

Our Ref: VC-MC-2020 11 03 Concordat

3 November 2020

FAO Chair of the Concordat Strategy Group

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

I, Professor Mark E. Smith, President and Vice-Chancellor on behalf of the University of Southampton, confirm our commitment to the Concordat to Support the Career Development of Researchers.

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

The University of Southampton has been committed to supporting and developing early career researchers for more than a decade. It established a consistent set of career pathways within the Education, Research and Enterprise job family that allows for career progression from all levels. More recently the Centre for Higher Education Practice (CHEP) was set up, which promotes academic professional learning in all areas of academic activity and at every career stage. Within CHEP there is a Researcher Developer post to oversee the provision of bespoke professional development activities. This Concordat will provide added impetus to continue growing our portfolio of provision and support for all 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 sincerely,



Professor Mark E. Smith CBE
President and Vice-Chancellor

