

Careers & Leadership in S&T – the Government lens

Isabel Allgeyer, Deputy Director for Research Talent & European Programmes, BEIS

1 November 2022

The R&D People & Culture Strategy

- People are at the heart of great R&D. This has been explicitly recognised in the R&D People & Culture Strategy, published in July 2021.
- The overall aim of the strategy is ensuring the UK has the people we need at all levels, working in a culture that gets the best out of everyone, and delivers the best outcomes for the country.
- The vision is for a more inclusive, dynamic, productive and sustainable UK R&D sector in which a diversity of people and ideas can thrive to the economic and societal benefit of the UK.
- It set out a number of outcomes we want to see, many relevant to careers & leadership, e.g.:
 - Dynamic, varied and sustainable career paths
 - Recognition and reward of all the people and activities that lead to excellent research and innovation
 - People from all backgrounds are inspired into careers in research and innovation by the UK's talent offer



People & Culture Strategy – implementation is well underway

PEOPLE

UKRI have led a cross-sectoral consultation on the New Deal

UKRI have undertaken a review of STEM Ambassadors and its impacts

Supported the Royal Society to launch the UK Young Academy and UKRI has established its ECR network

CULTURE

UKRI, working with others, have been driving adoption of the R4RI

Bureaucracy Review published

New Open Access policy published by UKRI

Sectoral Forum for Tackling Bullying and Harassment has developed and shared guidance on preventing BHD

UKRI have commissioned research on community and youth engagement with R&I

OTHER

Established a R&D People and Culture Ministerial Coordination Group to drive sector-led action and change

Carried out the first UK-wide survey of the R&I workforce, with findings due to be published later in 2022

TALENT

Improvements to the Global Talent and the Temporary Worker visa routes

Launched the GREAT Talent campaign with a website and paid marketing to attract top talent to the UK

New High Potential Individual visa route launched



Beyond the People & Culture Strategy

A key way to attract and retain talent is through investment in funding, offering attractive fellowships and studentships.

- Government investment in talented researchers is through funding distributed by UKRI and the four National Academies. Through UKRI and the Academies, we invest in talent across **all disciplines and career stages**, from postdoctoral researchers to those established in their careers.
- This is under constant review. For example, in response to rising inflation, UKRI increased PhD Stipend levels and we supported the British Academy to set up the Ukrainian Researchers at Risk scheme

Horizon 2020 has historically been a key route for attracting talent & encouraging diverse, international career paths

- It remains our goal to secure association to Horizon Europe
- We have the Horizon guarantee in place that means funding is still accessible
- If we cannot associate, we will put in place a comprehensive set of alternative UK schemes. This will include a large 'Talent' element providing prestigious fellowships and opportunities for international mobility, and movement across industry & academia.
- All career stages would be supported, and the offer would provide enhanced funding & flexibilities, coupled with less bureaucracy, to talented researchers who base themselves in the UK.

There is a lot happening, but there is more to be done

- There is only so much that Government can do & influence
- We need a cultural shift in some of these areas – this will take time and needs to happen bottom up as well
- Sector engagement, and engagement from researchers and others ‘on the ground’ will be critical
- The job won’t be done if we tick off all actions – there is much more work to do collectively to realise the vision and achieve the intended outcomes of the People & Culture Strategy