WIRL-COFUND Fellowships

Guidance for Applicants
WIRL-COFUND Fellowships
The University of Warwick Institute of Advanced Study (IAS) is pleased to announce that nine fellowships are available as part of the Warwick Interdisciplinary Research Leadership programme (WIRL-COFUND). The WIRL-COFUND fellowships are jointly funded by the University of Warwick and the European Union under the Horizon 2020 programme. The fellowships will provide the opportunity for outstanding early career researchers from around the world to spend two years at Warwick to undertake independent, interdisciplinary research and participate in an extensive training programme aimed at developing the next generation of research leaders.

1 The University of Warwick
The University of Warwick is one of the leading universities in the UK and was ranked 7th in the UK in the recent Research Excellence Framework and 51st in the world in the latest QS World University Rankings 2017. It was also named University of the Year by the Times and Sunday Times Good University Guide in 2015. Warwick is an institution with a diverse student community, an international staff body, strong partnerships with business and other non-academic sectors, long-standing expertise in postdoctoral training and global collaborations to underpin the development of an independent research career.

1.1 The Institute of Advanced Study
The Institute of Advanced Study (IAS) was established at Warwick in 2007 and plays an important role in the University by facilitating the development of new interdisciplinary research. The IAS works across all faculties and departments and is dedicated to enriching the University’s research environment and supporting interdisciplinary collaborations.

The IAS hosts a vibrant community of early career and international visiting fellows to create a dynamic interdisciplinary environment and since 2007 has delivered a competitive development programme for postdoctoral researchers. The IAS fellowships have delivered training and career development across the spectrum of postdoctoral research careers, from newly submitted PhD students, to more experienced researchers establishing their independent research careers and 5-year research fellowships aimed at supporting the transition into a permanent academic career.

Successful applicants will become part of the IAS and, as WIRL-COFUND fellows, will spend two years developing their academic profile through research, training and building new collaborations. The IAS is uniquely placed to deliver such an innovative leadership programme. Sitting across all 4-faculties of the University it provides a truly interdisciplinary environment where WIRL fellows will be brought together with the existing IAS early career fellowship cohorts to follow an academic training programme. In addition, the environment of the IAS delivers the following benefits to fellows:

Collegiate Environment - The IAS is a physical centre that will bring WIRL-COFUND Fellows together to meet and train with each other, alongside existing IAS early career fellowship cohorts. This creates a naturally supportive and stimulating environment for personal development and
encourages research excellence by broadening awareness of methodologies and application areas and frequently leads to new research partnerships.

**Interdisciplinary engagement** – The WIRL-COFUND fellows will represent a diverse range of research specialisms as they will link to the broad interdisciplinary themes of the Global Research Priorities (see below). All fellows will meet on a weekly basis and this interdisciplinary exchange will provide a dynamic environment for the fellows to explore new research areas and train across disciplines.

**International and cross-sector collaboration** - Guest speakers from the IAS International Visiting Fellowship programme and WIRL Project Partners will participate in the weekly IAS fellows meetings. These speakers will share personal & career development advice with the fellows in addition to sector specific knowledge & research excellence. In addition WIRL-COFUND fellows will receive resources to present at conferences, hold meetings with external organisations and host events with invited external speakers.

1.2 Global Research Priorities
The University of Warwick has identified eleven Global Research Priorities (GRPs) to address some of the most challenging problems facing the world today. They provide a platform for multidisciplinary research in key areas of international significance, ranging from food to sustainable cities, energy to innovative manufacturing. The GRP programme supports cross-departmental collaboration, enabling our researchers to work together across disciplinary boundaries on issues of global importance.

*Research carried out during a WIRL-COFUND Fellowship must show a strong link to one or more of the GRPs.*

2 WIRL-COFUND Fellowships
The WIRL-COFUND Fellowships programme is jointly funded by the University of Warwick and the European Union’s Horizon 2020 research and innovation programme under the Marie Skłodowska-Curie grant agreement No 713548). The fellowships provide an opportunity for talented early career researchers to spend two years at Warwick in order to develop their own independent research ideas and build the skills necessary to establish themselves as the next generation of research leaders. It is open to the fellows to define the subject area of the proposed research, however it should fall within one of the interdisciplinary themes defined by the Warwick Global Research Priorities. Applicants should also consider the current research strengths at Warwick and ensure they can identify a suitable host department and academic mentor.

