



EPSRC Post-Doctoral and Open Fellowships (Launching late September 2020)

1 CONTENTS

2	Introduction	2
3	Opportunity summary.....	2
4	Who can apply	3
4.1	Fellowships vs Research Grants	3
4.2	Which Fellowship Should I apply for?.....	4
4.3	Questions and Answers.....	5
5	How we will assess your application.....	6
5.1	Prioritisation Panel.....	8
5.2	Interview Panel (Open Fellowships)	8
5.3	Interview Panel (Post-doctoral Fellowships)	10
6	How to apply	11
6.1	Submission Dates	11
6.2	Application details.....	12
7	Annex 1 – Fellowship Examples	14
8	Version Log.....	16

2 INTRODUCTION

Following the announcement on the EPSRC website in July, this document provides more information on upcoming funding opportunities for:

- EPSRC Post-doctoral Fellowships
- EPSRC Open Fellowships

Key characteristics of this funding opportunity include:

- Increased opportunities at early career stage onwards;
- Opportunity for applicants to focus on innovation, instrumentation/technique development or software engineering or to include non-technical elements to create positive change in the research community
- Allows a high degree of freedom, flexibility and support for talented and ambitious researchers.

This document contains details of the assessment criteria and applications process so that applicants can work on their proposals in advance of the formal scheme opening. Applications that are already under development can continue to be submitted under the existing scheme until 14 December 2020, should candidates wish to do so. Applications under the new scheme will also be accepted from 30 November 2020 onwards.

Researchers that currently hold an EPSRC Fellowship will be not be affected.

3 OPPORTUNITY SUMMARY

EPSRC fellowships will support talented and ambitious researchers to deliver research excellence and lead our research base in the evolution of a modern working culture.

Our fellowships provide applicants with the flexibility and freedom to design a package that fits their career ambitions, research needs and personal development requirements.

Your project can focus on discovery science, innovation, instrumentation/technique development or software engineering, or a combination of these. Applications for Open Fellowships can be across any topic in the EPSRC portfolio. Post-doctoral opportunities will vary across our themes as detailed within this guidance document.

You can apply for up to three years of support for post-doctoral awards, and up to five years of support for open awards. We will also allow fellowships over shorter periods. You can spend between 50% and 100% of your time on a fellowship. If you want to work part-time, you can hold your EPSRC fellowship part-time as well, at a minimal level of 50%. In these circumstances, the duration of your fellowship can be extended pro rata.

We will award 80% of the full economic costs of the project. For open fellowship applications, you may request funding for:

- staff costs
- [equipment](#) and other items needed to carry out the project (note varying FEC contributions)
- costs related to impact
- travel and subsistence

For post-doctoral fellowship applications, you may request funding for:

- staff costs (fellow only)
- equipment and other items needed to carry out the project (up to a maximum of £10,000 (including VAT) for each individual item)
- costs related to impact
- travel and subsistence

4 WHO CAN APPLY

Research grants are open to UK higher education institutions, research council institutes, UKRI-approved independent research organisations and NHS bodies with research capacity. Eligible organisations can be found [here](#).

You can apply if you have a PhD or have worked in a relevant field for at least 4 years by the start date of your fellowship. There are no eligibility rules about how many years of postdoctoral experience you need or whether you currently have an academic contract, although you must have the support of an eligible host organisation who will submit your application. We encourage applicants who have taken a non-standard career path after their first degree. We also welcome applications from candidates who want to move back into research after a career break or any other type of break from active research. There are no restrictions on nationality. We will not accept uninvited resubmissions of projects that have been submitted to UKRI. This funding opportunity is also subject to [our policy on repeatedly unsuccessful submissions](#).

4.1 FELLOWSHIPS VS RESEARCH GRANTS

The table below outlines the differences between fellowships and research grants.

