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C: SUPPORT AND CAREER DEVELOPMENT

Principle 3: Researchers are equipped and supported to be adaptable and flexible in an increasingly diverse, mobile, global research environment. Their skills and achievements are recognised and promoted at all stages of their career.

	CONCORDAT REQUIREMENT	STATUS Achieved (A) Substantial progress (SP) In progress (IP)	ACTION TO ACHIEVE/MAINTAIN COMPLIANCE	WHO RESPONSIBLE	TIMESCALE
3.1	It is imperative that researcher positions in the UK are attractive in themselves (and not solely as potential stepping stones to permanent academic positions).	SP	Consider and make recommendations on how opportunities for development can be incorporated into the new employer branding.	David Owen (HR) Christine Parry (MEL)	Dec 2011
3.2	Employers should help create a culture that gives researchers the ability to move between different career paths (a broad-minded approach should be adopted by those recruiting researchers to take into account varied career paths).				

3.7	Employers should provide a specific career development strategy for researchers at all stages of their career, regardless of their contractual situation.	SP	As for 2.3		
3.8	Career development strategies should include the availability of mentors (all researchers should be familiar with provisions & arrangements).	SP	Continue to promote the Lancaster approach to Mentoring.	HR (OED team)	Ongoing
3.9	Research managers should actively encourage researchers to undertake CPD activity.	SP	As for 2.3		

Principle 5: Individual researchers share the responsibility for and need to pro-actively engage in their own personal and career development and lifelong learning.

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