During the fellowship the fellows are strongly encouraged to undertake a placement of up to three months at another research organisation in order to provide international and cross-sectoral exposure. Over 40 organisations have joined WIRL as Partner Organisations. Successful applicants will be able to establish collaborations with these organisations, however applicants are also encouraged to identify their own placement opportunities with relevant organisations as part of the application.

2.1 Aims of the WIRL-COFUND Fellowships
WIRL-COFUND aims to create a group of innovative highly-skilled researchers, who will engage across disciplines and sectors to become the future leaders in their fields. It will realise this goal it will through three main aims:

I. **To support WIRL-COFUND Fellows in the achievement of the highest standards in research.**
Through the GRPs WIRL-COFUND will emphasise:
- Disciplinary and career mentoring;
- Interaction with other research leaders at all career stages;
- Participation in a community of international scholars;
- Access to the University’s research facilities and partners.

II. **To provide the best training and career development opportunities**
- Through the IAS the fellows will participate in the Academic Careers and Leadership training programme (AcCaLd);
- Fellows will be allocated resources to help build an independent research profile;
- Fellows will be part of an interdisciplinary research community of other IAS Early Career, Global Research Fellows and International Visiting Fellows (typically 35 fellows and 20 visitors per year).

III. **To provide exposure to international and cross-sectoral research environments**
- A comprehensive system of national and international placements during the fellowships;
- Access to research collaborations with the University’s industrial and third-sector partners;
- Access to University support for cross-sector collaborations (including Warwick Ventures, the Warwick technology transfer office).

2.2 **Duration of and number of Fellowships**
The IAS will offer up to 30 WIRL-COFUND Fellowships over the period 2017-2022. Each individual fellowship will be a fixed-term non-renewable 24-month contract. Up to 9 fellowships will be available in the 2017 call for applicants. The starting date of fellowships in the 2017 call is 4th September 2017.

2.3 **Expectations of the Fellowship**
- To conduct an independent research project of the applicant’s choice that aligns with at least one of the Global Research Priorities supported at the University of Warwick and extends the work beyond a disciplinary specialism;
- To enhance the researcher’s profile and track record through outputs, networking and dissemination activity; developing at least two publications and running at least one event for external participants;
- To join a cohort of existing IAS Early Career, Global Research and other WIRL-COFUND fellows at the Institute of Advanced Study and participate in the Academic Careers & Leadership (AcCaLd) programme;
- Undertake an overseas or national secondment with a specialist research institute or professional organisation (industrial, charitable, government body, etc.) to explore partnership, public engagement, policy and dissemination opportunities as appropriate to the research objectives.

2.4 **Training and Development**
The aim of the fellowships is to develop a new generation of inter-disciplinary research leaders. Alongside developing their own independent research, WIRL-COFUND Fellows will receive support to develop their academic and leadership skills through the AcCaLd programme and personal mentoring. All successful applicants will work with IAS and their academic mentor to develop a Personal Development Plan.

2.4.1 **Academic Careers & Leadership (AcCaLd) programme**
All WIRL-COFUND fellows will participate in the Academic Careers & Leadership (AcCaLd) programme run by the IAS. These weekly session will bring together all the IAS fellows and will focus on training and development activities aimed at helping the fellows establish an academic career.
The programme includes a wide variety of activities to develop the five core objectives of each attendee’s academic portfolio:

- Research Excellence
- Research Leadership
- International & Interdisciplinary Engagement
- Transferrable Skills
- Personal Development

Examples of areas covered by the programme include writing grant & fellowship applications, publication strategies, realising the impact of research, engagement outside the academic community, communication and networking skills and career development.

Attendance at the AcCaLd sessions is a compulsory element of the WIRL-COFUND fellowships as it will play an important role in the career development of the fellows. Each training session is proceeded with ample time for informal exchange and discussion, with the IAS hosting a networking lunch, to allow prolonged engagement with colleagues from such varied specialisms and a mutual support network.

### 2.4.2 Mentoring

WIRL will deliver a multi-tiered mentoring structure that accommodates independent work which will be supported by:

i. frequent interaction with the IAS providing oversight of their leadership development;

ii. sustained professional guidance from an academic mentor aligned with their GRP activity and;

iii. regular contact with colleagues from different backgrounds, working in different fields as part of the IAS doctoral and post-doctoral research fellowship community.