Fellowships	Research Grants
Personal award	For a Principal Investigator with option for one or more Co-Investigators
Can be applied for without holding an academic position	Investigators must be academic employees (lecturer or equivalent) of an eligible organisation
Institutions are required to offer a high level of support to fellows (e.g. provision of additional staff for research group, enhanced training and support, reduction in other academic duties etc)	Institutions may or may not offer additional support (e.g. doctoral students, additional funding etc)
Allows for personal development to expand current role and responsibilities and enhance leadership	Normally focussed on research deliverables
Flexibility to undertake training	
Fellows are expected to act as ambassadors and advocates of their research area	
Flexibility to allocate time to drive research culture change in non-technical areas	
Significant time commitment (50%+)	Grant contributes to the investigators' salaries but it's not usually 100%
Can reduce other responsibilities for fellow within their host institution (e.g. teaching and administration)	Investigators named on research grants usually have other administrative loads within their institutions
Provides flexibility for fellow to transfer award to another institution	Grant is bound to the recipient institution

4.2 WHICH FELLOWSHIP SHOULD I APPLY FOR?

EPSRC offer the following types of Fellowship:

- **Post-doctoral fellowship**
- **Open fellowship** with an optional Plus component, identified on JeS as an **Open Plus fellowship**

You could consider applying for a **post-doctoral fellowship** if you:

- Have recently started formulating your own research ideas for programmes of work up to three years in duration that will deliver high quality research with a focus on discovery science, innovation, instrumentation/technique development or software engineering
- Can demonstrate that you have acquired the skills and expertise to successfully deliver your research proposal
- Have not previously held a significant grant (usually defined as those which included PDRA time, capital equipment or were in excess of £100,000 (FEC))
- Have identified training and development needs to enable you to prepare for an enhanced career in research and innovation.

If you have already been in receipt of significant funding as defined above, or have been leading in an area of technical development, you may wish to apply for an **open fellowship** if:

- Your programme of work will last up to five years in duration, and will deliver high quality research with a focus on discovery science, innovation, instrumentation/technique development or software engineering
- In addition to demonstrating you have the skills and expertise to successfully deliver your research proposal, you will also be committed to implementing good practice in creating a modern and inclusive research environment, including considerations of [Research Integrity](#), [Responsible Research and Innovation](#) and [Equality, Diversity and Inclusion](#). You will also be an advocate for EPSRC, able to influence policy makers or other stakeholders on the importance of your research area and willing to participate in peer review activities, disseminate EPSRC information and sit on advisory groups.
- You have identified areas for your continued research and professional development which will enable you to expand or enhance your role and career. Professional development is not limited to formal training courses and can include acquiring additional skills and experience via formal and/or informal routes.
- Additionally, if you want to use this opportunity to design a package of work which meets your wider aspirations, there is an option for you to add a “Plus” component to your fellowship application. This will enable you to allocate 20 - 50% of your time spent on the fellowship to create positive change in the research community by championing a topic aligned to EPSRC aspirations to deliver improvements in research culture in topics such as equality, diversity and inclusion, responsible research and innovation or public engagement.

4.3 QUESTIONS AND ANSWERS

In addition to the descriptions above, the following questions and answers may help you decide which of the available fellowships is most appropriate for you.

Q. What does a focus on discovery science, innovation, instrumentation/technique development or software engineering mean?

For the first time, EPSRC is providing ongoing fellowship opportunities for people who want to focus on innovation, instrument/technique development or software engineering. Our current definition of research quality is very broad and could be equally applied to any of these areas of focus, hence the assessment criteria and process for each area of focus are the same. There is no pre-defined target number for each potential area of fellowship focus and no ring-fencing of budgets. To help ensure that your proposal is reviewed by members of our peer review college who have expertise in the identified area(s) of focus, we are asking applicants to identify in JeS the area(s) of focus of their fellowships application as outlined below:

Fellowships with a focus on **discovery science** should lead to fundamental science furthering an existing, new or emerging field. They will advance the frontiers of knowledge and, longer term, contribute to increased economic impact and/or social prosperity.

Fellowships with a focus on **innovation** should include collaboration/engagement with public, private or third sector organisations' or focus on routes to IP capture and/or commercialisation. These proposals will be able to describe likely routes to contribute to current or future UK economic success and/or enable the future development of key emerging industries, but still be within the remit of EPSRC.

