

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.

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.

We welcome members of the following communities:

- Postdoctoral researchers, (academia or industry).
- Early career researchers, (academia or industry).
- Early career fellows such as BBSRC Discovery Fellows.
- David Phillips Fellows or UKRI Future Leader Fellows
- Individuals who have recently established an independent group or lab, such as New Investigators
- Individuals employed mainly/solely to conduct, oversee and coordinate 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).
- Researcher development staff
- Research managers/project managers of research

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

- Individuals employed in a position where managerial responsibilities are the primary responsibility of their employment rather than research.
- Research Technical Professionals – we value strategic advice from this community however, we already have a dedicated PAT SAP Subgroup for research technical professionals. For more information, please see [People and Talent Strategy Advisory Panel subgroups – UKRI](#) or contact technicalresearchers@bbsrc.ukri.org.

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.

- iv. research culture and the implementation of the [UKRI people and teams action plan – UKRI](#) and 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

- Meeting frequency will be determined by agenda items put forward by Subgroup Members and those suggested by BBSRC staff and by business needs.
- Meetings are currently held online via Microsoft Teams.
- 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.
- Members are expected to communicate and continue discussions between meetings via the dedicated Microsoft Teams site.

Membership

Standard term length is three years (one year in the first instance with an anticipated extension if mutually agreed to a full term of three years)

The term can be extended further in exceptional circumstances, up to a maximum of six years.

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, overseeing or coordinating research within the BBSRC Portfolio remit at the time of application to the Subgroup (*please see [Our portfolio - BBSRC \(ukri.org\)](#) to search BBSRC Portfolio or contact 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 within BBSRC remit ideally 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 still be operating within BBSRCs remit or 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.

Members who are not directly undertaking research but instead oversee and coordinate it, for example **research development managers and project managers** should be associated with and have expertise in BBSRC remit relevant research. If you are unsure whether the research that you coordinate aligns with BBSRCs remit, please see [Our portfolio - BBSRC \(ukri.org\)](#) to search BBSRC Portfolio or contact bbsrc.remit@bbsrc.ac.uk, for clarification around Remit areas.

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.

Members are expected to inform staff in the event of a **career change**. When moving into a new role that does not fit the eligibility criteria stated above, BBSRC may choose to allow the member to continue to serve their current membership term, after which no extensions will be offered, and the member will be asked to retire. When appropriate, BBSRC may also chose to invite the member to attend the next scheduled meeting, after which the member will be asked to retire.

Membership Objectives

The Subgroup aims to have approximately **15** members (including the Chair, which is a rotating position for researcher subgroup members)

- Researchers based in academia from postdoctoral level to early independent academics, such as early lecturer level for 1 – 3 years.
- 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.
- Researcher development staff and project managers

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

- Rebecca Boulton, University of Stirling

- Emily Breeze, University of Warwick
- Jordan Cuff, Newcastle University
- Cynthia Okoro-Shekwaga, University of Leeds
- Santosh Kumar, Diamond Light Source/Imperial College London
- Stephen Marshall, University of Oxford
- Hamish Symington, University of Cambridge