



Vice-Chancellor's Research Fellowship Scheme 2015 Guidelines

Vice-Chancellor's Research Fellowship Scheme

QUT is offering up to 20 Vice-Chancellor's Research Fellowships for leading postdoctoral researchers at Academic Level B and C on a three year fixed-term basis. These prestigious fellowships are available in the following **target research areas**:

- Behavioural Neuroscience and Imaging
- Infectious Disease
- Injury Prevention, Management and Rehabilitation
- Medical Robotics
- Bioproducts
- Digital Productivity
- Data Science, Computational Modelling and Simulation Science
- Integrated STEM Education for the Young
- Design and Health
- Technology, Strategy and Innovation
- Intellectual Property
- Sustainable Power Engineering

Background and Purpose

The Vice-Chancellor's Research Fellowship Scheme has been established to promote and grow research capacity at QUT through the appointment of high calibre research staff in identified areas.

The key objectives of the scheme are to:

- build capacity in targeted areas of research strength
- attract and develop talented staff who will underpin the future research aspirations of the University
- increase collaboration with quality national and international research partners
- produce high quality outputs that deliver impact to the community
- increase the university's competitiveness in externally funded fellowship schemes

Real World Capabilities

To deliver on QUT's global, collaborative and connected vision requires a workforce that embodies the following capabilities:

- Agility and openness to change
- Connectivity and collaboration (intra and inter-disciplinary)
- Cultural inclusion
- Digital literacy
- Future-focused thinking (strategic, innovative & design and entrepreneurial)
- Global in intent and research
- Leadership of strategy, action and others
- Performance and resource management

Organisational Relationships

The successful applicant will be appointed in a faculty, under the direct supervision of a senior academic member of staff.

General Eligibility Criteria

Fellowship candidates must:

- have been awarded a PhD
- be based at QUT for the full duration of the fellowship
- propose and undertake a research project that is aligned with an identified target area
- seek, during the period of the fellowship, additional funding through external granting schemes for projects/fellowships hosted by QUT; and
- make a full-time commitment to the fellowship.

Eligibility Criteria for Applicants:

Postdoctoral Fellowship Applicants (Academic Level B):

To be eligible to apply for a Postdoctoral Fellowship an applicant must:

- a) be within 0 to 5 years since the award of their PhD at the time of the closing date for applications, or
- b) have submitted a PhD thesis and expect to be awarded a PhD within 3 months from the closing date for applications. If these conditions are not met, the offer of a Fellowship may be revoked. In this case, it is imperative that the applicant notify QUT immediately of the outcome of the examination of their PhD thesis, and
- c) demonstrate their proposed project falls within one of the identified **target research areas**.

Research Fellowship Applicants (Academic Level C):

To be eligible to apply for a Research Fellowship an applicant must:

- a) be an established researcher within 5 to 10 years since the award of their PhD or equivalent research doctorate at the time of the closing date for applications;
- b) have an excellent research track record, with a proven capacity for research leadership; and
- c) demonstrate their proposed project falls within one of the identified **target research areas**.

SELECTION CRITERIA

1. The topics below are to be addressed in your CV and have a weighting of 60%. In responding to the selection criteria, you will be expected to demonstrate your personal achievement in relation to:
 - **significant refereed publications** (over the last 5 years) and other acknowledged research outputs that are discipline specific. You must clearly identify your contribution as distinct from other contributors and provide evidence of the quality of the output (impact factor, citations etc.).
 - **research funding** (internal and external) awarded over the last 5 years. In the case of postdoctoral fellowship applicants, internal grants will also be considered as part of the assessment process. You must clearly identify your contribution as distinct from other contributors.
 - **esteem measures** (key note addresses or invitations to present, prizes and awards, committee/ board membership etc.).
 - **knowledge transfer activities**.
 - **outreach activities** (including engagement with external partners).
 - **supervision of research students**. In the case of Research Fellowship applicants, supervision of higher degree research students and number of completions will also be taken into consideration.
2. The topics below are to be addressed in the research project proposal and have a weighting of 40%. You must provide a mature project outline addressing the following headings:
 - **Proposal Title**.
 - **Aims and Background** – you must clearly describe the aims and objectives of the project, referencing where applicable, current work in the area.
 - **Significance and Innovation** – you must demonstrate how the research is significant and whether the research addresses an important problem.
 - **Approach and Methodology** - you must outline the conceptual framework, design and methods, and demonstrate that these are adequately developed, well integrated and appropriate to the aims of the Proposal. Include a research plan and proposed timelines.
 - **Alignment with one of the identified target areas**.
 - **Potential to attract external funding** – you must demonstrate how the proposed project will enhance your chances of attracting external fellowship and/or project funding.

