

Principles for Researcher Development at the University of Sussex

Researchers that feel valued and are supported in developing their careers are more likely to be productive and successful in their research endeavours.

2025 Vision:

By 2025, the University of Sussex will be externally recognised as an institution that ensures all its staff and students engaged in research thrive in their chosen career path(s) by valuing and delivering outstanding support for the development of researchers at all career stages.

Overarching Principles for Researcher Development:

- A. The University of Sussex **attracts and retains outstanding researchers**. Outstanding researchers want to work/study here because they recognise it as a place that enables them to exceed their career aspirations.
- B. **Professional development activity is valued** at all levels of the University as an essential component of a successful research career. Researchers at every career stage actively engage in and shape the Researcher Development agenda.
- C. University of Sussex researcher development **supports individuals and teams at any stage of the research journey**, from undergraduate researchers to Principal Investigators and Research Leaders. In delivering this support, the University takes every opportunity to **embrace new innovations in researcher development** and is bold in its approach to new practice and technologies.
- D. Researcher Development **opportunities are open and accessible** to all University of Sussex staff and students that are/seek to be engaged in research activity, regardless of background, career stage, location or contractual arrangements.
- E. The University of Sussex supports and **encourages diversity**, both in people and in research careers.
- F. Researchers with **balanced working practices** are the norm, rather than the exception, at all levels of the organisation.
- G. The variety of contributions of researchers from all levels of the University are valued and recognised through **meaningful recognition structures**.
- H. Researchers feel **connected with the values of the University** and recognise how they can influence and contribute to the Institutional strategy.
- I. Sussex Researchers are connected and **engaged with their wider communities**, institutional, local, national and international. They are **equipped to build productive collaborations** with individuals/organisations both nationally and worldwide.
- J. Sussex Researchers are **sought after by employers** within and outside the higher education sector. They are known to be highly equipped with the skills to thrive in any employment organisation.
- K. All Sussex Researchers that move on from the Institution leave with an outstanding impression of the University and the support they received whilst in their role(s). They remain connected with the University and recommend it to others as **a workplace that launches future careers**.