



Brunel University is actively committed to the principles of the Concordat to Support the Career Development of Researchers and, with the help of its Concordat Action Plan 2011, has sought to increase support for research staff and to enhance opportunities for their personal and professional development. Following receipt of the HR Excellence in Research award in September 2011, the University has developed a range of initiatives and sought to improve relevant University practices, policies and procedures. The associated action plan provides a framework for some of these initiatives. This document reviews progress made against the stated commitment to support its researchers.

*Background and context*

*Transformational Change Programme*

The University launched a programme

Opportunities for personal and professional development are provided by the Graduate School through a dedicated Researcher Development Programme (for staff) and also by Staff Development. Researchers have access to both programmes. Feedback from CROS 2013 suggested that our researchers participate in more development activities than researchers generally within the sector, and there were 354 attendances at Staff Development activities alone by research staff between 2011 and 2013 (September).

Key highlights and progress against action points are detailed within the Action Plan.

#### *D: Researchers' Responsibilities*

##### *Principle 5*

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*Future direction and next steps (2013 – 2015)*

The Concordat Action Plan will continue to be implemented under the leadership of the Graduate School, with integrated support from the other key stakeholders within the University. We plan to continue to build on the successful actions of the preceding two years and also to:

Address any gaps and shortcomings identified through recent surveys (CROS / PIRLS 2013) and through continued regular consultation with research staff.	Survey review and consultation with research staff and Brunel RSA (Sept – Dec 2013)
Share and discuss summary data from recent surveys with research staff and their managers to inform on-going and new developments.	Research staff networking meetings scheduled every six weeks (Sept 2013 to Jul 2014)
Establish and support a local Research Staff Association (2013/14).	Consultation and pre-launch workshop 26-09-13; Launch event January 2014 (date tbc)
Enhance the Researcher Development Programme (Staff) to include more career development activities, with relevant expertise from Placement and Careers and external collaborators where appropriate.	Termly career-development focus group meetings (continual activity)
Review and develop the induction process for research staff, to ideally capture all new research staff early and provide clearer orientation, information and signposting to relevant opportunities.	Jul – Oct 2013 (re-launch process following completion of Transformational Change Programme, Oct 2014)
Continue and expand one-to-one career coaching and mentoring opportunities for researchers.	Already implemented; new mentoring schemes under consultation (July – Dec 2013)
Better engage PIs and Research Leaders in the available training (both as co-deliverers and as participants).	Already actioned – Researcher Development and Staff Development programmes 2013-14
Support actions linked to the staff-related University Equality Objectives (2012 – 2016).	As detailed in updated Action Plan

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