Faculty of Health and Life Sciences

Tenure-track Fellowship scheme

The Faculty of Health and Life Sciences in the University of Liverpool is one of the world’s top 100 centres for Clinical, Preclinical and Health subjects (THE World University Rankings 2014-2015).

We are committed to providing a supportive environment to ensure the optimal growth and development of our Early Career Researchers. Many programmes, support systems and training opportunities are available to give Early Career Researchers the support they need to successfully establish themselves as independent researchers.

The Faculty’s Tenure-track Fellowship scheme was established in 2011 to allow early career researchers to progress their independent research careers by lifting the burden of teaching and administrative work and its success was featured in the Times Higher Education in January 2014.

The Faculty has now also developed a career pathway scheme that will provide researchers on independent Fellowships with greater confidence in the trajectory of their career at Liverpool. We are keen to recruit existing holders of fellowships to Liverpool to join this scheme.

Further information on the Tenure-track Fellowships and our expectations for years 1-5 and on the career pathway for holders of externally-funded fellowships are given below.

Researchers can find out more about our current research areas on the Faculty and Research Institute web pages and are encouraged to directly contact the appropriate Heads of Departments in our Institutes to discuss opportunities.
Tenure-track Fellowships in the Faculty of Health and Life Sciences

The University of Liverpool has been appointing Tenure-track Fellowships in the Faculty of Health and Life Sciences since 2011. Appointments are made of early career researchers of high potential at the start of their independent academic career.

The first year of a Tenure-track Fellowship will focus on establishing the Fellow’s research programme, with a limited amount of teaching. Teaching and administration will increase over the 5 year period to that of a normal academic load. Start-up research funds will be available and the Fellows will be mentored towards gaining external grant support within a structured plan.

The fellowships are five years with a formal review at the end of year 3 to determine suitability for appointment to a permanent University. The Tenure-track Fellows will be expected to show the ability to conduct world-class research, the potential to become an international leader in their research area and to show effective contribution to academic activity at departmental/institute/University level including research-led teaching at undergraduate and postgraduate level.

Following successful review in year 3, the Fellow will move to a standard University contract. Appointment will normally be made on the Lecturer scale but in exceptional circumstances a more senior appointment could be made.

Candidates already holding an externally-funded Fellowship are welcome to transfer to this scheme with the agreement of their funder.

Note: In the area of Biomedical Sciences the Fellowships may be co-funded by the Wellcome Trust.
Example Structured Plan for years 1-5 of the Tenure-track Fellowship Scheme (to be discussed and refined during Annual Professional Development Review (PDR)):

**Year 1**
- Introduction to teaching through a limited number of formal lectures (5% of time)
- Preliminary research work to support grant applications
- Preparation of an application to a major funding body

**Year 2**
- Appointment of staff funded from external grant
- Appointment of a jointly supervised PGR student
- Research-led teaching through lectures and supervision of UG and PG research projects (5-10% of time)
- Development of external research activities/collaborations

**Year 3**
- Submission and publication of papers of international quality
- Continuation of research-led teaching along with PBL/tutorials
- Progress towards completion of Certificate of Professional Studies
- End of year 3 review

**Year 4**
- Increasing teaching load
- Taking on research and teaching management roles
- Further grant applications submitted
- Further publication of papers of international quality

**Year 5**
- Reaches normally expected teaching load
- Further grant applications submitted
- Further publication of papers of international quality
- Preparation and guidance for consideration of promotion to Senior Lecturer

**Support to be provided**
- On initial appointment suitable laboratory space will be identified
- A senior member of academic staff will be appointed as mentor for the fellowship
- Appropriate access to equipment locally and within the Faculty Technology Directorate will be negotiated
- Possible collaborative opportunities in the Department or across the Faculty will be discussed
- Guidance and mentoring for external grant applications prior to submission
Tenure-track Fellowships - Criteria for confirmation in appointment to a Lectureship

Appointments will be five years with a formal review before the end of year 3 to determine suitability for appointment to a permanent University Lectureship.

