Faculty of Health and Life Sciences

Fellowship opportunities for Early Career Researchers

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. General enquiries can be made to Julia Keyton (email: Julia.Keyton@liv.ac.uk)

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 are currently appointing Tenure-track Fellowships in the Faculty of Health and Life Sciences. Appointment will be made of early career researchers of high potential at the start of their independent academic career.

The first year of the 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 Fellowship is held for 5 years, subject to satisfactory review at the end of year 3. 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 (to be discussed and refined during annual Professional Development Review):

**Year 1**
- 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 will be identified in the Department or across the Faculty
- Preliminary research work to support grant applications
- Introduction to teaching through a limited number of formal lectures (5% of time)
- Guidance and mentoring for external grant application and submission 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
- Guidance on planning for future for external grant applications
- Continuation of research-led teaching along with PBL/tutorials
- 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
Tenure-track Fellowships

Criteria for confirmation in appointment to a Lectureship

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

At 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

Note: Key expectations required to meet the criteria will be established for each candidate during their annual Professional Development Review
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. These 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 but 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 should 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. This timescale includes undertaking teaching activity and participating in the Certificate of Professional Studies; although Fellows that are externally funded would be given additional time to complete their Certificate of Professional Studies. They would be formally reviewed for movement to a standard University contract (Lecturer or Senior Lecturer) at the end of year 3 after transfer.