The IAS will have frequent contact with each WIRL fellow through the AcCaLd programme and other one-to-one meetings and will be responsible for the over-all wellbeing, career development and integration of the fellows into the wider research community.

Each fellow will also be allocated an academic mentor, specifically chosen to align with their research activity and appropriate GRP(s). The research mentor will be sought from mid/senior members of the academic community with suitable research leadership experience and an active research portfolio. The research mentor will play a key role in both assisting the WIRL fellow in identifying their research development needs as well as implementing strategies to address these needs. Mentors will help the fellow to integrate into departmental activities, such as contributing to seminar series, participating in staff meetings and liaising with the Head of Department / Head of Research / Head of Teaching as appropriate to coordinate teaching/supervision activities for the fellow if beneficial or necessary for the enhancement of their CV. The academic mentor will also be responsible for ensuring the fellow is given visibility within the GRP to contribute to running various engagement activities such as seminar series, workshops and conferences.

*Applicants will be expected to identify a potential academic supervisor and host department and indicate what discussions have already take place with this person regarding the proposed fellowship.*
3 IAS WIRL-COFUND-COFUND Fellowships 2017

3.1 Who can apply?

**Transnational Mobility Requirements**
The fellowship applicant must demonstrate transnational mobility and, on 8 May 2017, must not have resided or carried out his/her main activity (work/study etc.) in the UK for more than 12 months in the three years prior to this deadline.

Fellowships are open to applicants of any discipline who are able to demonstrate the ability to apply or extend their knowledge beyond disciplinary specialisms and propose a comprehensive and innovative research project that aligns with at least one of Warwick’s cross-faculty GRPs. Each GRP is interdisciplinary in nature and therefore open to contributions from researchers of any faculty/disciplinary field. Fellowships are also suitable to those wishing to pursue discipline hopping research.

The WIRL-COFUND Fellowships are primarily aimed at post-doctoral researchers in the early stages of their career who wish to establish an independent career by developing their own research ideas. The following criteria are essential in order to be considered for a fellowship award:

- Applicants shall be in possession of a doctoral degree or have at least four years full-time equivalent research experience. Allowance is made for career breaks (see Section 3.8 for more details);

- Applicants should have a track record of producing research outputs such as peer-reviewed publications in which they have played a significant role, conference & research presentations and contributions to symposia and compiled volumes;

- Applicants may be of any nationality but must be fluent in English (both written and spoken. For further guidance on English language tests for UK visas please see here);

- Applicants of all nationalities are eligible to apply but applicants must not have resided or carried out their main activity in the United Kingdom for more than 12 months in the 3 years immediately prior to the application deadline. All successful candidates will need to hold the appropriate visa before taking up the fellowships.

*Applicants who do not meet these criteria will not be eligible to apply for a WIRL-COFUND Fellowship*

3.2 When and How to Apply

Applications must be submitted via the University of Warwick Job Search System and must include the sections requested below. Further information on the use of this system is available here.

*Applications which do not comply with the requirements specified in the following sections or submitted by any other means will not be accepted.*

3.3 Application Deadline

The deadline for submissions is 16/12/2016. The online application system will close at 23:59 (UK time) on the day of the deadline after which submission will not be possible. Applicants are strongly advised to submit well in advance of this deadline.
No applications will be accepted after the deadline and applications will only be accepted via the University of Warwick Job Search System.

3.4 Application Requirements
Applicants should complete the online application form using the University of Warwick Job Search System. This application consists of twelve sections each of which must be completed. Some sections of the form are mandatory (as marked by *) and the application will not be able to be submitted without completing all mandatory sections. Each section should be saved using the “Save and Proceed” button before moving to the next section otherwise information may be lost.

All applications should be in English.

The Supporting Documents (see section 3.4.6) should be completed using the template provided on the WIRL-COFUND website. Any other documents uploaded should adhere to the following requirements or the application will be ruled ineligible.

- Page size A4
- Arial Font with a minimum font size of 11
- Margins should be a minimum of 2 cm in all directions

Further guidance on each section is given below.

3.4.1 Personal Details
Please complete all sections and indicate the preferred method by which you wish to be contacted.

3.4.2 Secondary and Further Education
Applicants should list all formal qualifications achieved equivalent to the English GCSE and A-Level examinations (i.e. examinations passed prior to enrolling on a degree course at university).

