



UK, European and International policy and perspectives

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**Research Staff Management and Career Development: Practice
Sharing Event for Principal Investigators, Sussex, 13 April 2016**



The 'strands' of Vitae:

World-class professional development of researchers



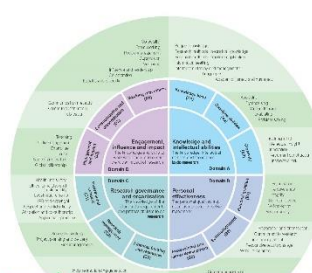
Influence strategy & navigate policy



Strengthen institutional provision & quality



Support researcher developers in their professional practice & careers



Inspire researchers to realise their potential through professional development



Demonstrate evidence & impact of researchers' careers

Vitae Membership: Stay informed, network, collaborate, innovate



Vitae and UK researcher development



- **1968:** First GRADschool run by CRAC (Vitae parent company)
- **1996:** Concordat for Research Careers
- **2002:** **SET for Success report**, Sir Gareth Roberts
- **2003:** UK GRAD Programme for PGR
- **2005:** 'Roberts money' allocated (>£20M pa over 5 years)
- **2008:** Rebranded as Vitae to support all 'early career' researchers, institutional capacity building & **Concordat to Support Career Development of Researchers**
- **2010:** First UK universities gain **HR Excellence in Research** award
- **2011:** End of 'ring-fenced' Roberts money for UK universities, **Vitae Researcher Development Framework** embedded in UK
- **2012:** Vitae Step change resources for research staff
- **2015:** **Vitae membership** launched for organisations and funders
- **2016:** Vitae International membership



The product that the PhD researcher creates is not the thesis – vital though that is to their subject area through the creation of original knowledge – no, the product of their study is the development of themselves

Professor Sir Gareth Roberts
(Set for Success, 2002)



Concordat to Support the Career Development of Researchers

UK policy and practice to enhance research staff careers

Sets out key principles about:

- Recruitment and selection
- Recognition and value
- Support and career development
- Researchers' responsibilities
- Equality and diversity
- Implementation and review



European policy: HR Excellence in Research



The European Commission set out the **European Charter for Researchers and Code of Conduct for the Recruitment of Researchers** (2005)

- improve recruitment
- make selection procedures fairer and more transparent
- proposes different means of judging merit

“ Merit should not just be measured on the number of publications but on a wider range of evaluation criteria, such as teaching, supervision, teamwork, knowledge transfer, management and public awareness activities



HR EXCELLENCE IN RESEARCH

- 94 UK institutions have achieved the award
- Vitae manages UK processes as part of Vitae membership
- In future - stronger link between research funding and HR Excellence in Research



Global convergence in ambition for excellent researcher development



- Cultivate talent at all levels of career development
- Attract and retain the best talents in all their diversity
- Develop interdisciplinary research
- Facilitate mobility
- Encourage acquisition of diverse skill sets
- Undertake outreach activities
- Nurture research integrity
- Provide high quality research environment
- Share good practice



<http://www.globalresearchcouncil.org/statement-principles-research-integrity>



International researchers' perspectives

- The training of young scientists often leaves them **poorly equipped** for their duties and responsibilities once they reach a permanent position
- Need for **aligning young scientists'** skills with the responsibilities and diversified tasks on the next level
- Help them to acquire knowledge, techniques and procedures that help them to be **globally competitive** and participate meaningfully



