

University of Sussex Provision and Practice for Research Staff Development

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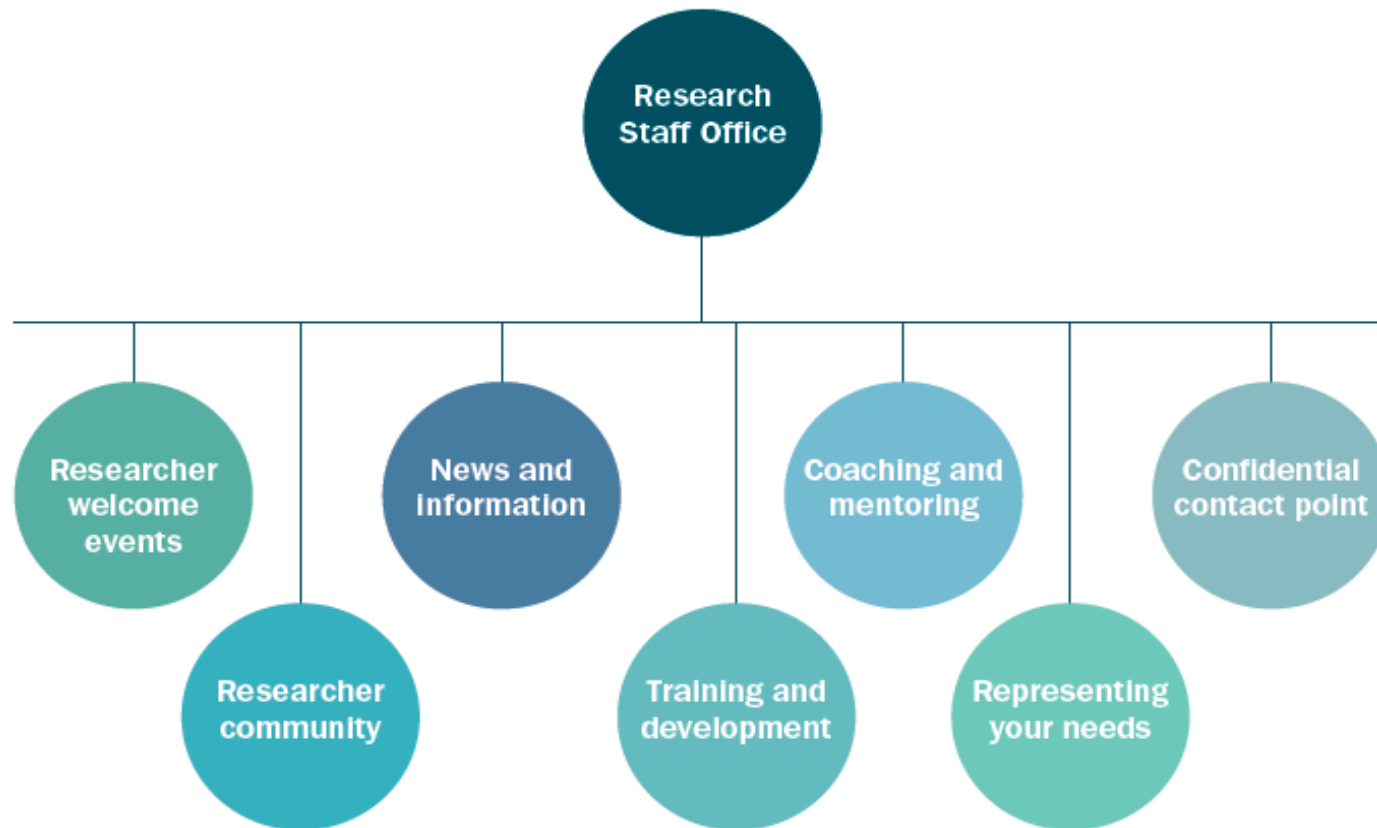
Director of Research Staff Development



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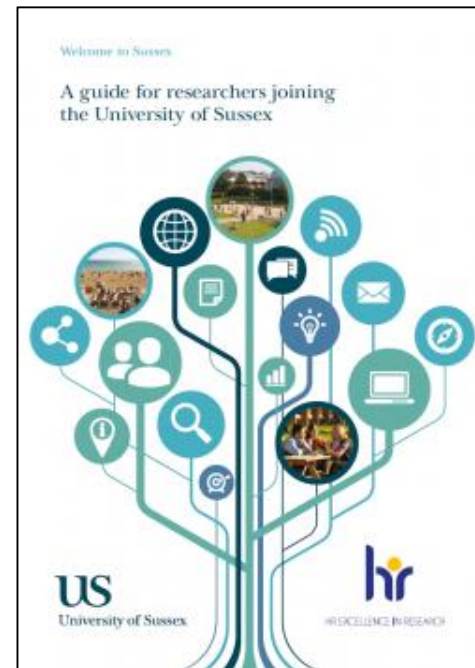
Research Staff Office

