concordat

Essential information for researchers

Your guide to the Concordat to Support the Career Development of Researchers, 2019

September 2019



What is the Concordat?

The **Concordat to Support the Career Development of Researchers** (also known as the Researcher Development Concordat) is an agreement between employers of researchers and research funders on the expectations for the professional development and employment conditions of researchers in the UK.

Organisations sign the Concordat to show their commitment to achieving its three Principles for the environment and culture, employment, and professional and career development of researchers.

We believe that if all parties work together to ensure effective implementation of the Principles, all UK researchers will be working in healthy and supportive research environments.

Professor Julia Buckingham CBE

The previous version of the Concordat was published in 2008 and, following an independent review and consultation, has been redrafted and published as a new document and website in 2019.

The Concordat is co-created and owned by the higher education sector as a whole. It is overseen by the Concordat Strategy Group, chaired by Professor Julia Buckingham, Vice-Chancellor and President of Brunel University London, which includes representatives from researcher funders and institutions.

* Statistics taken from the Consultation on the Recommendations of the Independent Review of the Concordat to Support the Career Development of Researchers

What does it mean for me as a researcher?

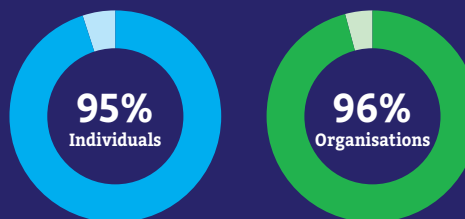
If your university or research institute has signed up, you can expect them to be working towards meeting the responsibilities laid out in the Concordat.

The Concordat also sets out expectations for you, your managers, and research funders, to recognise that career development is a shared responsibility. You should familiarise yourself with these expectations, some of which may also be included in your employment contract or funding conditions.

The Concordat is an aspirational, flexible and living document that will adapt to the evolving research environment and can be used by different types of organisations. Employers can demonstrate their commitment in different ways or prioritise just a few areas of the Concordat to start with.

The Concordat signatories should also engage with systemic challenges, such as reducing the use of fixed-term contracts, increasing security of employment and gathering the data on career paths of researchers.

Development of researchers' career and research identity is an important issue to address*



What does it mean for my institution?

The Concordat defines expectations for organisations as employers, and also specifically for managers of researchers. This change from the 2008 version reflects the influence of both organisational policies and procedures, and individual attitudes and behaviours on the professional development and employment conditions of researchers.

Institutions need to make all individuals aware of their responsibilities and support individuals to work together to achieve the aims of the Concordat, including:

- Vice-chancellors and other senior managers
- Academic and other staff with line management responsibility for researchers
- Human resources professionals
- Researcher and staff developers
- Careers advisors
- Researchers and researcher networks
- A senior management champion who will be responsible for reviewing and reporting on progress

All signatories (e.g. institutions and funders) must publish annual reports on their implementation of the Concordat against an action plan with clear measures of success. You may be invited to give feedback (e.g. through a survey) to support this process.