3.4.3 Training and Development
This section should be used to list training and development courses or other qualifications that are specifically relevant to the fellowship and the proposed research.

If there is no relevant training and development this section can be left blank.

3.4.4 Curriculum Vitae
Applicants should upload a CV of no more than 2 pages long including:

- Your employment history, listed in reverse order. Please ensure that the title of your current post is clear.
- Your academic history, listed in reverse order. The dates of any degrees obtained and the viva date for your PhD (if applicable)
- Track record of research funding: include start/end dates, funding body, value of award, type of grant (e.g. first grant, fellowship, etc.), your role on the grant (PI, Co-I, Researcher, etc.). Please ensure that any fellowship awards are clearly highlighted.
- Any teaching experience.
- Any administrative activities e.g. may include editorial responsibilities, committee membership, etc.
- Other, e.g. may include invited talks, awards, prizes, memberships of professional bodies, patents etc.

Please ensure that any breaks in your career due to maternity, paternity or adoptive leave, ill health or unemployment are clearly stated, as well as any periods of part-time working.
Publications should not be included in the CV as these will be included in a separate document.

3.4.5 Supporting statement
This section has a limit of 500 words. Applicants should indicate how they match the aims of the WIRL-COFUND fellowship scheme, highlighting how their research is interdisciplinary and how it links to the research areas of the Warwick GRPs. Applicants should also explain how they would benefit from the research, training and collaborative opportunities offered through the fellowships and what their long-term career goals are.

3.4.6 Supporting Documents
Applicants should complete the template for the Supporting Document as provided on the WIRL-COFUND website. Documents which do not use the template will result in the application being ineligible and excluded from further review.

Applicants should upload a single Supporting Document of less than 512 KB and in one of the following file formats: .docx, .doc, .rtf, .pdf, .jpg, .tif or .txt.

If the supporting document cannot be successfully uploaded to the online systems it should be emailed separately to WIRL.COFUND@warwick.ac.uk with the email clearly stating the candidate name and the submission reference number from the submitted application. In such case a supporting document simply stating "Document sent by email" should be uploaded to the online application system instead.

Further guidance on completing each section of the template is given below;

<table>
<thead>
<tr>
<th>Section</th>
<th>Section Limit</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Research Abstract</td>
<td>1500 characters</td>
<td>Applicants are asked to include a short abstract of the research at the start of this section and to pay close attention to the assessment criteria detailed in section 3.6.</td>
</tr>
<tr>
<td>Research Plan</td>
<td>9000 characters</td>
<td>Applicants should provide a detailed description of the research hypothesis and objectives, as well as the programme and methodology.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Please describe the background and context as well as the nature of the research to be carried out. The description should include detail about the research methods, techniques and facilities that will be used as well as an indication of the key work packages and milestones, together with time scales for the various components. The interdisciplinary aspects of the research should be emphasised.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>This section should also include details of the proposed outcomes of the research.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Applicants are advised to pay close attention to the assessment criteria detailed in section 3.6.</td>
</tr>
<tr>
<td>Fit to GRPs</td>
<td>900 characters</td>
<td>Please tick at least one box and describe how the proposed research links to at least one of the Warwick Global Research Priorities (see section 1.2)</td>
</tr>
<tr>
<td>Proposed Host Department and Academic Supervisor</td>
<td>900 characters</td>
<td>Please select one department or Research Centre to indicate which academic department or centre at Warwick will be best suited to host the fellow whilst conducting the research and indicate the relevance of the research to the department. A full list of these departments and Research Centres is available <a href="#">here</a>. Applicants should also identify a potential academic supervisor within the host department. Applicants should add a brief explanation of why they have chosen a particular host department and how their research fits within it and indicate what discussions have already take place with the proposed mentor regarding the proposed fellowship application.</td>
</tr>
<tr>
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</tr>
<tr>
<td>Previous connections to Warwick</td>
<td>900 characters</td>
<td>Applicants should describe any previous or current connections and/or collaborations to the University of Warwick.</td>
</tr>
<tr>
<td>Potential Placements</td>
<td>1500 characters</td>
<td>National and international placements are strongly encouraged as part of the fellowship in order to provide international and cross-sectoral exposure. Applicants should indicate what placements they may wish to undertake and how this would benefit both the research and their personal development.</td>
</tr>
<tr>
<td>Outputs</td>
<td>Not restricted</td>
<td>Applicants should provide a full list of all publications in reverse chronological order. The list should have four sections: 1. Refereed papers in academic journals; in edited books; monographs and special issues of journals 2. Contributions to symposia and compiled volumes (refereed only); 3. Research presentations. Applicants should indicate what type of presentation was made (oral or poster) and whether the presentation was invited or offered; 4. Publications under consideration that have been submitted. Indicate the precise page range and eventual list of co-authors. For books, include the publisher. <strong>Do not</strong> include publications that are in preparation or that have not been peer reviewed.</td>
</tr>
<tr>
<td>Career breaks</td>
<td>3000 characters</td>
<td><strong>Optional Section</strong> – Please give details of any breaks your research career. The exact period of leave and type of leave must be stated. See Section 3.8 for more details.</td>
</tr>
<tr>
<td>Ethics Self-Assessment</td>
<td>1500 characters</td>
<td>Must be completed by all applicants. If there are no ethical issues arising this should be stated (see section 3.10).</td>
</tr>
<tr>
<td>Eligibility Declaration</td>
<td>N/A</td>
<td>All applicants must confirm that they comply with the transnational mobility requirements stated in section 3.1.</td>
</tr>
<tr>
<td>Academic Assessors</td>
<td></td>
<td>Please provide the contact details of two people who may be able to make an expert assessment of the fellowship proposal.</td>
</tr>
</tbody>
</table>
This should include name, address, email address and preferably a link to their profile on a university/institution/company website etc. An assessor must be at least at the level of an associate professor and should not be someone with whom you have previously collaborated or worked.

