

Professor Nick Jennings CB FREng
Vice-Provost (Research and Enterprise)

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Dr Irmela Brach
Senior Policy Officer
European Commission
DG Research & Innovation
Open Innovation and Open Science
Open Science and ERA Policy
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Dear Dr Irmela Brach

Imperial College London's intention to apply for an HR Excellence in Research Award

Imperial College London has endorsed and is committed to the 40 principles of the European Charter and Code. I write on behalf of the College to notify you of our commitment to implementing the EU's Human Resources Strategy for Researchers (HRS4R) and to apply directly for an HR Excellence in Research Award.

Imperial College London has an exceptional research staff community of approximately 2,400 postdocs and fellows. The College is committed to ensuring that these early career researchers are supported throughout their time at Imperial and that they have the opportunity to maximise their potential for their future career. Imperial's Postdoc and Fellows Development Centre, established in 2009, provides dedicated support to early career researchers demonstrating Imperial's long term commitment to researcher development via an established programme of support and network of support for early career researchers across the College.

The College was initially awarded the HR Excellence in Research Award (via the UK process) aligned with the UK Concordat (UK Concordat to Support the Career Development of Researchers) in 2012 and has held the award since. We now wish to participate in the European process (mapping against the Charter and Code, rather than the UK Concordat). We plan to submit an updated Gap Analysis, Action Plan and Internal Review document within the next month. We are now 6 years from our initial gap analysis and action plan, therefore we anticipate that our next step will be the 'external review' point in the cycle.

Should you require any further information from us please do not hesitate to contact Dr Rachel Herries, Consultant within Imperial's Postdoc and Fellows Development Centre (r.herries@imperial.ac.uk).

Yours sincerely,



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