



## 2023 STFC Ernest Rutherford Fellowship Competency Framework

The table provides an indication of the skills, knowledge and experience that a researcher might demonstrate to support their application for a fellowship award. It is not an exhaustive list, nor is there an expectation that all applicants will fulfil all of the criteria; they need to have met the criteria at a sufficient breadth and depth to demonstrate their fit to this stage and provide evidence to support that in their proposal.

The competencies have been highlighted to assist in where the evidence should be added.

### Vision

### Approach

#### Applicant capability to deliver:

- Contributions to the generation of new ideas, tools, methodologies, or knowledge
- The development of others and maintenance of effective working relationships
- Contributions to the wider research and innovation community
- Contributions to broader research or innovation users and audiences and towards wider societal benefit

Criterion	Competencies	Where in application
1. The excellence of the research achievements of the applicant	<ul style="list-style-type: none"> <li>a) Have a track record of ambitious, innovative and novel research in their area which demonstrates an upward trajectory.</li> <li>b) Substantial contributions to high quality outputs appropriate to their field e.g. publications, software, hardware infrastructure, technical reports or instrumentation.</li> <li>c) Received external recognition of research excellence with high profile invitations to seminar/conferences to present their research</li> <li>d) Received recognition through prizes and awards</li> </ul>	Contributions to the generation of new ideas, tools, methodologies, or knowledge
2. The potential of the individual to lead their research discipline	<ul style="list-style-type: none"> <li>a) Have clear plans to establish their own research profile that will enable them to become an intellectual independent research leader and if applicable establish their own research team</li> <li>b) Demonstrate potential to lead research, for example by initiating collaborations with teams in other departments either nationally or internationally, Research Organisations/or other disciplines</li> <li>c) Evidence of independence and initiative in obtaining funding</li> <li>d) Beginning to demonstrate evidence of recognition and prominent leadership positions in the community on an international scale through mechanisms appropriate to their discipline</li> <li>e) Show an understanding and have clear plans of how to influence their research field and awareness</li> </ul>	Contributions to the generation of new ideas, tools, methodologies, or knowledge  Contributions to the wider research and

	<p>of ways to influence the wider research agenda. For example, through experience of participation in peer review, participation in internal committees, acting as an ambassador or advocate for a research field or theme, or influencing policy, or organisation roles in research workshops.</p> <p>f) A credible plan for how research outcomes will be communicated and disseminated to achieve the maximum impact within the research community, building on previous experience and track record</p>	innovation community
3. The capability to maximise the potential of others and the ability to be, or become, a clear communicator and disseminator of knowledge	<p>a) Have identified opportunities to access career development support from the host organisation or outside organisations e.g. mentoring and professional training development and relevant training courses that would underpin their future career ambitions.</p> <p>b) Show an ability to identify and maximise potential in others. For example, through the day to day support and development of graduate and undergraduate students or early career researchers, providing career support or by actively networking or coordinating the work of others.</p> <p>c) Evidence of engagement that is integral to their own research community, for example, running a journal club, hackathons. Have effective communication and interpersonal skills across the wider research community, for example presentations at conferences, workshops</p> <p>d) A credible plan to communicate and disseminate the impact of the research outside of the community, across different audiences, building on previous experience and track record e.g. through collaboration with private, public or third sector bodies, publications for a non-academic audience, social media or public engagement activities</p>	<p>The development of others and maintenance of effective working relationships</p> <p>Contributions to the wider research and innovation community</p> <p>Contributions to broader research or innovation users and audiences and towards wider societal benefit</p>
4. The excellence, timeliness, feasibility, distinctive vision and importance of the proposed research;	<p>a) Have a clear and distinctive strategic vision for their own research in the context of the broad research area within which they work, including internationally.</p> <p>b) Be able to describe how their research plans fit in to an international context</p> <p>c) Describe how the planned programme of research shows potential to significantly advance the field with the appropriate balance of risk versus reward</p> <p>d) A project that is feasible within the period of the fellowship demonstrating a rigorous approach to reach achievable goals.</p>	<p>Vision</p> <p>Vision</p> <p>Approach</p> <p>Approach</p>
5. Strategic value within the STFC programme	<p>a) Show the importance and alignment of the project to the STFC programme</p>	Approach