

# Creating an environment for researchers to flourish

News Events Publications Careers Professional development Doing research Policy Impact & evaluation

Show edit toolbar ▼



**Vitae Researcher Development International Conference**  
16-17 September 2019, Birmingham

Bookings now open



## Subscribe to Vitae news

Stay informed about the latest news and events by signing up to our newsletter when [registering](#) to our website.

Already registered and want to receive Vitae News? [Contact us](#)



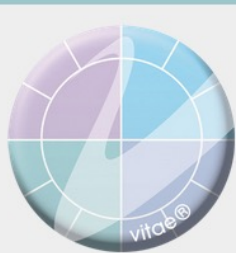
**Latest News**

**Vitae News - 4 January 2019**  
Jan 04, 2019

**New Vacancy: Head of Learning and Professional...**  
Dec 21, 2018

[Read all news >](#)

**RDF Planner**




**Web app for researchers now**

**The Concordat**  
to Support the Career Development of Researchers

**Review of the Concordat**

Find out the [latest](#) about the Review of the Concordat to Support the Career Development of Researchers



**Vitae membership**

Join Vitae as a [member organisation](#) to become part of a collaborative and innovative network committed to developing researchers to their full potential

■ Vitae

■ Researcher Development Concordat

■ Measuring progress

# Concordat to support the career development of researchers

- 1996 Concordat for contract research staff
- 1997 – 2002 Research Careers Initiative
- 2005 European Charter and Code
- 2008 Concordat to support the career development of researchers
- 2018-19 Independent review and consultation
- 2019 Revised Concordat

“Isolated from wider national and institutional developments, the day-to-day experiences of many individual research staff has, too often, not changed substantially for the better.”

Lord Sainsbury of Turville  
Research Careers Initiative final report (2003)



# Concordat to Support the Career Development of Researchers

## What is it?



The Concordat to Support the Career Development of Researchers, known as

### Researcher Development Concordat

“agreement between employers of researchers and research funders on the expectations for the professional development and employment conditions of researchers in the UK”

It's not the only 'Concordat', check out Kieran Fenby-Hulse's blog post ['One-click Concordats'](#) for an overview of all six UK related Concordats

# Why is it needed?

**Increase support for  
researchers to develop their  
career and research identity**



**Address the use of fixed term  
contracts for researchers**

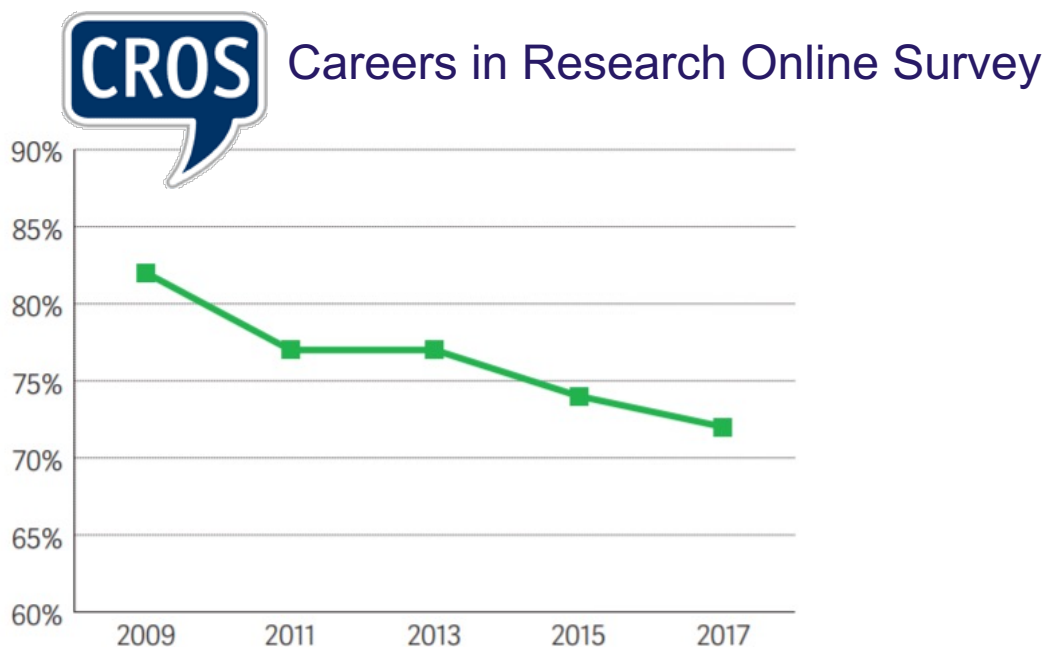


**Address the progression and  
promotion opportunities for  
researchers**





# Has it made a difference?



**FIGURE 3: Proportion of CROS respondents employed on a fixed-term contract basis**



<https://www.vitae.ac.uk/vitae-publications/reports/vitae-5-steps-forward-web.pdf/>

