UKRI Future Leaders Fellowships Frequently Asked Questions

This document will be regularly updated to reflect those questions most frequently raised with UK Research and Innovation (UKRI). Potential applicants, and their host organisations, must review this document before contacting the UKRI for advice.

To allow us to effectively monitor the type and number of queries received, and to update this document to reflect them, we would encourage all queries to be e-mailed to Fellows@ukri.org.

Updated March 2019. New/edited questions include an asterisk * against them.

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Introduction

What is the UKRI Future Leaders Fellowships (FLF) scheme?
This is a new UKRI-wide Fellowship scheme aimed at recruiting and retaining the rising stars of research and innovation, attracting the brightest and best from at home and across the world. These prestigious awards will offer four or seven years of funding for early career researchers and innovators, addressing a known pinch-point in research career paths.

These awards will support movement of talented researchers and innovators between business and academia, welcoming proposals with strong links to business. With recruitment co-ordinated across UK Research and Innovation, we will enable candidates to take crosscutting and interdisciplinary approaches, ensuring the development of future research and innovation excellence in the UK.

Is it new funding or is funding being reallocated from council budgets?
The funding for the FLF scheme is provided through the National Productivity Investment Fund announced at the Autumn Statement 2016, which provided an additional £4.7 billion R&D funding by 2020-21.

This scheme is in addition to existing schemes and will not change the baseline commitments in Councils to talent and skills activities.

How is this different to existing Fellowship schemes?
The Future Leaders Fellowships scheme will provide long-term support, for four or seven years, in order to enable Fellows to tackle ambitious programmes or multidisciplinary questions and new or emerging research areas and partnerships. It is the first UKRI-wide investment and will provide assessment and support across UKRI’s remit, with no barriers to multidisciplinary and interdisciplinary research and innovation. In order to support excellent research and innovation wherever it arises and to facilitate movement of people and projects between sectors, Future Leaders Fellows can be based in Universities, businesses, or other eligible independent research organisations. Finally, to ensure the successful development of the fellow, Future Leaders Fellowships come with a requirement for the host organisation to commit significant institutional support which, for Fellows in academia, includes a commitment to a follow-on position by or at the end of the Fellowship, subject to satisfactory progress.

Do proposals have to be multidisciplinary or with business?
Not necessarily but applicants will need to demonstrate their potential to be a future leader of research/innovation and why an FLF Fellowship will have a demonstrable impact on their career trajectory beyond what they could achieve through other grant or Fellowship schemes.
What would be the benefit for a business collaborating in a Fellowship?
Within the UKRI FLF scheme, innovation projects will be those that aim to move research through the development pathway towards commercialisation and/or application. Many innovation Fellowships will involve close collaboration between academic and business organisations in anticipation of the business, in due course, being directly involved in the commercialisation of any intellectual property arising from the Fellowship. For these Fellowships, the collaborating parties will be required to have in place a mutually acceptable collaboration agreement at the outset of the Fellowship, giving due regard to the appropriate protection of any arising IP and ensuring the most effective routes to exploitation, which have the potential to achieve maximum benefit for the UK economy and wider society. An example of this can be found in the Lambert toolkit.

What would be the benefit for a business putting forward a candidate?
A business might choose to put forward its own candidate for a Fellowship, to undertake business-related innovation; for example, helping the company to develop and embed new sector or technology expertise, a new business model, take the business in a new direction or open up new markets. Projects might involve the validation of concepts, systems or components in an appropriate research or market environment; development or refinement of a system model or prototyping. The Fellowship will comprise a self-contained project, above and beyond the normal activity of the host business, with a higher than normal level of technical and/or commercial risk in order to benefit from the award of public funding.

Focus of the Fellowships

Do proposals have to be aligned to the Industrial Strategy Challenge Fund?
No. The ambition of the FLF scheme is to build the leaders of research and innovation required to deliver long term growth for the UK, but proposals are not limited to specific published challenge themes.

Can I use a Future Leaders Fellowship to move into a new research and/or innovation area?
Yes, however you will need to clearly articulate the benefits of doing so and how this will enhance your career trajectory.

Can I use a Future Leaders Fellowship to move between sectors?
Yes. In addition, we would welcome innovative approaches to intersectoral mobility which might include secondments, placements, rotational appointments, reverse mentoring and non-academic mentors along with opportunities for professional experience that would complement more generic approaches to training and development. Any training and support required to enable this must be clearly articulated in the application, and associated training can be claimed.
Can you define the difference between a Collaborator and a Project Partner?

