Strategy for implementation of the

Concordat to support the career development of researchers

Annex 1

Action Plan 2014/15

This action plan supports the implementation of the Concordat to support the career development of researchers. Key issues arising from the gap analysis conducted in 2013 concerned ensuring effective research leadership, mentoring and interventions to support research career development. The key areas for development in 2014/15 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; University Research Centre Heads	March 2015	
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	January 2015	
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	Heads of University Research Centres	February 2015	
4. Consult with researchers to gain feedback on implementation of Concordat	1,2,4,6,7	Head of Research Services	January 2015	
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	November 2014	
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	November 2014	

Longer term objectives are:

7. Undertake targeted CPD with thematic groups identified in Research Leadership Programme; Monitoring of interactions [mentoring and leadership]	1,2,3,4,6	Associate Director of the Graduate School / Head of Human Resources	2015/16	
8. Evaluation of Research Leadership CPD programme pilot	6, 7	Associate Director of the Graduate School / Head of Human Resources	2016/17	
9. Evaluation of Research Internships and Collaborative Research Grants programmes (in parallel with their continuation, funds permitting)	6,7	Associate Director of the Graduate School / Head of Research Services	2016/17	
10. Consolidation of Research Internships and Collaborative Research Grants programmes (in parallel with their continuation, funds permitting)	1,2,3,4,6	Associate Director of the Graduate School / Head of Research Services	2016/17	