

# Researcher Development Concordat Champion Role Description

**Academic Partner:** School Research Director / Head of School *[To be confirmed by the School]*

**Professional Services Partner:** School Manager *[To be confirmed by the School]*

**FTE:** *[To be confirmed by the School: The suggested FTE is 0.1. This can be scaled according to the School's PW2 population size]*

**Budget allocation:** *[To be confirmed by the School: Budget allocation for PW2 events and career development opportunities. This can be scaled according to the School's PW2 population size]*

## Committee responsibilities:

- Attend University [Concordat Champions Forum](#).
- Member of School Research Committee (or equivalent).
- Have regular check-ins with [Research Staff Representatives](#) (PW2 Reps) and organise wider Pathway 2 (PW2) staff community meetings in coordination with the School PW2 Rep(s).

**The Concordat Champion must be an experienced researcher who is responsible for:**

## Concordat Action Plan

- Familiarise yourself with the [Concordat to Support the Career Development of Researchers](#) (Researcher Development Concordat) and the [University's Concordat Action Plan](#).
- Raise awareness and ensure local implementation of the [Researcher Development Concordat](#) within their School.
- Implement local actions from the [University's Concordat Action Plan](#).
- Advocate for the interests of PW2 staff.

## Pathway 2 Community Experience

- Increase PW2 staff representation in School level decision-making process.
- Work with PW2 Reps to build a community of PW2 staff.
- Lead on progressing suggestions, proposals and information put forward by the PW2 community.
- Advocate for an improved experience for PW2 staff. The Concordat Champion is particularly responsible for taking a medium to long-term view of improvements to the PW2 experience.

## PW2 Training and Career Development

- Raise awareness of the institutional commitment of 10 days per annum for career development to all academic staff (PW1, PW2 and PW3 – see [Workload Agreement](#)).

- Commitment to researchers' career development: Working with [Bristol CLEAR](#), [Research Development \(DREI\)](#) and [BILT](#) to create training and development opportunities to improve the career development of PW2 staff.
- Work with the School to develop the Faculty Athena Swan Action Plan (where applicable).

### **Communication**

- Consult PW2 staff on issues relevant to the PW2 experience and career development and provide feedback on actions taken.
- Support PW2 Reps in their role by helping them understand the workings of the School, Faculty, and wider University.
- Champion PW2 issues during School Research Committees (or similar).
- Liaise with the School's EDI committee.
- Share best practices with [Concordat Champions](#) in your Faculty and the Institution.

### **Further information:**

- [Researcher Development Concordat](#)
- [UoB Concordat Champions](#)
- [UoB Research Staff Representatives](#)