The applicant declares that there is no conflict of interest between the applicant and the assessors suggested. This means that the suggested reviewers cannot be a close colleague, a co-publisher or collaborator within 10 years prior to the deadline of the call, a personal friend, wife/husband, partner or any blood relation etc.

3.4.7 Present or most recent employer
Please give all requested details of your current employer. Applicants who have had employment prior to their current position should select “Yes” under “Do you have previous employment experience?” and then complete the next section.

3.4.8 Previous employment
If you have any employment prior to your current or most recent role, please give details here.

3.4.9 References
Please provide the details requested for two referees who will be able to give a personal reference. The referees should be someone capable of giving an assessment of your suitability for a WIRL-COFUND fellowship, for example a PhD supervisor or current academic supervisor.

3.4.10 Source of Application
Please indicate where you heard about this scheme.

3.4.11 Equal Opportunities
The University of Warwick is an equal opportunities employer and seeks to ensure that individuals are treated fairly and equally and no less favourably, specific to their needs, regardless of race, gender, disability, religion or belief, sexual orientation and age or any other protected characteristic.

The information collected in this section is for monitoring purposes only and will not be passed to anyone involved in the assessment of the applications. If you would rather not disclose this data there is a 'prefer not to disclose' option for each question

3.4.12 Criminal Convictions and Cautions
Applicants must disclose any criminal convictions or criminal proceedings pending.

3.5 Application Process and Evaluation
Supporting the selection process is a 3-tier panel of experts: 1) Review Panel, 2) Moderating Panel and 3) Interview Panel.
All applications submitted by the deadline will undergo an eligibility check by the IAS administration. The check will assess the applicant meets the mobility and research experience requirements and that all the components of the application are available and in the correct format.

All eligible applications will then be sent out to a Review Panel consisting of two internal reviewers (one academic expert from the Global Research Priority area that most closely aligns with the proposed research topic and one from the proposed host department) and an external expert. The external expert may be drawn from the suggestions submitted by the applicant but may also be other appropriate academic experts known to the IAS and international researchers actively partnering with the GRPs.

The Review Panel will receive detailed assessment criteria, scoring scale and threshold guidance together with an assessment form for completion that will result in an individual score for each applicant from each assessor.

The Moderating Panel is responsible for coordinating and validating the compilation of the assessment forms, resulting in an average score being allocated to each applicant and, based on a ranking list of these average scores and other factors such as gender balance and link to GRPs, will identify applicants for the interview stage. The Moderating Panel will be comprised of senior academics from Warwick and external advisors.

