

# UKCGE Conference

## Early Career Researcher Development

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Arts & Humanities  
Research Council

# Aim

To discuss how Research Organisations and AHRC can work together to deliver the early career researcher development agenda

# Background

- Financial pressures
- Concordat
- Research Training Fund and Framework
- Sharing best practice

# AHRC's strategic aims

- To promote and support the production of world-class research in the arts and humanities
- **To promote and support world-class postgraduate training designed to equip graduates for research or other professional careers**
- To strengthen the impact of arts and humanities research by encouraging researchers to disseminate and transfer knowledge to other contexts where it makes a difference
- To raise the profile of arts and humanities research and to be an effective advocate for its social, cultural and economic significance

# Political Contexts

- Public sector cuts
- BIS = both sides of dual support. Single Minister (Willetts)
- QR = £1.5bn in 2008-9, following RAE; RCs = £1.3bn p.a.
- QR = 80% of A + H funding (higher ratio than for sciences)
- A&H = 27% of research active staff, AHRC = 2.8% of RCUK budget

# Concordat - 1

- Principle 1 - Recognition of the importance of recruiting, selecting and retaining researchers with the highest potential to achieve excellence in research
- Principle 2 – Researchers are recognised and valued by their employing organisation as an essential part of their organisation's human resource and a key component of their overall strategy to develop and deliver world class research

# Concordat - 2

- Principle 3 – Researchers are equipped and supported to be adaptable and flexible in an increasingly diverse, mobile and global research environment
- Principle 4 – The importance of researchers' personal and career development, and lifelong learning is clearly recognised and promoted at all stages of their career

# Concordat - 3

- Principle 5 – Individual researchers share the responsibility for and need to pro-actively engage in their own personal and career development, and lifelong learning
- Principle 6 – Diversity and equality must be promoted in all aspects of the recruitment and career management of researchers
- Principle 7 – The sector and all stakeholders will undertake regular and collective review of their progress in strengthening the attractiveness and sustainability of research careers in the UK

# Statement of Expectations - 1

‘Our expectation is that the quality of skills provision and the employability of researchers are maintained and improved, through research organisations acting to recover funds to support researcher development from all funders of research and research students.’

# Statement of Expectations - 2

‘The Research Councils anticipate that funding for researcher development will be increasingly embedded into their normal training and research grant mechanisms.’

# Where next?

- Extend strategic engagement with HEIs
- Continue to demonstrate the need for, value of and impact of arts and humanities research and training
- Continue to develop collaborative partnerships that help place A&H research and training in real-world context
- Continue to operate closely with other RCs
- Continue to cater for distinct nature of A&H disciplines

# Discussion

- What are the key messages from the researcher development agenda to date?
- Researcher agenda 'lagging behind' development for doctoral students – how can we accelerate progress?
- How can Research Organisations make best use of the funding available in the future to deliver the researcher development agenda?
- How can AHRC work with ROs to deliver the agenda?