

FAO Professor Jonathan Elliott, Chair of Research Strategy Committee and Professor Dirk Werling, Chair of the Research Concordat Working Group

1st May 2020

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

As Principal of the Royal Veterinary College, I confirm our commitment to the Concordat to Support the Career Development of Researchers.

The Royal Veterinary College fully supports the Principles of this revised Concordat and we intend to uphold our obligations and responsibilities as a signatory.

The College is committed to undertaking research that benefits the health and welfare of animals and people throughout the world. We are proud of our achievements and recognise that all our researchers play an important part in that success.

Through our on-going commitment to the principles of the Concordat, and to the HR Excellence in Research award, we are continuously striving to improve our support for researchers and we aim to create the very best culture to enable our researchers to succeed in their careers. We welcome the revised Concordat as an opportunity to review progress, and to further evolve the support we offer our researchers, for researcher career development, and for the culture of the RVC within which we all work.

Continuous improvement will be overseen by the Research Concordat Working Group, which reports via Research Strategy Committee to Academic Board. Its work will be informed by researchers via the Researcher Association, surveys, informal feedback and consultation. Developing our early career researchers to ensure they achieve their full potential within their chosen career is in-line with our values as an institution. The focus on development, inclusivity and wellbeing also aligns with the themes of the RVC's extended strategic plan.

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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 sincerely,

A handwritten signature in black ink, appearing to read 'Stuart Reid', written in a cursive style.

Professor Stuart W.J. Reid CBE
Principal