- **Budget Justification** – you must provide a detailed budget outlining how the Research Support Grant will be expended.
3. In addition, Research Fellowship (Level C) applicants will be expected to demonstrate their experience with, and capacity to:
- Provide research leadership
 - Establish new linkages with local, domestic and international research groups and manage existing collaborations
 - Manage and mentor other research staff
 - Contribute to the research agenda of the host faculty and university more broadly.

Duration of Fellowships

Fellows will be offered an appointment on a fixed-term, full-time basis for a period of 3 years. Part-time appointments may be negotiated with the host faculty once the fellowship has been awarded. QUT is committed to building its academic workforce and will work with successful fellows over the term of their award to develop a career plan that aligns with their expertise and the teaching and research needs of the University. Fellows will be encouraged to apply for external fellowships and project funding and may be considered for academic positions in their area of expertise.

Remuneration

In addition to salary, Fellows will also be entitled to a one-off Research Support Grant (RSG) of \$AUD 20,000 in the first year of appointment.

A Research Support Grant may be used for the following purposes:

- short term or casual assistance where some work in the research program requires additional personnel or where some special expertise is required, e.g. technical support.
- minor items of equipment which are needed essentially full-time for the fellow's project and which cannot reasonably be made available by the host School/Research Centre. Equipment purchased from a Research Support Grant is the property of the School/Research Centre within QUT.
- special chemicals, components, consumables and minor items necessary for the Fellow's research project.
- sustenance and fares for field work, attendance at national or international conferences, workshops and seminars directly associated with and essential to the Fellow's research program and where necessary, for consultation with other workers.
- where a Fellow resigns prior to the end of the agreed term of appointment, funds not expended or committed at the date of resignation must be returned to the University.

Performance of the Fellow

Fellows will be appointed in a Faculty, under the direct supervision of a senior academic member of staff. It is the responsibility of the Faculty, in consultation with an Institute where relevant, to assign a supervisor with appropriate expertise and to ensure that the Fellow has access to the relevant facilities and support staff in order to undertake the proposed research project and achieve the expected outcomes.

Fellows are expected to be active contributors to QUT's research community and take on supervision and leadership roles commensurate with their skills and experience. Where appropriate, Fellows may wish to undertake teaching activities that are consistent with their research project. The allocation of teaching load must be discussed with the direct supervisor as part of the University's performance review and development process, Performance Planning and Review – Academic Staff (PPR-AS), and must not reduce the capacity of the Fellows to undertake their research project. The supervision of Higher Degree Research students is encouraged. Fellows will be subject to normal performance review mechanisms of the University and in addition, will be required to present at least one public seminar per year.

Fellows, from time-to-time, may be called upon by the Vice-Chancellor and Deputy Vice-Chancellor (Research and Commercialisation) to provide advice and commentary on proposed research initiatives at QUT.

Fellows will receive the same access to appropriate research opportunities and infrastructure as their QUT colleagues.

The Application Process

- In the first instance you should review the target areas for recruitment outlined in the guidelines to ensure your project fits and contact the Assistant Dean (Research) and/or Institute Director to confirm that the faculty has the supervisory capacity and physical infrastructure to host your fellowship.
- Applicants are required to lodge their application and supporting documentation via the Jobs at QUT page at: www.qut.edu.au/jobs.
- A complete application consists of:
 - Application form (via Jobs at QUT);
 - Curriculum Vitae in the prescribed format above;
 - Research Project Proposal in the prescribed format above; and
 - Research Fellows only to address selection criteria 3.
- Applications will be assessed against the stated selection criteria by a selection panel.
- Only short-listed applicants will be contacted.
- Feedback is only available for those interviewed.