Fellowships with a focus on **instrumentation/technique development or software engineering** will look to support and expand technologies and techniques to further both academic and industrial research capability. Applications for instrument/technique development or software engineering must still fit into the EPSRC remit, both from a scientific and technological development perspective.

Q. Are the Open Fellowships for all career stages?

Open Fellowships are for all career stages beyond post-doctoral level and include researchers from close to their first academic appointment to those with vast amounts of experience. Applicants will need to justify how the fellowship adds value to their career beyond other funding routes available. Applicants who have not already secured significant independent funding or led the development of technical skills may wish to consider applying for a post-doctoral level fellowship. Examples of how the benefits of an Open fellowship might vary across different stages of your career are provided in annex 1.

Q. What does the "Plus" component mean?

The Plus component should be selected when the applicant plans to spend 20-50% of their time on the fellowship to create positive culture change in the research community beyond their proposed scientific project and research group. Some examples of the types of activities this might comprise are provided in annex 1.

This option has been included as EPSRC recognise there is a need to support research leaders within the community who are also equipped with the time and skills to develop their understanding of

significant research culture challenges, as well as raise awareness of the related issues and opportunities within the community. This will provide capacity to support the implementation of new ideas and initiatives to increase the pace of change. Applicants are encouraged to develop collaborations with other groups or bodies working in similar areas, such as learned societies, think tanks etc.

We intend to bring Plus Component Fellows who are championing similar areas together as a cohort to learn and cross fertilise ideas and approaches that have worked well, as well as inform EPSRC of key challenges and opportunities in their discipline areas.

These Open Plus fellowships will be assessed at the same panel as Open fellowships but, as an additional assessment criteria will be applied, they will be included on a separate list for funding decisions.

Q. Does my proposal need to fit into a certain remit area?

Open Fellowships are open across the whole of EPSRC’s remit. Post-doctoral fellowship opportunities are currently open for the following themes:

- [Energy](#) (Please see [here](#) for additional details relating to the David Clarke Fellowship award)
- [Mathematical Sciences](#)

Additional funding calls for post-doctoral fellowships in targeted research areas are likely to be released periodically.

5 HOW WE WILL ASSESS YOUR APPLICATION

Your application is assessed by peer review. It will be sent electronically to at least three reviewers, including at least one nominated by you.

You will have the opportunity to respond to reviewer comments if your application gains enough support. The proposal, reviewers’ comments and your response will then go to a panel that will score it against our assessment criteria and rank it with other proposals. Panels are organised by theme and meet at different times of the year.

Our assessment criteria at the review stage:

<p>Post-doctoral fellowships</p> <ul style="list-style-type: none"> • research quality • national importance • applicant and partnerships • resources and management • fellowship vision • continued professional development • project delivery 	<p>Open fellowships</p> <ul style="list-style-type: none"> • research quality • national importance • applicant and partnerships • resources and management • fellowship vision and delivery • community leadership • team leadership • continued professional development • community champion (only assessed if the applicant has applied for the Plus component)
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At the prioritisation panel the panel will assess the application against (see Section 5.1 below for further details on these prioritisation panel assessment criteria):

<p>Post-doctoral fellowships</p> <ul style="list-style-type: none"> • research quality (primary criterion) • applicant and partnerships (secondary major criterion) • national importance (secondary criterion) • resources and management (secondary criterion) 	<p>Open fellowships</p> <ul style="list-style-type: none"> • research quality (primary criterion) • applicant and partnerships (secondary major criterion) • national importance (secondary criterion) • resources and management (secondary criterion)
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Following the prioritisation panel, we will invite successful candidates to interview. Interviews will take place around six weeks after the prioritisation panel meeting. An interview panel will assess your application against the criteria below (see Sections 5.2 and 5.3 below for further details on these interview assessment criteria):

<p>Post-doctoral fellowships</p> <ul style="list-style-type: none"> • Fellowship Vision • Continued Professional Development • Project Delivery 	<p>Open fellowships</p> <ul style="list-style-type: none"> • Fellowship vision and delivery • Community Leadership • Team Leadership • Continued Professional Development • Community Champion (only assessed if the applicant has applied for the Plus component)
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5.1 PRIORITISATION PANEL

You will be assessed against the following criteria at the prioritisation panel.