A **Collaborator** is anyone who the Fellow is working with and who is directly involved in the project. A **Project Partner** is a collaborating organisation who will have an integral role in the proposed research/and or innovation This may include in-kind or cash contributions such as expertise, staff time, use of facilities.

- **Collaborators** can indirectly receive costs if the Fellow will be based with them, as set out in the ‘Estates and indirect costs at additional centres’ of the Guidance for applicants. Where a collaborator is from industry and the applicant will be spending significant time working with and on projects for that collaborator, you will need to contact us with further details, so we can have a discussion regarding state aid rules and what the FLF can, and cannot, support.

- **Project Partners** cannot receive funding directly from the grant; the only exception to this is where a Project Partner is providing services or equipment that will go through a formal procurement process audited by the host research organisation. The Project Partner cannot receive any other funds from the grant, such as travel and subsistence.

**Eligibility**

**Who can apply?**

Applicants will be hosted by organisations that are able to apply to the Research Councils and IUK. There are no eligibility rules based on years since PhD, the guidance for applicants details the eligibility criteria to ensure individuals are hosted in an environment that can support them and a person specification that describes the competencies of the individuals applying.

These Fellowships are for early career academics and innovators, senior academics are not permitted to apply. As the FLF aims to enable the fellow to transition to or establish their research/innovation independence, applicants who have already achieved research/innovation independence (e.g. by securing funding aimed at this career stage) will not be competitive.

Applicants must use the person specification to assess and justify their suitability for the scheme with reference to the stated objectives of the FLF programme.

Please see section 2.2 of the overview of the scheme for further information on the person specification: See UKRI website ‘Overview of the Scheme’. https://www.ukri.org/files/funding/flf-overview-of-the-scheme/

**Can UKRI confirm my eligibility before I apply?**

No, applicants must demonstrate how they meet the person specification as part of their application. Applicants should complete the Person Specification in Section 2.2, ‘Overview of the Scheme’. See UKRI website. https://www.ukri.org/files/funding/flf-overview-of-the-scheme/
Can I apply if I hold a permanent academic or research position, or an award that supports my salary?
Yes, as long as you relinquish the role(s) associated with your position for the duration of the Fellowship. Applicants cannot continue to hold an existing position and a Fellowship at the same time.

All applicants must articulate why a Fellowship is the best way to achieve their research/innovation goals. Individuals who currently hold a permanent position are eligible to apply if they can

• Demonstrate that a Fellowship would be the best way to support their long-term career goals and chosen career route.

• Provide a clear rationale why a Fellowship would be different to their current role. As part of this expectation, applicants may be planning to move away from their current department or will describe clear pathways by which they will differentiate the Fellowship position from their current role.

• Clearly state that 100% of their working time would be dedicated to the Fellowship to focus on research, shielded from other professional commitments.

• Demonstrate that a Future Leaders Fellowship would be the best way to support their long-term career goals and chosen career route, and that the fellowship will facilitate a clear boost to achieve this.

What is the definition of an Early Career researcher?
These Fellowships support individuals establishing independence. Further information about applicant eligibility can be found in section 2.1 of the Overview of the Scheme.

The guidance states that those currently employed on open-ended contract must relinquish their contract in order to apply, what does that mean?
Anyone currently employed on an open-ended contract must relinquish the roles associated with that post in order to free up their time to meet the full working time commitment required by these Fellowships.

Can Fellowships be hosted by research Council institutes/centres/laboratories?
Yes, Fellows can apply to be based in Research Council institutes, laboratories and IUK Catapults. Please see section 3, host organisation eligibility, in the ‘Overview of the Scheme’ on UKRI website.

Can Fellowships be hosted by overseas institutes (such as CERN)?
No, applications must be submitted from UK institutions eligible for Research Council funding or organisations eligible to apply to IUK. However, as long as they are hosted by an eligible UK-based organisation, Fellows can spend extended periods overseas if it can be clearly justified in terms of their programme of work and meets the overarching aims of the scheme.

In addition, we encourage applicants to consider spending time in other internationally leading research or innovation organisations – either in the UK or abroad – for the
purpose of training, collaboration and/or access to data or other resources not available at the applicant's host organisation.

