

1.1 **Early Career Research Forum [ECRF]**

Note: The University defines Early Career Researchers as:

- *contract research staff*
- *staff within the first five years of an academic contract*
- *mid-career lecturers who are new to research.*

1.1.1 Terms of Reference

- (i) To receive and review feedback and suggestions from Early Career Researchers (ECRs);
- (ii) To provide consideration on matters related to ECRs to Research and Innovation Committee when requested;
- (iii) To support the continued professional development of ECRs through training and events;
- (iv) To keep under review arrangements in respect of ECR provision and support across the University, advising HR Excellence Working Group and/or Research and Innovation Committee when necessary;
- (v) To keep under review national developments in respect of ECR training, development and support to inform and enhance the ECR experience across the University;
- (vi) To take place a minimum of four times each academic year;
- (vii) The Forum may not consider matters relating to, or arising from, individual cases where ECRs may be identified; nor matters relating to, or arising from, individual managers where managers may be identified.

1.1.2 Constitution

- Co-led by 3 x ECR Representatives (one on URIC, and two on HR Excellence Working Group).
- Open to all ECRs as defined above from all areas of the University.
- ECR Lead from Research and Innovation Services (to provide expertise and committee guidance, to advise and guide on institutional matters, and to consult with Schools where appropriate).

1.1.3 Reporting To RIC