Prioritisation Panel Assessment Criteria (Applies to both post-doctoral and open fellowship applications, assessed relative to career stage)	
Criteria	Indicators
Quality (Primary Criterion)	Please comment on the degree of research excellence of the proposal, making reference to: (1) The novelty, relationship to the context, timeliness and relevance to identified stakeholders; (2) The ambition, adventure, transformative aspects or potential outcomes; (3) The suitability of the proposed methodology and the appropriateness of the approach to achieving impact.
Applicant and Partnerships (Secondary Major)	Please comment on the applicant's ability to deliver the proposed project, making reference to: (1) Appropriateness of the track record ^(*) of the applicant(s); (2) Balance of skills of the project team, including collaborators.
National Importance (Secondary)	Comment on the national importance of the research. How the research: (1) Contributes to, or helps maintain the health of other disciplines, contributes to addressing key UK societal challenges and/or contributes to future UK economic success and development of emerging industry(s); (2) Meets national needs by establishing/maintaining a unique world leading activity; (3) Complements other UK research funded in the area, including any relationship to the EPSRC portfolio.
Resources and Management	Please comment on the effectiveness of the proposed planning and management and on whether the requested resources are appropriate and have been fully justified, making reference to: (1) Any equipment requested, or the viability of the arrangements described to access equipment needed for this project, and particularly on any university or third-party contribution; (2) Any resources requested for activities to either increase impact, for public engagement or to support responsible innovation.

Table 5.1: Assessment criteria for prioritisation panel. Please note that the assessment criteria in the table above use the [same criteria](#) as those which are used to assess standard applications in responsive mode.

() Assessment of track record will consider the applicants' varied contributions to research as detailed by their completed *Résumé for Researchers* document.*

The panel will use the peer review comments and PI response to assess proposals at this stage.

Successful candidates at this stage will be invited forward for interview.

5.2 INTERVIEW PANEL (OPEN FELLOWSHIPS)

Applicants to the Open Fellowships scheme will be assessed against the following criteria at interview panel.

Interview Assessment Criteria (Open Fellowships)	
Criteria	Indicators
<p>Fellowship Vision and Delivery Outlines what success at the end of the fellowship would look like, why a fellowship is an appropriate mechanism to achieve this and how the applicant will ensure successful project delivery</p>	<p>Please comment on how the award of the fellowship will progress the career of the applicant over and above their current trajectory, and why the applicant needs this award in order to achieve this career progression.</p> <p>The applicant should be able to describe how they will ensure that the potential success of the fellowship will be maximised and identify how project risks have been mitigated.</p>
<p>Community Leadership Leads by example in matters relating to the modern research environment, has good communication skills across a range of stakeholders and clear plans for advocacy.</p>	<p>Please comment on:</p> <ul style="list-style-type: none"> • The extent to which the applicant can demonstrate that matters relating to the modern research environment (including Research Integrity, Responsible Research and Innovation and Equality, Diversity and Inclusion have been integrated within their proposal and how the ongoing management of these elements will be addressed. • Ability to communicate clearly through either written or oral medium • How the applicant demonstrates awareness of the advocacy role required of a fellow (ability to influence policy makers or other stakeholders on the importance of your research area; willingness to participate in peer review activities, disseminate EPSRC information within own department and/or network and sit on advisory groups ; and planned involvement in at least one additional role from the following list: STEM outreach, public engagement, policy development, industrial engagement, research culture, an area of ambassadorship required by your community not listed above.
<p>Team Leadership To emphasise the importance of staff being managed by the applicant having a positive research experience, with opportunities/support to progress their own research careers.</p>	<p>Please comment on:</p> <ol style="list-style-type: none"> (1) The strategy in place for ensuring continued research and professional development of staff, or other colleagues they will be managing on the project (2) The applicant's plan for creating a positive working culture (3) The track record (*) of the applicant (relative to their career stage) in these matters to give the panel confidence that points (1) and (2) will be successfully delivered.
<p>Continued Professional Development Outlines professional development goals and identifies a route to achieving them.</p>	<p>The applicant will be expected to outline how their development goals will enable them to expand/enhance their current role. Please comment on:</p> <ol style="list-style-type: none"> 1) The appropriateness of the professional development goals outlined in the application (relative to the career stage of the applicant) and the plans in place (noting that this may not constitute formal training) to enable the fellow to reach these goals. 2) The level and suitability of the support offered by the Host Organisation.
Plus the additional component (if selected by applicant)	
<p>Community Champion To create positive change in the research community by championing an identified area.</p>	<p>Please comment on:</p> <ol style="list-style-type: none"> (1) The timeliness and relevance to the community of the identified championed area (2) The appropriateness of the plans to champion and promote this area. This assessment should be made commensurate with the applicant's career stage and the level at which they intend to engage.

