UKRI Future Leaders Fellowships
<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
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<tbody>
<tr>
<td>11:00</td>
<td>Welcome and overview presentation</td>
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<tr>
<td>11:45</td>
<td>Q&amp;A</td>
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<tr>
<td>12:15</td>
<td>Lunch and networking opportunity</td>
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<tr>
<td>13:00</td>
<td>Breakout session: FLF 4-year review point</td>
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<tr>
<td>14:00</td>
<td>Afternoon break</td>
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<tr>
<td>14:15</td>
<td>Breakout session: Equality, Diversity and Inclusion</td>
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<tr>
<td>15:00</td>
<td>Wrap up and reflections</td>
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<td>15:30</td>
<td>End of day</td>
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We will cover

• UKRI - background
• Future Leaders Fellowships:
  - Overview
  - Key messages to date
  - Applying
  - Decision making process
  - Career development support

• Contact us
UK Research and Innovation

Background
UK Research and Innovation – How we are funded

• We are an independent organisation with a strong voice for research and innovation, both to government and internationally.

• We are principally funded through the Science Budget by the Department for Business, Energy and Industrial Strategy (BEIS).
The numbers

• C. £7.5 billion in combined budget per year for investment in research and innovation

• 3,900 research and business grants issued every year

• 2,400 business-led collaborative projects and over 200 Knowledge Transfer Partnerships

• 151 universities receiving research funding

• 38 institutes, laboratories, units, campuses and innovation catapults
UK Research and Innovation - Our Executive Chairs

Andrew Thompson
AHRC

David Sweeney
Research England

Lynn Gladden
EPSRC

Jennifer Rubin
ESRC

Duncan Wingham
NERC

Fiona Watt
MRC

Mark Thomson
STFC

Melanie Welham
BBSRC

Ian Campbell
Innovate UK
UKRI Future Leaders Fellowships – an overview
UKRI FLF Overview

- Will grow the strong supply of talented individuals needed to ensure that UK research and innovation continues to be world class

- Do so by attracting, developing and retaining the most promising future leaders at a known career pinch point

- Provide seamless support across UKRI remit

- Funding to be committed over 3 years (6 rounds), supporting ~200 individuals per year for up to 7 years (4+3 year model)

- New funds from the National Productivity Investment Fund (~£857M)
Future Leaders Fellowships – What are their purpose?

Supporting **early career** researchers and innovators with **outstanding potential** across the whole of UKRI remit.

To facilitate and encourage

- **interdisciplinary** research & innovation
- **international** mobility
- part-time and **flexible** working
- **cross-sector** working
- research and innovation with and in **businesses**
- enhanced **host support**
- **diversity**
Future Leaders Fellowships – What are they?

• Monetary award to conduct a specific programme of research or innovation and significantly enhance an individual’s early career

• Dedicated time to focus on research/innovation, receiving mentoring and enhanced training opportunities

• An award for someone who has already gained a doctorate or has equivalent experience but is still early in their career, with the potential to be an outstanding leader in their field.
Key messages from the latest rounds
Progress to date

- 41 FLFs awarded in Round 1
- 78 FLFs awarded in Round 2
- Around 90 FLFs offered in Round 3

Meet our Future Leaders Fellows: https://www.ukri.org/funding/funding-opportunities/future-leaders-fellowships/meet-our-future-leaders-fellows/
Round 3

• Success rate c. 25%, around 90 awards offered
• Excited by quality of successful applicants in academia and business
• Strong applicants fully consider leadership and career development
• Less diversity than expected at point of application
• Encourage increase in number of applicants making use of flexibility to be based in or engaged with business
• Encourage increase in number of applicants from arts and humanities communities
• Funded proposals requesting £300k - over £1.5m
Updates to Round Four

To provide increased flexibility, acknowledging the diversity of needs across different organisations and sectors:

• Fellowship may be made up of a single programme of work, or through multiple consecutive / concurrent interlinked projects

• Flexibility where the direction of the project changes part way through the grant, or the fellow is no longer able to continue the grant

• For business-hosted fellows only - may spend up to 40% of time on unfunded activities essential to their career

