

FAO Chair of the Concordat Strategy Group

14 January 2021

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

I, Colin Bailey, President and Principal of Queen Mary University of London, confirm our commitment to the Concordat to Support the Career Development of Researchers.

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

The principles of the revised Concordat align closely with Queen Mary's Strategy 2030 and our mission to create a truly inclusive research environment. The three pillars of excellence in our Research and Innovation Strategy 2030 include 'providing world-class support for our researchers' and 'creating a world-class research environment [...] which enables staff and students to flourish'. Our ongoing commitment to supporting our researchers has been externally recognised through our recent retention of the European Commission's HR Excellence in Research Award, which we have held since 2012. In becoming signatories of the revised Concordat, Queen Mary welcomes the opportunity to revise and reaffirm our commitment to further improving the support and development we provide for researchers. This is further evidenced through the creation of the new Queen Mary Academy, which provides support and development for our scholars at all stages of their careers and contains the Researcher Development team. The work of implementing the Concordat Action Plan is championed by our Vice Principal for People, Culture and Inclusion with strong support from the Vice Principal for Research and Innovation.

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,



Prof. Colin Bailey