Can non-UK nationals apply for Future Leaders Fellowship?

Yes. All successful Future Leaders Fellowship applicants who require a 1.2 to work in the UK will be eligible to be considered under the Tier 1 (Exceptional Talent) visa route (www.gov.uk/tier-1-exceptional-talent). In line with the highly prestigious nature of these awards, this visa route is designed for people who are internationally recognized as world leaders or potential world-leading talent in the fields of research, innovation, and the arts and enables the holder to be both adaptable and flexible during their research in the UK.
The grant of any visa is always subject to the standard Home Office general grounds for refusal of a visa. Please contact fellowtier1info@rcuk.ac.uk for further details.

Can I claim visa costs for myself and my family?
Yes - Visa-associated costs can be claimed by both you and your family. These costs can be costed into the proposal or, under the TRAC methodology, some institutions provide this support by covering visa costs under the estates and indirect headings.

Can I claim costs associated with gaining UK citizenship*?
No, UKRI will not support costs associated with gaining UK citizenship (or Indefinite Leave to remain or Permanent Residency).

Can I apply to the Future Leaders Fellowships and also to an individual research Council Fellowship scheme?
Applicants cannot submit to Research Council Fellowship competitions running in parallel to FLF calls unless explicitly permitted within the Research Council Fellowships call information.

For more detailed information please refer to section 1.5 Multiple Submissions of Guidance for Applicants.

Please contact the relevant Research Council for further guidance in the first instance.

Am I eligible to apply if I have completed an equivalent fellowship?
Applicants who have already received support to establish research/innovation independence in the area of their application (e.g. by securing funding aimed at this career stage) are unlikely to be considered competitive, but the decision to submit an application rests with the applicant and host organisation. The applicant would need to demonstrate how the FLF will allow them to establish independence as a researcher / innovator in a way that previous awards have not. Applicants should complete the Person Specification in Section 2.2 of the 'Overview of the scheme' document.
Can I submit the same proposal to the Future Leaders Fellowship scheme and to another non-UKRI scheme (Royal Society, for example)?
Yes. If you are successful in an application, you should withdraw from any parallel applications.

Can I submit multiple applications to the same Future Leaders Fellowships call if they're through different host organisations?
No, you can only submit one application per call and cannot re-apply until the outcome of any earlier applications is known.

Can I change my host organisation during the application process*?
If you are planning to change your host organisation, you must contact the office as soon as possible to discuss (fellows@ukri.org). We will request additional information from the organisations involved which will be considered as part of your application.

Do I need to have a PhD to apply?
No. Applicants are expected to hold a doctorate by the start date of the Fellowship or to be able to demonstrate equivalent research experience and/or training. You must have a level of skills, knowledge and experience appropriate to the nature of the proposed project.

Can I apply for a Fellowship to be held on a part-time basis?
Future Leaders Fellowships can only be held on a part-time basis in order to combine research/innovation with personal responsibilities. Fellowship length may be extended accordingly.

To assist academic applicants and organisations with the tapered salary calculation, Academic Salary Templates have been provided for both full-time and part-time applicants.
See ‘Academic Salary Template’ Document under Call documents on UKRI website: https://www.ukri.org/files/funding/ffl-academic-salary-template/

I am planning to return to my research career following a break – am I eligible to apply?
Yes, applications are welcome from those returning to research from a career break or following time in non-research roles. We also encourage applications from those wishing to work part-time in order to combine the Fellowship with personal or domestic responsibilities.

Please see the guidance on career breaks and flexible working on UKRI further for further information: https://www.ukri.org/files/funding/ffl-career-breaks-and-flexible-working/

Can I hold the Future Leaders Fellowship as part of a job-share*?
Yes, joint applications on a job-share basis are allowed. For full details please see the FAQs for Job Shares.
Can you apply if you currently hold University fixed term support (like Edinburgh’s Chancellors Fellows)?
Yes, as long as there is not an overlap between the two awards i.e. are not held concurrently. However, the applicant would need to demonstrate how the FLF would allow them to establish independence as a researcher / innovator in a way that previous support has not.

