



UK Research
and Innovation

Supporting the UK's early career researchers

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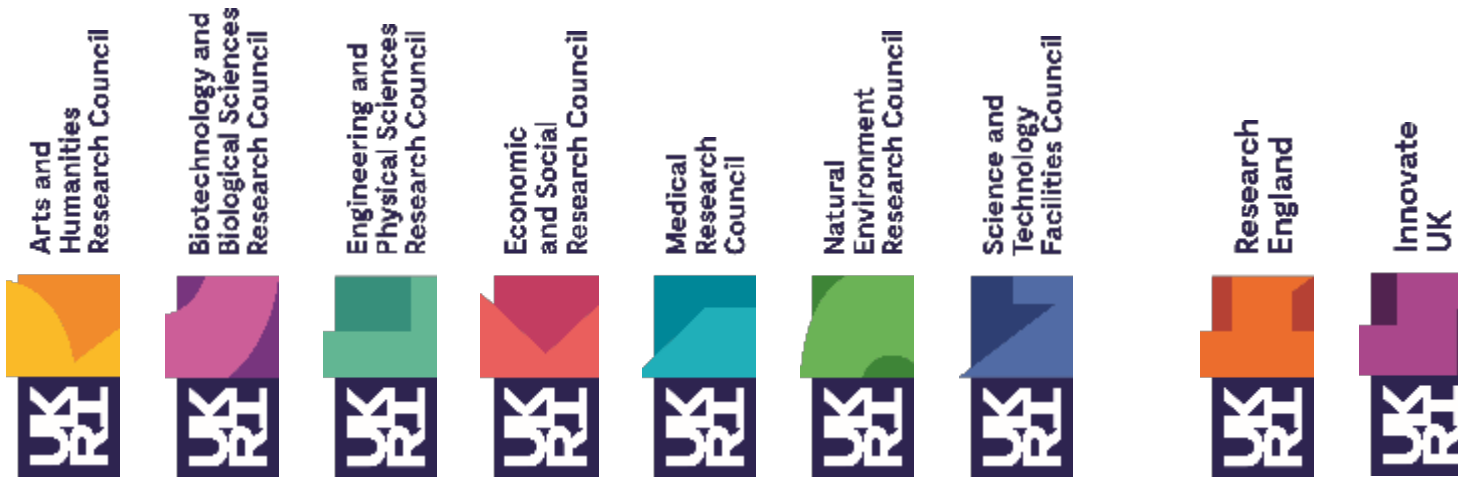
UK Research and Innovation



Department for
Business, Energy
& Industrial Strategy



UK Research
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Dual Support funding

- Competitively allocated grants (with indirect costs)
- Institutional block grants

UK funding landscape

Institutional block grants

- Department for the Economy (Northern Ireland) (DfENI)
- Higher Education Funding Council for Wales (HEFCW)
- Scottish Funding Council (SFC)

