

FAO Chair of the Concordat Strategy Group

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A The Park
Cheltenham
GL50 2RH
T +44 (0)1242 714700
W glos.ac.uk

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

I, Professor Sarah Jones, Pro Vice-Chancellor Academic Enhancement and Research on behalf of University of Gloucestershire, confirm our commitment to the Concordat to Support the Career Development of Researchers.

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

The University recognises the important contribution research staff make to our world-class research and outstanding education practice as we strive to increase the quality of our research to make an even greater difference to local communities, regionally and the world around us. We are firmly committed to our foundations in supporting the diversity of our communities, people, and the civic economy of Gloucestershire, particularly the re-generation of Gloucester city centre through the development of our new City Campus offering state-of-the-art research and teaching facilities.

As stated in our Research Strategy 2021-2028, ‘...the academic development programme includes training in research as well as teaching skills, and the University will enrol suitable new members of staff on our Masters in Research programme The University also supports academic staff to undertake doctoral study where they wish to do so’. Through, our distinctive research awards training, and development of fixed term contract researchers, early career researchers, we will attract and train the next generation of talented researchers. This research culture will be empowered by effective managers across the University who encourage career progression, staff who take responsibility for their own professional development, and wellbeing. In the last year, we have become a member of the British Academy Early Career Network to further support our early career researchers to develop links within the network and have access to network development opportunities. We are also reviewing and revising our training and development programme to align fully with the Concordat’s principles and this will be progressed by our Concordat Working Group. We will continue to develop and refine our policies, procedures, and guidelines which equip our researchers at all career stages with the skills and opportunities necessary to build fulfilling research careers across the higher education, public, private and third sectors. This is further supported by the introduction of career pathways for progression.

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 Sarah Jones
Pro Vice-Chancellor Academic Enhancement and Research

