



WARWICK

INSTITUTE OF ADVANCED STUDY

WIRL-COFUND Fellowships Guidance for Applicants 2019



Warwick Interdisciplinary Research Leadership Programme

GUIDANCE FOR APPLICANTS

WIRL-COFUND Fellowships

The University of Warwick Institute of Advanced Study (IAS) is pleased to announce that five 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 through the Marie Skłodowska Curie COFUND scheme (Grant Agreement 713548).

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 62nd in the world in the QS World University Rankings 2019. 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 and a long-standing expertise in postdoctoral training. Warwick is an inherently international university and has strong collaborations with other institutions around the world including the [Warwick-Monash Alliance](#) and the [Eutopia European University](#).

1.1 The Institute of Advanced Study

The Institute of Advanced Study (IAS) plays an important role in the University by facilitating the development of new interdisciplinary research and supporting the career development of early career researchers. The IAS works across all faculties and departments and is dedicated to enriching the University's research environment by supporting new research ideas characterised by interdisciplinarity, innovation and internationalisation.

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. Through these early-career fellowship schemes, the IAS has delivered training and career development across the spectrum of postdoctoral research careers, from newly completing PhD students, to more experienced researchers establishing their independent research careers and senior 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 three faculties of the University it provides a truly interdisciplinary environment where WIRL-COFUND fellows will come together with the other IAS fellows to participate in an academic training programme. In addition, the environment of the IAS offers the following benefits to fellows:

Collegiate Environment - The IAS is a physical centre that will bring WIRL-COFUND Fellows together alongside existing IAS early career and visiting fellows. This creates a naturally supportive and stimulating environment for personal development and creates research excellence by broadening awareness of other disciplines, methodologies and applications and by stimulating new research collaborations.

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 IAS 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 other visitors will participate in the weekly IAS fellows meetings. These speakers will share personal and career development advice with the fellows in addition to sector specific knowledge and research excellence. In addition, WIRL-COFUND fellows will receive resources to present at conferences, undertake secondments at other research institutions, hold meetings and host events with invited external speakers.

In addition to being part of the IAS fellows will be associated with an academic department. The host academic department will provide support for research projects, access to research seminars and teaching opportunities as appropriate. WIRL fellows will also be supported by an academic mentor from the host academic department in order to ensure their research & career development is fully supported by disciplinary expertise.

1.2 Global Research Priorities

The University of Warwick has identified seven [Global Research Priorities](#) (GRPs) to address some of the most challenging problems facing the world today. These are;

- Behaviour, Brain & Society
- Connecting Cultures
- Cyber Security
- Energy
- Innovative Manufacturing & Future Materials
- Health
- Sustainable Cities

The GRPs respond to complex multi-faceted global problems that can only be tackled through collaborative research excellence. They unite academics from different disciplines to address some of humanity's most urgent questions, and create fertile ground for new ideas to flourish and interdisciplinary research to grow - enabling us to improve the lives of people around the world.

Research carried out during a WIRL-COFUND Fellowship must show a strong link to one of the Global Research Priorities

2 WIRL-COFUND Fellowships

The WIRL-COFUND Fellowships provide an opportunity for outstanding 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 Global Research Priorities and should also be supported by the current research strengths at Warwick. Applicants are strongly encouraged to identify a suitable academic department and academic mentor who may be able to support their research, and to make contact with them prior to submitting their application.

During the fellowship, the fellows will be able to undertake a placement of up to three months at another research organisation in order to provide international and cross-sectoral exposure and to allow research and skills to be developed that would not otherwise be available. Applicants are encouraged to identify potential 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. The WIRL programme will achieve this through three main routes:

I. Supporting WIRL-COFUND Fellows in the achievement of the highest standards in research.

Through the academic department and 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.

II. Providing the best training and career development opportunities

- Participation in the Academic Careers and Leadership training programme (Accolade);
- Resources to help build an independent research profile;
- Active engagement in an interdisciplinary research community of other IAS Early Career, WIRL-COFUND and International Visiting Fellows (typically 40 early career and 20 visiting fellows per year)

III. 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 five fellowships will be available in the 2019 call for applicants. The starting date for fellowships in the 2019 call is September 2020.

