

The Researcher's responsibilities under the Concordat

Researchers share the responsibility for and need to proactively engage in their own personal and career development and lifelong learning. Specific responsibilities include:

- Ø Exercising and developing increased capacity for independent, honest and critical thought throughout their careers
- Ø Developing the skills of knowledge transfer and exploitation and using them in policy making and the commercialisation of research for the benefit of the University as well as the wider society and economy as a whole
- Ø Conducting and disseminating research results in an honest and ethical manner and contributing to the wider body of knowledge
- Ø Recognising that the skills and achievements required to move on from a research position may not be the same as the skills and achievements which they displayed to reach that position
- Ø Recognising that the primary responsibility for managing and pursuing their career is theirs: identifying their own training needs, actively seeking out opportunities for learning and development to further their career and taking personal responsibility for their choices
- Ø Ensuring that career development requirements and activities are regularly discussed, monitored and evaluated throughout the year in consultation with their research manager and mentor, and that they commit themselves fully to all such activities
- Ø Keeping a record of personal development planning and CPD activities