



SCHOOL OF LIFE SCIENCES

Policy for the Career Development of Independent Research Fellows

Summary



permanent post at the end of their funded period. Such individuals will be encouraged to seek follow-on Fellowship funding or can apply for relevant posts in the School.

If in doubt as to whether you qualify for consideration of tenure, it is best to consult the Head of School.

*This policy sets out the School position in supporting the route to a permanent faculty post for independent fellows. It does not replace or alter the HR managed process of issuing open-ended contracts for researchers in posts funded for 3 years or more. Fellows funded for 3 years or more will therefore be issued with an open ended contract that contains a funding clause stating 'Your employment remains supported by specific external funding or project funding and, should this funding cease, you would be at risk of redundancy.' If appointed to an open ended (permanent) faculty position in the process described here, an appointment letter will be issued for the new role without this funding clause.

2) MENTORING

All Fellows will be assigned an experienced member of faculty as a mentor, to provide advice on establishing a laboratory, managing workload, writing grants and papers, and general career development. The mentor, in discussion with the Head of School or Head of Department, will be responsible for arranging a mid-term review. The review will consist of a written report and a meeting at which the Fellow will present current progress and future research plans.

Guidance will be given to address any areas for improvement and the Fellow's career intentions will be discussed. A dedicated programme of career and professional development training courses, seminars, workshops and activities is available at the University and all Fellows are encouraged to access these development resources.

3) SCHOOL PROCESS FOR RECOMMENDING AWARD OF A PERMANENT POST

- The major decision will occur 1 year before the end of the 5 year (or longer) Fellowship.
- The Fellow will give a research seminar open to the School.
- The Fellow will attend a formal interview, at which they will present research plans, and answer detailed technical and general questions.





workload managed in the same way as for other staff on E & R contracts. The new appointment will be subject to the normal probationary processes.

Promotion

In line with University policies, Fellows are free to apply for promotion on the research career pathway through the normal promotion application process at any time during their Fellowship research