

Concordat to support the career development of researchers: Best Practice Examples (updated January 2018)

Concordat Principle	Event/Initiative	Impact on researchers	Date conducted
<p>2 Recognition and value 4 Support and Career Development 5 Researcher' responsibilities</p>	<p>Faculty of Medicine, Health and Life Sciences Postdoc Society (launched 2017) to enable collaboration by researchers across Faculty.</p> <p>School based societies combined into above Society, i.e. Medicine, Dentistry and Biomedical Sciences (MDBS), Biological Sciences, Institute of Global Food Security, Pharmacy.</p> <p>Other Post-doc/Research Society groups in Schools of:</p> <ul style="list-style-type: none"> • Electronics, Electrical Engineering and Computer Science • Sociology, Social Policy and Social Work (Social Sciences Research Society) • Maths & Physics • Chemistry and Chemical engineering 	<p>The societies/forums allow researchers to represent their interests. This can be through interactions with school management and administration, informing institutional policy, facilitating the organisation of training activities or career development sessions for other researchers, and providing support for researchers as necessary. This includes activities such as:</p> <p>organising events for their peers; representation of research staff on university committees; dissemination of news and policies that affect researchers.</p>	<p>Beginning with the School of Medicine, Dentistry and Biomedical Sciences Post-Doc Society (February 2009) through to the School of Chemistry and Chemical Engineering Postdoctoral Forum (June 2014). Faculty of Medicine, Health and Life Sciences Postdoc Society (launched 2017)</p>

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School of Pharmacy (Dr Marie Migaud & Diane Masson, Careers Service)			
1. Recruitment and Selection 3. Support and Career Development 6. Diversity and equality	PDRAs destination survey	Increased awareness by the supervisor of the career trajectory of their research staff. Examples of career trajectories for future career events and contact details for the Post-doc society.	
1. Recruitment and Selection 3. Support and Career Development	Welcome pack	Formalisation of information deemed important by the end-users themselves. Re-iterative process and regular review, hence regular updates. Web version.	
Support and Career Development	Health Services Research and Pharmacy Practice Conference	Academic career development for early career researchers.	16 th & 17 th April 2015

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School of EEECS (Lesley Moreland) Update December 2017			
Support and Career Development	EEECS/ECIT Research Society	Networking opportunities, organisation of events and industrial visits determined by the society.	Throughout the year
Support and Career Development	All Research Assistants are offered to undertake a PT PhD funded by the School or University	To enable the researcher to progress to be a Research Fellow and help with employability prospects.	On recruitment
Support and Career Development	Career plans for every research member of staff as an output from Appraisal (remains a work in progress as we would like to redesign the appraisal form to make it more developmental)	To enable us to plan career events/mentoring schemes tailored to the researchers' needs.	Appraisal - July/August annually
Recruitment and Selection Support and Career Development Diversity and Equality	1.5 days mandatory induction for all research staff	To help the researcher settle in quickly to the role and provide an opportunity to meet other new staff. Specific school initiatives are explained as well as University processes. Half day workshop on inclusion (unconscious bias focus).	4 times per year
Support and Career Development	EEECS Teaching Fellowship Scheme	The purpose of the Fellowships is to allow researchers who plan to pursue an academic career to acquire valuable teaching experience without this having a negative impact on their research time. For this, the School will provide funding to extend their current research contract by one month (in	Application call is made annually in June

		agreement with the corresponding funding bodies) to carry out teaching duties (up to 50 contact hours) within the School.	
Support and Career Development	<p>EEECS Researcher Mentoring for a future career in Academia</p> <p>This initiative is a formal 1-1 mentoring scheme and includes a workshop on academic standards, attendance at academic induction and the offer of a CV clinic.</p>	Additional support provided to the researcher via an academic mentor drawn from outside the core research discipline area. The workshop of academic standards provides additional information of the expectations of an academic and the CV clinic provides the researcher with feedback on their CV as if they were applying for their first academic post.	Annual application process
Support and Career Development	Support for PGCHET	Identified as a development need via appraisal and fully funded by EEECS. This provides researchers with a formal teaching qualification.	Appraisal - July/August annually
Support and Career Development	EEECS Confident Communications Course	The course serves to maximise the impact and effectiveness of each participant, offering clear tools that can be instantly applied to any presentation.	Annually
Recognition and Value	EEECS Celebrating Success Events	To highlight any research staff achievements that have received external recognition (best paper awards, professional membership etc.).	Twice annually
Support and Career Development	As an outcome of Appraisal - Personal Development Plans for every researcher with financial assistance provided by the School	To support their personal development and career development and lifelong learning.	Appraisal - July/August annually