# Researcher Development Concordat - what's new?

- Three principles
  - More focus on environment and culture
- Four stakeholder groups
  - Expectations on funders and managers
  - Research staff 'plus'
- Annual public report to organisation's governing body
- All signatories work together on systemic challenges
  - e.g., fixed-term contracts and career data
- CEDARS biennial survey



HR EXCELLENCE IN RESEARCH



# Employment

## Job security

**Institutions must** seek to improve job security for researchers, e.g., through redeployment processes and greater use of open-ended contracts

**Funders must** support institutions to develop policies and frameworks to promote sustainable employment arrangements and enhance job security

**Signatories must** produce an annual report to their governing body, which includes measures of success, implementation plan and progress

Commit to collective action on seeking ways to provide more security of employment for researchers

# Professional and career development



## Training, support and time

**Institutions must** provide opportunities and time for researchers to engage in a minimum of 10 days professional development pro rata per year, recognising that researchers will pursue careers across a wide range of employment sectors

Provide opportunities and allow time for researchers to develop their research identity and broader leadership skills

**Funders must** incorporate professional development into funding calls, terms and conditions; embed the Concordat Principles into research assessment strategies

**Managers** have the skills, support and time to provide meaningful career development reviews with their researchers

**Researchers must** take ownership of their career, seek out opportunities, explore and prepare for a range of employment options



# Environment and culture

## Mental health and wellbeing

**Institutions must** promote good mental health and wellbeing through, e.g., effective management of workloads and people, tackling discrimination and bullying and harassment

**Funders must** consider how funding opportunities and policies can facilitate different patterns and ways of working

**Managers of researchers must** promote a healthy working environment

**Researchers must** take positive action towards maintaining their wellbeing and mental health

# Measuring progress



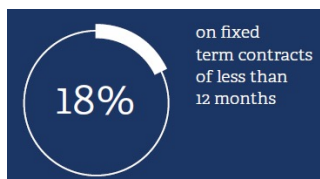
## CEDARS: Culture, Employment and Development in Academic Research Survey

- Reflects the Researcher Development Concordat principles
- Single survey incorporating key questions from CROS (research staff) and PIRLS (research leaders survey)
- Aimed at all staff engaged in research
- Runs every two years hosted by institutions: April - June 2021
- UK aggregate results and benchmarking of institutional results



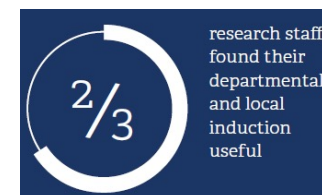
[www.vitae.ac.uk/cedars](http://www.vitae.ac.uk/cedars)

# Employment – what CEDARS can tell us



## Terms and conditions of employment

## Recruitment and induction



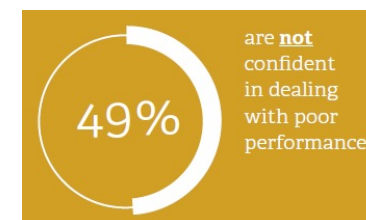
## Participation in appraisal

## Fair treatment in working conditions, promotion and progress



## Experience of managing researchers

## Research staff experiences of being managed



# Professional and career development – what CEDARS can tell us

The Concordat  
to Support the Career Development of Researchers



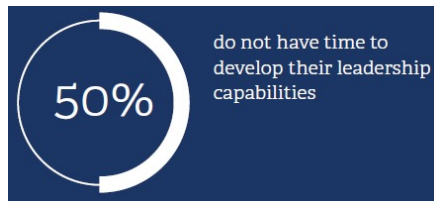
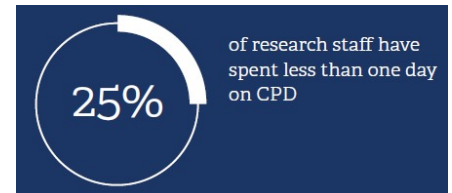
**vitae**  
realising  
the potential  
of researchers