What terms and conditions will apply?
The RCUK Terms and Conditions will apply for applicants based at organisations eligible for research council funding. 
For applicants eligible for funding from Innovate UK, please see the general guidance for applicants available here:
https://www.gov.uk/guidance/innovate-uk-funding-general-guidance-for-applicants

Funding and resources

Is there a maximum amount I can apply for?
No, but applications exceeding £1.2m must be discussed with UKRI office staff in advance. Failure to do so could result in your application being rejected.

Is the £1.2m at 80% or 100% FEC*?
It's £1.2m at 80% FEC (i.e. 80% of £1.5m) for the first four-year period. If applicants believe they will need the full 7 years, this must be illustrated for the full term in their workplan but should only cost for four years. Candidates must contact the office prior to submission if they intend to apply for more than £1.2m.

What will the Fellowship provide?
The costs you claim must be appropriate for the programme of activities you are proposing. In addition to your own salary, and that of any research staff you plan to employ, you can include costs directly related to your proposed programme of activities. Costs can also be claimed to undertake training activities that will support your establishment as a research / innovation leader.

How does the commitment to the funded Fellows from academic institutions fit with the employer's current policies - for example for open recruitment processes?
UKRI recognises that research employers differ in their employment policies and practices: an effective commitment to, and support for, Fellows can be achieved by several different means. For example, 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. We also recognise that employers’ assessment of individuals’ suitability for an open-ended contract will be broad; and take into account factors other than their research progress. Fellows will still be subject to standard organisational policies which may include probation periods on appointment and performance review practices throughout the lifetime of the Fellowship and beyond.
Can you provide more information on Salary Tapering?
To demonstrate their support, the academic host organisations are required to commit to funding an increasing percentage of the applicant’s salary, which is not to be derived from the full Economic Cost (FEC) of the award.

The FTE remains the same for the duration of the Fellowship, with the Host organisation increasing its contribution gradually over 7 (or 4) year period and offering an open-ended contract after this time. Therefore, tapering of the UKRI contribution to salary for the Fellow, does not mean tapering of the time spent on the research related to the Fellowship.

To assist applicants and host organisations with the calculation, please see the Academic Salary Template for full-time and part-time applicants available under Call Documents on UKRI website:

Can I apply for less than four years?
No, the minimum duration for all applications is four years.

Do I have to apply for the full seven years?
No, there is no need to apply for a further three years of funding if this is not required.

How should equipment be costed?
For host-organisations applying under fEC the following applies:

- Any equipment up to £10k (inc VAT) is described as consumables and gets funded at 80%.
- Any equipment (single item) over £10k (inc VAT) will be funded at 50% of the overall cost with the other 50% contribution offered by the host or other partner.
- Any equipment (single item) over £138k (inc VAT) needs a 2 page business case and 3 written quotes. The 50% contribution rule above still applies.
- For Instrument Development, 100% costs can be claimed, but these must be approved prior to submission of application.

For host-organisations not applying under fEC e.g. businesses and the Catapult centres please see Annex 1 (State Aid) of the Guidance for Applicants.
Application process

If this is a UKRI scheme, why do I have to apply through the MRC?
This is very much a UKRI-wide scheme and applications will be accepted from, and processed across, the entire UKRI remit. However, to meet current system capabilities, the Future Leaders Fellowships (FLF) scheme, the MRC was selected as the host funder for this specific UKRI FLF funding opportunity.

Do I need to submit an Outline Proposal*?
Yes, this is mandatory, this stage is not competitive.

Are there restrictions on the number of outline proposals an organisation can submit?
No, however, we expect host organisations to have effective and transparent arrangements for managing applications with the aim of submitting fewer – but higher-quality – applications.

I am applying through a host organisation that is different from my current organisation. Should I update my details to the new organisation*?
No - You do not need to change the contact details on your Je-S account in order to submit the Outline or Full Proposal. Please ensure that you pick the correct submitting organisation and department from the drop-down list, in the project details section. This will be the organisation hosting your fellowship.

Note: Your existing organisation will not be made aware of any application through to another Research Organisation and your Outline Proposal and application will only be seen by the Host Organisation you have selected.

Assessment process

How will applicants be selected?
Future Leaders Fellowship applicants will be assessed by a two-stage review process consisting of (1) written peer review by sector/discipline experts and (2) shortlisting and interview by a panel of senior decision makers. All councils and IUK will be involved in delivery of peer review including collaborating on reviewer selection for multidisciplinary and interdisciplinary proposals.