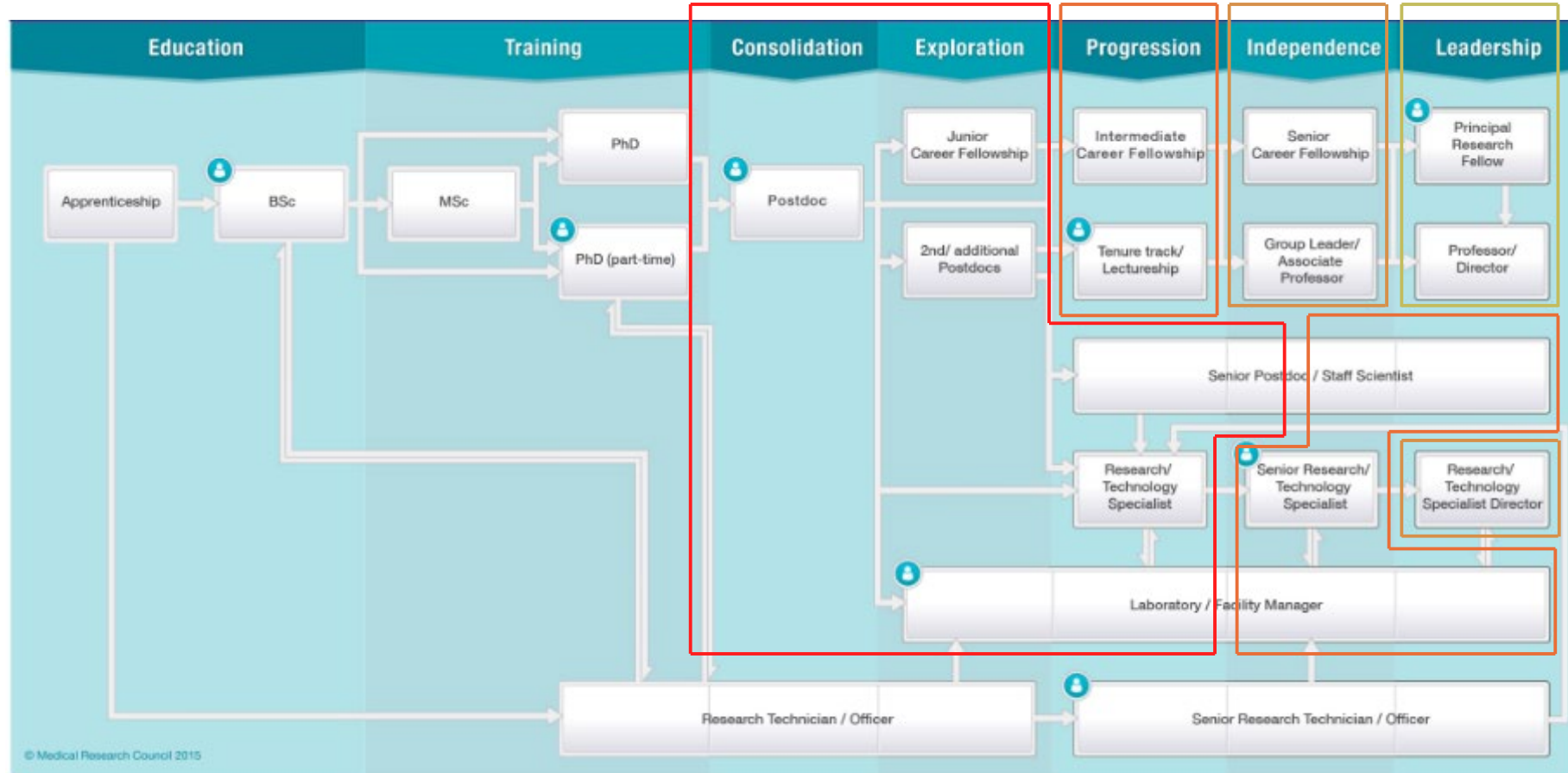
Competitively allocated grants

- Other state funding (with indirect costs): National Academies, National Institute for Health and Care Research (NIHR), other departments
- Charity funders (no indirect costs)

