

Community consultation on the Review of the Concordat to Support the Career Development of Researchers

LINK TO SURVEY:

<http://app.keysurvey.co.uk/f/1166886/b9fd/>

Community consultation on the Review of the Concordat to Support the Career Development of Researchers

Thank you for participating in this consultation. It seeks to gather views about the impact of the UK Concordat to Support the Career Development of Researchers since its launch in 2008. We welcome input from across the researcher community, including researchers in academia and industry; research leaders, managers and researcher developers; funders and policymakers; and other interested groups.

The information you provide will only be shared with the Research Councils and the Concordat Expert Review Panel for the purpose of informing the Review of the Concordat to Support the Career Development of Researchers. Individual responses will not be disclosed, and the personal data you supply in this survey will be managed by BBSRC in accordance with the provisions of the UK Data Protection Act 1998. For further information you can access BBSRC's data protection policy at <http://www.bbsrc.ac.uk/about/policies-standards/data-protection-policy/>.

Please note that this survey uses cookies to remember your responses, so please do not complete the survey using a public computer and remember to click "submit" at the end of the form to submit your responses.

The survey will close on Friday 1st December.

There are five sections in this consultation. Please work through all sections before submitting your response.

- Section A provides information about the Concordat and the purpose of the review, as well as a definition of researchers.
- Section B asks about you and your organisation.
- Section C asks you to provide views on the impact of the Concordat and its Principles.
- Section D provides information about the information that has been provided to the Expert Review Panel and asks for any further data sources that may be of benefit.
- Section E asks you to provide views on the future of the Concordat.

Section A: Introduction

The Concordat to Support the Career Development of Researchers is an agreement between funders and employers of researchers to improve the employment and support for researchers and research careers in the UK. You can access the document here:

<https://www.vitae.ac.uk/policy/vitae-concordat-vitae-2011.pdf>

The Concordat sets out seven Principles, which are summarised on the next page.

Researchers are broadly defined as individuals whose primary responsibility is to conduct research and who are employed for this purpose. It is recognised that this broad category of staffing covers a wide range of staff with different disciplinary backgrounds, levels of training, experience and responsibility, types of contract (fixed or open ended, full or part time), and different career expectations and intentions.

An independent review of the Concordat was commissioned by the Concordat Strategy Group, which has overseen the implementation of the Concordat since its launch in 2008. Details of the purpose of the review and the Expert Review Panel can be found here:

<http://www.rcuk.ac.uk/skills/frameworks/review-of-the-concordat-to-support-the-career-development-of-researchers/>

This consultation aims to gain views and further information about the impact of the Concordat and its potential future role. Responses from any groups or individuals are welcome.

The Seven Principles of the Concordat are as follows:

A. Recruitment and Selection

- **Principle 1:** Recognition of the importance of recruiting, selecting and retaining researchers with the highest potential to achieve excellence in research

B. Recognition and Value

- **Principle 2:** 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

C. Support and Career Development

- **Principle 3:** Researchers are equipped and supported to be adaptable and flexible in an increasingly diverse, mobile, global research environment
- **Principle 4:** The importance of researchers' personal and career development, and lifelong learning, is clearly recognised and promoted at all stages of their career

D. Researchers' Responsibilities

- **Principle 5:** Individual researchers share the responsibility for and need to pro-actively engage in their own personal and career development, and lifelong learning

E. Diversity and Equality

- **Principle 6:** Diversity and equality must be promoted in all aspects of the recruitment and career management of researchers

F. Implementation and Review

- **Principle 7:** 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

Section B: About you

1. Please tell us about your role (tick all that apply).

- Researcher
- Lecturer on an hourly paid contract
- Principal Investigator, research leader or manager of researcher/s
- Researcher developer
- HR professional
- Funder or policymaker
- Industry / trade association
- Other (please specify)

2. What type of organisation are you employed by?

- University
- Small or medium sized business
- Large business
- Funder of researchers
- Professional association (e.g. Research Staff Association, industry association)

If business is selected:

2a. How long have you been based in industry?

- Less than 2 years
- 2-5 years
- More than 5 years

3. Tell us the name of institution / organisation (optional)

4. In case of the need for clarification on any points, please provide the following contact information:

- Name
- Role
- Email
- Telephone

Section C: The impact of the Concordat on your institution / organisation

5. To what extent does your organisation support researchers in line with the Principles of the Concordat?

- Extensively
- A small amount
- Very little / not at all
- Don't know

6. Have any of these activities taken place within your organisation as a direct consequence of the Concordat? Yes / No / Don't know for each:

- Organisational restructuring
- Major changes to recruitment / employment practices
- Influence on contract types
- Creation of support staff roles
- Influence on policies
- Provision of researcher/career development activities
- Creation of researcher-led groups/committees

7. Please provide a brief commentary explaining the impact of the Principles of the Concordat on you / your organisation.

Use quantitative examples wherever possible and provide web links to any relevant information which supplements your response (NB you do not need to provide links to documents which are already publicly available, such as HR Action Plans). (Max. 300 words)

Section D: Further evidence

The independent Expert Review Panel has considered evidence relating to the impact of the Concordat. Such evidence has included:

- Background information about the Concordat and its management / implementation
- Information about other Concordats and related reviews in the UK and internationally
- Information from researcher surveys (especially Careers in Research Online Survey and Principle Investigators and Research Leaders Survey)
- A selection of Higher Education Institution (HEI) HR Action Plans and review reports, to demonstrate the role of the HR Excellence in Research Awards in implementing the Concordat
- HEI and business strategies for the management of researchers
- Funder support for researchers

8. Is there any further evidence that the Expert Review Panel should take into consideration when reviewing the Concordat? (Yes/No)

If Yes:

8a: What is the nature of the information?

8b: Why is it important?

8c: Where / how it can be accessed?

Section E: The Future of the Concordat

9. Do any of the Principles of the Concordat require updating? (Yes/No)

If Yes:

9a: Which Principle(s) require updating and why? (tick all that apply and provide brief explanation, max. 100 words)

- **Principle 1:** Recruitment and Selection
- **Principle 2:** Recognition and Value
- **Principle 3:** Adaptability and flexibility in a diverse research environment
- **Principle 4:** Career development and lifelong learning
- **Principle 5:** Researchers' Responsibilities
- **Principle 6:** Diversity and Equality
- **Principle 7:** Implementation and Review

10. Are there any new Principles needed in a future version of the Concordat?
(Yes/No)

If Yes:

10a. Please provide details of any new Principles(s) (max 100 words)

Thank you very much for your response. Information about the next steps of the Review is available on the RCUK website:

<http://www.rcuk.ac.uk/skills/frameworks/review-of-the-concordat-to-support-the-career-development-of-researchers/>