

# People and Talent Strategy Advisory Panel Researcher Subgroup

BBSRC recognises the need to support researchers in academia, industry or elsewhere to maximise an individual's research effectiveness and potential.

The People and Talent Strategy Advisory Panel (PAT SAP) has a Researcher Subgroup to focus on issues related to researcher careers and development. This Subgroup maintains a close relationship with PAT SAP to ensure a two-way conversation and ensures that there is consistency amongst discussions and a researcher perspective is given to PAT SAP.

For the purpose of this group, we define researchers as *“-individuals whose primary responsibility is to conduct research and who are employed specifically for this purpose by a higher education institution or research institute. Within this group, it is recognised that these staff often have different contract types, levels of training, experience and responsibility, as well as different career expectations and intentions. Disciplinary and institutional context can also mean a broad range of job titles fall within this definition.”*<sup>1</sup>

For further clarity, BBSRC defines researchers in reference to this Subgroup as including:

- Postdoctoral researchers, (academia or industry).
- Early career researchers, (academia or industry).
- Early career fellows such as BBSRC Discovery Fellows.
- Individuals employed mainly/solely to conduct research whether that be in academia, industry, policy, enterprise, business or innovation sectors.
- Individuals who are in the first years of their career after their PhD (academia, industry, policy, enterprise, business or innovation sectors) .

BBSRC recognises that career paths vary but for the purpose of this Subgroup, BBSRC does not include the following under the definition of 'researcher':

- David Phillips Fellows or UKRI Future Leader Fellows.
- Individuals who have established an independent group or lab.
- Individuals employed in a position where managerial responsibilities are the primary responsibility of their employment rather than research.

The Subgroup provides advice on a range of issues relating to researcher careers, training, and development. The objectives of the Subgroup and the issues to be discussed, are set out in the below Terms of Reference.

## Objectives

1. To work closely with PAT SAP to contribute a researcher perspective on a wide range of issues related to bioscience skills and careers including:
  - i. The skills pipeline: ensuring an appropriate flow of talented people into bioscience training to benefit research communities and the wider economy.
  - ii. equality, diversity and inclusion, along with recognising the need for widening access and opportunity to research and industrial early career opportunities.
  - iii. researcher mobility, including collaboration, interdisciplinary working, and movement between sectors.

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<sup>1</sup> <https://www.vitae.ac.uk/policy/concordat> and <https://www.ukri.org/wp-content/uploads/2020/10/UKRI-071020-ConcordatToSupportTheCareerDevelopmentOfResearchersFunderActionPlan.pdf>

- iv. research culture and the implementation of the Concordat for the Development of Researchers.
2. To provide advice on issues that are specific to researchers, including how BBSRC can:
  - i. support the effective career planning of researchers,
  - ii. aid early career researchers in the transition to independence.
3. Support researchers in accessing the training and development opportunities they need
  - i. best engage with the researcher community in a fair and equitable way.
4. To seek input from the community and provide advice on the current and emerging skills needs of researchers
  - i. To consider and advise on the impact of BBSRC policies and activities on researchers.

## Ways of working

- The group will meet four times per year.
  - As of March 2020, in light of the current COVID-19 pandemic meetings have and will continue to take place virtually for the foreseeable future.
- One meeting will be aligned with the PAT SAP meeting, to ensure cross-talk between the two groups.
- Members of the Subgroup will attend and present to the PAT SAP group when appropriate.

## Membership

The Subgroup aims to have approximately **15** members (including the Chair, who is a member of PAT SAP, as well as a Deputy Chair), and will consist of:

- **Chair**
- **Deputy Chair**
- **Researchers based in academia**
- **BBSRC Discovery Fellows**
- **Researchers based in industry**
- **Researchers in the early stages of their career who have moved from traditional academic routes into policy/enterprise/business or innovations sectors.**

Members based in academia should be working on one or more of the below:

- A BBSRC-funded grant.
- Working at a or in collaboration with BBSRC-funded strategic institute.
- Undertaking research within the BBSRC Portfolio remit at the time of application to the Subgroup (*please see [Our portfolio - BBSRC \(ukri.org\)](https://ukri.org/bbsrc/our-portfolio) to search BBSRC Portfolio or contact [bbsrc.remit@bbsrc.ac.uk](mailto:bbsrc.remit@bbsrc.ac.uk), for clarification around Remit areas.*)

BBSRC Discovery Fellows will be expected to gather input from other fellows to feed into conversations at the Researcher Subgroup meeting. Past BBSRC Fellows are invited to apply however we do encourage current fellows to be involved in this opportunity.

Members working in industry should be working for a company with which BBSRC has an established relationship or a company with intent to develop a collaborative partnership with BBSRC, and/or as an individual were supported by BBSRC during their PhD.

Members that have moved out of the traditional academic career route into policy/enterprise/business or innovation should have experience of working on a BBSRC-remit related project either during their PhD, postdoctoral researcher position or on a BBSRC-funded grant at their institution. This can include, for example, working in a Technology Transfer Office at a university or at an Innovation Centre which may have applied for funding from BBSRC.

All members should have experience of employment, working at or with, or having been funded by BBSRC or a Research Council including Innovate UK and Research England.

Across the Subgroup as a whole, the following experiences are included:

- Working as a BBSRC-funded researcher in an academic environment.
- Working in an industrial environment.
- Working in a business/enterprise/policy or innovation environment.
- Supporting the professional development of PhD students and wider researchers including early career, fellows, and postdoctoral researchers.
- Communicating the impact of research.
- Engaging with both researchers and the wider scientific community (e.g. policy makers, funders, science communicators, those supporting innovation etc);
- Researching scientific topics across the breadth of BBSRC Portfolio remit.

We will ensure equality and diversity in the group including diversity of individuals through career, demography, and location alongside diversity of thought. We aim to have a representative group of the biological sciences sector and aim to work proactively to ensure representation and inclusivity of opportunity.

## **Current members**

- Karen Liu, Chair - King's College London
- James Allen - University College London
- Tegan Darch - Rothamsted Research
- Sarah Lee - University of Birmingham
- Charlotte Brassey - Manchester Metropolitan University
- Matt Bawn - The Earlham Institute
- Eszter Csibra – Imperial College London
- Sophie Barnett – University of Glasgow
- Emily Breeze – University of Warwick

- Fatima Madugu – University of Manchester
- Svenja Tidau – University of Plymouth
- Vacancy 1
- Vacancy 2
- Vacancy 3
- Vacancy 4