

## Researcher Development Concordat Summary

Principles	Stakeholders			
	Researchers	Managers of Researchers	Institutions	Funders
<b>Environment and Culture</b>	<ol style="list-style-type: none"> <li>1. Contribute to supportive, fair and inclusive culture.</li> <li>2. Act in accordance with research integrity (RI) and equality, diversity and inclusion (EDI) policies.</li> <li>3. Take action to maintain own wellbeing &amp; mental health.</li> <li>4. Report staff who do not meet expected standards.</li> <li>5. Contribute to policy development.</li> </ol>	<ol style="list-style-type: none"> <li>1. Undertake training in EDI.</li> <li>2. Ensure researchers act in accordance with highest standards of RI.</li> <li>3. Promote a healthy working environment.</li> <li>4. Consider flexible working and other requests.</li> <li>5. Contribute to policy development.</li> </ol>	<ol style="list-style-type: none"> <li>1. Ensure all staff aware of Concordat.</li> <li>2. Ensure policies and procedures are inclusive, equitable and transparent.</li> <li>3. Promote good mental health and wellbeing.</li> <li>4. Train managers of researchers in relation to EDI and wellbeing.</li> <li>5. Ensure awareness of research integrity.</li> <li>6. Review and report on the research environment.</li> </ol>	<ol style="list-style-type: none"> <li>1. Include requirements which promote a positive culture in calls, terms and conditions.</li> <li>2. Consider how policies promote wellbeing and mental health of researchers.</li> <li>3. Ensure funding calls offer equality of opportunity.</li> </ol>
<b>Employment</b>	<ol style="list-style-type: none"> <li>1. Work in accordance with institutional policies and funder requirements.</li> <li>2. Understand reporting obligations.</li> <li>3. Engage with performance management discussions.</li> <li>4. Recognise and act on their role as key stakeholder.</li> </ol>	<ol style="list-style-type: none"> <li>1. Undertake relevant management training.</li> <li>2. Work in accordance with employment law, policies.</li> <li>3. Commit to and show evidence of inclusive, equitable recruitment recognition and reward.</li> <li>4. Engage in performance management with researchers.</li> <li>5. Contribute to policy development.</li> </ol>	<ol style="list-style-type: none"> <li>1. Ensure open, transparent, merit based recruitment.</li> <li>2. Provide an effective induction.</li> <li>3. Provide clear, transparent and merit-based recognition, reward and promotions.</li> <li>4. Provide training for managers of researcher.</li> <li>5. Ensure annual appraisals.</li> <li>6. Improve job security via redeployment and use of open ended contracts.</li> <li>7. Provide opportunities for researchers and PIs to engage with policy.</li> </ol>	<ol style="list-style-type: none"> <li>1. Include requirements, which support improvement of working conditions of researchers, in calls and terms and conditions.</li> <li>2. Review impact of call requirements on researchers' career progression, lack of job security.</li> <li>3. Support institutions to promote sustainable employment.</li> <li>4. Consider balance of funding streams in relation to impact at all career levels.</li> </ol>
<b>Professional and Career Development</b>	<ol style="list-style-type: none"> <li>1. Take ownership of their career, engage in minimum 10 days of professional development (PD).</li> <li>2. Explore and prepare for a range of careers.</li> <li>3. Maintain a career development (CD) plan.</li> <li>4. Engage in CD reviews.</li> <li>5. Engage with opportunities to develop research identity.</li> <li>6. Consider opportunities to develop awareness of wider research system.</li> </ol>	<ol style="list-style-type: none"> <li>1. Engage in CD with researchers.</li> <li>2. Support researchers in exploring and preparing for future careers.</li> <li>3. Allocate min 10 days p.a. for their researchers to engage with PD.</li> <li>4. Identify opportunities for researchers to develop broader leadership skills.</li> <li>5. Engage in own leadership and management training.</li> </ol>	<ol style="list-style-type: none"> <li>1. Provide opportunities and time for min of 10 days p.a. PD.</li> <li>2. Training and time for managers to engage in CD reviews with their researchers.</li> <li>3. Ensure access to careers advice for researchers.</li> <li>4. Provide opportunity and time for researchers to develop their identity and leadership skills.</li> <li>5. Support moving between and working across sector.</li> <li>6. Monitor engagement with professional and career development.</li> </ol>	<ol style="list-style-type: none"> <li>1. Incorporate PD requirements into relevant funding calls, terms and conditions including expectation of 10 days PD for researchers.</li> <li>2. Embed concordat principles into strategies and processes.</li> <li>3. Consider how they can encourage and support researchers moving beyond academia.</li> </ol>