

From the Vice-Chancellor

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

I, Professor Max Lu, President and Vice Chancellor, on behalf of the University of Surrey, confirm our commitment to the Concordat to Support the Career Development of Researchers.

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

At the University of Surrey, we value the contribution of all our researchers make to the university's vibrant research and innovation community, and we strive to make the University of Surrey the destination of choice for researchers to launch and progress their careers. Surrey has shown its ongoing commitment to our researchers through our eight year [HR Excellence in Research initiative](#), which has now been adapted to align with the revised Concordat. This demonstrates our continued dedication to provide a supportive environment and culture, fair and transparent employment conditions, and a wide range of professional and career development opportunities for all our researchers.

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 Max Lu AO DL FREng FAA FTSE FCAS FNAI
President and Vice-Chancellor



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