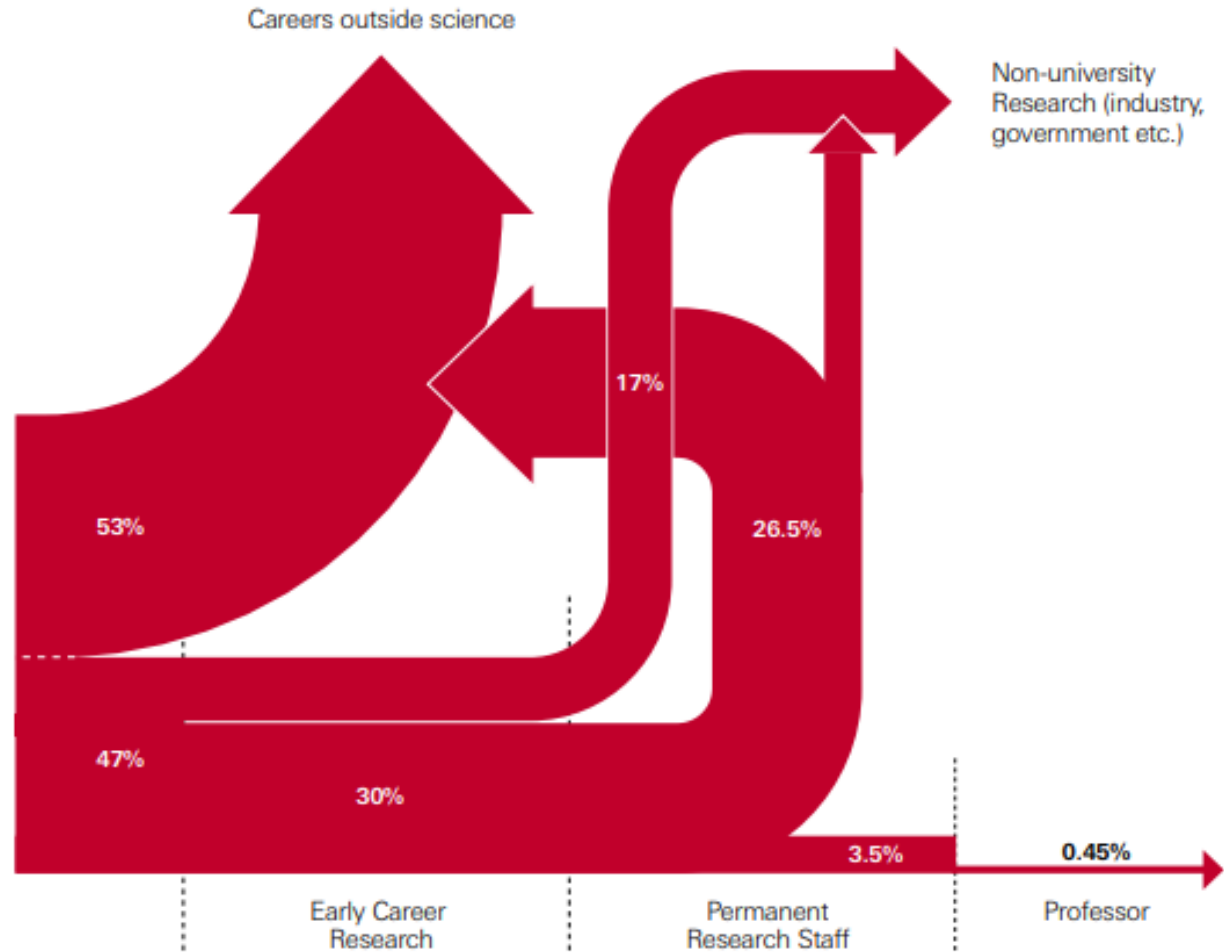
Other sources of income

- Industry
- EU
- Student fees
- ...

Academic career pathways



Academic career pathways



To note:

Permanent Research staff:
- includes our assistant and associate professor equivalents

Professor:
- Full professor

Culture challenges

Principal investigators – autonomy, leadership skills, incentives

Leaving academia is seen as failure, strong sense of identity around academic careers

