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FAO Chair of the Concordat Strategy Group

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

I, Professor Ian White, Vice Chancellor and President, on behalf of the University of Bath, confirm our commitment to the Concordat to Support the Career Development of Researchers.

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

As a research-intensive organisation that also places a huge value on learning, one of our primary purposes is to enable every member of our community, whatever their career stage, to advance their prospects through their time at the University. Students at all stages as well as staff choose to invest their time at the University, and should expect that their investment offers a return. That is entirely in the interests of the University, because the prospects of our students and staff inevitably reflect on the quality of the work we do. Just like any market, the job market is uncertain, and so a portfolio of activities is an essential part of career development at the University. Our Research Staff Working Group, which reports to the University Research Committee, provides a forum for the views of Research Staff to be heard, and for them to have a collective voice at the University. By working alongside the Research Committee, the Doctoral College and other bodies, this Group, which is co-chaired by a senior researcher, has proven to be a most effective way for the University to develop its plans for further supporting the Career Development of Researchers. The revised Concordat will further empower them to identify and prosecute the further actions that will ensure not just that we are compliant with the Concordat, but also that we offer the best possible environment for the development of research careers that we are able to.

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,

*I. H. White*

Professor Ian White