



HR EXCELLENCE IN RESEARCH

HR Excellence in Research Award

Providing researcher development opportunities is important to Queen's. It is also a national issue. This is discussed in [The Concordat to Support the Career Development of Researchers \(2008\)](#), which outlines a set of principles that universities are expected to address in relation to the management of contract research staff.

Further to this, Queen's holds the European Commission's [HR Excellence in Research Award](#), which recognises the University's efforts in improving the working conditions and career development opportunities for its researchers.

Queen's was the first University across Ireland to receive the Award, and it enhances our reputation as an attractive destination for researchers from all over the world.

The University's implementation of these actions is reviewed every two years. The next review is due in January 2020.

Information on Concordat reviews is available below:

Action Plans and Progress Reports

Staff will be kept informed of progress on the implementation of the Concordat Action Plan.

[Progress Report January 2018](#)

[Updated Concordat Action Plan January 2018](#)

External Review 2016

[Progress Report January 2016](#)

[Updated Concordat Implementation Action Plan January 2016](#)

[Progress Report January 2014](#)

[Updated Concordat Implementation Action Plan January 2014](#)

[Concordat Implementation Action Plan January 2012](#)

European Commission's HR Excellence in Research Award

In implementing the Concordat Principles, UK universities can demonstrate that they meet the requirements of the European Commission's Charter and Code on Management of Researchers.

- Queen's successfully applied for the award in January 2012
- We were the first University in Ireland to achieve this recognition
- We conducted internal reviews of progress on the action plan in 2014 and 2018, and an external review was completed in 2016.

During the internal review in January 2018, Organisational Development co-ordinated a consultation process with staff. This included:

- the Careers in Research Online Survey (2017)
- Principal Investigators/Research Leaders Survey
- face to face meetings with staff

Members of the Concordat Implementation Review Group have met with researchers to discuss the action plan, and attended the new University Post-Doc Forum.

Senior managers have also been included in this consultation process in order to gain agreement on the range of actions in the updated Concordat Action Plan.

Concordat Implementation Review Group (CIRG)

Established in January 2013, the CIRG brings together staff from across the University with knowledge of and responsibility for the management and development of Queen's Research Staff. The group is responsible for co-ordinating and monitoring the implementation of the Concordat to support career development for Queen's researchers.

The University's Concordat Implementation Plan forms the basis for the actions of this group. In January 2012 the University successfully applied for the European Commission's HR Excellence in Research Award, with the Concordat Implementation Plan forming the basis of this application. CIRG has co-ordinated the 2- and 6- year internal reviews and the 4-year external review of the Concordat Implementation Plan.

Membership includes academic, academic support staff and, crucially, research staff. Research staff representatives are members of school-based societies and forums, and provide a researcher perspective on the issues and how to progress the actions in the implementation plan.

A number of members of the CIRG are also SWAN champions within University schools. This has enabled the sharing of information on career development initiatives undertaken as part of the Queens Gender Initiative and the researcher development programme.

Many of the best practice examples gathered by CIRG are based on initiatives that have a SWAN focus but have developed into resources available to all research staff.

In order to raise awareness about the Concordat and in preparation for the review of the HR Excellence in Research Award, members of CIRG meet with a range of staff across the University, e.g. Directors of Research and Research Staff Societies and Forums.

[Terms of Reference and membership](#)

Summaries of meetings:

[13 April 2016](#)

[29 November 2016](#)

[15 March 2017](#)

[18 September 2017](#)

[3 November 2017](#)

[Examples of Best Practice](#)