

Faculty / Department Advocates for Research Staff

With the agreement of the RSSC and RIC, the divisions have introduced a role of Faculty/Department Advocate for Research Staff. Faculty/Department Advocates will provide academic strategic leadership to promote and realise the vision of their respective faculty/department to provide a world-leading environment for research staff.

Faculty / Department Advocates work with their respective Divisional Advocate to:

- 1) raise the profile of research staff and their individual development within the faculty/department by representing and promoting the interests of researchers at faculty/department committees, working groups, meetings, and through their membership of [insert name of any relevant divisional forum];
- 2) promote the development of faculty/department research staff fora and the selection of a researcher representative to join the divisional Research Staff Forum. Raise the profile of research staff within the faculty/department by working with senior colleagues to enable participation by researchers in faculty/department committees;
- 3) support and encourage researchers, particularly the faculty/department researcher representative and participants in faculty/department research staff fora, to identify, create, and drive initiatives aimed at community building (including networking events and training opportunities);
- 4) work with colleagues in the faculty/department to ensure that reasonable financial resources are made available for networking events and training opportunities for the researcher community in the faculty/department. The budget may cover expenses such as external speakers and catering, plus modest administrative support in organising events;
- 5) drive the ongoing development and implementation of the faculty/departments' response to the University's [Concordat Action Plan](#) , and to work in partnership with the Researcher Hub to steer local delivery of initiatives to address challenges faced by research staff and to progress delivery of commitments in the [Concordat Action Plan, specifically relating to the roles of departments/faculties and academic managers](#);
- 6) collaborate with the approaches that the Conference of Colleges may develop on matters of mutual interest for college-only research staff;
- 7) share information about faculty/department activity to help inform divisional-level strategy and priorities for the career development of researchers, and to inform faculty/departments and researchers about divisional-level and University level initiatives and priorities;
- 8) work with the Divisional Advocate and other Faculty/Department Advocates within the division to share insights and good practice, and to ensure that the provision of support for research staff is consistent across faculty/departments, whilst taking into account differences in local research culture.