

Future Leaders Fellowships: Person Specification

This text is taken from the [Overview of the Scheme](#) document.

Applicant eligibility

These fellowships are for early career academics and innovators who are transitioning to or establishing independence. Senior academics and innovators 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, or by already managing their own significant programme of work within a business) will not be competitive.

There are no eligibility rules based on years since PhD or whether the applicant currently holds a permanent/open-ended academic position or job role.

Applicants should use both the individual eligibility and the person specification (below) to assess and justify their suitability for the scheme with reference to the objectives of the programme.

Individual eligibility

1. Applicants are expected to hold a doctorate by the start date of the fellowship or to be able to demonstrate equivalent research/innovation experience and/or training.
 2. Applicants must have significant support from their hosting organisation(s). Host organisations are also encouraged to use the scheme to bring outstanding individuals to the UK from abroad.
 3. Applications are welcome from those returning to research or innovation from a career break or following time in other roles; there are no time limits in respect of time spent outside a research or innovation environment.
 4. Fellowships may be held on a part-time basis in order to combine research/innovation with personal responsibilities (with fellowship duration on a pro-rata basis); job shares are also possible.
 5. It is expected that fellows' full working time will be committed to these fellowships or activities related to the fellowship from the start of the award.
- **Fellows hosted by an academic¹ organisation.** Those with substantial ongoing research commitments as a result of participation in other grants must relinquish these in order to hold a UKRI FLF award. Full time fellows may spend up to six hours a week (pro-rata for part-time applicants) on other commitments and related activities which will enhance their career development (for example, teaching, demonstrating, peer-review, other funded projects or business-related activities). Clinically-active fellows may not work more than the time commitment for clinical studies outlined in their proposal. For the majority, this will equate to 20% of their normal working hours. Clinically-active fellows undertaking patient-orientated research may spend up to 40% of their time on these duties.
 - **Fellows hosted by a business.** Where it is essential for the fellow's career, applicants may apply to commit up to 40% of their time on non-fellowship activities (for example, business as usual activities, work on ongoing contracts, membership of professional bodies etc), on a Reduced Hours Fellowship. There is a minimum commitment of 60% FTE on the FLF.

¹ Academic organisations include HEIs, IRO and Institutes i.e. eligible for Research Council funding.

Awardees will have the flexibility to develop a breadth of experience and partnerships, and secure further research/innovation funding later in the award but should ensure that these other activities do not compromise their focus, or achievement of the aims of the fellowship.

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 sector, 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-hosted applicants, have secured the backing of the business that employs them. For academically-hosted applicants, have secured the backing of an institution that is prepared to host them, and which offers, in line with organisational employment policies and practices, a commitment to an open-ended 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.

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 stand 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, developing international links, development of new skills (e.g. in policy impact or commercialisation, etc).
- 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.