

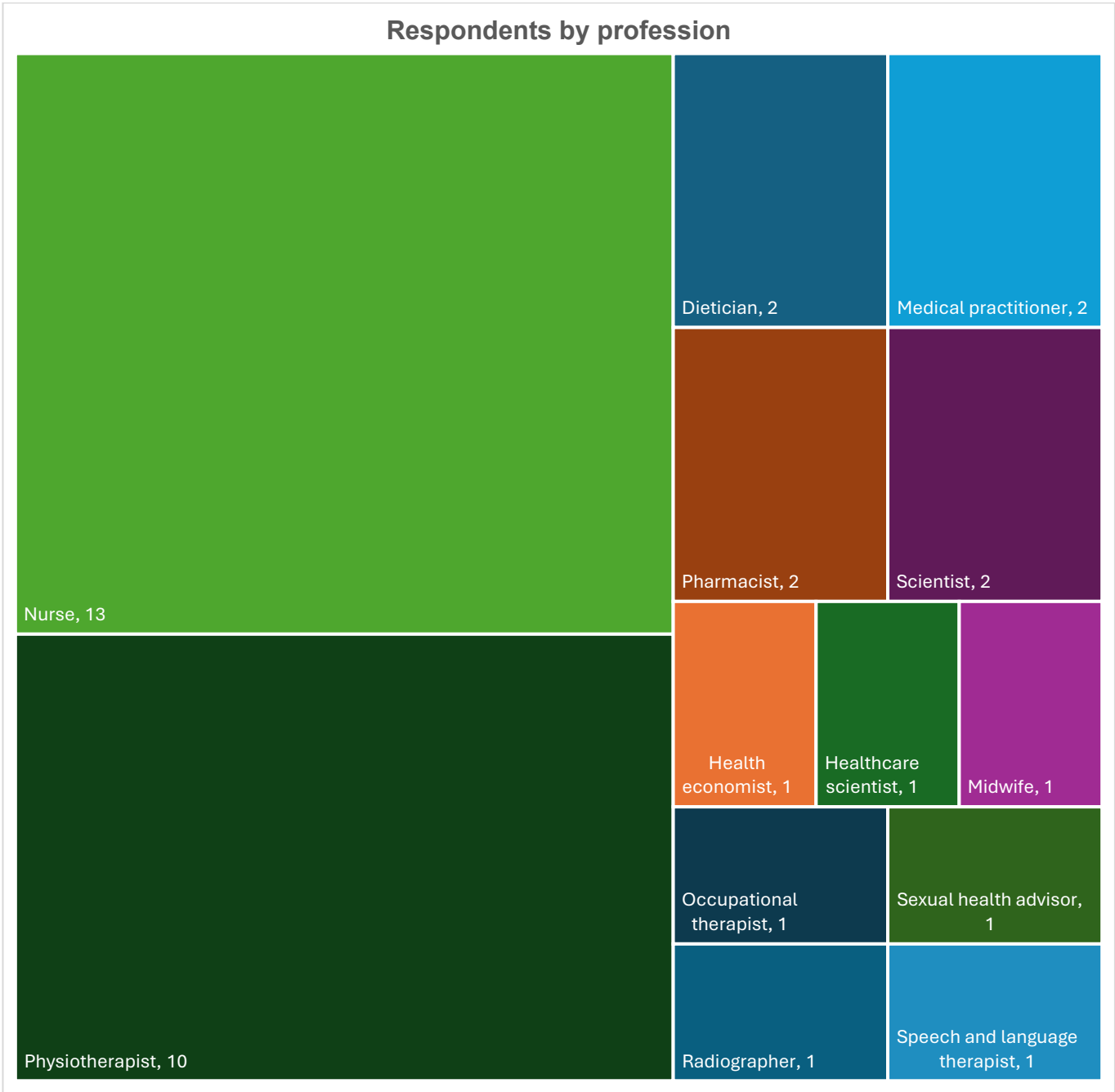
Career Development Impact Survey 2025 Result

In 2025, the NIHR Oxford Biomedical Research Centre (BRC) Academic Career Development (ACD) Team conducted a survey to understand the impact of NIHR Oxford (BRC) funding and support on the professional development, research capabilities, and overall career progression of people who have been funded by the Oxford BRC.

