

PRIVATE & CONFIDENTIAL

FAO Chair of the Concordat Strategy Group

CRAC Limited
22 Signet Court
Cambridge
CB5 8LA

Professor Hugh Brady
Vice-Chancellor and President
University of Bristol
Vice-Chancellor's Office
Beacon House
Queen's Road
Bristol BS8 1QU, UK
T +44 (0)117 42 83183
www.bristol.ac.uk

1 December 2019

Ref: HRB/Concordat/TP/011219

Dear Sir/Madam

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

I, Hugh Brady, on behalf of the University of Bristol, confirm our commitment to the Concordat to Support the Career Development of Researchers.

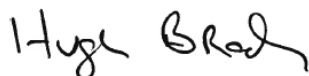
The University of Bristol fully supports the Principles of this revised Concordat and we intend to uphold our obligations and responsibilities as a signatory.

The University of Bristol is fully committed to implementing the Principles of the Concordat and is actively focused on ensuring a high-quality research environment to accompany excellence in research. We are working hard to foster a positive culture for researchers and their work at, and beyond, the University of Bristol. This is embodied in the creation of Bristol Clear – founded on mutual support, open communication and opportunity, this operates as a centre for research active staff. Its vision is to provide an environment of clarity, honesty and a renewed perspective for our research staff in terms of their personal career development. We aim to give researchers time to learn and to reflect, as well as space to explore choices. We encourage research staff to speak their mind and find the quiet confidence to define their own path. This is what we mean by Bristol Clear.

While aspiring to support and empower its researchers, the University of Bristol also recognises the need for continuous improvement, and although we are unable to influence some market factors impacting on the employment of research staff, there are many areas in which we can have an impact and the Principles of the Concordat will help extend our efforts and enable us to do this.

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 Hugh Brady
Vice-Chancellor & President