• Recognise that a change in business circumstances may mean an award is relinquished early
Updates to Round Five

• Change in Visa route for overseas applicants - Global Talent Visa
• Removal of Impact Summary and Pathways to Impact. Impact is still an important part of the FLF assessment criteria and will be assessed as part of Case for Support going forwards.
• Mentor statement now mandatory where mentors included
• Can claim funds for costs associated with FLF-hosted cohort events
• Clarity re time commitments for clinically active fellows
• PI response increased to 10 working days
• Clarity re resubmission policy – resubmissions of a non-revised proposal are not permitted, applicants must address feedback from reviewers and interview panel (if applicable)
# Future rounds

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<tr>
<th></th>
<th>Round 3</th>
<th>Round 4</th>
<th>Round 5</th>
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<tbody>
<tr>
<td>Outline proposal deadline</td>
<td>-</td>
<td>-</td>
<td>30 April 2020</td>
</tr>
<tr>
<td>Full proposal deadline</td>
<td>-</td>
<td>-</td>
<td>2nd June 2020</td>
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<tr>
<td>Sift panels</td>
<td>Nov 2019</td>
<td>June 2020</td>
<td>TBC</td>
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<tr>
<td>Interview panels</td>
<td>Jan 2020</td>
<td>July 2020</td>
<td>TBC</td>
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<tr>
<td>Outcomes</td>
<td>Feb 2020</td>
<td>Aug 2020</td>
<td>TBC</td>
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Expected closing date for Round 6: January 2021 (TBC)
Applying
Applying - Is this the best outlet?

- Is the applicant one of outstanding potential?
- Is the award of this fellowship going to offer a step change in the career of the applicant?
- Is the host organisation willing to provide significant support in terms of the opportunities and training?
- Is the proposed programme addressing a multifaceted, significant and difficult research or innovation problem?
Applying - Scheme criteria

- Research and innovation excellence
- Applicant and their development
- Impact and strategic relevance
- Research and innovation environment and cost
Applying - Where to find information

https://www.ukri.org/funding/funding-opportunities/future-leaders-fellowships/

Key Documents
• Overview of the scheme
• Introduction for businesses
• Guidance for applicants
• FAQs
• Assessment criteria
Applying - The application process

Five stages to the application process:

1. Outline proposal
2. Full proposal
3. Peer review
4. Sift panels
5. Interview panels
Applying - Outline proposals

1. Mandatory
2. Non-competitive; allows UKRI to assess demand
3. Submitted via Je-S if Je-S registered, or via SurveyMonkey if not Je-S registered

4. Details required –
   • Applicant, host organisation, project partners
   • Summary of proposed research/innovation program and objectives
   • Whether large capital equipment is required, whether proposal includes funds for instrument development, whether the estimated costs of the proposal will be greater than £1.5m
   • Whether business-hosted fellows applying for reduced hours fellowship, whether proposal intended to be held on job-share basis
   • Please help us by clearly identifying to which parts of UKRI the proposal has most relevance!
Applying - Process following outline submission

• Letters to academic Host Organisations to confirm number of outline proposals submitted

• May mention to HEIs or IROs if numbers of submissions are not as expected

• Will contact business hosts to offer additional support in using the systems and guidance on applications.
Applying - Full proposal

Outline vision for full period (eg 4+3 years), providing detailed plans and costings for first four years (as applied for) and broader plans for the second period, if applicable.

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<th>Proposal Form</th>
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<tr>
<td>Case for Support</td>
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<tr>
<td>Justification for Resources</td>
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<tr>
<td>Host Organisation Statement</td>
</tr>
<tr>
<td>Letters of Support (Project Partner, Mentor statement and others actively involved in grant)</td>
</tr>
<tr>
<td>CV and Outputs List – note, this should include all outputs / indicators of track record and not solely publications</td>
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<tr>
<td>Workplan</td>
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Applying - Writing a proposal

• What activities can be carried out to ensure that the award allows the fellow to maximise their potential?

• What can fellows do to ensure the fellowship has the greatest impact?

• What should be planned to ensure the programme of research or innovation is performed to the highest standard?