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 WIRL-COFUND and other fellows at the Institute of Advanced Study and to participate in the Academic Careers & Leadership (Accolade) 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 interdisciplinary research leaders. Alongside developing their own independent research, WIRL-COFUND Fellows will receive support to develop their academic and leadership skills through the Accolade programme and personal mentoring.

2.4.1 Academic Careers & Leadership (Accolade) Programme

All WIRL-COFUND fellows will participate in the Academic Careers & Leadership (Accolade) programme run by the IAS. These weekly sessions 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 Accolade 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 includes time for informal exchange and discussion to allow prolonged engagement with colleagues from such varied specialisms and to encourage a mutual support network.

2.4.2 Mentoring

WIRL-COFUND 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 research;
- 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-COFUND fellow through the Accolade 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 work with an academic mentor with expertise that supports the proposed research project. The research mentor will be a member of the Warwick academic community with suitable

research leadership experience and an active research portfolio. The research mentor will play a key role, assisting the WIRL-COFUND fellow in identifying their research and career development needs and supporting them to deliver their research project. The mentor will also 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 academic department in their application. It is recommended that applicants contact a potential academic mentor prior to submitting the application to ensure that they will be able to act in this role.

WIRL fellows will also participate in the activities of the GRP their work aligns with which will also provide additional interdisciplinary and cross-sectoral research opportunities.

3 IAS WIRL-COFUND Fellowships 2019

3.1 Eligibility criteria

1. The fellowship applicant must demonstrate transnational mobility and, on **30th April 2020**, must not have resided or carried out their main activity (work/study etc.) in the UK for more than 12 months in the three years prior to this deadline.
2. Applicants must be in possession of a doctoral degree or have at least four years full-time equivalent research experience.

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

Applicants who are offered a fellowship will be required to provide documentary evidence to prove they meet these criteria or the fellowship offer will be withdrawn.

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 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 deadline given above. All successful candidates will need to the right to work in the United Kingdom and, where necessary, have the appropriate visa before taking up the fellowships;
- Applicants must meet the Marie Skłodowska Curie Fellowships definition of an experienced research and be in possession of a doctoral degree or have at least four years full-time equivalent research experience;
- Applicants must demonstrate a commitment to a research career and show how they will use the fellowship advance this aim.

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

3.3 Application Deadline

The deadline for submissions is **30/11/2019**. 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.

3.4 Application Requirements

Applications must comply with the following rules;

1. Applications can only be submitted through the University of Warwick Job Search System.
2. All applications must conform to the specifications laid out below. Applicants should pay particular attention to the documents which can be uploaded as part of the applications (CV, Supporting Documents). Applications which do not conform to the requirements specified will be disqualified.
3. Applicants should complete the Supporting Documents Template (available on the [WIRL-COFUND website](#)). **IF ANY ALTERATIONS OR MODIFCATIONS TO THIS TEMPLATE ARE MADE THE APPLICATION WILL BE DISQUALIFIED.**
4. All applications should be in English.
5. No modifications or alterations to the application will be permitted after submission.

Applications which do not conform to these requirements will be disqualified from the review process.

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.

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** (Page size A4, Arial font with a minimum font size of 11, margins should be a minimum of 2 cm in all directions). The CV should include;

- 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 research related awards & activities, e.g. may include invited talks, awards, prizes, memberships of professional bodies, patents, public engagement, impact 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](#). (Page size A4, Arial Font with a minimum font size of 11, margins should be a minimum of 2 cm in all directions).

Documents which do not use the template or which modify the template in any way 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 IAS@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. Any documents submitted in this way must be received by the closing date for applications or they will not be accepted.