The insights gathered from this survey have been helpful in guiding the development of future funding and support.

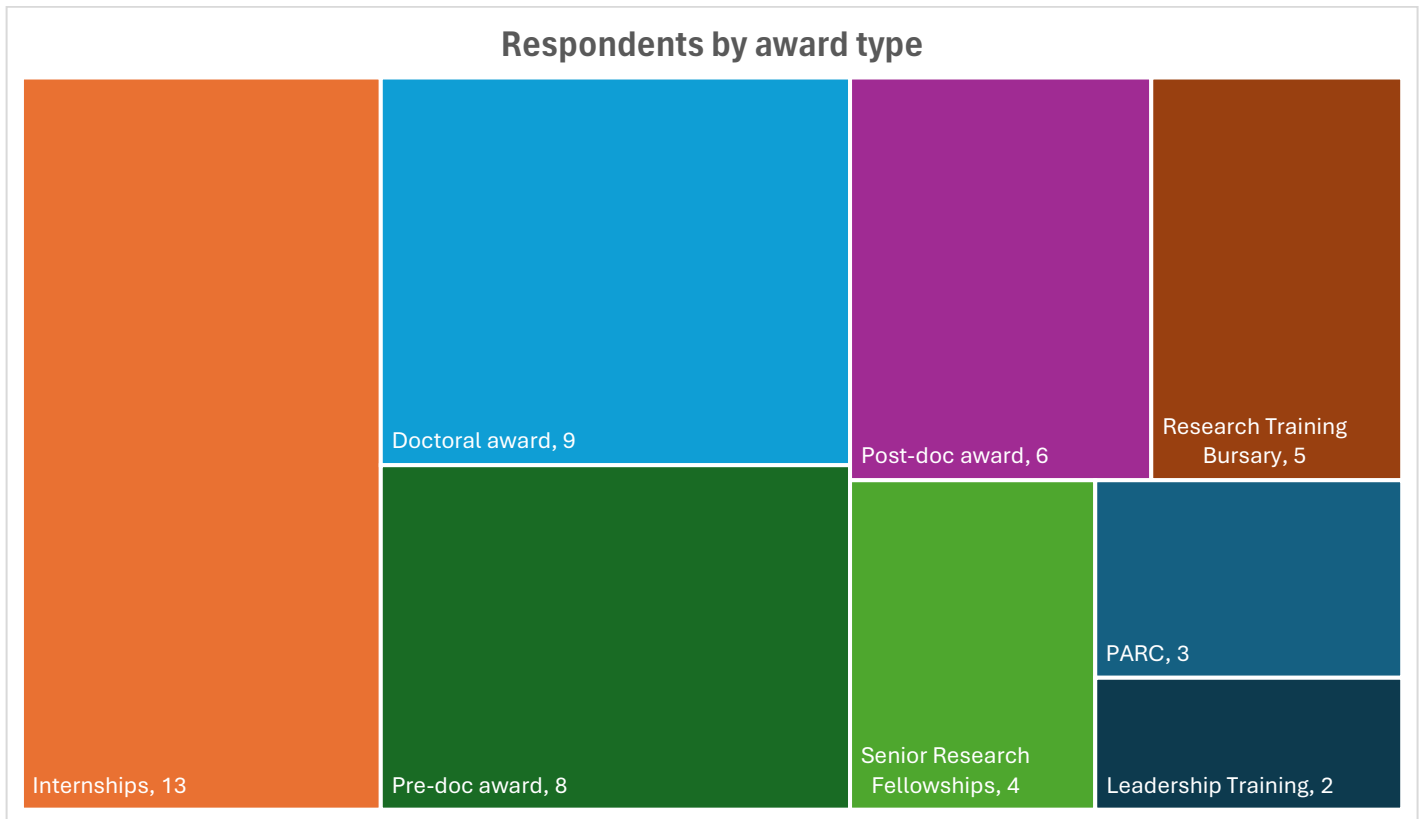
115 awardees were approached through email. A link to the survey was also posted on the BRC Oxford LinkedIn page. 38 people responded.

