

The Vice-Chancellor  
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Concordat Strategy Group  
c/o CRAC  
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22 April 2021

To the Chair of the Concordat Strategy Group,

**The University of Oxford's Commitment to a Healthy Research Culture and the Career Development of Researchers**

On behalf of the University of Oxford, I am delighted to confirm our commitment to the Concordat to Support the Career Development of Researchers.

The University of Oxford fully supports the Principles of this revised Concordat and we intend to uphold our obligations and responsibilities as a signatory.

We are committed to creating an environment and a culture for our research staff that will enable them to engage in their world-leading work, to contribute to the world around them, and to advance their careers. Today I signed this commitment at a virtual event with members of staff from across the University research community. We have come together to celebrate this new Concordat and to celebrate the launch of a new Research Staff Hub.

The Hub is an important milestone for the University, reflecting our determination to support our researchers in doing their best work in a stimulating and supportive environment. The Hub will facilitate collaboration among all staff who are engaged in or supporting research. It will be shaped by the research staff community as we work together both to make existing opportunities more accessible and to create new opportunities for personal and professional advancement. We are looking forward to strengthening internal partnerships as well as our relationships with industry, the public sector and non-profits.

The Hub's mission is to welcome, nurture, equip and empower researchers so that we can maximise their success whilst they are at Oxford and throughout their careers. This Concordat is a welcome step as we pursue these endeavours.

We look forward to continued progress in realising our collective vision of healthy, supportive and stimulating environments for all researchers.

Yours sincerely,

A handwritten signature in blue ink that reads 'Louise Richardson'.

Professor Louise Richardson  
Vice-Chancellor