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

Section	Section Limit	Notes
Applicant Details	N/A	Please complete all sections
Research Abstract	Any word count within the limit of the fixed text box	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.
Research Plan	3 pages	<p>Applicants should provide a detailed description of the research hypothesis and objectives, as well as the programme and methodology. Applicants may include diagrams, images, relevant references, etc. but applications in which the Research Plan is longer than three pages will be disqualified.</p> <p>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.</p> <p>This section should also include details of the proposed outcomes of the research.</p> <p>Applicants are advised to pay close attention to the assessment criteria detailed in section 3.6.</p>
Fit to GRPs	Any word count within the limit of the fixed text box	Please select the main GRP with which your research is aligned and detail in the text box how the proposed research links to the Warwick Global Research Priorities (see section 1.2)
Proposed Academic Department and Mentor	Any word count within the limit of the fixed text box	<p>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 here.</p> <p>Applicants should also identify a potential academic supervisor within the academic department</p> <p>Applicants should add a brief explanation of why they have chosen a particular academic 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.</p>
Previous connections to Warwick	Any word count within the limit of the fixed text box	Applicants should describe any previous or current connections and/or collaborations to the University of Warwick.
Potential Placements	Any word count within	National and international placements are strongly encouraged as part of the fellowship in order to provide international and cross-sectoral exposure.

	the limit of the fixed text box	Applicants should indicate what placements they may wish to undertake and how this would benefit both the research and their personal development.
Outputs	Not restricted	<p>Applicants should provide a full list of all publications in reverse chronological order. The list should have four sections:</p> <ol style="list-style-type: none"> 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. <p>Indicate the precise page range and eventual list of co-authors. For books, include the publisher.</p> <p>Do not include publications that are in preparation or that have not been peer reviewed.</p>
Career breaks	Any word count within the limit of the fixed text box	Optional Section – Please give details of any breaks your research career. The exact period of leave and type of leave must be stated. See Section 4 for more details
Ethics Self-Assessment	Any word count within the limit of the fixed text box	Must be completed by all applicants. If there are no ethical issues arising this should be stated (see section 4)
Eligibility Declaration	N/A	All applicants must confirm that they comply with the transnational mobility requirements stated in section 3.1
Academic Assessors	N/A	<p>Please provide the contact details of two people who may be able to make an expert assessment of the fellowship proposal. 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.</p> <p>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.</p>

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.

The University of Warwick will process your personal data contained within this online application form for the purpose considering your application for the IAS WIRL-COFUND fellowship project .

The legal basis for processing this personal data is performance of a contract.

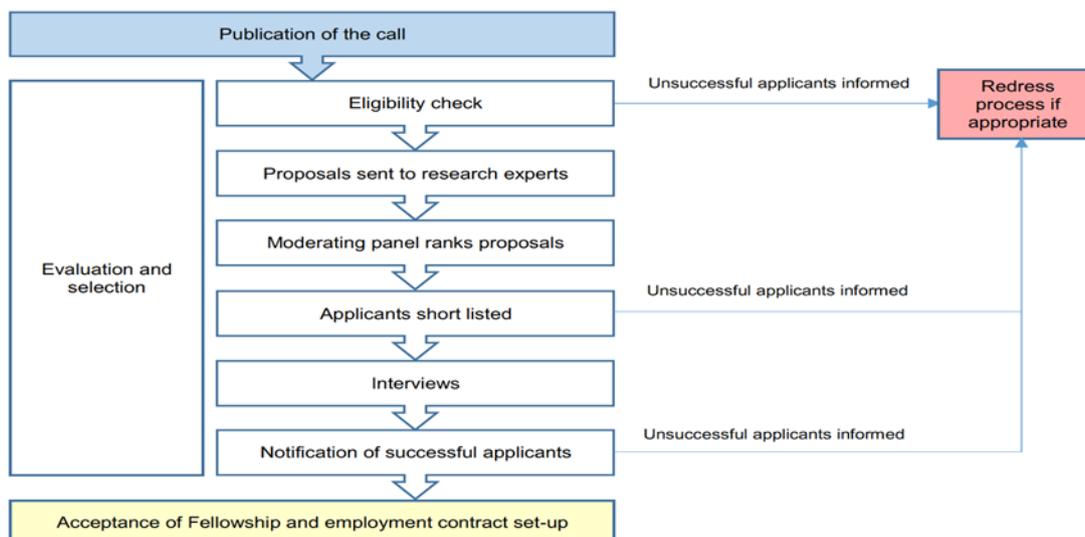
Your personal data will be shared or disclosed to any third parties external to the University of Warwick, including external Academic reviewers who will consider and assess your application, the European Union's Horizon 2020 funding evaluators who will require personal data to administer the funding for the programme and the COFUND programme facilitators who will process data for the purposes of administering the programme and facilitating the project at the University of Warwick