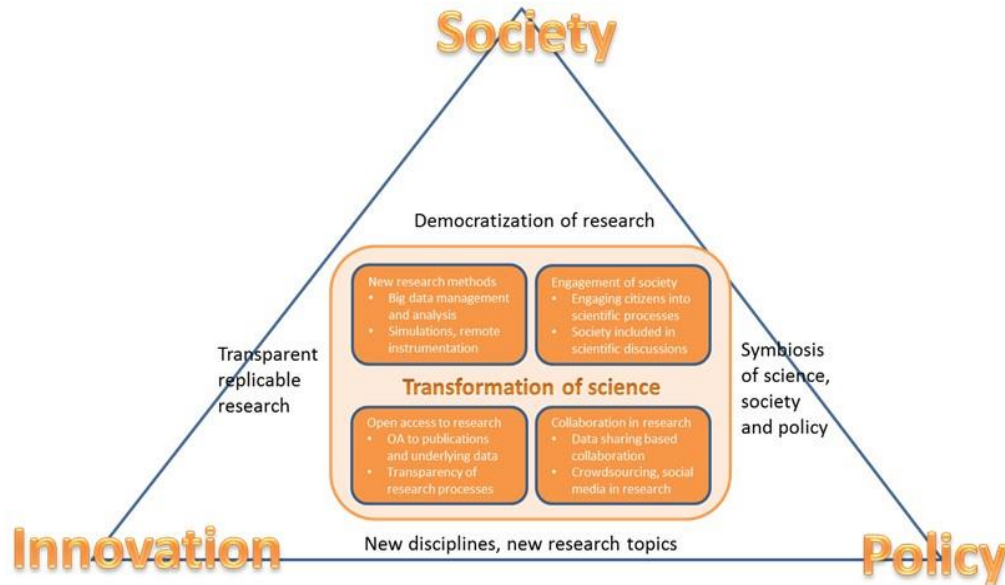
<http://www.globalyoungacademy.net/projects/glosys-1/gya-glosys-report-webversion>

Open science – European perspective



Open science

<https://ec.europa.eu/digital-agenda/en/open-science>



“ Open science is about the way research is carried out, disseminated, deployed and transformed by digital tools, networks and media

Isidoros Karatzas,
Head of the Ethics and
Research Integrity
Sector, European
Commission



Confidence levels



Experience and
gender differences

Enthusiasm for
training/CPD
higher amongst
less experienced,
and females

*Chart shows %
fully confident,
with experience
as RL in years*

Supervising PG researchers

Motivating individuals

Leading research group

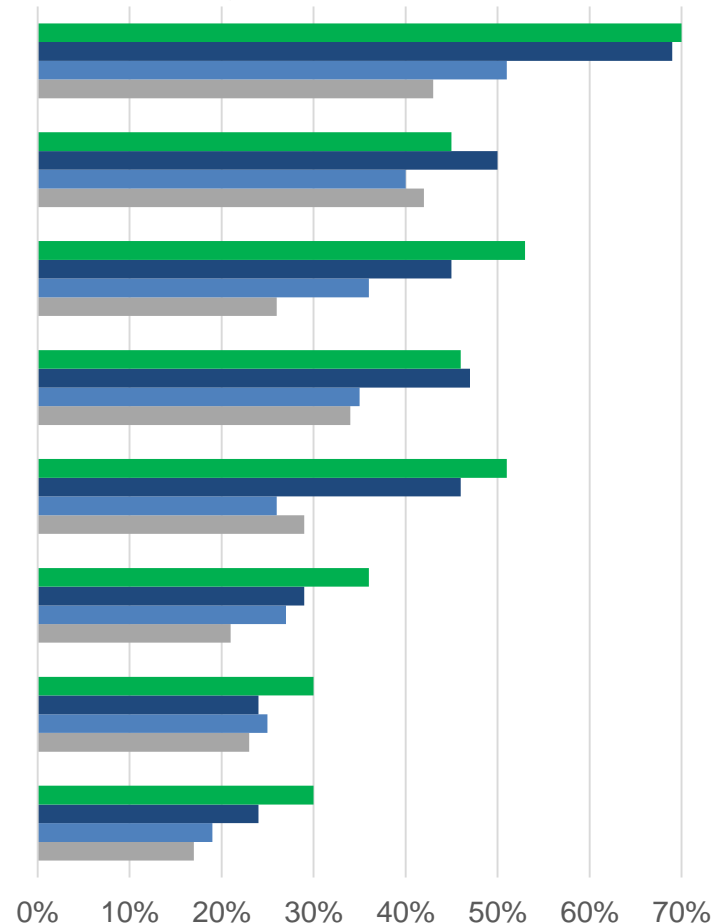
Recruiting staff

Conducting appraisals

Managing finances

Providing career advice

Managing staff performance



■ Male 10+ ■ Female 10+ ■ Male <10 ■ Female <10

Importance and recognition



	% very or important	% recognised / valued
Leading your research group	95%	63%
Developing research staff	95%	54%
Giving career advice to researchers	90%	52%
Securing funding	95%	85%

What do research staff do next?

