

FAO Chair of the Concordat Strategy Group

6 January 2020



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

I, Professor Iwan Davies, Vice-Chancellor on behalf of Bangor University, confirm our commitment to the Concordat to Support the Career Development of Researchers.

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

Through our commitment to each of the principles of the Concordat and the HR Excellence in Research Award we have worked to improve our support for researchers in the University. We seek the views and ideas of our ECRs through the Research Development and Research Concordat Group which has representation from each College. We also regularly engage with all researchers at all levels through surveys and consultation so that we are aware of researchers' views across the University.

Through the consultation with our researchers we have developed a broad range of development opportunities to ensure that researchers at Bangor have the skills and knowledge to be successful researchers. On an institutional level we are committed to supporting the wellbeing of staff and promoting an inclusive workplace for all our staff which we regard as key to ensuring staff engagement and a positive working environment.

We see the introduction of the new Concordat as an opportunity for us to review and reinvigorate our commitment to our researchers and ensure that we continue to support and develop researchers in order to create an environment in which excellent research can flourish.

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 Iwan Davies FLSW  
President and Vice-Chancellor**