Each Interview Panel will have core membership comprising the IAS Director as Panel Chair and an independent Panel Secretary. It will also have representation from the GRP(s) most closely affiliated with the topic of the research proposal and the proposed host department. This will ensure both academic rigour and an assessment of the level of contribution the candidate stands to make to the research environment. Based on the interview assessment criteria a further score will be generated resulting in the final rank order list. The Panel Chair, in conjunction with the Panel Secretary will be responsible for ratifying the rank order and confirming the number of fellowships offered per call.

At each stage of the review and selection process, applicants will be notified electronically on the status of their application receiving confirmation as to whether or not it has progressed to the next stage. Candidates invited to interview will be notified in person to confirm the interview arrangements (face-to-face, skype and telephone interview options will be available).

3.6 Assessment criteria
Each application that meets the eligibility criteria in full will be sent for review by three independent assessors; one from the GRP named by the applicant, one from the proposed host department and one external to Warwick. This Review Panel will be briefed on the evaluation criteria and selection process and
be required to complete an assessment of the applications that takes into consideration a range of criteria designed to evaluate the excellence of the research as well as the potential of the researcher to deliver original, independent work with the vision and creativity to develop their profile in a context of international and cross-sectoral research leaders. The review will address three key criteria and be scored against the weighting specified below:

1. **Evaluation of the proposed research**

<table>
<thead>
<tr>
<th>Evaluation</th>
<th>Max. Score</th>
<th>Considerations</th>
</tr>
</thead>
<tbody>
<tr>
<td>A&amp;T Quality</td>
<td>25</td>
<td>● Academic and technical merit ● Clarity of objectives ● Originality of proposed research and awareness of current debates and state-of-the-art</td>
</tr>
<tr>
<td>Feasibility</td>
<td>15</td>
<td>● Comprehensive and appropriate theoretical and methodological framework ● Feasibility within given time-frame ● Capacity to carry out the research project</td>
</tr>
<tr>
<td>Impact</td>
<td>10</td>
<td>● Recognition of anticipated impact of work ● Evidence of long-term vision ● Publication and outputs plan</td>
</tr>
</tbody>
</table>

2. **Evaluation of the applicant**

<table>
<thead>
<tr>
<th>Evaluation</th>
<th>Max. Score</th>
<th>Considerations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Experience</td>
<td>15</td>
<td>● Qualifications ● Research track-record ● Training ● Awards &amp; Funding ● Statements of recommendation</td>
</tr>
<tr>
<td>Evidence of Leadership</td>
<td>15</td>
<td>● Quality of publications ● Other outputs (e.g. patents) ● Diversity of dissemination activities including conference attendance, invited talks ● Previous/current partnerships and collaborations ● International experience at doctoral or postdoctoral level ● Research profile ● Engagement with cross-sectoral organisations/ community groups ● Ability to forge beyond disciplinary specialisms</td>
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</table>

3. **Career development**

<table>
<thead>
<tr>
<th>Evaluation</th>
<th>Max. Score</th>
<th>Considerations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Added-value</td>
<td>20</td>
<td>● Relevance of fellowship at this career stage ● Contribution to Global Research Priorities ● Commitment to interdisciplinary research cohort ● Scope for new partnerships ● Diversity of research agenda ● Profile development activity ● Planned contribution to international research community ● Relevance of proposed cross-sectoral partner</td>
</tr>
</tbody>
</table>

An average score for each candidate will then be calculated based on the scores of the independent reviewers and this will be used to generate a ranked list of all proposals.

The **Moderating Panel** will then determine which applicants will be invited for interview primarily based on the rank order list but also taking into account gender balance and GRP representation. Typically the Moderating Panel will look to shortlist 3-4 times the number of interview candidates compared to the number of available awards per call.
**Interview Evaluation Criteria** - Short-listed candidates will be invited for an interview to present and discuss their research proposal. The Interview Panel will assess candidates according to the following interview criteria:

<table>
<thead>
<tr>
<th>Evaluation</th>
<th>Max. Score</th>
<th>Considerations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Presentation</td>
<td>20</td>
<td>• Scientific knowledge • Research Vision • Confident and clear communication</td>
</tr>
<tr>
<td>Research capability</td>
<td>40</td>
<td>• Experience • Technical capability • Previous level of responsibility • Understanding of ethical implications</td>
</tr>
<tr>
<td>Leadership potential</td>
<td>40</td>
<td>• Evidence of proactivity – e.g. setting up networks, partnerships, seminar groups • Recent outputs • Motivation</td>
</tr>
</tbody>
</table>

Based on these criteria, each candidate receive a score and a ranking list will be generated based on the average scores of the interviewers. The IAS Director, assisted by the Panel Secretary will determine the number of fellowships offered under each call, and will have the final decision as to who is offered a fellowship. This decision will take into account the ranking list as well as other factors such as gender balance and association with a GRP. If necessary the scores from the initial Review Panel will be taken into account to resolve a tie.

