



The
University
Of
Sheffield.

Faculty
Of
Medicine,
Dentistry &
Health.

A Charter for Early Career Researchers:

We are very pleased to have you join our vibrant and committed research community. The Department and the Faculty have high standards in terms of producing world-class research and we hope that **your expertise and commitment will further contribute** to these outputs. Your appointment in the Faculty of Medicine, Dentistry, and Health reflects the success and expertise you have gained so far in your career.

We consider the position of Post-doctoral Researcher to be a transition post with an average tenure of 5-7 years (although this varies in some departments). Our aim, therefore, is not only to help you to produce world-class research outputs, but also to be committed to develop towards a leadership position in your chosen career path. Towards that end, we offer a professional development programme for researchers – ThinkAhead – that **provides tailored support for all career aspirations**.

What can you expect from the Faculty of Medicine, Dentistry & Health?

Career Progression and Planning:

Every new researcher will receive a personal induction, access to career planning and review, an independent mentor, and tailored end of contract coaching. In addition the Faculty will support you through the University-wide annual Staff Review & Development Scheme (SRDS) which contains ECR-tailored questions to aid the process.

Research Support:

Upon arrival we will ensure access to a tailored induction package both at Departmental and Faculty level and in conjunction with the ThinkAhead scheme. In order to maximise your research output, we provide full access to research support services. This covers many opportunities including grant writing, fellowship coaching, paper writing and research management workshops, access to small grants for travel, exchange visits, your professional development, or the generation of pilot data. We will also support you in recruiting and gaining funding for summer students, for which we run an ECR tailored scheme under the SURE (Sheffield University Research Experience) banner.

Teaching Experience:

The Faculty is dedicated to providing you with opportunities for gaining teaching experience (e.g. seminars, lectures, tutorials, supervision of students) wherever possible, and also providing you with high value training via the Higher Education Academy accredited Sheffield Teaching Assistant scheme.

Progress to Independent Researcher Status:

The Faculty is very keen to help you progress towards making competitive Fellowship applications to major funding bodies. To facilitate this we provide a dedicated Fellowship Coaching Scheme including peer-led writing groups, mock-interviews, and opportunities to interact with Fellowship funders.

Industrial Interaction and Other Non-Academic Careers:

We are able to support you in the commercialisation of any IP you may develop within the University of Sheffield's own IP frameworks. We are also committed to giving researchers access to interaction with industrial partners. To this end the Industrial Knowledge Forge scheme was launched in 2012, providing a range of opportunities in this area.

In addition, the non-academic career network is in place to link you with contacts to enhance opportunities for future employment in a full range of careers.

What we expect from you

Professionalism:

The highest levels of professionalism are expected from all our researchers. This includes responsibilities towards issues of research integrity, ethics and plagiarism, and dedication to your own professional development. We expect that you will balance multiple priorities, work innovatively, and show responsiveness to opportunities for growth, engaging with activities on our training programmes. We also expect that you will communicate in a professional manner with your line manager and team colleagues to maximize the success of your work and be a productive member of the University.

Research Outputs:

We expect you to work closely with your research lead to set targets but ultimately we strongly encourage you to take responsibility for your research outputs, and to build your capacity for funding capture in areas such as travel and exchange grants alongside small research grants. For example, in a biomedical laboratory centered department, aiming for around £1,500 per year in the first 3 years post-PhD, and up to £10,000 per year after that, as PI or Co-PI on grants. Your research should be geared towards publication of high-quality international journal articles or equivalent outputs (e.g. book chapters) dependent on your department publication policy, whatever your intended career destination. We expect you to aim to contribute 2-3 first-author papers (or equivalent) within a 3 year contract (dependent on IP and confidentiality agreements), make a significant input into grant co-authorship and present your data at conferences..

Teaching

We strongly encourage your involvement in teaching. The Sheffield Teaching Assistant scheme will prepare you for supervision/co-supervision of students, leading groups on the Doctoral Training Programme (DDP) or MSc modules, and in lecturing.

Administrative Duties

We expect you to contribute to Departmental administrative life, taking on the organisation of seminar series, conferences and joining organisational committees.