

## **Criteria for Promotion to Research Fellow (Grade 7)**

Applicants will be expected to satisfy the criteria listed in the area of research activity. It is not necessary for applicants to provide evidence to support all the criteria listed in the categories of teaching, academic enterprise and knowledge transfer and service and leadership. However evidence against some of the criteria in each category is required.

Applicants will be assessed in each area by a SPC/FPC as having performed below the normal level of achievement for a Research Associate (Grade 6), or at the normal level of achievement for a Research Associate (Grade 6) or at a level of achievement for promotion to Research Fellow (Grade 7). In all cases norms for the discipline will be taken into account.

Whilst it is not expected for applicants to have contributed in the area of teaching and scholarship where this is the case the contribution should be taken into account and may compensate for a lower level of contribution to service and leadership. However a lower performance in research cannot be compensated by excellence in other areas.

For each of the areas of activity there is a list of factors (see below) to indicate how a SPC/FPC will make its assessment.

### **Research**

#### **A normal level of achievement for a Grade 6**

- Develop research objectives and proposals for own or joint research with some support from manager, if required
- Use initiative and creativity to identify areas for research, develop new research methods and extend the research portfolio
- Undertake individual and collaborative research projects
- Write up own research work for publication
- Continually update own knowledge and understanding in chosen field
- Involved in/contribute to preparing proposals and applications to external bodies, e.g. for funding applications and/or contracts
- Manage own research and administrative activities with guidance from manager if required
- Use creativity to analyse and interpret research data and draw conclusions on the outcomes
- Communicate material of a specialist or highly technical nature

#### **The level of achievement for promotion to Research Fellow (Grade 7)**

- Establishing a record of regular publication of original research with some judged to be at international level
- Where required, to contribute significantly to development of research objectives, projects and proposals

- Ability to manage and conduct smaller externally funded research projects or a module within a larger project
- Identify sources of funding and contribute to the process of securing funds where appropriate which could include winning projects where appropriate
- Actively collaborate within and outside the University to complete research projects and advance thinking
- Develop and promote ideas for generating income, promoting own research area, for the application of research outcomes
- A growing independent reputation in research developing new concepts and ideas to extend intellectual understanding at a national level
- Possess sufficient breadth or depth of specialist knowledge in the discipline to develop research programmes and methodologies
- Manage or monitor research budgets where appropriate and possible
- Presentation of research at departmental seminars, external meetings and symposia at a national level
- Resolve problems of meeting research objectives and deadlines
- Contribution to successful postgraduate research supervision where available

## Teaching

### A normal level of achievement for a Grade 6

- Contribute to the assessment of student knowledge
- Co-supervise/assist in supervising students e.g. PhD students and/or undergraduate projects

### The level of achievement for promotion to Research Fellow (Grade 7)

- Contribute to teaching and learning programmes in the School/Unit
- Use a reasonable range of delivery techniques to enthuse students
- Coaching and supporting colleagues in developing their research techniques

## Academic Enterprise and Knowledge Transfer

### The level of achievement for promotion to Research Grade 6

- Presentation of research at departmental seminars and/or conferences or other relevant events, including research steering groups and similar bodies
- Translate knowledge of advances in the subject area into research activity
- Join external networks to share information and identify potential sources of funds

### **The level of achievement for promotion to Research Fellow (Grade 7)**

- Promoting and retaining links with industry, business, the professions or the community that are of value to the University
- Extend, transform and apply knowledge acquired from scholarship to research and appropriate external activities
- Participate in and develop external networks, for example to identify source of funding, generate income, obtain consultancy projects or build relationships for future activities
- Help to plan and implement commercial and consultancy activities where this is appropriate to the subject area
- Evidence of academic enterprise and innovation relating to enterprise or cultural activities

## **Service and Leadership**

### **The level of achievement for promotion to Research Grade 6**

- Evidence of collaboration with colleagues on areas of shared interest
- Build internal contacts and participate in internal networks for the exchange of information and to form relationships for future collaboration
- Contribute to collaborative decision making with colleagues in areas of research
- Some evidence of involvement in public and employee engagement (this will require further definition initially at a University level)

### **The level of achievement for promotion to Research Fellow Grade 7**

- Efficient performance over a period, of routine service/administrative duties, either within or on behalf of the School or similar organisational unit
- Some involvement in the broader arena of the Faculty, including, where appropriate, a role providing support, pastoral care and guidance to students or colleagues and/or the outside professional arena where appropriate
- Evidence of involvement in public and employee engagement (as yet to be defined at a University level)
- Mentor colleagues with less experience and advise on personal development
- Demonstrated ability to co-ordinate the work of colleagues to ensure equitable access to resources and facilities
- When leading a research project, ability to manage staff on lower grades.