

New Frontiers Fellowships Generic Goals

This document defines the expectations of the Faculty with regard to the performance of New Frontiers Fellows

1. Fellows are funded by the Faculty of Engineering and the Environment (FEE) for a period of 5 years.
2. Personal Performance and Development Review (PPDR) will take place at 6 monthly intervals during this period.
3. It is expected that more specific targets will be set, which can be revised with the consent of both parties during PPDR meetings.
4. At the end of the 5 year period Fellows' performance will be reviewed by the Faculty. The expectation is that if all the requirements have been met, Fellows will attend an interview and if successful be transferred to a Lecturer post, and possibly put forward for promotion, as appropriate. Transfer may be considered earlier if the criteria have been met.

Research Requirements

5. Fellows are expected to develop their own research interests, collaborating with other staff throughout the University where appropriate, becoming independent researchers by the end of the five year term.
6. Fellows' scientific output should be of sufficient quality and quantity to be returned as part of the Faculty's research effort under the Research Evaluation Framework (REF).
7. By the end of the second year of the Fellowship, Fellows are normally expected to:
 - a. Be publishing two or more scientific papers per year in recognised international journals;
 - b. Have made at least two significant (e.g with value greater than £100k each) research grant applications; and have at least one grant that has been successful.
 - c. Be co-supervising as lead supervisor at least two PhD students.

Education Requirements

8. Fellows are expected to complete a Postgraduate Certificate in Academic Practice (PCAP), or obtain exemption under the University policy, by the end of the third year of their Fellowship.
9. During years 1 and 2 Fellows should be involved in supervision/lab delivery and be developing competency in teaching. During their third and subsequent years Fellows will be expected to contribute in a substantive way to teaching, for example by preparing and delivering a taught module at undergraduate or postgraduate level, and by the supervision of undergraduate individual projects, and Group Design Projects. A significant contribution to teaching will normally be a requirement for transfer to a lectureship.

Leadership and Management Contribution

10. When required, and taking into account their other workload, Fellows may be expected to make an appropriate contribution to leading and managing projects/activities on behalf of their Research Team/Group, Academic Unit, the Faculty or University.

Management and Career Development

11. Each Fellow will be line-managed through the appropriate Academic Unit Head, who will be responsible for providing a mentor, organising and contributing to PPDR, and advising on career development. PPDR will be undertaken by the Academic Unit Head with input from AD Research and AD Education, Head of Research Group etc. as appropriate.
12. The Fellow will be expected to contribute to learned society and professional body activities, and to carry out relevant continuing professional development and staff development as identified during PPDR.