



The
University
Of
Sheffield.

Faculty
Of
Medicine,
Dentistry &
Health.

MDH vision for supervision and development of Early Career Researchers by Research Group Leaders

The Faculty of Medicine, Dentistry & Health (MDH) continually aims to produce world-class research, and researchers. We consider our group leaders to be at the forefront of delivery of this shared vision. This document is intended to emphasize the values, skills, and responsibilities that we envisage MDH group leaders will aspire to and endorse, to ensure the Faculty maximizes the potential of its junior researchers, developing the future leaders of the international research community.

The MDH group leader, defined here as any research active academic leading a research team, values opportunities for growth and development and is committed to seizing any opportunity for their professional and personal development, and for that of the researchers they manage. In line with the Sheffield leader statement (www.sheffield.ac.uk/polopoly_fs/1.98653!/file/Statement.pdf), the MDH group leader is not only defined by their position, but also by their professionalism, behaviour and influence in the workplace, and will possess strong communication skills, be able to inspire and motivate others, and play an active role in connecting research staff to the Departmental and Faculty vision and objectives.

The MDH group leader recognises that the position of Early Career Researcher (ECR) on a fixed-term contract is a transition post with an average tenure of 5-7 years (although this varies in some departments), and fully embraces their role in having a positive influence on ECR training and development, ensuring that the expectations and responsibilities of both parties and criteria for success are clear. They will ensure appropriate induction occurs both at Department and Faculty level and work alongside the training opportunities provided by the ThinkAhead scheme. They encourage and support ECRs to take ownership of their career trajectory, including formulating a training plan to develop the skills and experiences required to succeed, whether in academia or elsewhere. They recognise the importance of promoting a culture of respect, support, feedback, mentoring and coaching and ensure that the ECR is well informed and able to use opportunities for training and development effectively. This includes annual progress analysis through the staff review and development scheme (SRDS) and use of the Faculty's training and career development programme for researchers – ThinkAhead (www.shf.ac.uk/faculty/medicine-dentistry-health/thinkahead).

The MDH group leader enables their research staff to take ownership of their research outputs and expects them to aim for 2 or 3 world-class first-author publications in a 3-year period as well as presentation of their data at conferences.

The MDH group leader embeds strategic planning, and trains their ECRs in the process of developing a research niche and in funding capture. They should support and encourage the building of a personal funding portfolio of research, travel, or exchange grants (aiming for £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).

The MDH group leader encourages their ECRs to engage in teaching (e.g. seminars, lectures, tutorials, supervision of students), and administrative support for the Department (e.g. organisation of seminar series, conferences and other committee work appropriate to their development).

In Summary, the MDH group leader is dedicated not only to driving production of high quality research outputs but also to supporting the career ambitions of their researchers to enable them to perform to their full potential. Their efforts in developing members of their team will immediately benefit them by fostering a culture of engaged, motivated researchers, whose efforts increase capacity to progress the group's research aims. In the long-term, developing world-class scientists, or potential future leaders in an individual's chosen career path, brings the rewards associated with wide-reaching collaborative networks.