Agenda

10:30  Welcome and introduction

10:45  Overview presentations

11:45  Q&A – small group interactive sessions

12:15  Reflections, final Q&A and close

12:30  Lunch – with opportunity to network.

13:30  End of morning session.
Presentations

Declan Mulkeen: Future Leaders Fellowships Interim Director

James Donald: Programme Lead

James Dracott: Programme Lead

Kirsty Grainger: Programme Lead

#UKRIFLF
Welcome to UK Research and Innovation.

Operating across the whole of the UK with a combined budget of more than £6 billion, UK Research and Innovation brings together the seven Research Councils, Innovate UK and Research England.
UK Research and Innovation

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).
UK Research and Innovation – Our Vision

UK Research and Innovation: benefiting everyone through knowledge, talent, and ideas.
The overall framework for our strategy

Delivering UKRI’s vision and the Government target of 2.4% of GDP spend

Deliver economic impact

Create social and cultural impact

Push frontiers of human knowledge and understanding

Foundations for excellent research and innovation

Best environment for research and innovation

Trusted and diverse system

Leading talent

Global Britain

Infrastructure

UKRI as an outstanding organisation
UKRI Board members

Sir John Kingman  
Chair, UKRI

Sir Mark Walport  
Chief Executive, UKRI

Ian Kenyon  
Chief Finance Officer, UKRI

Sir Peter Bazalgette
Professor Julia Black
Professor Sir Leszek Borysiewicz
Lord John Browne
Professor Sir Ian Diamond
Fiona Driscoll
Professor Alice Gast

Sir Harpal Kumar
Professor Max Lu
Vivienne Parry
Mustafa Suleyman
Lord David Willetts
Professor Dame Sally Davies
Our Executive Chairs

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AHRC

David Sweeney
Research England

Lynn Gladden
EPSRC

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ESRC

Duncan Wingham
NERC

Fiona Watt
MRC

Mark Thomson
STFC

Melanie Welham
BBSRC

Ian Campbell
Innovate UK
Future Leaders Fellowships
What is a fellowship?

- Fellowships are monetary award to conduct a specific project and significantly enhance a career.

- Dedicated time to focus on research/innovation, working with professionals, receiving mentoring, enhancing training opportunities.

- Awards for someone who has already done some supervised research and gained their doctorate (PhD) or equivalent experience but is still early in their career.
Overview of Future Leaders Fellowships

- 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) – First round smaller
- New funds from the National Productivity Investment Fund (~£900M)
Vision for Future Leaders Fellowships

• Attract and support researchers and innovators with outstanding potential in Universities, businesses, and working with other research and use environments

• Support excellent research and innovation in new ways across eligible organisations in industry and academia

• Provide long-term funding and flexibility to tackle adventurous, difficult or multi-disciplinary areas that require fellowship support

• Support new career paths and encourage the movement of talented researchers and innovators between industry and academia
Future Leaders Fellowships – Key Messages

Kirsty Grainger
How are Future Leaders Fellowships Different?

- Open across **entire UKRI remit**, no barriers to interdisciplinarity
- Open to individuals based in **business and/or academia** (host organisations eligible for funding via the Research Councils or Innovate UK). Facilitating movement across and between.
- **Flexibility and Scale:** long term funding (4-7 years) to tackle adventurous programmes or multidisciplinary questions. Size of Awards (£1.2M).
- Require **commitments from hosting organisation** as well as UKRI e.g. salary contribution, supportive environment (mentoring/training), expectation fellow would move to an open-ended post.
Relationship to existing schemes?

**How different is this scheme really?**
Depends on the community – some share common features, the overall offering is different. No barriers to multidisciplinary and interdisciplinary research and innovation.

**Which scheme is best for the applicant?**
Depends on the individual and their priorities / experience / expectations.
Priorities?

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 Fellowship 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 – too early to say. These may be cover any feature of the scheme.
Early Career Researchers

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.

What do we mean by Early Career Researcher?

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)? Given that there have not been any outcomes of the scheme yet, some guidance around this would be helpful.
Early Career Researchers

Key points:

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

If round one highlights ways in which we can better articulate this we will update the guidance. Current guidance (Person Specification: https://www.ukri.org/files/funding/flf-overview-of-the-scheme/)
Person Specification

FLF applicants should:
• Demonstrate broad knowledge of the area of interest, and offer a compelling vision for the excellence and importance of the proposed research or innovation.
• Take advantage of the long-term and flexible support offered, justify how the proposal would have wider influence in the field
• Have their own original and ambitious plans / ideas, which do not significantly overlap with their proposed collaborators, or former supervisors’
• Demonstrate the suitability of the proposed environment(s) for their research or innovation and its impact
• Provide an approach to maximising the impact and influence of the proposed work, in the short and/or long-term. This may involve co-production of knowledge and implementation of this knowledge with the business, public sector, civil society sector or the wider community
• Be 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 others
• For business applicants, have secured the backing of the business that employs them.
• For academic applicants, have secured the backing of an institution that is prepared to host them and commit to an open-ended research or innovation position for the individual at the end of the fellowship
• Demonstrate the ability to choose and develop appropriate collaborations and networks nationally, internationally or across disciplines
Person Specification

Experience and potential:
• Applicants must have the necessary level of skills, knowledge and experience to take forward the proposed project / programme
• Have a track record of producing challenging, original and productive research and/or innovation outputs that stands out in their field
• Demonstrate flexibility to adapt to opportunity and embrace new directions