Your personal data will be transferred outside of the EEA, will be kept securely by the University of Warwick and will be retained for a period of five years after the closure of the WIRL COFUND Programme in December 2021

The University of Warwick is the Data Controller of this information and is committed to protecting the rights of individuals in line with Data Protection Legislation. Please visit the University's Data Protection webpages for further information in relation to your rights and how the University processes your personal data. The University's Data Protection Officer can be contacted through infocompliance@warwick.ac.uk and any requests or complaints should be made in writing to the University's Data Protection Officer.

4 The Evaluation & Recruitment Process

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 application complies with the specifications set out above.

All eligible applications will reviewed by two reviewers from Warwick (one academic expert from the primary Global Research Priority nominated by the applicant and one from the proposed academic department) and an external expert. The external expert will be an appropriate academic expert known to the IAS or may be one of the suggestions submitted by the applicant.

The reviewers will receive detailed assessment criteria, scoring scale and threshold guidance together with an assessment form for completion that will result is 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.

In order not to disadvantage candidates who cannot travel to Warwick for interview, all interviews will be conducted by Skype. Each Interview Panel will have core membership comprising the IAS Director as Panel Chair, an independent Panel Secretary and two external academic members. It will also have a representative from the GRP selected by the applicant and the proposed academic 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.

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)

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 why 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.

4.1 Assessment criteria

Each application that meets the eligibility criteria in full will be sent for review by three independent assessors; one from the GRP selected by the applicant, one from the proposed academic 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

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

2. Evaluation of the applicant

Evaluation	Max. Score	Considerations
Experience	15	●Qualifications ●Research track-record ●Training ●Awards & Funding ●Statements of recommendation
Evidence of Leadership	15	●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

3. Career development

Evaluation	Max. Score	Considerations
Added-value	20	●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..

An average score for each candidate will then be calculated based on the scores of the 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:

Evaluation	Max. Score	Considerations
Presentation	20	●Scientific knowledge ●Research Vision ●Confident and clear communication
Research capability	40	●Experience ●technical capability ● previous level of responsibility ● understanding of ethical implications
Leadership potential	40	●Evidence of proactivity – e.g. setting up networks, partnerships, seminar groups ●recent outputs ●motivation

In addition, the proposed academic mentor will be asked to provide a letter of support for the candidates invited for interview.

Based on these criteria, each candidate will 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 to be 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.

4.2 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 participating in the interview process will receive feedback on their interview, 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.

4.3 Timeline

Stage	Dates
Call for applications open	1/10/2019
Call closes	30/11/2019
Eligibility checks	2/12/2019
Applications sent out for review	w/c 16/12/2019
Moderation Panel meeting	w/c 2.3.2020
Invitation to interview sent out	w/c 9/3/2020
Interviews	28-30/4/2020
Notification of successful/unsuccessful candidates	After 4/5/2020
WIRL-COFUND Cohort 2 start date	September 2020

5 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 £32,817 per annum – this is subject to employee tax, national insurance and pension deductions at national rates;
- Benefits including annual leave, maternity/paternity leave, employer contributions to pension and social security as applied in the UK;
- Relocation expenses up to £1,700 in line with the Warwick relocation policy;
- Personal research budget £1,000 per annum (for consumables, conference attendance etc);
- 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 <https://warwick.ac.uk/ias>

For any other enquiries regarding the WIRL-COFUND fellowships please contact IAS@warwick.ac.uk