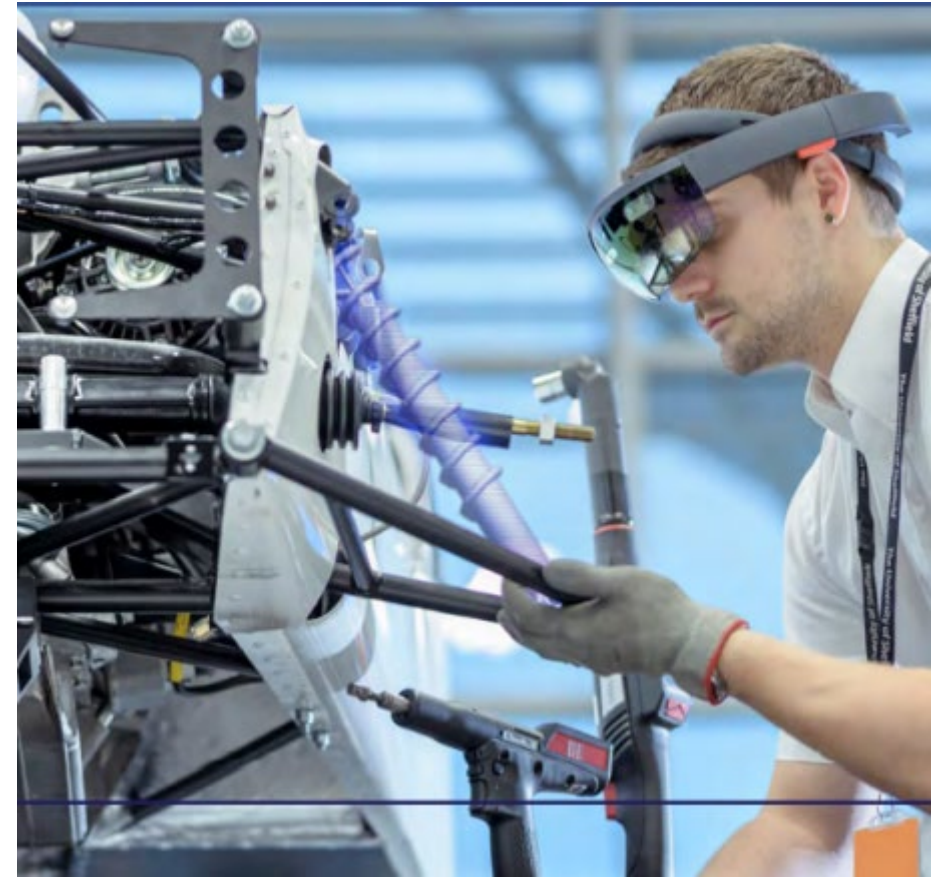
Our postdocs are under intense pressure to deliver, highly competitive environment

Wider challenges

UK Innovation strategy:

UK is 1st in the G7 for field-weighted citation index

We struggle to convert this into innovation





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UKRI Strategy 2022–2027

Transforming tomorrow together



UKRI Guiding Principles

- Diversity
- Connectivity
- Resilience
- Engagement

Objective 1: World-class people and careers

Making the UK the top destination for talented people and teams.

“We must redefine outdated views of a ‘traditional’ research career path, making more visible the full range of careers available in research and innovation and creating exciting opportunities to attract a new generation of talented individuals and teams.”

Objective 1: World-class people and careers

Making the UK the top destination for talented people and teams.

Issues identified:

- Our current system is too siloed
- Essential skills, capabilities and talents are undervalued
- Rules of success are too narrow

Resulting in:

- Restrictive, linear career paths
- Poor connectivity within and between parts of the sector
- Precarity and high pressure environments

Priority 1.2: Develop the breadth of skilled people and teams essential for the future R&D workforce

We will:

- Incentivise diverse, flexible careers, enabling people to move easily between disciplines, sectors, business and academia.
- Improve support for the wide range of people, skills and roles necessary for research and innovation.
- Pivot our skills and training provision to ensure researchers and innovators are equipped with the breadth of professional, entrepreneurial, and technical skills needed for a wide range of career options.
- Inspire interest and participation in research and innovation through innovative public dialogue, youth and educational engagement, and community participation.

The Researcher Development Concordat

- A sector wide agreement on how researchers in Higher Education Institutions and Research Institutes should be supported to develop their careers
- Structured around 3 principles:
 - Research Environment and Culture
 - Employment
 - Professional and Career Development



The story we tell our community

- What are we trying to achieve and why?



What we value



What we expect

- Setting grant conditions and expectations
- Funding assurance
- Developing a shared “expectations landscape” with other funders

Supporting people

Guidance to support people in research and innovation.



Equality, diversity, inclusion

Discover ways to support diverse and inclusive research and innovation



Supporting skills and talent

Inspire, support and develop the diversity of people in research and innovation



Preventing harm in research

Find guidance on safeguarding and preventing bullying and harassment

Supporting research and innovation

Guidance, policies and standards on research ethics and integrity, open research and responsible innovation.



Use of animals in research



Human research participants



Human and biological samples

How do we know we've made a difference?