Table 5.2: Open Fellowships assessment criteria for the interview panel. (*) Assessment of track record will consider the applicants' varied contributions to research as detailed by their completed *Résumé for Researchers* document.

The interview panel will make use of the reviewer’s comments, the PI response and the interview to make assessments against each of the assessment criteria.

A separate rank ordered list will be used for those applicants who have selected the plus component, and this will be tensioned against the open fellowships list without the plus component when funding decisions are made.

5.3 INTERVIEW PANEL (POST-DOCTORAL FELLOWSHIPS)

You will be assessed against the following criteria at the interview panel.

Interview Assessment Criteria (Post-doctoral Fellowships)	
Criteria	Indicators
<p>Fellowship Vision Outlines how the fellowship will enable the applicant to transition to research independence and what success at the end of the fellowship would look like.</p>	<p>Please comment on how the award of the fellowship will enable the applicant to achieve research independence and how a successful fellowship would contribute strategically to the research landscape.</p>
<p>Continued Professional Development Outlines professional development goals and identifies a route to achieving them.</p>	<p>The applicant will be expected to have:</p> <ul style="list-style-type: none"> • Identified areas they need to improve on and how they intend to gain experience to meet these needs • Considered their knowledge of ethical, responsible and inclusive research culture and thought about how they could further this knowledge • Considered if they need a mentor, and what aspects of their development their mentor will help with <p>Please comment on:</p> <ul style="list-style-type: none"> • The appropriateness of the professional development goals outlined in the application and the plans in place to enable the fellow to reach these goals. • The level and suitability of the support offered by the Host Organisation
<p>Project Delivery To ensure the applicant has the skills for successful project delivery</p>	<p>Please comment on:</p> <p>How the applicant is able to demonstrate they have acquired the skills required for successful project delivery including:</p> <ul style="list-style-type: none"> • How will the applicant utilise networks to ensure successful project delivery. i.e. mentor, management of any collaborators and/or additional staff resource provided by the host organisation whilst ensuring that the delivered project will demonstrate their research independence? • Has the applicant demonstrated they are able to re-plan work if the initial strategy is not delivering results? • Has the applicant identified project risks and have they put suitable contingencies in place?

Table 5.3: Post-doctoral Fellowships assessment criteria for the interview panel.

The interview panel will make use of the reviewer’s comments, the PI response and the interview to make assessments against each of the assessment criteria.

6 HOW TO APPLY

6.1 SUBMISSION DATES

In general, there are no deadlines for a fellowship submission. Applications can be submitted at any time and will be processed on a rolling basis at a prioritisation panel after postal peer review. For guidance on when to submit to have the best chance of the application being assessed at a forthcoming prioritisation panel, please see the table below. Please be aware that these dates illustrate typical timelines only and we cannot guarantee applications going to specific panels.

