### In-depth Interviews

**Original recruitment plan**

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| Sector | Higher education | 75 |
| Industry | 5 |
| Research institutes | 10 |
| Career stage | PhDs / entry level | 10 |
| Post-doc (1st/2nd year) | 10 |
| Early-career | 15 |
| Mid-career | 40 |
| Late-career | 15 |
| Location | South East of England | 10 |
| London | 10 |
| North West of England | 10 |
| East of England | 7 |
| North East of England | 10 |
| Yorkshire and the Humber | 7 |
| West Midlands | 7 |
| East Midlands | 7 |
| South West of England | 7 |
| Scotland  | 5 |
| Wales | 5 |
| Northern Ireland & The Republic of Ireland | 5 |
| Discipline | Biomedical and Biology | 40 |
| Social Sciences | 15 |
| Humanities | 15 |
| Other fields | 20 |
| Ethnicity | White | 50 |
| Asian | 15 |
| Black | 15 |
| Other ethnic minority | 10 |
| Gender | Male | 40 |
| Female | 40 |
| Non-binary | 10 |
| Disability | Physical disability | 10 |
| Mental disability | 10 |
| Non | 70 |