

The Francis Crick Institute Limited
1 Midland Road, London, NW1 1AT
+44(0)203 7960000
info@crick.ac.uk
www.crick.ac.uk



FAO Chair of the Concordat Strategy Group

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Our ref: PN/JB

I, Paul Nurse, CEO on behalf of The Francis Crick Institute, confirm our commitment to the Concordat to Support the Career Development of Researchers.

The Crick is proud to become a signatory of the Concordat and fully supports the Principles of this revised Concordat and we intend to uphold our obligations and responsibilities as a signatory.

The Crick 'Discovery Without Boundaries' strategy aims to create future leaders, adopting a collegial approach by mentoring and supporting our staff while supporting the development of the UK Science and Innovation ecosystem. We prioritise our early career researchers, investing considerably in how we recruit, train & support them to work effectively while at the Crick, and to develop and prepare them for the next step of their careers within and beyond academia. Our approach to researcher training and development, as well as our postdoc employment conditions, all align well with the Concordat's principles and we already meet many of the requirements of a signatory organisation.

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

Paul Nurse

Paul Nurse FRS
Director

paul.nurse@crick.ac.uk
T: +44(0)203 796 2495