Theme	Advised submission dates	Prioritisation panel dates	Interview panel dates
Engineering	Mid- June	Early October	End January
	Mid-August	Early December	
	Mid-October	End February	Early June
	Mid- December	Mid- April	
	Mid-February	End May	Mid-September
	Mid-April	End July	
Physical Sciences	Early May	Early September	End October
	End September	End January	End February
	Early January	End April	Mid-June
Mathematical Sciences	Early February	Early June	End July
	End July	End November	End January
ICT	Mid-February	Mid-June	Early September
	Early September	Mid-January	Late February
Digital Economy	Fellowship applications predominantly go to ICT panels.		
Energy	Fellowship applications go to Physical Sciences and Engineering panels, depending on content.		
Healthcare Technologies	Fellowship applications will go to the most appropriate EPSRC panel		
Manufacturing the Future	Fellowship applications go predominantly to Engineering panels, but can also go to ICT and Physical Sciences depending on content. .		
Quantum Technologies	Fellowship applications will go to the most appropriate EPSRC panel		

6.2 APPLICATION DETAILS

The things you must do before you start your application for a fellowship:

- ensure your application fits into the EPSRC remit. If you are not sure, contact the relevant portfolio manager, theme fellowship [theme fellowship coordinator](#), or [submit a remit query](#)

You must apply using the [Joint Electronic Submission system](#) (Je-S). We are always open for applications for fellowships.

When applying, select 'New document' then:

- council: EPSRC
- document type: fellowship proposal
- scheme: EPSRC fellowship
- call/type/mode: EPSRC post-doctoral fellowship – EPSRC Open Fellowship – EPSRC Open Plus Fellowship
- Consider which options apply to your application from the list below and copy and paste into the keywords box:
 - Discovery science
 - Innovation
 - Technical skills

Your application should include the following attachments:

- a case for support (nine pages, seven on the scientific case and two on the non-technical aspects (i.e. to cover the non-scientific elements of the assessment criteria) of your application. An additional two pages (eleven pages in total) are allowed for Open Fellowships where the applicant is choosing the Plus Component option)
- a work plan (one page)
- a host organisation statement (two pages)
- justification of resources (two pages)
- [Resume for Researcher](#) (four pages) for the fellowship candidate only (format of document subject to change – update expected early November).
- Project partner letters of support from all project partners included in the Je-S form (no page limit). Note that additional letters of support are not permitted on fellowship applications. Where applicants are collaborating with other departments at the host organisation this should be included in the host organisation statement.
- an equipment business case for any items of equipment or combined assets with a value above £138,000 including VAT (up to two pages) (allowed for Open Fellowship applications only)
- technical assessments for facilities listed as needing one in the Je-S guidance (no page limit)
- a cover letter (no page limit) - this is a mandatory attachment and will not be seen by peer reviewers
- equipment quotes as appropriate

All attachments must be completed in single-spaced typescript in Arial 11 or other sans serif typeface of equivalent size, with margins of at least 2cm. Text in embedded diagrams or pictures, numerical formulae or references can be smaller, as long as it is legible. Text in tables and figure labels not within embedded diagrams or pictures should be at least 11 point.

We recommend that all attachments are uploaded into Je-S as Adobe Acrobat files (PDF) as uploading word documents can result in layout changes to the document. Also, as EPSRC do not support all Microsoft Office Word font types, unsupported fonts will be replaced possibly resulting in layout changes to the document.

EPSRC reserve the right to reject applications that do not meet these requirements.

We recommend you start your application in good time. You can save completed details in Je-S at any time and return to continue your application later. When you submit the application, it will first go to your host organisation for review.

See the [JeS handbook](#) for full advice on completing applications.

7 ANNEX 1 – FELLOWSHIP EXAMPLES

One purpose of the EPSRC Open Fellowship scheme is to accelerate career development and support our talented and ambitious researchers.

The fellowship vision assessment criterion asks reviewers to comment on how the award of the fellowship will progress the career of the applicant over and above their current trajectory, and why the applicant needs this award in order to achieve this career progression.

The career progression afforded by the Open Fellowship is likely to vary considerably across career stages and therefore some examples of how a fellowship could progress your career are provided within the illustrative examples below.

Example A (includes additional Plus component)

The candidate has already demonstrated research independence but has limited experience of managing people. The candidate would use the fellowship to start their own research group, and broaden their networks and influence. The candidate has a clear vision of how the work undertaken within their research group would lead to further development or commercialisation and how this will aid their ambition as a leading expert in their field.

