



**Northumbria
University**
NEWCASTLE

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FAO Chair of the Concordat Strategy Group

Letter of Commitment to the Concordat to Support the Career Development of Researchers

I am writing to confirm Northumbria University's full commitment to the Concordat to Support the Career Development of Researchers.

The University supports the principles of this revised Concordat and we intend to uphold our obligations and responsibilities as a signatory.

The University is committed fully to developing the careers of all its researchers, at all career stages. In 2013 the University was first awarded the HR Excellence in Research Award. This award was re-confirmed for a third time at the six-year review in 2019, demonstrating both our long-term commitment to improving working conditions and to providing career development opportunities for researchers, in line with the aims and principles of the Concordat.

We agree to work collectively and engage with initiatives to address systemic challenges in progressing towards a UK research system where researchers work in healthy and supportive environments. We agree that researchers should be recognised and valued for their contributions in research and beyond, supported in their professional and career development, and equipped and empowered to succeed in their chosen careers.

Yours faithfully

Professor Andrew Wathey CBE FRHistS FSA FRSA
Vice-Chancellor and Chief Executive