



The
University
Of
Sheffield.

Office
Of
The President &
Vice-Chancellor.

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11 February 2020
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Letter of Commitment to the Concordat to Support the Career Development of Researchers

I, Professor Koen Lamberts, President and Vice-Chancellor, on behalf of The University of Sheffield, confirm our commitment to the Concordat to Support the Career Development of Researchers.

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

We welcome the revised Concordat as an opportunity to refocus attention on the environment in which our researchers operate. As we are currently developing our Strategic Plan for the coming period, it is our intention to put the development of our research staff, and the culture in which they work, at the heart of our vision for world-leading, impactful research. We recently renewed our HR in Excellence award through the European Commission and have an active action plan to deliver our researcher development strategy. Our researcher development strategy builds on our award-winning 'Think Ahead' programme, which offers innovative support for researchers' careers, both within and beyond the Academy. We are proud of our offer, but also recognise both the need to continually review and refresh to ensure that we continue to offer support which is valued by our community, and the need to enable culture change to ensure the benefits of this development are embraced across the piece.

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

Professor Koen Lamberts
President & Vice-Chancellor