Data sources we have now

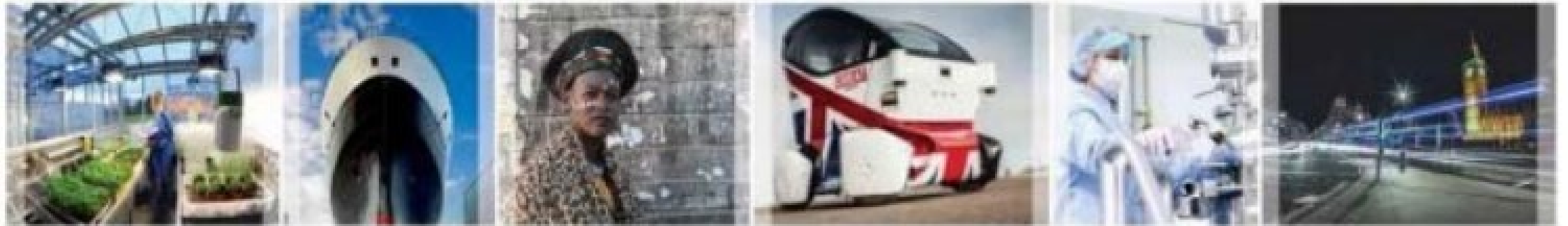
Data sources we can work to improve

Capability we need to develop

Investments in Talent

Future Leaders Fellowships

- Flagship programme funding a cohort of ~500 new fellows
- Significant investment in cohort training
- Strong leadership and culture focus



New Deal for Postgraduate Research

Four focus areas

- Models and access
- Routes in, through and out
- Rights and conditions
- Funding and financial support



Technician Commitment

VISIBILITY

Ensure that all technicians within the organisation are identifiable and that the contribution of technicians is visible within and beyond the institution

RECOGNITION

Support technicians to gain recognition through professional registration and external awards schemes

CAREER DEVELOPMENT

Enable career progression opportunities for technicians through the provision of clear, documented career pathways

SUSTAINABILITY

Ensure the future sustainability of technical skills across the organisation and that technical expertise is fully utilised

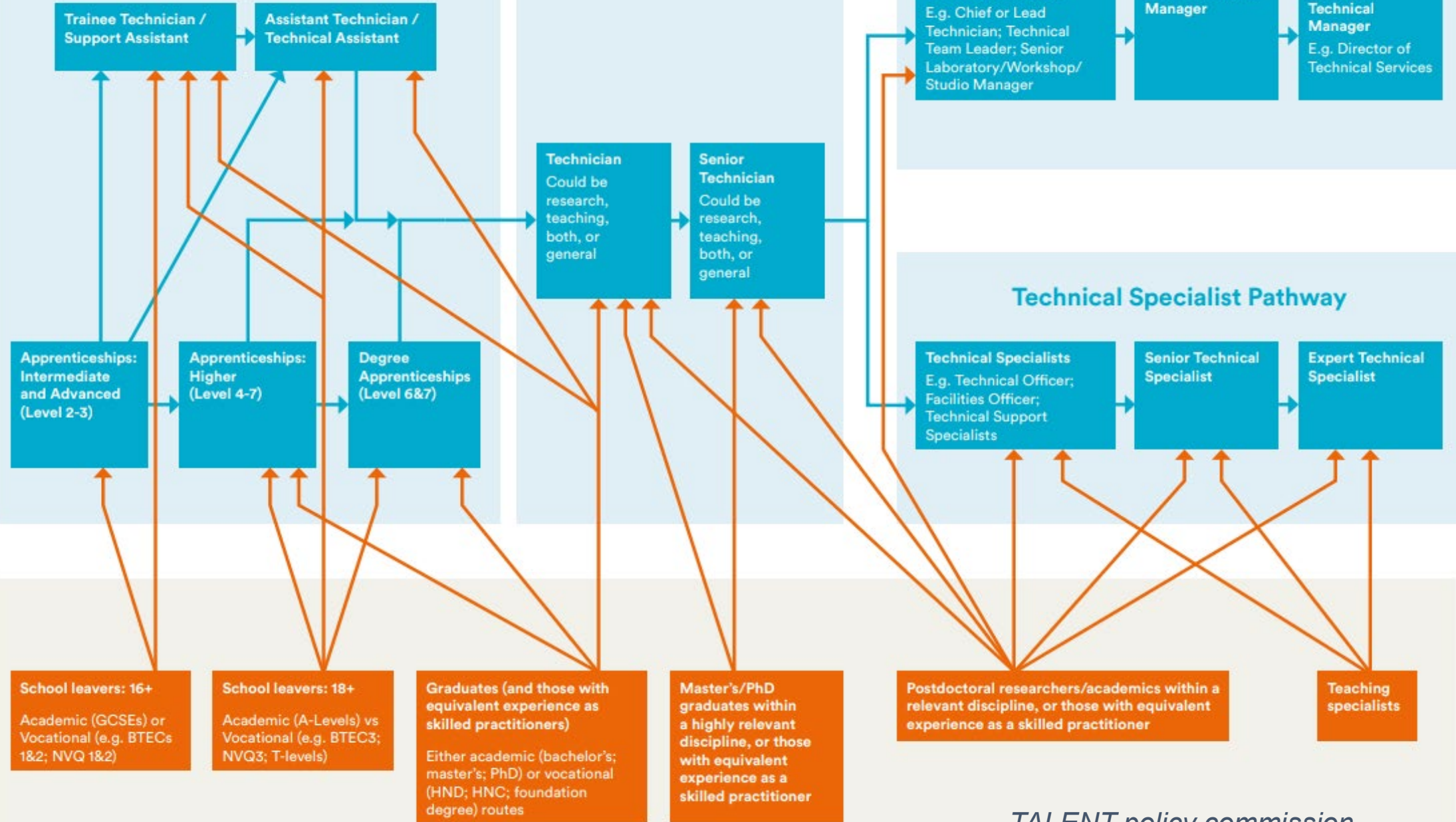
“Technicians make it happen”

