

GRAST1314001 Strategy for implementation of the Concordat to support the career development of researchers

Annex 1

Action Plan 2013/14

This action plan supports the implementation of the Concordat to support the career development of researchers. Key issues arising from the gap analysis concerned ensuring effective research leadership, mentoring and interventions to support research career development. Following consideration of the Concordat progress report presented to the Research and Enterprise Committee in June 2013 and analysis of responses to the 2013 Careers in Research Online Survey and the Principal Investigators and Research Leaders Survey, the key areas for development in 2013/14 are to be:

Action	Concordat Principle	Responsible	By When	Progress
1. Establish Researcher Mentoring programme	1,3, 4, 6	Associate Director of the Graduate School	December 2013	
2. Develop and pilot a Research Leadership CPD programme with two strands: coaching & mentoring, and leadership	1,2,3,4,6	Associate Director of the Graduate School / Head of Human Resources	May 2014	
3. Ensure that University Research Centres and University Institutes address the issue of 'integration' of researchers in their plans (for example, through their mentoring arrangements)	1,2,6	Deans, Heads of University Research Centres	October 2013	
4. Consult with researchers to gain feedback on implementation of Concordat	1,2,4,6,7	Head of Research Services	April 2014	
5. Establish funded 'research internships' programme to enable early career researchers and colleagues who wish to reengage in research activity to work with established researchers in other institutions	1,2,5,6	Associate Director of the Graduate School / Head of Research Services	December 2013	
6. Establish funded 'collaborative research projects' programme to enable early career researchers and colleagues who wish to reengage in research activity engage in exploratory projects with researchers in other institutions	1,2,5,6	Associate Director of the Graduate School / Head of Research Services	December 2013	