A breakdown of respondents by profession reflecting the composition of the awardees who were invited to participate is presented below:



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A breakdown of respondents by award type reflecting the composition of awardees who were invited to participate is presented below:



Of the 38 respondents, 10 had received multiple awards

Results from the survey showed that our funding schemes have had very positive impacts on the research, patient care and clinical outcomes. Some excerpts from the responses we received is below:

- “The Healthy Ageing poster we have created was designed for patients so that they can signpost/access a range of different community services and enable them to live well after hospital attendance.”
- “Since receiving the award, I changed roles to further my professional development, gaining skills in grant writing support (including contributions to awarded UKRI DPFS and Experimental Medicine grants). These will support patient facing research in adult HIV management and child mental health research.”
- “I conducted a QI project looking to reduce sedatives use in ICU as part of my internship. As a result of that, more patients are lightly sedated (instead of being deeply sedated).”
- “The prehab service is changing the way it operates to get people physiotherapy faster and actively identify patients rather than being a passive service. My current QI project is education nurses and AHPs on the importance of early mobility in older/frail populations.”
- We have been able to change our protocol for managing children with [...] syndrome with [...] due to the findings of our research paper.”

Below is a summary of key feedback received and the actions the BRC Oxford ACD Team will take to address the gap:

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We Asked	You Said	We Will
Have you encountered any enablers in your research career?	The support from the BRC was praised, including strong support from BRC staff, Divisional Research Leads, mentors, supervisors, and line managers. Funding, writing retreats and bursaries were also essential enablers. Institutional infrastructure (NIHR, University departments, research groups) and a positive research culture boosted confidence and identity as researchers.	• Maintain our structured support and programmes. • Explore additional training and writing support opportunities. • Signpost to the research career funding programmes available from the NIHR Research career funding programmes NIHR • Signpost to the University of Oxford Medical Sciences Division for Funding Opportunities Funding — University of Oxford, Medical Sciences Division • Research Strategy and Funding — University of Oxford, Medical Sciences Division
Have you encountered any barriers in your research career?	The lack of protected time due to heavy clinical workload and lack of backfill were noted as barriers. The lack of visible clinical academic pathway for Nurses, Midwives, Allied Health Professionals, Healthcare Scientists, Pharmacists and Clinical Psychologists (NMAHPPs) was also noted as a major barrier. Short-term contracts, unclear career progression and inconsistent managerial support were also highlighted as barriers. There were also administrative burdens, such as delays in ethical approvals.	• Explore additional training and writing support opportunities. • Work with Trust clinical leadership to embed research time into job plans and develop a clinical academic framework, for NMAHPPs. • Work with Trust and University leadership to develop and promote clinical academic careers and opportunities for all professions.
How could the Oxford BRC improve support for research career development?	It was suggested that the Oxford BRC could provide more access to funding (bursaries, internships, fellowships, writing retreats, bridging schemes) and support funding of backfill. It was also suggested that the Oxford BRC could provide sustainable long-term clinical-academic career pathways/career structures.	• Continue to promote funding opportunities through our quarterly newsletter on our website, social media channels, and other internal communication platforms. • Showcase impact case studies. • Continue to offer writing retreats to all professions.

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	The Oxford BRC could also enhance the visibility of offerings by providing clearer signposting to opportunities such as mentorship programmes and initiatives that foster networking and community-building, e.g. alumni networks and workshops.	• Develop a structured mentoring scheme. • Continue with the Theme ACD liaison role which serves as the vital communication and operational bridge between Theme leadership, investigators, the university and the Trust. • Support showcase events. • Work with Oxford University Clinical Academic Graduate School OUCAGS to network and build communities for all professions in the Clinical academic role. Homepage — OUCAGS • Signpost to the NIHR career development opportunities for professions at different stages of their careers Career development NIHR • Signpost to the NIHR Academy, which supports healthcare researchers through tailored training for Academy members NIHR Academy NIHR Signpost to the University of Oxford Medical Sciences Division, which offers Support for Researchers through a wide range of training and development opportunities Research Skills & Training — University of Oxford, Medical Sciences Division
What impact do you think the awards you've received from Oxford BRC had on your research career and /or career in general?	Some of the impacts of Oxford BRC awards were progression to NIHR fellowships, doctoral studies, senior roles, national committees, and grant success. Respondents gained confidence, identity as researchers, publications, presentations. There was translation of research into improved patient care.	• Continue funding opportunities to all professions. • Regularly review our ACD offer.