• Who should be involved to realise the questions above?
Applying – working across multiple organisations

• Hosted by a single organisation, but can include any number of associated partners or co-hosting organisations

• Opportunities to access additional expertise, facilities and networks of related research and development

• Innovation within remit of scheme, allowing novel partnerships between businesses and academia within a single program.
Applying - Final thoughts

• Read guidance carefully!

• UKRI scheme which may not be identical to individual councils you may have applied to before

• Guidance revised prior to each round opening

• Important to address all criteria for the scheme and clearly identify why this applicant is the best possible fit

• What is the career boost offered by this fellowship at this stage of the individuals career?
Decision making process
Decision making process - Overview

• Four stage review:
  1. Written peer review by sector / discipline experts
  2. Applicant response to reviews
  3. Shortlisting panel
  4. Interview Panel

• Roles of the panel:
  • Sift: moderate peer-review across all areas (academia, industry, hybrid) and all disciplines / multi-discipline applications
  • Interview: test candidates leadership potential and the additionality of the fellowship.
Decision making process – written peer review

• Conducted by sector and discipline experts:
  ➢ Experts chosen by UKRI (Research Councils and Innovate UK) to ensure all reviewers are experts within their field

• We expect each grant to receive 3 or more reviews depending on the breadth of research within each grant put forward

• Once all reviews have been received, the proposal will undergo coverage check by Research Councils and Innovate UK to ensure all elements of grants reviewed.
Applicant response

- Be positive and keep your cool
- Appeal to your audience
- Back up your claims
- Be clear and be concise
- Keep to the guidelines
Decision making process - Sift panels

- Sift panels – moderate peer review comments, considering proposal, peer review comments and applicant response, against published assessment criteria

- Proposals discussed, ranked and banded

- Roving panel members ensure consistency between panels

- Tensioning across panels to produce final banded lists

- Feedback not provided at this stage.
Decision making process - Interview panels

• All candidates successful at sift interviewed and discussed against published criteria
  ➢ Example interview questions available online
  ➢ Topic areas include:
    • Research / innovation focus – proposed programme of work
    • Leadership focus – how will applicants develop their potential?
    • Career development focus – how will the fellowship benefit the holder?
• Proposals ranked and banded
• Roving panel members ensure consistency between panels
• Tensioning across panels to produce final banded lists
• All provided feedback.
# Decision making process - Interview process

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<tr>
<th>Time permitted</th>
<th>Details</th>
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<tbody>
<tr>
<td>7 minutes</td>
<td>Applicant presentation: “The vision for my Future Leaders Fellowship”</td>
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<tr>
<td>10 minutes</td>
<td>Interview questions: Research and Innovation focus</td>
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<tr>
<td>10 minutes</td>
<td>Interview questions: Leadership focus</td>
</tr>
<tr>
<td>10 minutes</td>
<td>Interview questions: Career development focus</td>
</tr>
<tr>
<td>3 minutes</td>
<td>Interview questions: Other</td>
</tr>
<tr>
<td>5 mins</td>
<td>Reflection time</td>
</tr>
<tr>
<td>10 mins</td>
<td>Discussion and consensus Panel score agreed</td>
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Career development support
Host support

- Host organisation to support the fellow to establish themselves as a leader and provide a step change in their career

- Assessed as part of criteria: “Research and Innovation Environment & Costs”
Host support

• Support for the programme of work:
  Space, access to facilities / equipment / resources, additional research costs, additional support for staff, PhD students etc.

• Training:
  Research / innovation skills, leadership training

• Mentoring:
  Access to formal mentoring programmes

• Integrate:
  Include the fellow within the activities of the host department
Requirements of host organisations

• Commitment to cost of fellowship:
  • Academic tapered salary commitment from year 3
  • Contribution to total cost of fellowship by business-host, as required by EU State Aid rules

• Required commitment from academic host organisation for pathway to an open-ended research / innovation focused position:
  • Recognising that research employers differ in their employment policies and practices
  • Expectation that fellow will be in best position to take up open-ended position prior to completion
Support from UK Research and Innovation

• UKRI establishing network to deliver programme of support for FLFs, to include:
  • Training and development opportunities
  • Networking and collaboration opportunities
  • Externally administered mentoring programme

• Interim mentoring programme for R1 Fellows, plus additional costs to support mentoring visits

• Cohort events:
  • Starting meetings per cohort
  • Annual events for all

• UKRI wide activities
  • Networking meetings etc run by UKRI councils
Contact us

• Developing scheme – please feedback/engage with UKRI, we are listening!