Implementation and Review	Staff survey	We undertake this review every 2 years. The results are segmented by category of staff so that we can see what actions we need to take to address any areas for improvement.	Every 2 years
Support and Career Development	PhD Structured Development Plan	To provide research staff with additional technical development. All research staff are invited to attend any courses offered as part of our 3 year PhD Structured Development Plan.	Annually
Recognition and value	EEECs Meet our Researchers Event (Social event for PhDs/Research and Academic Staff)	Increased sense of belonging and provide networking opportunities	Annually

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School of EEECS (Phil Hodgers, Lesley Moreland & Alexey Shitvov)			
Recruitment and Selection Support and Career Development	EEECs RS Event – Industry Meets Academia	Seminar for PhD's and Contract Researchers to learn about employment opportunities within local Industry. Developing networking and communication skills outside of academia.	25 th June 2015

Recognition and value	EEECS RS Event – Welcome Social, Bowling at Odyssey	Social event to welcome new PhD's and assist with the embedding within their new working group in a more relaxed/informal social context.	28 th October 2015
3. Support and Career Development	<p>EEECS Staff Charter This Charter clearly outlines what staff can expect from their line manager as regards learning and development and what is expected of staff.</p> <ul style="list-style-type: none"> • 	<p>EEECS STAFF CHARTER PRINCIPLE 6 LEARNING AND DEVELOPMENT Colleagues will be encouraged to realise their full potential in their role and to continue their personal and professional development. The School has a formal learning and development process that offers all staff the opportunity to participate in development relevant to School and individual needs.</p>	<p>EEECS Staff Charter covered during 1 day induction held 3 times a year.</p> <p>Learning and Development process has been in place since 2008.</p> <p>Appraisals carried out July/August with a mid-year review carried out during February.</p>

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Institute for Global Food Security, School of Biological Sciences (Dr Kevin Cooper)			
	<p data-bbox="622 379 1111 443"><u>Accessing funding for training in new instrumental techniques</u></p> <p data-bbox="622 488 1099 1018">IGFS have recently invested heavily in new state-of-the-art high sensitivity mass spectrometry instrumentation to facilitate metabolomic studies and quantitative detection of residues of drugs, biotoxins and contaminants in foods, animal feeds and human tissues. To ensure equipment is fully utilised and to benefit the career development of IGFS researchers, efforts have been made to access funding for specific training for the end users, irrespective of staff grade – both postdoctoral contract researchers and technicians have benefited from this during 2013.</p>	<p data-bbox="1133 379 1574 762">When tendering for capital equipment, provision for training by the manufacturer was an integral requirement. Six research staff received onsite training by equipment installation engineers, and a further four days of training was provided at the manufacturer’s facilities in England to two postdoctoral staff and two technicians.</p>	<p data-bbox="1597 379 1760 403">21 May 2013</p>
Recognition and value	<p data-bbox="622 1062 1111 1142">School of Biological Sciences blog “Qubio” http://blogs.qub.ac.uk/qubio/</p>	<p data-bbox="1133 1062 1574 1286">Driven by PDRAs with input from PGs and Academics. Opportunities to promote research interests to wider audience. Improved visibility for PDRAs within School. Shortlisted in Best</p>	<p data-bbox="1597 1062 1861 1086">November 2014 to date</p>

