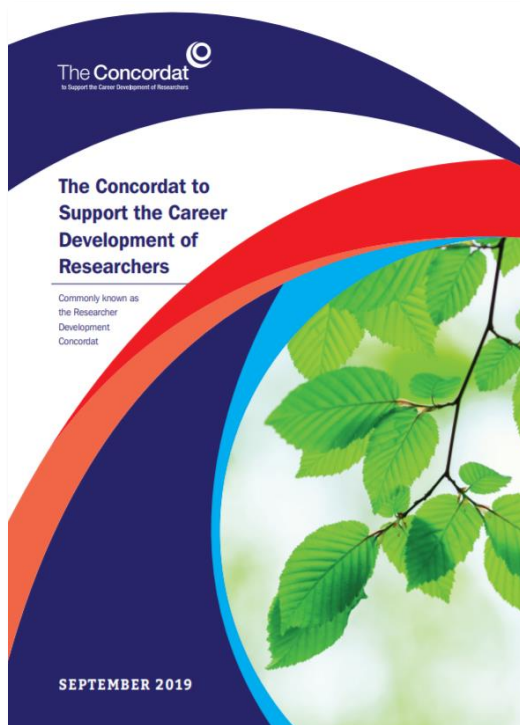


Introducing the Concordat



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”

Three core principles



Environment and Culture

Excellent research requires and supportive and inclusive research culture

Employment

Researchers are recruited, employed and managed under conditions that recognise their value and importance

Professional and Career Development

Professional and career development are integral to enabling researchers to develop their full potential

What should the Concordat achieve?

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



www.vitae.ac.uk/concordat_consultation_report

Monitoring and evaluation



- **Concordat Strategy Group**, supported by Universities UK (UUK)
- **Reporting** – gap analysis, action plan, annual reports

- **HR Excellence in Research Award**



- **Culture, Employment and Development in Academic Research Survey (CEDARS)**



CEDARS 2023 results



- 66 institutions participated, with 9,351 responses
- Around two-thirds of staff reported good job satisfaction (68%)
- Majority feel well-managed and encouraged to participate in career development opportunities
 - But only 16% of research staff have spent 10 or more days on these
- Under half (45%) agree their working environment supports their wellbeing and mental health, with 49% disagreeing (21% strongly disagreeing)
- A fifth of staff (21%) have felt bullied or harassed in the last two years
- High levels of interest or engagement in initiatives relating to research culture, but 47% of research staff have not heard of the Concordat

<https://www.vitae.ac.uk/vitae-publications/cedars-aggregate-results-23-final.pdf/view>