By the end of year 3 of the Fellowship, holders will be expected to provide evidence that demonstrates the following in order to progress to a permanent appointment.

- Plans agreed during PDR have been fulfilled
- Successful development/maintenance of independent research activity
- Emerging leadership in the chosen research discipline
- Success in obtaining external grant income
- Publication of international or world-class papers at the REF 3*/4* level
- Contribution to academic activity at Departmental/Institute/University level including research-led teaching at undergraduate and postgraduate level
- A clear plan for future research activity and grant funding
- Registration for the Certificate of Professional Studies with a clear timetable for its completion

Note: Key expectations required to meet the criteria will be established for each candidate during their annual Professional Development Review (PDR).
Tenure-track Fellowships - A career pathway for holders of externally-funded fellowships

All non-clinical and clinical fellowship holders at an appropriate level within the Faculty will be considered for transfer to the Tenure-track Fellowship scheme no later than mid-way through their external Fellowship. To be considered for transfer, fellowship holders should be at a stage equivalent to or above a Wellcome Trust Intermediate Clinical or Research Career Development Fellowship in Basic Biomedical Sciences and at a comparable career stage to researchers currently directly appointed to the Tenure-track Fellowship scheme.

Transfer would not be automatic and would require formal assessment by an Institute selection panel of their suitability based on current career status, strategic-fit and future promise. The date of transfer within the fellowship period will be flexible, depending on the length of the fellowship, so that those accepted onto the Tenure-track Fellowship scheme will be able to satisfy the requirements of the current scheme over the three year period following transfer including undertaking teaching activity and participating in the CPS. They would be formally reviewed for movement to a standard University contract (Lecturer or Senior Lecturer) by the end of year 3 after transfer onto the Tenure-track Fellowship scheme.

“Tenure-track Fellowships holders that are funded externally may not, as a consequence of their funder’s requirements, be able to complete their CPS by the time of review for confirmation in appointment in year 3. The review committee will be able to take this into account and consider confirming the appointment contingent upon later satisfactory completion of the CPS.”
The Internal Process for transfer

- All non-clinical and clinical fellowship holders at an appropriate level within the Faculty will be considered for transfer to the Tenure-track Fellowship scheme no later than mid-way through their external Fellowship (see above).
- The decision to transfer a candidate onto the Tenure-track Fellowship scheme will be made at an Institute rather than at a Faculty level.
- During the Fellow’s PDR the Fellow and their Reviewer should discuss and note within the PDR the need for an assessment for transfer to the Tenure-track Fellowship scheme to be conducted (this should be at a point no later than halfway through the externally funded fellowship). When the Fellow and Reviewer agree that a suitable point has been reached, the Fellow should inform their HoD and Institute Manager indicating that they wish to be so assessed.
- Each institute will establish a panel made up of HoI (Chair of panel), two HoDs (neither of which should be the Fellow’s HoD) and Institute Manager. Where necessary, the HoI may invite additional senior academic staff of the University to sit on the panel.
- The panel will review requests for transfer onto the Tenure Track fellowship scheme, and will consider the candidate’s suitability based on their current career status, strategic-fit and future promise when making the decision to approve the transfer onto the Tenure-track Fellowship scheme. Upon transfer, fellowship holders will commence on year 1 of the Tenure-track Fellowship scheme.
- Appointments onto the Tenure-track Fellowship scheme will be made in line with the current remuneration package on which the external fellowship holder is employed.
- The review for Confirmation of appointment onto a permanent University academic contract will be made by the end of year 3 following transfer onto the Tenure-track Fellowship scheme.

In the first instance candidates wishing to transfer onto the Tenure-track Fellowship scheme should consult with their Institute Manager and / or HoD for specific details of the assessment process used within their institute.

Note: Holders of Tenure-track Fellowship positions are able to apply for promotion to Senior Lecturer / Reader / Professor in the same way as all other academic staff through the Annual
Review Process (https://www.liv.ac.uk/intranet/hr/my-hr/annualreview/). This process is independent of the decision to transfer onto the Tenure-track Fellowship scheme.