

The University Research Staff Development Working Group



HR EXCELLENCE IN RESEARCH

The University recognises the crucial contributions made by research staff in achieving the objectives of the institution's [strategic and research ambitions](#) and is committed to providing world-class career development support to its researchers underpinned by adoption of the [Principles of the Concordat to Support the Career Development of Researchers](#) in full. This ambition is made explicit in the University's high level [Research Strategy](#) and recognised by the award of the European Commission's [HR Excellence in research](#) badge to the University in 2011.

The Concordat is an agreement between funders and employers of research staff to improve the employment and support for researchers and research careers in UK higher education. It consists of seven key principles categorised under six areas to which, as a University, we seek to align our procedures and practice to support our researchers:

- Recruitment and Selection (principle 1)
- Recognition and Value (principle 2)
- Support and Career Development (principles 3 and 4)
- Researchers' Responsibilities (principle 5)
- Diversity and Equality (principle 6)
- Implementation and Review (principle 7)

We constantly seek to provide a productive and supportive working environment for researchers at The University of Manchester. To effectively monitor our progress, in addition to collecting the views of our researchers via national and internal surveys, we developed a [University of Manchester Concordat Implementation Plan](#) (CIP) to allow us to monitor our alignment with the seven principles of the Concordat. The University first published a CIP in 2011, on the basis of which the European Commission awarded its [HR Excellence in Research](#) badge to the University. The award requires the University to undertake an internal assessment process after two years post award, and engage with an external assessment after four years, both to measure progress against the Plan. Our [two-year self-assessment](#) is now available.

Responsibility for overseeing the implementation and monitoring of the University's CIP lies with the **Research Staff Development Working Group**, chaired by the Associate Vice President for Research, Professor Matt Lambon Ralph. The Group consists of a representative from: research staff (one from each Faculty); Faculty Researcher Development Teams; University's Research Staff Association; Careers Service; Staff Training & Development Unit; HR; and the University's Skills Development Coordinator. The responsibilities of the Group are to:

- provide University-wide strategic and operational direction, including best practice guidelines written for key stakeholders, for implementing the Principles of the Concordat;
- monitor implementation of the above;
- champion the Concordat, the University's CIP and the work of the Group, helping to raise University-wide awareness of the key issues referenced in relevant internal and external satisfaction surveys and the Concordat.