

Future Leaders Fellowships

Applying for a Fellowship on Job-Share Basis

Joint applications from those wishing to hold a Future Leaders Fellowship on a job-share basis are encouraged as one of the mechanisms through which UKRI supports applications from those wishing to combine the Fellowship with personal responsibilities.

There may be times when an application for a Fellowship as a job-share might be right for potential candidates. Reasons include, but are not limited to:

- Timeliness i.e. where a full-time equivalent PI is required to ensure that time-critical research and innovation can be completed within a shorter timescale than a part-time Fellowship would allow.
- An existing job-share i.e. where researchers and/or innovators are already working within a job-share that they wish to maintain.

Applicants must be able to demonstrate why they and the proposed programme of research and/or innovation would not be better served by two part-time Fellowships.

A job-share Fellowship should not be considered because a PI does not currently have the full skill set to undertake the Fellowship. In these instances, a Co-Investigator who brings complementary and different skills to the project can be included as part of the Fellowship award for a time limited period while the fellow develops their skills in the areas covered.

An example of successful job-share Fellows funded by UKRI (EPSRC) can be seen here: Professor Serena Best (<https://epsrc.ukri.org/about/people/serenabest/>) and Professor Ruth Cameron (<https://epsrc.ukri.org/about/people/ruthcameron/>).

1) Is the expectation that the two individuals job sharing a Fellowship have very similar skills and experiences, or is the expectation that their experience and skills should be complementary?

Most job-shares are between individuals with similar skills and experience. Job-Shares should not be used to upskill an applicant who requires complementary and different skills in order to complete the project. Such upskilling should be achieved through the Fellowship and is supported through the ability to include a time-limited Co-Investigator.

The applicants should make clear in their application the skills and experience of both applicants and why they are applying via a job-share arrangement and not two separate part-time applications. It must also be stated in the application cover letter that the Fellowship is being applied for as a job-share.

Please note that the Je-S form will list job-share Fellowship applicants as Principal and Co-Investigator. This is entirely due to the limitations of our systems and your status as Co-PIs will be highlighted to reviewers and Panel members. The Co-PIs should have equal responsibility for the overall Fellowship and programme of research and/or innovation.

This does not mean that the Co-PIs both have to have involvement in every aspect of the programme of research and/or innovation. For example, in terms of publications or other outcomes that result from the Fellowship it may be that one Co-PI has more involvement in particular aspects than the other so we would not mandate that both Co-PIs have to have identical credit for these.

2) How do we apply as a job-share Fellowship?

We recommend that you contact the FLF team before applying on a job-share basis.

Only one application is required. Due to the setup of Je-S it is not possible to have joint-PIs on the application so the joint-applicants (Co-PIs) will be a notional PI and CI. Throughout the review and assessment process it will be made clear that the joint-applicants should be treated as Co-PIs and as such the applicants will be considered on equal terms with neither candidate considered the 'lead' or 'primary' PI.

3) What guidance do reviewers get when considering job-share proposals?

Noting that job-share Fellowships are non-standard and that members of the research and innovation community may not have reviewed such proposals before, additional feedback is provided to those carrying out the external peer review of proposals and for those sitting on the Shortlisting and Interview Assessment Panels. With regards to the FLF assessment criteria (<https://www.ukri.org/files/funding/flf-assessment-criteria/>), this guidance includes:

- Making clear that applicants are joint Principle Investigators
- Stating that the:
 - consideration of the *Research & Innovation Excellence* and the *Impact & Strategic Relevance* assessment criteria need to include assessment of how the proposed project forms a single coherent programme rather than separate activities
 - consideration of the *Applicant and their Development* assessment criteria needs to consider both applicants jointly
 - consideration of the *Research and Innovation Environment & Costs* assessment criteria needs to consider the commitment of the host organisation to the development and establishment of both applicants and how the host will support the proposed programme of work as a whole

Additional guidance for those sitting on Interview Panels will also be available. This will make clear that both applicants will be attending the interview and that questions should be addressed to both applicants. Furthermore, it will be stated that that the applicant's joint Full Time Equivalent spent on the Fellowship will be between the 0.5 and 1 required of a standard Fellowship.