

## **QIB Fellowship – Questions and Answers**

We have created an exciting opportunity for early career researchers to join a new fellowship scheme at the Quadram Institute Bioscience that will aim to help individuals to become future leaders within the fields of food/microbes/health research.

The Early Career Fellowships will provide medium term support (36 months) to outstanding early career scientists to enable them to apply for more ambitious 5-year fellowship programmes (e.g. from UKRI, Wellcome Trust, ERC). It will also allow the candidates the opportunity to initiate independent research and to promote distinct interactions with other scientists. Up to three fellows will be supported per year.

The objectives of the Quadram Early Career Fellowship programme are to:

- Initiate an independent research programme at a QIB and to generate preliminary data to support a longer-term Fellowship application
- Receive mentorship in the development of research strategy, scientific writing and networking skills.
- Develop and submit fellowship applications to major funders.

We have developed the following questions and answers which we hope will help potential applicants with further information about the scheme. If you have any further questions please contact the Recruitment Team on [nbi.recruitment@nbi.ac.uk](mailto:nbi.recruitment@nbi.ac.uk)

### **Considerations about the contractual arrangements**

#### **Could I work part-time?**

Yes, we can offer part-time contract of employment, all options will be considered in line with QIB employment policy.

#### **What would be my salary?**

Starting salaries will be in the range £44,500 to £55,000 per annum depending on qualifications and experience.

#### **Will there be any circumstances where the Fellowship contract will be extended?**

The purpose of the QIB Fellowship contract is to provide a fixed period of employment that equates to 3 years (eg. pro-rata for part-time appointments) to initiate an independent research programme and pursue applications for fellowship programmes.

#### **I am currently employed on a Fixed Term Contract at the Institute – if I am successful could I start the position at the end of my current fixed term contract?**

Yes, the employment can commence once your Fixed Term Contract has completed, subject to discussions and dependant on the remaining time left on the Fixed Term Contract.

#### **Will I have access to all the benefits offered to other QIB employees?**

Yes, QIB Fellows will be provided with a contract of employment enabling access to all employment benefits which include, access to a pension plan, life assurance, Norwich Bioscience Institutes (NBI) Lifestyle (a great range at discounts including shopping and travel) and sports and leisure facilities.

#### **When is the earliest/latest I could start?**

Start dates will be discussed at appointment, we will be as flexible as possible, employment can commence as soon as the applicant is available and with a maximum of 6 months from the offer of employment (subject to further discussion).

**Would there be annual review/performance? What is the process?**

QIB Fellows will be required to engage with the QIB annual appraisal process. Progress is also monitored by the Institute's Career Review and Appointments Committee (CRAC).

**Would my line manager need to be QIB based?**

Yes, your line manager would need to be a QIB-based employee.

**Would I need to change line manager (if at QIB or Norwich Research Park)?**

Line management will be agreed at the point of appointment.

**Would I be assigned a mentor in addition to my line-manager?**

Yes, mentoring arrangements will be agreed on appointment.

**Considerations about the role and package**

**Would I be provided Lab space/equipment?**

Yes, QIB Fellows will be provided lab space and a desk space (but not an office) and access to communal equipment/instruments to support your proposed research.

**As a QIB Fellow what additional package will I have access to?**

QIB Fellows have access to a budget of £10k per annum and free access to all QIB state-of-the-art facilities.

**Is there a separate budget for equipment or access to facilities not available at QIB?**

No, but there may be the opportunity to participate in internal or external equipment bids with support from the mentor and line-manager.

**As a QIB Fellow what training and development will I be able to access?**

QIB Fellows will be able to access a wide range of training opportunities that are available to all NBI staff and students. Across the Norwich Research Park, we run training courses throughout the year which provide our staff and students with excellent opportunities to learn new skills and engage with researchers from across NBI. QIB Fellows will be able to seek career advice through NBI mentoring arrangements or through senior scientists at the QIB. In addition to the excellent training opportunities there are lots of social events and access to the John Innes Society sports and social facilities that QIB Fellows can get involved in too!

**Is there a separate training budget?**

No, but access to NBI training encompassing a wide range of technical and transferable skills is provided free-of-charge. If additional training is required, then this can be requested by submitting a case to the NBI Training team.

**Is there support to develop collaborations inside/outside QIB?**

Networking is an important aspect of training. QIB fellows will be encouraged and supported to apply to external travel grants to visit collaborators. QIB Fellows are eligible to submit a case to QIB Seminar Programme Committee to support the visit of potential collaborators in area of interest to QIB. QIB Fellows will be invited to attend QIB Group Leader meetings to promote knowledge exchange and opportunities for collaborative work.

**Can I apply to supervise undergraduate or Master projects?**

Yes, QIB fellows are encouraged to develop their supervisory skills by developing and submitting undergraduate/Master projects in line with their fellowship project. QIB Fellows can be primary supervisors of undergraduate and Master students (providing that a GL is secondary supervisor).

**Can I be secondary supervisor of PhD students?**

No, given the timescale for the appointment this would not be feasible but you can be a member of PhD Supervisory teams.

**Can I apply for grants other than Fellowships?**

The primary aim of the QIB Fellowship scheme is for successful candidates to apply for longer-term fellowship schemes. Therefore, careful considerations will need to be taken when considering applying to other grants which may potentially jeopardise funders eligibility criteria for fellowship applications. Advice can be provided by the NBI Contracts Office, Fellowship chair, and line manager. Note that QIB Fellows will have the opportunity to apply to internal grants (promoting translation of science or interdisciplinary collaborations) when available.

**How would I access mentoring and in which form?**

Mentoring will be provided by accessing the QIB or NBI mentoring pool or by speaking to your line manager.

**Considerations post Fellowship awards****I am currently employed at QIB, if my application to become a Fellow is successful would I be able to re-join the ISP after the fellowship has finished?**

If you are a current QIB employee and accept an offer of employment to become a QIB Fellow then, at the end of the fellowship contract, we would not be able to guarantee the option to return to your post in the ISP. However, at the end of the QIB Fellowship we would explore all possibilities to establish whether any other employment opportunities exist that you would wish to pursue.

**Would I need to make a case for promotion at the end of the Fellowship?**

QIB Fellowship will be awarded for a period of 3 years, and all Fellows will be appointed on the NBI pay band SC5 which is anticipated to be the pay band throughout the 3-year Fellowship. At the end of the Fellowship the fixed term contract of employment would be brought to an end and those employed on the scheme will be able to apply for any vacancies at either QIB or other Institutes based on the Norwich Research Park.

**If I achieve an external Fellowship will I automatically progress to a QIB Career Track Group Leader (CTGL) position?**

No, there is not any automatic transition to a QIB Career Track Group Leader (CTGL) role (fixed-term group leader appointment on a tenure-track). All appointments to QIB CTGL positions must be advertised and subject to open competition. The same applies at the end of the QIB Fellowship, there is no automatic transition to a QIB CTGL position.