• Where to find more information:
  https://www.ukri.org/funding/funding-opportunities/future-leaders-fellowships/

• Contact us:
  fellows@ukri.org
  (01793) 416409
Questions?
Future Leaders Fellowships - Frequently Asked Questions

Will applications that are... interdisciplinary focused/business based/from incoming international talent ... be prioritised?
Encouraging these applications and part of the overall vision. Not mandated. One way an applicant may highlight how an FLF will have a demonstrable impact on their career trajectory beyond what they could achieve through other grant or Fellowship schemes.

Is there an allocation ‘per council’ or a specific discipline split envisaged? Will UKRI be adding priorities for future rounds?
No. Currently broad spread of disciplines. May add ‘highlights’ or ‘steers’ in future to ensure a rounded portfolio. These may cover any feature of the scheme.
Future Leaders Fellowships - Frequently Asked Questions

Clarity around career stage for candidates? Some more specific detail on the appropriate career stage of candidates applying. More information on the eligibility or suitability of applicants: choice between new lecturers or Research Fellows? More clarification around what is meant by 'Early career' given then the person specification information sometimes refers to experience that I, and others, would deem to be more advanced / from an already established researcher. It would be helpful if UKRI could outline what the typical track record of someone applying for this scheme from a non STEM disciplinary background might look like - so that Universities can make a judgement about whether or not a potential application has already reached 'research independence'. Changes in eligibility? Will there be a definition of ECR for later rounds? More details on what makes a good candidate. More information about career stage intended for Guidance for Case for Support Clarification on candidate eligibility (i.e., if they have held Marie Curie Fellowships, UKRI research grants as PI etc.). Who is the scheme ideally aimed at, high flying Post Docs/PhD students or newly appointed lecturers, a clearer steer is this for people in perm or non perm roles (like the Leverhulme Trust Early Career Fellowship, would be good. Further clarification on who the scheme is aimed at, and any additional information to help us select the best candidates for the scheme Clarification on candidate eligibility (i.e., if they have held Marie Curie Fellowships, UKRI research grants as PI etc.). Eligibility for the next rounds? What sort of person are UKRI actually looking to support through this scheme? Someone who needs to demonstrate research independence (i.e. pre-lectureship) or someone building a research group (i.e. post-lectureship)?

What do we mean by Early Career Researcher?
Future Leaders Fellowships: Early Career Researchers

No ‘standard’ answer. Encouraging applications from the broadest spectrum of disciplinary backgrounds, and career pathways e.g. discipline hopping, business and academia, career breaks, time in other roles. There is no tick box set of rules. Must justify in application.

Person Specification provided on FLF webpage:
Future Leaders Fellowships: Person Specification

- Offer a compelling vision for the excellence and importance of the proposed research or innovation, with their own original and ambitious plans / ideas
- Take advantage of the long-term and flexible support offered, justify how the proposal would have wider influence in the field or sector
- Identify and propose opportunities for their own development as impactful and influential leaders - time to work in other environments, international links, formal training
- Capable of leading and developing a team or taking a leading role in their field; and show an ability to identify and maximise potential in themselves and others.
Breakout #1: FLF 4-year review point

Progress of fellowships to be reviewed during year 4 to determine whether further period of funding offered.

Review will consider:
- Retrospective review
- Forward look

Review will involve:
- Host organisation
- Fellow
- UKRI

- How should host organisations be involved in 4-year review?
- What is of value to consider in retrospective review?
Breakout #2: Equality, Diversity and Inclusion

- Is there anything within the scheme that reduces accessibility?
- Best practice within selection processes to ensure EDI fully considered
- How can UKRI support?
Thank you