



GraduateSchool

Dear Colleague

The Concordat to Support the Career Development of Researchers

We are pleased to forward you a copy of the Concordat 2008 from RCUK. This revised Concordat follows on from the 1st Concordat issued by the Research Councils in 1996 and after an extensive GAP analysis of the first Concordat and the European Charter for Researchers 2005. It aims to lead researcher development in the UK in harmony with the EU's aspirations for the European Research Area and was applauded at the launch by the Director of the EU DG for Research.

The Concordat aims to make Universities and other employers of researchers provide a supportive employment structure for researchers and provide career development opportunities e.g. skills training, appraisal. Signatories to the Concordat will expect Universities and employers receiving grants from them to comply with the tenets of the Concordat.

There are implications for UoP emanating from the Concordat for HR, Staff Development, Careers, Graduate School, Research and Innovation Directorate, Principal Investigators and Research Coordinators.

The 7 Principles of the Concordat (see full text copy <http://www.researchconcordat.ac.uk/>)

1. **Recruitment and Selection** - Recognition of the importance of recruiting, selecting and retaining researchers with the highest potential to achieve excellence in research.
2. **Recognition and Value** - 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.
3. **Support and Career Development 1** - Researchers are equipped and supported to be adaptable and flexible in an increasingly diverse, mobile, global research environment.
4. **Support and Career Development 2** - The importance of researchers' personal and career development, and lifelong learning, is clearly recognised and promoted at all stages of their career.
5. **Researchers' Responsibilities** - Individual researchers share the responsibility for and need to pre-actively engage in their own personal and career development, and lifelong learning.
6. **Diversity and Equality** - Diversity and equality must be promoted in all aspects of the recruitment and career management of researchers.
7. **Implementation and Review** - 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.

14 July 2008

Professor Mick Fuller
Head of the Graduate School and Director of Graduate Studies