The candidate has been active in Responsible Research and Innovation activities and has plans to ensure that this issue is more actively considered, both within their institution and more widely within their specific field.

The candidate recognises that they have not held formal line management responsibilities before and has set up a network of support to guide them through this process as well as taking advantage of mentoring offered. The candidate has taken steps to identifying suitable courses offered by their host institution and external providers to ensure that they look after their staff and support their career development.

Example B

The candidate demonstrated research independence a number of years ago, and successfully completed a prestigious post-doctoral level fellowship. After completing their post-doctoral fellowships, the candidate has had a prolonged period of reduced output due to family responsibilities and part time working patterns. The candidate wants to use their fellowship to pick up their career and increase their research output to become competitive with their peers when applying for university promotion and other funding opportunities.

The candidate is aware that progress has been made in applying new techniques to problems in their field and think they could successfully apply the technique to problems they are trying to solve. They don't currently have the technical expertise to be able to do this, but have identified visits to other research groups where they will be able to learn these new techniques, enabling them to be applied to their own research.

Example C (includes additional Plus component)

The candidate has exceptional technical expertise in their field and a broad knowledge of the research environment. The candidate would use the fellowship to deepen their expertise of a specific technique and apply their technical expertise to different scientific fields through close collaboration with identified subject matter experts from industry and academia.

The candidate has well defined plans for raising the profile and applicability of technique development to a wider audience including scientific experts and members of the general public.

The candidate recognises that they don't have much experience of managing people, although they have managed projects before. They have identified a range of development opportunities to enable them to successfully manage the wide network of collaborations envisaged within the proposal.

Example D (includes additional Plus component)

The candidate has had a successful career to date and currently manages a research group of 10 people in addition to undertaking a number of administrative duties within their university. The candidate wants to use the fellowship to take the knowledge they have gained from their discipline to start a new line of research in a related discipline, alongside the existing research activities being undertaken by their research group.

The candidate also wants to be able to use the fellowship to mentor more early career researchers outside of their own immediate line management responsibilities and act as a senior mentor to other mentors to improve the level of mentorship provided in academia.

In order to be able to transfer their knowledge from their discipline to the targeted discipline, the candidate aims to hire researchers to provide some of the knowledge but also needs to undertake some upskilling work themselves. Without the fellowship to enable this upskilling, it is likely that the knowledge transfer would not happen.

Example E (includes additional Plus component)

The candidate has had a successful career to date, and worked in both industry and academia, undertaking significant line management responsibilities. The candidate currently works in industry and would use the fellowship to move back into academia with their current employer acting as a project partner. The fellowship would enable the candidate to conduct study in an area of fundamental research which has been identified as a key area of knowledge acquisition to help with a number of upcoming challenges in the next 10+ years.

The candidate would use their industrial expertise, connections, networks and company links to promote industry – academia collaborations within their university with the ambition of achieving a significant increase in the number of research proposals submitted with academic-industrial placements.

The candidate is aware of a number of EDI challenges within their field but does not have much expertise in dealing with this topic beyond their immediate responsibilities. They will use the fellowship to acquire the skills to enable them to influence in this area more broadly.

Example F

The candidate has previously demonstrated research independence and wants to use the fellowship to move their fundamental research into an area which combines elements of different or multidisciplinary fields to develop new methodologies and avenues of research. The candidate feels that the proposal would be unlikely to be funded via other funding mechanisms due to the minimal research already undertaken in this area. The candidate intends to act as the community leader for the new research field, and will work with the academic community to maximise collaborations.

The candidate would like to become more involved with policy making to help make the case for increasing spending in fundamental science, but has limited experience and so has identified a number of development opportunities to gain experience in the area.

8 VERSION LOG

Name	Date	Update	Version
Melanie Buckley	28.09.2020	First issue for upload to website	1.0
Melanie Buckley	29.09.2020	Minor amendments	1.1
George Adams	09.10.2020	Fixed hyperlinks	1.2