

A Charter for Early Career Research Staff

We are very pleased to have you join our vibrant and committed research community. The University has high standards in terms of producing world-class research and we hope that your expertise and commitment will further contribute to these outputs. Your appointment reflects the success and expertise you have gained so far in your career.

Below is what we expect from you and what you can expect from the University drawing from the principles of the [Concordat to Support the Career Development of Researchers](#) (in which the University is a signatory):

Achieve your full potential: We appreciate many members of research staff are employed on fixed term contracts which can be an important determinant in your ability to fulfil your potential. Therefore our aim is not only to help you to produce world-class research outputs, but also to be committed to support career transitions in your chosen career path both in academia or beyond. We offer a professional development programme for researchers – [Think Ahead](#) – that provides tailored support for all careers and we are committed to providing you with the equivalent of 1 day/month time allocation for professional career development.

Support for your research: To maximise your research output, we provide full access to research support services. This covers many opportunities including Grant Writing, Paper Writing and Research Management workshops, generation of preliminary data and access to small grants for your professional development.

Professionalism at work: The highest levels of professionalism are expected from all our researchers. This includes responsibilities towards issues of research integrity, data management, ED&I, and dedication to your own professional development and wellbeing. We expect that you will balance multiple priorities aiming to effectively manage an appropriate workload, work innovatively, and show responsiveness to opportunities for growth. We also expect that you will communicate in a professional manner with your line manager and team colleagues to maximise the success of your work and be a productive member of the University.

Integration with your department and the wider university community: We expect your contribution in departmental administrative life and academic citizenship. This could include involvement in health and safety matters, joining organisational committees or taking on the organisation of or participating in seminar series and conferences.

Research responsibility: We expect you take responsibility for your research outputs, including adopting responsible and reproducible research practices and the principles of open access, and to increase your capacity for funding capture. We expect you to act as an ambassador for the University and produce research outputs commensurate with your discipline. Depending on career intentions you may also make significant input into grant co-authorship, explore your research identity and build a personal funding portfolio of research, travel, or exchange grants.

Engage positively with the opportunities on offer and maintain a development plan with your manager through the Appraisal procedure. In addition to research support the University is dedicated to providing you with opportunities for gaining skills in **teaching, leadership and professional standing and wider engagement** such as;

Career Progression and Planning: Every new researcher will receive an induction, access to appropriate career planning and review (via Appraisal and careers service support) and access to an independent mentor. We are committed to giving researchers support to develop career aspirations both in and beyond academia.

Teaching Experience: We encourage your involvement in teaching and our Higher Education Authority (HEA) accredited package '[Sheffield Teaching Assistant](#)' will prepare you for supervision/co-supervision of students, leading groups on the Doctoral Development Programme (DDP) or MSc modules and in lecturing.

Progress to Independent Researcher Status: We are very keen to help you progress towards making competitive Fellowship applications to major funding bodies. To facilitate this we provide support such as 1:1 clinics, peer-led writing groups, mock-interviews and opportunities to interact with Fellowship funders.

Impact and Commercial potential: We are able to support you and your PI in enhancing your research impact and the commercialisation of any Intellectual Property (IP) you may develop within the University of Sheffield's own IP frameworks. The University has a number of support mechanisms to help you to identify your stakeholders and create an [impact plan](#), develop your [IP](#), enhance your [public engagement](#) and [record your impact via myPublications](#).