



7 July 2021

Professor Julia Buckingham  
Chair of the Concordat Strategy Group

**BY EMAIL ONLY**

Dear Professor Buckingham

**University of Birmingham: Letter of Commitment to the Concordat to Support the Career Development of Researchers**

I, Professor Sir David Eastwood, on behalf of University of Birmingham, confirm our commitment to the Concordat to Support the Career Development of Researchers.

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

The University attaches high value to the vital contribution of Research Staff to our core mission to deliver world-class research and outstanding global education as we strive to increase the volume and quality of our research to make an even greater difference to the world around us. We aim to be the UK's exemplary civic university, remaining firmly committed to our foundations in the highly diverse communities, people, and economy of the city of Birmingham and the West Midlands.

As stated in our Strategic Framework 2021-2030:

'Achieving the global ambitions of our Strategic Framework depends on our people: leading edge researchers, inspiring teachers, and high-quality Professional Services and technical staff support. We are fortunate to build on strong foundations of highly talented and engaged colleagues, who are committed to the core purposes of research and education, and who share the institution's ambitions. ....

'We will enable our talented researchers to be even more productive in their research endeavours, creating an inclusive, supportive, and 'fizzing' environment where researchers at all career stages can flourish. They will be supported by Professional Services and technical teams who are integrated into our research culture and goals, sharing the recognition and celebration of our successes. Through our distinctive PhD training, and development of early-career academic staff, we will attract and train the next generation of talented researchers..... this culture will be enabled by effective leaders across the University who encourage career progression, staff who take responsibility for their own professional development and wellbeing, and flexibility and trust in how work is undertaken'



In the last year, we have conducted a substantial review of our support for Early Career Staff, as part of the development of a new Birmingham Academic Career Framework, and our agreed measures under that Framework are designed to bring us into full alignment with 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.

Best wishes

Professor Sir David Eastwood  
**Vice-Chancellor and Principal**