# The Concordat

to Support the Career Development of Researchers

http://www.researchconcordat.ac.uk/

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"The product that the PhD researcher creates is not the thesis – vital though that is to their subject area through the creation of original knowledge – no, the product of their study is the development of themselves"

*Gareth Roberts*

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Department for **Innovation, Universities & Skills**

to Support the Career

HE Debate

The Roberts Agenda: People supply, skills and quality

| 1997-2002 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009-???? |
|---|---|---|---|---|---|---|---|---|

the uk GRAD programme

RESEARCH COUNCILS UK

vitae
realising researchers' potential

Career Path Studies

The Concordat
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- A set of principles for the future support and management of research careers and, under each principle, an explanation of how it may best be embedded into institutional practice;
- A clear statement of the signatories' collective expectations for the support and management of researchers.
- A section emphasising the responsibility of researchers to take control of their career and to further it through informed decisions.

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# A. Recruitment and Selection

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## Principle 1

Recognition of the importance of recruiting, selecting and retaining researchers with the highest potential to achieve excellence in research.

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# B. Recognition and Value

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## Principle 2

Researchers are recognised and valued by their employing organisation as an essential part of their organisation's human resources and a key component of their overall strategy to develop and deliver world class research.

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# C. Support and Career Development

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## Principle 3

Researchers are equipped and supported to be adaptable and flexible in an increasingly diverse, mobile, global research environment.

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# C. Support and Career Development

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Principle 4

The importance of researchers' personal and career development, and life long learning, is clearly recognised and promoted at all stages of their career.

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# D. Researchers Responsibilities

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## Principle 5

Individual researchers share the responsibility for and need to pro-actively engage in their own personal and career development, and life long learning.

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# E. Diversity and Equality

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Principle 6

Diversity and equality must be promoted in all aspects of the recruitment and career management of researchers.

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# F. Implementation and Review

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## Principle 7

The sector and all stakeholders will undertake regular and collective review of their progress in strengthening the attractiveness and sustainability of research careers in the UK.

vitae
realising the potential of researchers
Incorporating the UK GRAD Programme and UKHLRD

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# Benchmarking Projects

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- Understanding the research staff cohort
- Exploring the experiences of research staff (CROS)
- HEI approaches to implementing the concordat
- Reviewing the use of fixed term contracts
- Views and perceptions of principal investigators
- Funders response to the Concordat

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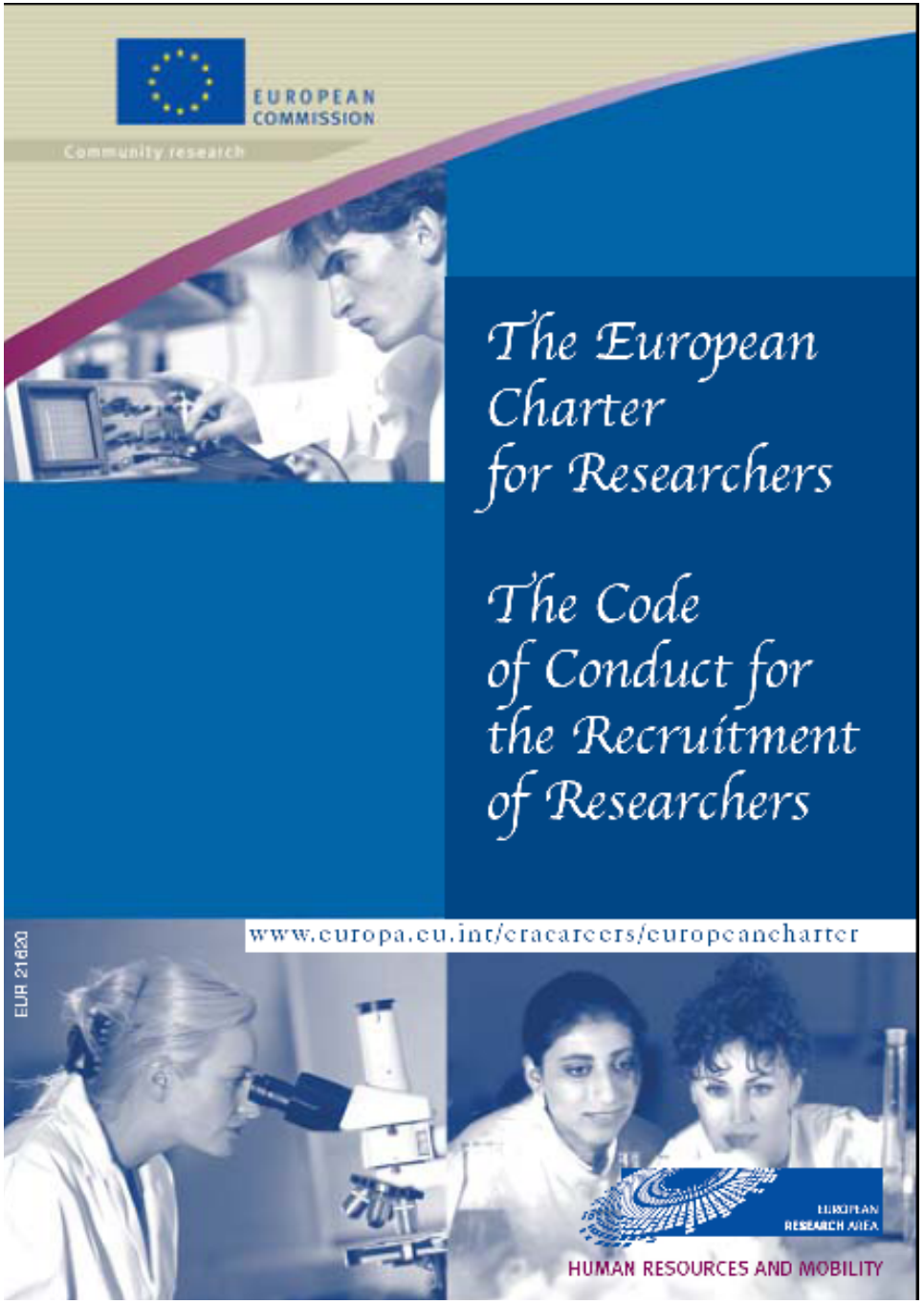


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"In endorsing the principles, we, the signatories, hereby adopt the principles of the European Charter for Researchers And Code of Practice for the Recruitment of Researchers"

**The Charter and Code:**

- ✓ adopted by the EC.
- ✓ aims to make research an attractive career … to stimulate economic and employment growth.
- ✓ gives individual researchers the same rights and obligations … throughout the EU.
- ✓ counter fragmentation of research careers at local, regional, national or sectoral level,
- ✓ allow Europe to make the most of its scientific potential.

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*Our research staff make a huge contribution to the university's international standing and reputation. They are a crucial and highly valued part of the dynamic and thriving research environment at Edinburgh.*

*In order to remain attractive and competitive the university recognises it needs to have the highest quality leadership management and development for this key group of staff.*

Forward to the Code of Practice for the Management of Research Staff

July 2008

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