

HREiR Action Plan 2022-2024



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|---------|---|--|---|-----------------|--|---|---|
| PCDI2 | Provide training, structured support, and time for managers to engage in meaningful career development reviews with their researchers | Support PIs / MoRs to increase their confidence to engage in career development discussions with researchers | <ol style="list-style-type: none"> Increase percentage of research staff likely to use Graduate School for career development support from 29% (as measured by internal survey) to 40% by August 2024. Dedicated careers resources signposting a range of researcher careers and expert careers guidance completed and linked to Graduate School webpages by Jun 2023. At least one Research staff network meeting per annum used to obtain researchers' views on careers resources. | Aug 23 & Aug 24 | Researcher Careers Consultant (GS/PDC) | <p>The first action is still live (note deadline of August 2024).</p> <p>The second action has been met. In addition, a channel within Viva Engage has been launched through which a range of career advancement opportunities and training are promoted. Meanwhile, our "I am Brunel" and "Brunel researcher career journey" pages highlight case studies of researchers' journeys and where they are now.</p> <p>In regards to the Research staff network, please see the update on ECR5 above. This action has not been met but will be carried forward and incorporated in the repositioning of the Research Staff Association.</p> | Partly met and used to inform ongoing action. |
| PCDI3.1 | Ensure that researchers have access to professional advice on career management, across a breadth of careers | Expand the <i>Researcher Futures Series</i> to provide researchers with information and networking opportunities researcher alumni from a wide range of industries and careers | <ol style="list-style-type: none"> Three Researcher Futures events held each year (one per term) from 2021/22. At least 20% research staff attend at least one event during 2022/23 and 2023/24 (attendance data reporting). Researchers' feedback collated after each event to inform future events. | Aug 23 & Aug 24 | Researcher Careers Consultant (GS/PDC) | <div style="background-color: #92d050; height: 100px;"></div> | |