Please see the Overview of the Assessment Process on the UKRI website for further information: https://www.ukri.org/files/funding/ffl-overview-of-the-assessment-process/

If I am selected for interview – what can I expect?
Should you be successful at the sift, we will contact you to inform you of this with details of the time and date of interview as well as further information on the interview process.
Will each organisation within UKRI be allocated a proportion of the budget to support Fellows with their remit?
There will be no ring-fencing for specific areas. However, UKRI will monitor the overall portfolio balance in the longer term with potential for light-touch targeting to strengthen a few broad priority areas in the portfolio in future.

How important is the impact of the research and/or innovation that will form the basis of a Future Leaders Fellowship?
We expect that any researcher or innovator intending to apply to this scheme to be able to explain how the proposed research / innovation and its potential impact contributes to, or helps maintain the health of other research disciplines, or contributes to addressing key UK societal challenges, or current or future UK economic success and / or enables future development of key emerging business, relative to other, similar research in the field.

What are the assessment criteria?
Applications will be assessed on the following criteria:
• Research and innovation excellence
• Applicant and their development
• Impact and strategic relevance
• Research and innovation environment and costs

For further information, please see the Assessment Criteria guidance provided on the UKRI website: [https://www.ukri.org/files/funding/flf-assessment-criteria/](https://www.ukri.org/files/funding/flf-assessment-criteria/)

Will there be separate assessment criteria for Fellows based in business and academia?
No, the criteria will be the same, but the evidence assessors would expect to see would vary as appropriate for the proposed programme of activities.

Resubmissions

If I’m unsuccessful, can I apply to future rounds?
Unsuccessful applicants can reapply to subsequent FLF calls and will be assessed alongside all other applications to that call without bias. See below questions for information about resubmissions.

Can I re-apply with the same proposal?
Applicants resubmitting to the scheme are required to demonstrate within their Proposal Cover Letter that they have made substantive change / development from the original submission, addressing feedback from reviewers and, if applicable, the panel. This information will not be shared with reviewers but will be available to panel members at both the sift and interview stages. Applicants cannot apply before reviewers’ comments, and if applicable, panel feedback has been received.

UKRI reserve the right to reject applications that are not deemed to be significantly different to the original submission.
What is the UKRI advice for candidates awaiting application decisions while the next round is open?*

Applicants may only have one Future Leaders Fellowships application under consideration by UKRI. So, the applicant must wait until the outcome of an application before resubmitting. All future rounds will have a similar overlap, so candidates should be aware of this in advance and decide on the timeliness of their applications.

**Monitoring and evaluation**

How will UKRI monitor and evaluate the Fellowships?

UKRI is currently developing the detailed plans on how these awards will be monitored and evaluated and these will be published in due course. Primary reporting will use the Researchfish© system.

We are keen to ensure that we support cohorts of Fellows with whom we’ll continue to engage beyond the end of their funding.

Are there plans to bring the Fellows together?*

Whilst this aspect of the scheme is being developed we are keen to ensure that Fellows have the opportunity to come face-to-face to exchange learning points, develop networks and the broader professional community as well as learn about the research and innovation underway across the cohorts and sectors.

**Documents/Attachments**

Is there a required format for supporting documents?*

All attachments must be completed in 11-point Arial typeface, including character spaces. Applications will not be accepted where smaller typefaces or narrow versions of the typeface have been used. Minimum margins of 2cm in all directions apply. Please note that on submission to via Je-S ALL non-PDF documents are converted to PDF. The use of non-standard fonts may result in errors or font conversion, which could affect the overall length of the document.

What is the page length for call supporting documents?*

For a summary of mandatory documents please see Section 3 of Guidance for Applicants on UKRI web page.

**Updates for Round 3**

What is new for Round 3?*

There are minor changes to the call text to improve clarity for applicants. See 'Update History at the start of Guidance for Applicants– Version 5 on UKRI web page. Click [here](#) Note: Mentor supporting statement is required for round 3 onwards.
Useful Links:

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

https://www.ukri.org/files/funding/ffl-overview-of-the-scheme/

https://www.ukri.org/files/funding/ffl-guidance-for-applicants-pdf/

https://www.ukri.org/files/funding/ffl-assessment-criteria/


https://www.ukri.org/files/funding/ffl-academic-salary-template/