

24 April 2023

FAO Chair of the Concordat Strategy Group

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

I, Professor Aleks Subic, Vice-Chancellor & Chief Executive on behalf of Aston University confirm our commitment to the Concordat to Support the Career Development of Researchers.

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

The Concordat is an integral and important part of our support to early career researchers. Alongside this, Aston University is a member of Vitae and the HR Excellence in Research Award and is committed to improving working conditions and career development opportunities for researchers. We offer a robust training programme, especially designed for the career development needs of post-doctoral researchers. We also offer our ECRs a wide range of workshops, tailored to their needs, which include Research Ethics and Integrity training and Impact training. Our ECRs are given opportunities for peer learning and networking events and are centrally supported by the University, in organising and leading such events themselves, which fosters community building between our ECRs. At Aston we support our ECRs to attend external events from relevant professional societies. Our support extends to conference attendance, training attendance, etc. We also maintain a library of ECR career development resources online, available 24/7, which can be found at the University's VLE, at Early Career Researchers - Researcher Development (requires internal login to Blackboard).

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 Aleks Subic**  
**Vice-Chancellor & Chief Executive**