		Educational & Science Blog Category of the Blog Awards Ireland 2015.	
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School of Modern Languages (Prof Greg Toner)			
	<p>Induction Activities</p> <p>As the numbers of PDRAs in the School of Modern Languages are small, we integrate them into the established mentoring and appraisal processes</p>	<p>PDRAs and fixed-term staff go through the same probationary process as permanent staff in terms of mentoring, monitoring, training and integration into the broader research culture. In addition to these established systems, the School operates an informal system of mentoring to support research development. Under this scheme, which is completely independent of the appraisal process, all members of staff may obtain confidential guidance and advice on career development and enhancement from a more senior researcher. Fixed-term staff can also apply for funding for research and conferences on the same basis as permanent staff.</p>	Ongoing

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AHSS - School of Law (Prof McAlinden)			
Support & Career Development	Various academic & research staff training events (e.g. grant capture; securing a book contract)	Increased sense of belonging & visibility within the School; acquisition of practical skills for planning a research career.	Ongoing – annual or bi-annual basis

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Geography, Archaeology and Paleoecology			
	Held a research conference and workshop 'Increasing the impact of research'	Increased knowledge and understanding of research strategy.	21 January 2012
Chemistry and Chemical Engineering			
CCE	PDRAs are offered teaching experience	To increase the employability as academics.	Ongoing
Queens Gender Initiative			
QGI	Athena Forum Guide: Signposting Career Paths for Postdoctoral Researchers.		Ongoing

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Mechanical and Aerospace Engineering			
	Publicise and strengthen existing staff/PGRA mentoring program within the School to support career decisions and progression.	New programmes will be introduced as part of the PGR revamp within the school and the introduction of a DTC (Doctoral Training Centre) Structure for PGR degrees.	14/1/14
	Co-mentoring scheme in Mechanical & Aerospace Engineering.	This initiative forms part of the School Action Plan for SWAN. It is an informal group created to provide opportunities to share experiences and explore strategies for career advancement with particular emphasis on work/life balance.	Ongoing

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Medicine, Dentistry and Biomedical Sciences			
SMDBS	Postdoc representatives sit on Centre Operations Committees, Postgraduate Committees and other groups within the Centres/Schools	Engagement in decision-making processes	2013-14
	Postdocs are encouraged to develop international research networks and to spend time in a collaborators lab outside of QUB to access new technologies/knowledge transfer	Career development.	Ongoing
CCRCB	Induction packs for new research staff		
	Faculty of Medicine, Health and Life Sciences Postdoctoral Society Symposium	A total of 125 researchers attended. The event focused on careers in science. A range of speakers talked about their experience of a research career in academia and beyond.	11 th March 2016
Maths & Physics	PhD and Post-doc Careers Day	At this event a number of speakers will discuss their experience of developing a research career in academia and beyond. It enhances researchers' knowledge of the different careers that are available to Maths & Physics researchers.	12 th April 2016

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University-wide initiatives (Claire Dewhirst, Research & Enterprise)			
Recognition and value	The VC's Research Prizes	In 2015 the VC's Research Prizes were expanded to include a Post-doc category. Previously the prizes had included a category for ECRs. By offering both Post-doc and ECR categories the university has acknowledged the important role that both academic roles bring to the academy.	2015-16
Recognition and value; Researchers' responsibilities	The University's Impact Group	Following the results of REF2014 the university set up an impact group in order to support discussions around culture change and good practice around impact and engagement. It was seen as crucial to the group to include academics from a range of backgrounds and schools hence the inclusion of Post-docs on the group membership.	2015-16
support and career development; recognition and value; researchers' responsibilities	The University's Research Strategy 2015-2020	The new research strategy for the university dedicates a section to the creation of a vibrant post graduate and post-doctoral community. This commits the university to being pro-active in providing opportunities to enhance the careers of our post-doctoral researchers.	2015-2020

<p>support and career development; recognition and value; researchers' responsibilities</p>	<p>The post-doc forum</p>	<p>As part of the commitment made to post-doctoral researchers in the research strategy a post-doc forum has been created. This forum is chaired by the PVC who leads on research. This is an active forum that meet regularly and looks to shape best practice in the university.</p>	<p>Est. 2015- ongoing</p>
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