Personal development:
• Have identified and proposed opportunities for their own development as impactful and influential research or innovation leaders. This could include time for work in other environments, international links etc., development of new skills (e.g. in policy impact or commercialisation)
• Have identified opportunities to access career development support, e.g. mentoring and professional training and development, and relevant training courses that will underpin their future career ambitions and learning. A clear programme of skills development is an essential component of this training fellowship

Skills:
• Have strong communication and interpersonal skills and aim to develop these through engagement with different audiences
• Demonstrate how the outcomes of the Fellowship will be communicated and used within and outside their immediate community.
Future Leaders Fellowships: rounds

Rounds 1 & 2 – 2018
Rounds 3 & 4 – 2019
Rounds 5 & 6 – 2020

Specific dates for future rounds tbc (asap) expect Round 3 to be closing in Spring 2019.
Future Leaders Fellowships – Application process

James Dracott
The Application process

Five stages

- Expression of interest/Outline
- Full proposal
- Peer review
- Sift panel
- Interview panel
Outline

• Submitted via JeS for HEIs and other JeS registered organisations. Process will be the same as a normal JeS outline submission.

• Smart-survey for others, but should be submitted by someone with budgetary authority.

• Allows UKRI to assess demand and prepare parts of the organization where expertise for peer review choice may be required.

• Please help us by clearly identifying to which parts of UKRI the proposal has most relevance!
Full Proposal

• Submitted by Je-S

• Please read guidance carefully! Harmonised scheme which may not be identical to individual councils applicants may have applied to before.

• 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? What is the added value?
Full Proposal

• Remember this is a Fellowship proposal!

• Build in development of the fellow- you can ask for funds for this!

• Impact will be assessed in the same way as normal- should be appropriate to the project proposed.

• Current contract- if currently on an open ended contract will have to relinquish their duties so that they can spend their full working time on the fellowship (not give up the contract itself).
Host commitment to open ended contract - the path to an open-ended role may involve open advertisement – which is acceptable provided this is for a position in the right subject area, at a suitable level and at the appropriate time- and would still be governed by normal performance management practices for your institution.

Multiple submissions- cannot have two FLF proposals in for one applicant at any given time, any resubmission must have taken into account reviewer/panel feedback in their new proposal.

Concurrent submissions- should not have substantively them same research under consideration within UKRI at the same time. Multiple fellowship applications which are substantively different depend on the rules of the individual councils.
Decision making process

• Two stage review:
  1. Written peer review by sector / discipline experts*
  2. Shortlisting and interview by panel of senior decision makers

• Role of the panel
  • **Shortlisting**: moderate peer-review across areas (academia, industry, hybrid) and disciplines / multidisciplinarity)
  • **Interview**: test candidates leadership potential and the additionality of the fellowship
Panel principles

- Composed of senior individuals with track record of decision making across areas and disciplines

- Include recognised leaders of basic and applied research, knowledge creation and use, from industry, academia and public service.

- Flexible composition to adjust to diversity of areas and enable new fields to emerge – not siloed by areas, while still ensuring continuity across sectors and disciplines
Panel Process

• Concurrent panels with roving panel members, followed by a tensioning meeting to ensure consistency across ranked lists.

• Proposals of similar themes will be put together, but panel not along disciplinary/council boundaries.

• Interview panels will be similar- concurrent and roving panel members. Will be primarily assessing the applicant and their potential.
Future Leaders Fellowships – Training and Mentoring Support

James Donald
Host Support

- Supporting the fellow to establish themselves and provide a career boost
- Part of assessment criteria: “Research and Innovation Environment & Costs”
Host Support

- Support for the programme of work
- Training
- Mentoring
- Integrate the fellow within the activities of the host department
Open-ended commitment

- Required commitment from host organization for 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

- Support for training activities
- Mentoring
- Cohort events
- UKRI wide activities
Future Leaders Fellowships – Working in or with business

James Dracott
Business

• FLF open across UKRI remit including across Innovate UK and we welcome applications based in or working closely with business.

• Flexibility is key - we want to maximize the potential of applicants in industry, in research organisations and moving between.

• Spectrum of engagement possible and we would encourage people to apply from diverse career paths!
Working with business

• Based in HEI or IRO
  • Collaborators or project partners
  • Use of facilities/ expertise in business
  • Secondments, placements and training

• Based in business
  • Use of facilities in HEI/IRO
  • Secondments, networking with university
  • Opportunity to build business- university links

• Based across both, or across multiple!
Things to think about

• A clear written agreement between the company and university which covers IP and the program of activities to be carried out.

• Will the proposal be liable for state aid?

• Think about the best training opportunities for the fellow and the skills required to tackle the problem across both research and innovation
Key points

• Not mandatory!

• Individual can be hosted in either industry or HEI, or both

• Beyond normal TRL levels for research councils

• For permanent position at end of fellowship- could be from host or partner.

• If you have a proposed partnership, please talk to us!
Future Leaders Fellowships
Managing Demand
Kirsty Grainger
Context

- Scheme open to over 250 eligible HEIs and IROs across the Research Councils plus eligible businesses for Innovate UK.

- Aiming to maintain a good success rate (round 1 c.13%).

- Want to reduce the peer review and application effort and concentrate on fewer – but higher-quality – applications.

- Publishing success rates (normal practice across UKRI).
How many applications should a host submit?

• Unable to answer that question.

• Risk that any numerical limit is considered a target.

• Focus on quality and have asked organisations to establish effective and transparent arrangements for managing applications.
Future Demand Management?

- Hope that formal demand management will not be necessary. Continue to review the situation.

- Want to continue working with the community in managing demand for the scheme e.g. today (and future meetings) to gain feedback, and listen to suggestions.

- Already made changes e.g. Outline Proposals moved to Je-S.