

Researcher Development Committee – Terms of Reference

Objective

The Researcher Development Committee (RDC) is convened to support and promote Imperial's commitment to creating a positive research culture that values researchers and supports their professional and personal development at all career stages and that ensures a healthy working environment.

Remit

1. The RDC is dedicated to building a supportive, inclusive and highly motivated research community across all disciplines, functions and activities, with a specific focus on the career development of researchers.

It is the responsibility of the RDC:

- To ensure access for researchers at all levels from postgraduates to senior academics to sector-leading support and professional development opportunities provided by the College, to equip and empower them to realise their potential and to succeed in their chosen careers.
- To raise awareness of support and career and development opportunities for researchers at all levels via a dedicated communications strategy. This includes sharing best practice from across Imperial and publicising College-wide and local initiatives.
- To encourage engagement and support career and development opportunities. This includes analysing the use of the provision, monitoring the take up for resources, and communicating the expectations of engagement to researchers, managers of researchers and Heads of Departments.
- To discuss new career development initiatives (to be developed by the Implementation Group).
- To ensure that its initiatives are aligned with Imperial's wider HR Organisational and Staff Development strategy.
- To interact with other College committees and working groups that are relevant to or have an impact on researchers.

2. Equality, Diversity and Inclusion (EDI) is integral to the Committee's remit.

It is the responsibility of the Chair:

- To ensure that the RDC is truly representative of all researchers in its remit.

It is the responsibility of the RDC:

- To ensure that the outputs and actions of the RDC consider EDI implications and align to the College's Equality, Diversity and Inclusion strategy.
- To promote researcher engagement in external benchmarking schemes.

3. The RDC reports to the College Research Committee. The Committee is scheduled to meet termly (or as required).

The RDC will consult annually with the Researcher Development Advisory Board (to be established in 2022). The Committee will update the Advisory Board on progress and draw on the board members' expertise to shape and evaluate the career development provision at the College.

Concordat specific duties

With the College being a signatory to the [Concordat to Support the Career Development of Researchers](#), it is the responsibility of the Researcher Development Committee:

- To ensure that the College implements the Concordat Principles and fulfils its obligations under the key responsibilities for researchers, managers of researchers and institution.
- To oversee the completion of the Concordat actions as laid out in the [Concordat Action Plan](#).
- To ensure that the action plan complements other key initiatives, such as Race Equality Charter and Athena SWAN.
- To monitor action progress termly, with a full report submitted annually to the Provost's Board in addition to an updated action plan.
- To publish the action plan and subsequent annual progress report on an open website once they have been endorsed by the Provost's Board.