**Career aspirations and expectations**

Academic career

Investment in **professional development**



Developing their **research identity** and leadership capabilities

**Professional development needs**

Almost half would like training in:

- Leading a research group **(45%)**
- Managing staff performance **(46%)**

**Managers' training needs**

**Two-thirds would like training in:**

- Project management
- Leadership
- Managing others
- Interdisciplinary research
- Career management

# Environment and Culture – what CEDARS can tell us



Feel valued at work

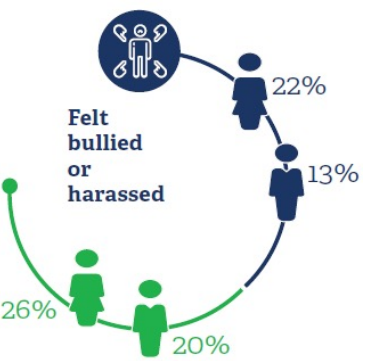


Feeling valued for contributions to their institution



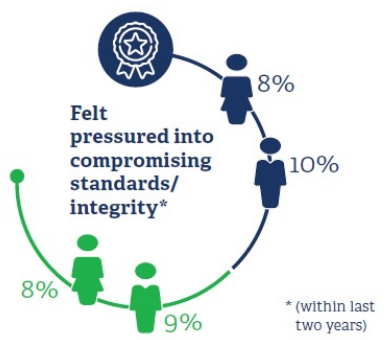
Institutional commitment to EDI and inclusiveness

Support for mental health and wellbeing



Incidents of bullying and harassment and reporting

Research integrity issues and reporting



# What's needed for success?



We all recognise our collective responsibility and accountability

Institutions ensure effective implementation at all levels, raise awareness, gather feedback, and report on progress

Funders ensure funding calls, selection processes, reporting etc., promote and support good employment practices

Managers have the skills, time and willingness to support researchers in broadest sense

Researchers are aware, proactive, and engaged in making their voices heard, and increasing their employment opportunities



# UK system level actions on research culture



## What Researchers Think About the Culture They Work In

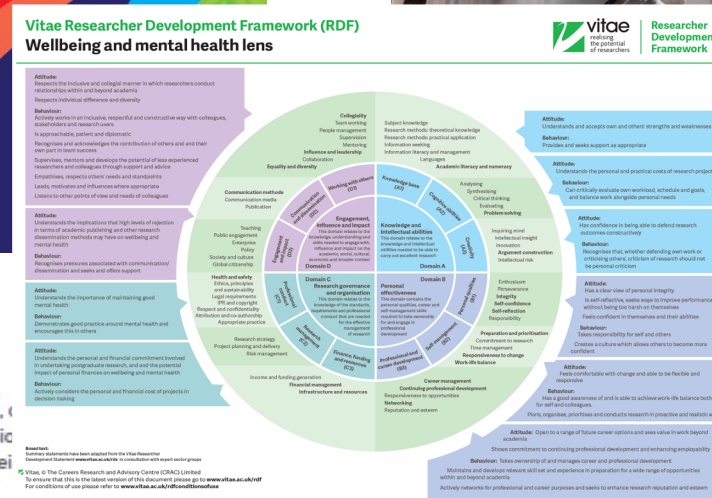


## Tackling bullying and harassment

### Our vision

In a world class research and innovation culture there is no place for bullying and harassment, from any source. Everyone has a right to be treated fairly and with dignity and respect. Our vision which everyone is supported to contribute on the basis of their talent and skills, and the wellbeing is actively nurtured and promoted as a priority.

To achieve this vision, we will work closely with our research and innovation community, our employees, partners and stakeholders to tackle concerns, address the root causes of bullying and harassment and join up approaches to bring about positive change.





# Thank you

[janet.metcalfe@vitae.ac.uk](mailto:janet.metcalfe@vitae.ac.uk)



[www.vitae.ac.uk](http://www.vitae.ac.uk)

Vitae is the **global leader** in supporting the  
**professional development**  
of researchers, experienced in working  
with institutions as they strive for  
**research excellence, innovation and impact**

**CRAC**  
The Career Development Organisation

Vitae is a non-profit programme, part of The Careers Research and Advisory Centre (CRAC)  
with over 50 years' experience in enhancing the skills and careers of researchers.