**Supporting the experiences and professional development
of Sussex researchers**



Highlights

- Comprehensive webpages for research staff
- Programme of training and development events and workshops for research staff and early career academics
- Information and events for new staff
- New tailored appraisal documentation and guidance for research staff
- Monthly newsletter, the *Sussex Researcher*
- Mentoring Scheme for Women in STEMM
- 1:1 professional development coaching
- Group of 16 Research Staff Representatives



Concordat and HR Excellence Award

Seven principles of the UK Concordat set out expectations under themes of:

- 1) Recruitment and Selection
- 2) Recognition of the value of researchers
- 3) Support for researchers
- 4) Career development
- 5) Researchers' responsibilities
- 6) Equality and Diversity
- 7) Implementation and Review

Our European Commission HR Excellence in Research Award recognises University activity to implement the principles of the Concordat



HR EXCELLENCE IN RESEARCH

Current focus

Engaging and Supporting Managers

- Best practice forum for experienced research staff managers/PIs
 - Webpages for research staff managers

Career Pathways

- Promotions, leadership and career management training
- Clarity of guidance and information about researcher career pathways
- Training and development guidance

Induction

- Facilitating start of contract objective setting and career discussions
- Sharing induction best practice at School level

Contracts

- End of contract guidance, information and support
- Exploring alternative approaches to Fixed-Term contracts.

Researcher
networks

Equality & Diversity

Mentoring

- Continuation of Women in STEMM scheme
- Pilot parallel mixed gender scheme for early career researchers

Engaging and Supporting Managers

- New webpage for principal investigators and research staff managers
- Research staff development text for research bids
- Guidance and templates for appraising research staff
- Guidance and templates for start of contract discussions
- Guidance for bridging funding
- Policy and resources library and FAQs
- Training and Development support for your research teams
- Coaching and mentoring support
- Today's event – Gather your feedback and input in how the University should support PIs in managing and developing their research staff

New webpage for PIs

<http://www.sussex.ac.uk/staff/research/pi>

Research Finance
Research Governance and Integrity
> Research Staff
Research Staff Office
Research staff news and events
The Sussex Researcher Newsletter
New research staff
International researchers
Training and development
Coaching and mentoring for researchers
> Principal Investigators: Supporting your Research Staff
Representing researchers
Careers
Funding for research staff
Researcher Forum and networks
Careers in Research Online Survey (CROS)
Practical support
Policy and resources library for research staff
Frequently asked questions
Key contacts for research staff



Principal Investigators: Supporting your Research Staff

Supporting PIs as Research Staff Managers

It is important that research staff at the University feel supported by their manager. This page aims to provide information for research staff managers and PIs to enable them to support their staff effectively.

Managing Research Staff

Please find below information for the effective management of research staff.

Supporting New Researchers

Supporting International Researchers

Supporting Researcher Career Development

Supporting Researcher Appraisals and Progression

Researcher Policies and Processes

Developing Yourself as a PI

Please find links below to key policies and guidance that help enable PIs to both manage research staff and develop themselves whilst leading a research project.

We recommend all PIs that manage research staff should attend the Staff Development Unit (SDU) course '[Fixed Term Contracts](#)' and explore the other courses available. You may also wish to take a look at this external guidance from Vitae on [supervising and managing researchers](#).

Vitae Focus: Leadership for researchers (Vitae resource)

Developing yourself as a PI (Vitae resource)

University of Sussex Staff Development Unit Training Courses

How else can we support you?

Objectives for today:

- To facilitate cross-institutional discussion about key issues in management and career development of researchers.
- To promote exchange of good management practices and ideas between managers of researchers.
- To identify opportunities for the University to enhance support and resources for research staff managers, particularly those that are new to the role.
- To highlight existing resources and support for research staff managers.

Order of Events

UK, European and International policy and perspectives on research staff management - Dr Katie Wheat, Vitae

PI Perspectives – Experiences, challenges and approaches to research staff management – Professor Antonella De Santo, Head of Sussex Experimental Particle Physics

World Café (15.00)

Panel Discussion and Q&A

Networking reception (16.30)

Thank you

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www.sussex.ac.uk/staff/research/researchstaff

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