

**Christian Carter MCIPD,  
Personnel Manager (Policy Development), University of Bristol**

Christian has worked in a range of Personnel and Training roles over the last 20 years all within the Public Sector including the National Health Service, Further and now Higher Education.

Based at the University of Bristol for the last ten years he is responsible for the development of corporate Human Resource policy in relation to Research Staff. In addition he manages the University Positive Working Environment (PWE) initiative, a process with a mission to 'Make working life productive, rewarding, enjoyable and healthy' for all. Bristol is a research led Higher Education Institution with Research Staff comprising 1200 of the 5600 employees.

Christian leads a team of 5 colleagues committed to the training and career development of Bristol's Research Staff. The team has steadily grown and developed over the last five years. Christian has extensive experience of the issues that effect both research staff and the University sector. He has been involved at a national level for many years and was instrumental in the development of CROS (Careers in Research On Line survey) a web based research staff opinion survey now used in over 50 UK Universities. He is a founder member and Deputy Chair of UKHERD (Higher Education Researcher Development), adviser to the European Commission on Research Staff employment, and regular contributor to HE sector development programmes.

Background information on both areas of his work can be found on the Bristol Research Staff web site at [www.bristol.ac.uk/researchstaff](http://www.bristol.ac.uk/researchstaff) and the Positive Working Environment web site at: [www.bristol.ac.uk/pwe](http://www.bristol.ac.uk/pwe).