- Explore the transitions of former academic researchers into other occupations and employment sectors
- Develop resources to help researchers make more informed career decisions
- Create a collection of career stories to illustrate potential opportunities
- Extensive communications and reach through personal and professional networks
- Our partners:

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COUNCILS UK**

 **BRITISH
ACADEMY**
for the humanities and social sciences

IOP
Institute of Physics

 **ROYAL
ACADEMY OF
ENGINEERING**

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What do research staff do next?

Reasons for leaving

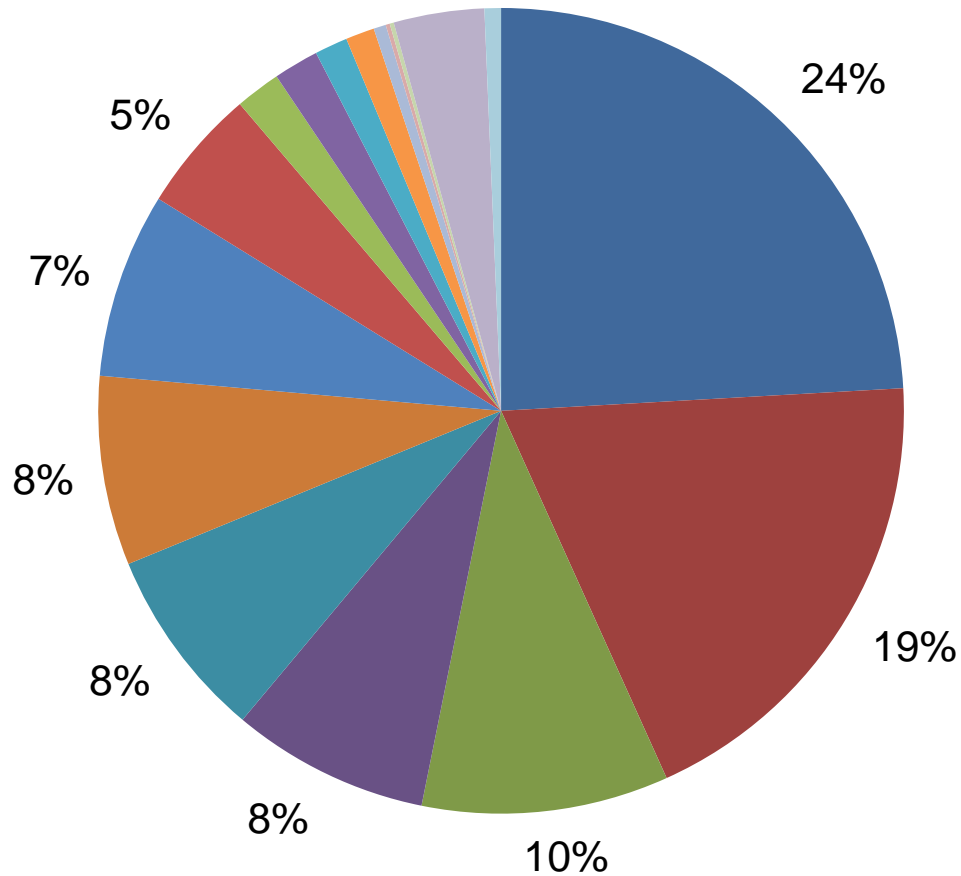
- 79% Better long term prospects
- 76% More job security
- 67% Move away from fixed term contracts
- 59% Better work life balance
- 55% Better working environment
- 53% Better salary potential



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What do research staff do next?

Employment sectors



- Higher education
- Life sciences and pharmaceuticals
- Public administration
- Finance, business and IT
- General manufacturing, energy and mining
- Health and social work
- Charity and third sector
- Other education
- Consultancy
- Publishing and media

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What do research staff do next?



The transition

- Most challenging
 - Change in organisational culture
 - Change in perception of status, personal and others
 - Lack of flexibility, time management, deadlines
 - People management and relationships

- Most helpful
 - Support from new colleagues and organisation
 - Gaining broader experience while research staff
 - Transferable competencies
 - Using networks, careers advice and mentoring
 - Being motivated and resilience
 - Flexibility and adaptability

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#vitae16



Thank you

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