

Research Councils UK Statement of Expectations for Research Fellowships and Future Research Leaders.

Research Councils fund fellowships and future research leaders to:

- attract excellent researchers into excellent UK research environments
- develop research leaders for the future UK national capability
- drive forward innovative areas of research

The Research Councils (RCs) want to ensure that the individuals funded as fellows or future research leaders are equipped and supported to be adaptable and flexible in an increasingly complex, collaborative, interdisciplinary, mobile, global research environment.

For the purpose of this statement the term 'fellow' includes individuals funded through fellowships or future research leaders grants.

Expectations of Research Organisations

- Research Organisations (ROs) should recognise and value RC fellows, who are outstanding individuals who have won personal, competitive awards and who add to the reputation of the RO, the RCs and the United Kingdom.
- ROs should ensure that fellows are recognised and valued as an essential part of their research workforce and are integrated into the RO and the host department, whilst ensuring that they are able to maintain the independence and focus of their personal research programme.
- ROs should provide fellows with assistance and support in ensuring success for the fellowship, and their professional, career and leadership development. This includes, but is not limited to:
 - guidance and training on setting up a research group, building partnerships and collaborations, or with public engagement.
 - contact with a named individual (e.g. mentor) who will help the new fellow rapidly access resources at the Research Organisation through knowledge of appropriate processes and systems.
 - access to career development support and advice to enable future career transitions.
 - support for any proposed leadership activities.
- ROs should ensure fellows have access to assistance and support regardless of their background or any protected characteristic as defined by the Equality Act (2010).

Expectations of Fellows or Future Research Leaders

- To proactively manage their broader career and personal development as well as their fellowship:
 - engaging actively with their Research Organisation as their employer and making active use of mentoring.
 - using their fellowship to take opportunities to develop themselves as a potential leader in research, e.g. through network building, collaborative work in the UK or abroad, or in partner organisations in the private, public and civil society sectors.
 - maximising the impact of their research, not only through excellence in academic publication, but also through appropriate translational, communication and public engagement activities.
- To take an active role in the wider research community for example supporting RC peer review

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- To act as an RC ambassador, where opportunities arise, throughout and following their Fellowship, attending and contributing to RC events (especially those for fellows), feeding back their views and experiences to RCs when appropriate.
- To support the professional and career development and success of researchers within their group department and discipline, ensuring equality of opportunity regardless of background or any protected characteristic as defined by the Equality Act (2010).
- To acknowledge the support of RCs in any publications, posters, presentations etc. arising from their research and provide information about their fellowship and its outputs through the Research outputs systems and when requested.

Research Councils will:

- Award fellowships to outstanding individuals undertaking excellent research projects in excellent research and training environments, ensuring equality of opportunity regardless of background or any protected characteristic as defined by the Equality Act (2010).
- Provide, through the fellowship award, funding for a high quality research project and an ambitious programme of research training, personal development and leadership activities.
- Value fellows as important members of the Research Councils' wider research community.

Version Control:

June 2018	Expectations of Research Organisations now includes section on access to assistance and support regardless of background or any protected characteristics as defined by the Equality Act (2010).
	Expectations of Fellow or Future Research Leaders now includes section on ensuring equality of opportunity regardless of background or any protected characteristics as defined by the Equality Act (2010).
	Research Councils expectations now includes section on ensuring equality of opportunity regardless of background or any protected characteristics as defined by the Equality Act (2010).