- Grassroots led
- Primarily HEI and Research Institute
- Recognising the importance of technicians to R&I

Junior/Training Levels

Trained Technicians

Management Pathway



Entry routes

TALENT policy commission

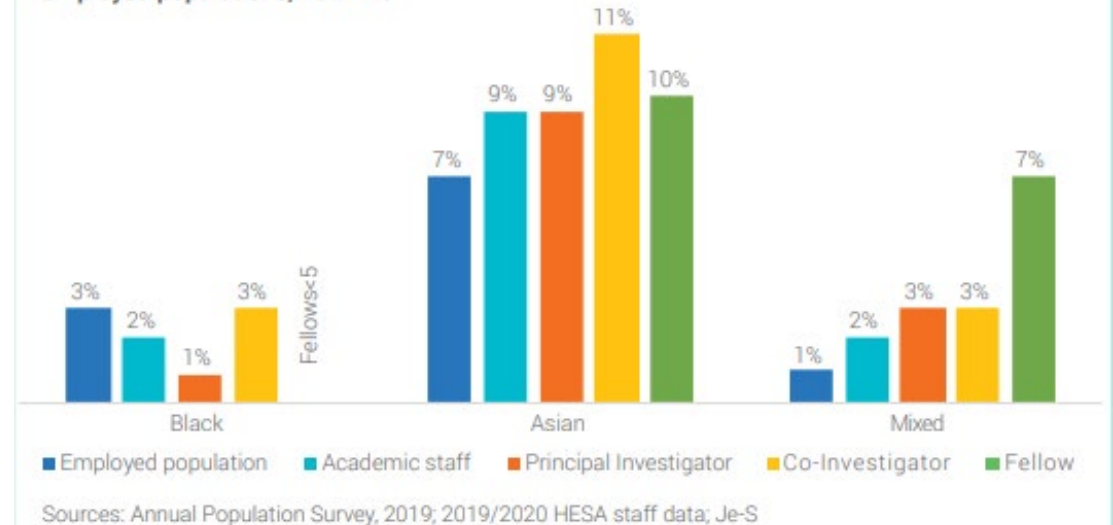
Equality, Diversity and Inclusion (EDI)



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Detailed ethnicity analysis
of funding applicants
and awardees
2015-16 to 2019-20

Figure 2: Awardee share for ethnic minority groups compared with academic staff and employed populations, 2019-20



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Key issues

Risk aversion, we need research organisations to feel safe in opening up the space for a broader range of people and pathways.

Long established culture and identity for many in the sector.

The system has developed over a long period of time, we must be mindful of unintended consequences.



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Thank you

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