

FAO Chair of the Concordat Strategy Group

11<sup>th</sup> March 2020

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

On behalf of Heriot-Watt University, I am pleased to confirm our commitment to the Concordat to Support the Career Development of Researchers.

Heriot-Watt University fully supports the principles of this revised Concordat and we intend to uphold our obligations and responsibilities as a signatory.

At Heriot-Watt University we recognise that our researchers are critical to the success of our organisation and consider them to be an integral part of the Heriot-Watt University community. Our Strategy 2025: Shaping Tomorrow Together will create opportunities to grow research and enterprise across the university. This strategy also commits us to creating a vigorous and supportive environment that develops opportunities to achieve excellence and connects our international research communities across all our locations in the United Kingdom, the United Arab Emirates and Malaysia. We will continue to recruit, retain and develop high calibre research leaders and support them through our values-led approach and our state-of-the-art infrastructure and facilities, enabling them to achieve world-class success in their areas of specialism.

In addition, 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 Gareth Pender FREng, FRSE  
Deputy Principal, Research and Innovation  
Heriot-Watt University