**3.7 Feedback & Redress**
Because of the high number of applications expected, it will not be possible to provide feedback to candidates who are not invited for interview.

Applicants who are interviewed will receive feedback on the outcome of their interview and an overall assessment of their application, its assessment score and strengths and weaknesses as identified during the interview.

Candidates will have the right to submit a request for redress following the outcome of the eligibility, short-listing and interview stages. Redress will only apply to matters of eligibility and the decisions of the panels and reviewers will not be open to appeal. A Committee comprising the Moderating Panel membership will consider and review any matters of redress, the outcome of which will be communicated by the IAS Director (Panel Chair).

**3.8 Career Breaks**
Career breaks will be taken into account by the panels when evaluating the academic quality of the applicant. When examining aspects such as the publication record, the panels will take into account the research career path and any breaks caused by interruptions such as maternity or paternity leave, illness, parental leave, time spent working in industry or other sectors and compulsory military service.

Please complete a summary of all career breaks (max 3000 characters) giving the exact dates of the break and reason as part of the Supporting Document (Section 3.4.6)
3.9 Timeline

<table>
<thead>
<tr>
<th>Event</th>
<th>Start</th>
</tr>
</thead>
<tbody>
<tr>
<td>Call for applications open</td>
<td>17/10/2016</td>
</tr>
<tr>
<td>Call closes</td>
<td>16/12/2016</td>
</tr>
<tr>
<td>Eligibility checks</td>
<td>19/12/2016</td>
</tr>
<tr>
<td>Applications sent out for review</td>
<td>9/1/2017</td>
</tr>
<tr>
<td>Moderation Panel meeting</td>
<td>8/3/2017</td>
</tr>
<tr>
<td>Invitation to interview sent out</td>
<td>10/3/2017</td>
</tr>
<tr>
<td>Interviews</td>
<td>2/5/2017 to 5/5/2017</td>
</tr>
<tr>
<td>Notification of successful/unsuccessful candidates</td>
<td>After 9/5/2017</td>
</tr>
<tr>
<td>WIRL-COFUND Cohort 1 start date</td>
<td>4/9/2017</td>
</tr>
</tbody>
</table>

3.10 Ethical assessment

At application stage, applicants must identify any potential ethical issues arising from their work. Applicants should complete Section 10 of the Supporting Document pro-forma and select any areas that relate to their proposed research. Applicants should provide a brief description of any issues that may arise or state that there are no ethical concerns if this is the case.

Successful applicants will have to secure the necessary ethical approvals from the appropriate national and/or local ethics committees before any work can begin.

4 Working at the University of Warwick

4.1 Employment package including research resources:
- 24-months, full-time employment contract to deliver research outputs, participate in leadership training programme and undertake a period of secondment. It is anticipated that 24-months are required, however, applicants are invited to make a case for a shorter fellowship term if appropriate or can for participation on a part-time basis if required;
- Basic Salary £30,500 per annum – this is subject to employee tax, national insurance and pension deductions at national rates;
- Benefits including annual leave, maternity/paternity leave, pension provision, and social security as applied in the UK;
- Relocation expenses up to £1,700;
- Personal research budget £1,000 per annum (for consumables, conference attendance);
- Workshop budget £1,000 (for organisation of networking, outreach and research events);
- Secondment budget up to £3,000 (to cover travel and subsistence during the secondment).

4.2 Further information

The University
For further information about the University of Warwick, please visit our website at http://www2.warwick.ac.uk/services/humanresources/workinghere/

Institute of Advanced Study
For further information about the Institute of Advanced Study, please see our website at http://www2.warwick.ac.uk/fac/cross_fac/ias/aboutus/
For any other enquiries regarding the WIRL-COFUND fellowships please contact WIRL.COFUND@warwick.ac.uk