

Appendix E Academic Promotions Procedure - Research Staff

Indicative criteria for Academic Promotion to Grade 9 and above on the research career path. In all cases, the applicant must demonstrate that their research contributes both to the advancement of their subject area / discipline, as well as to the University's strategic goals of research which is impactful, collaborative, excellent and sustainable.

Research Fellow grade 9	Senior Research Fellow grade 10	Reader/Associate Professorial Research Fellow (grade 10)	Professorial Research Fellow (prof band)
<ul style="list-style-type: none"> • Submission of grant proposals to funding sources as appropriate to the subject area • Evidence of successfully undertaking research to meet the funder's requirements within timescales, budget and in line with research objectives • A profile of outputs appropriate to the subject at a level equivalent to 3* and 4* quality • Presentations at national and international conferences • Evidence of ongoing national and international research collaboration e.g. via joint projects or joint publications • Supervision of PhD students, other researchers and technical staff • Involvement with existing academic and industrial links and building new links with industry and the professions as relevant to subject area 	<p>In addition to Grade 9 activities:</p> <ul style="list-style-type: none"> • Proven ability to identify and secure competitive research funding through high quality bids and growing reputation with evidence of further ongoing research funding pipeline • Proven ability to develop a sustained programme of research impact • Evidence of successful delivery of high quality collaborative and/or inter-disciplinary research, managing the research activity, supervising and motivating the research team to successful results either as PI or leading a substantial part of a large project • Sustained dissemination of research findings through a track record of publications 	<p>In addition to Grade 9 and 10 activities:</p> <ul style="list-style-type: none"> • Active current grants with the ongoing potential to secure substantial funding as PI and project leader • Established profile in the research field with experience of delivering successful research projects with potential to deliver projects of significant impact • Beginning to demonstrate profile as world leading in the subject area • Significant contribution to the effective management and leadership of research staff and students 	<p>In addition to Grade 10 activities:</p> <ul style="list-style-type: none"> • Substantial active current grants as PI and project leader on an individual or large scale collaborative basis in research which attracts high levels of funding with strong ongoing funding prospects • Proven experience of delivering successful research projects with significant impact on the subject area, industry, business, society, the professions or public policy • Meeting research esteem and impact indicators such as journal editorships, winning highly prestigious prizes, awards, invitations to undertake keynote conference presentations and lectures • Recognition within the international research community as world leading and in the subject area

<ul style="list-style-type: none"> • Contribution to the management and administration of the research group including organisation of events and seminars, updating website information, project meeting attendance, where relevant monitoring equipment and ensuring safety measures are in place and effective 	<p>in leading peer-reviewed journals, conferences, exhibitions etc as appropriate to the subject</p> <ul style="list-style-type: none"> • Established research reputation leading to ongoing collaborative research with colleagues in institutions nationally and internationally • Evidence of the effective management of research team(s) including mentoring and coaching research staff 		<ul style="list-style-type: none"> • Leadership and management of a large research unit such as a Research Institute • Holding College and University-wide roles in relation to research e.g. University Research Committee representative, Associate Dean Research
--	---	--	---