



# DURHAM INTERNATIONAL JUNIOR RESEARCH FELLOWSHIPS

## FURTHER PARTICULARS

## DURHAM UNIVERSITY

Durham University, founded in 1832, is the third oldest English University. It has a worldwide reputation in all areas of the arts, humanities, natural and social sciences and is currently ranked 4th in the UK *Complete University Guide* (2011) and is in the Top 100 Universities in the world as ranked by *Times Higher Education* and QS (2010). The University has 15,000 students (of whom 4,500 are postgraduates and 1,900 international students from over 120 countries) and employs over 3,500 staff. Its academic teaching and research programmes are delivered through departments contained within three faculties: Arts and Humanities, Science, and Social Sciences and Health as well as eight cross-disciplinary Research Institutes. The University is engaged in the full range of higher educational activities, including high-quality teaching and learning at undergraduate and postgraduate levels, advanced research and scholarship, partnerships with businesses and other private and public sector bodies, and partnerships and initiatives with community and voluntary sector organisations. It provides a stimulating environment to nourish and support the needs of a world-class academic community.

## DURHAM INTERNATIONAL JUNIOR RESEARCH FELLOWS

Durham University is delighted to launch a new Junior Research Fellowship (JRF) scheme, designed to attract the most talented researchers in Europe and beyond, and build international networks of scholars with a common passion for the deepest theoretical questions and most pressing practical problems facing humanity.

The JRF scheme is aimed at researchers with substantial post-doctoral experience, but recent doctorands of exceptional ability and researchers who have followed non-traditional academic career paths (such as in public corporations, NGOs or industry) are also encouraged to apply. JRFs will pursue new research ideas of their own design, undertaken in collaboration within academic researchers at Durham University

Applicants are encouraged to take advantage of the diverse spectrum of opportunities offered by the Institutes at Durham, which span the Sciences, Social Sciences and Humanities, and link their proposals to research programmes of the Institutes and their constituent research centres. These Institutes are listed below. Applicants may, however, submit a research proposal that is independent of the Institutes or the Durham Business School, provided that they have a coherent and cogent reason why this research should be conducted in Durham: such 'free-standing' Junior Fellows will be affiliated to the Institute of Advanced Study.

- [Institute of Advanced Study](#) (IAS)
- [Institute of Computational Cosmology](#) (ICC)
- [Institute of Particle Physics Phenomenology](#) (IPPP)
- [Biophysical Sciences Institute](#) (BSI)
- [Durham Energy Institute](#) (DEI)
- [Institute of Hazard, Risk and Resilience](#) (IHRR)
- [Wolfson Research Institute](#) (WRI)
- [Institute of Mediaeval and Renaissance Studies](#) (IMRS)
- [Durham Global Security Institute](#) (DGSI)
- [Durham Business School](#) (DBS)

In order that the JRFs can complete a significant piece of original research during the Fellowship, the normal period of the Fellowship will be 2 years, though Fellows can make a case for a shorter or longer period with a minimum of one year and a maximum of 3 years. At the end of this time, the JRFs should be of a standing that they can win permanent positions in Universities or Institutes within their home countries or elsewhere in the world. To assist them in their career development, each JRF will have a Mentor and a personal development plan to develop their research management and leadership skills. JRFs will be able to take advantage of the award-winning University Research Training Programme and participate in the vibrant intellectual life of the Institutes and Departments. A further aim of the JRF Scheme is to build long-term research links between Durham and the institutions from which the JRFs come and to which they will return, relationships that can lead to collaborative research programmes, new funding

opportunities, joint dissemination activities or researcher exchange. JRFs will have no teaching obligations, but may be offered the opportunity to develop their teaching skills if they so wish.

A member of the Durham academic staff will act as host and Mentor for each Fellow. Before applying, applicants **must** seek the agreement of a Durham academic to act as their host. The host will help them to refine their research proposal and ensure that the appropriate facilities for the conduct of the research project are available in the University. The host is required to complete a proforma that is a required part of the application documentation.

Up to 14 Junior Fellowships will be available, to commence between 1 October 2011 and 1 April 2012. To be eligible, applicants must have completed a PhD at the time of application and may not have been resident in the UK for more than 12 months in total during the 36 months preceding the reference date for this scheme (1 October 2011). There are no nationality restrictions, but the award of a Fellowship will be conditional on a visa and work permit being secured, if required, from the UK Border Agency.

Junior Research Fellows will be employed in the University on a non-renewable fixed-term contract. Junior Research Fellows will be issued with a full employment contract by the University of Durham; they will have full social security coverage, will be eligible to join the University Superannuation Scheme and will have access to the UK health services through National Insurance payments. They will have full access to the University library and IT resources, professional skills training, occupational health services, careers advice, specialist research facilities relevant to their project and up to £1k p.a. for travel and conference attendance. JRFs will be appointed at a point on the Grade 7 scale appropriate to their experience. Starting salaries will be in the range £29,972 – £33,734 p.a. Accommodation is not provided by the University.

### **Key Tasks**

Junior Research Fellows will be expected to perform the following key tasks:

- Understand and convey material of a specialist or highly technical nature to a team or group of people through presentations and discussions that will lead to the presentation of research papers in conferences and publications;
- Write and present research papers and publications;
- Develop research objectives and proposals for their own or joint research;
- Conduct individual and/or collaborative research projects;
- Use their initiative and creativity to identify areas for research, develop new research methods and extend the research portfolio;
- Deal with problems that may affect the achievement of research objectives and deadlines by using initiative and creativity;
- Liaise with research colleagues and make internal and/or external contacts to develop knowledge and understanding and to form relationships for future research collaboration;
- Plan and manage own research activity, research resources in collaboration with others and contribute to the planning of research projects

The Durham International Junior Research Fellowships are supported by the European Union through the COFUND programme.

## **DURHAM GRADUATE SCHOOL AND THE POSTGRADUATE TRAINING TEAM**

The Junior Research Fellowship scheme is administered by the Dean of the Graduate School. Durham has a flourishing Graduate School supporting over 4500 postgraduate students including 1600 research students and also providing career development support for approximately 500 early-stage (post-doctoral) researchers. The Postgraduate Training Team provides generic skills and personal development support for all early stage researchers at Durham. Durham University was the winner of the 2009 *Times Higher Education* award for *Outstanding Support for Early Career Researchers*.

## HOW TO APPLY

### *Eligibility Criteria*

- In line with the terms of funding set by Marie Curie, “researchers must not have resided or carried out their main activity (work, studies, etc) in the country of their host organisation for more than 12 months in the 3 years immediately prior to the reference date. Compulsory national service and/or short stays such as holidays are not taken into account”. The reference date is 1 October 2011. For full details please visit [http://cordis.europa.eu/fp7/dc/index.cfm?fuseaction=UserSite.PeopleDetailsCallPage&call\\_id=381](http://cordis.europa.eu/fp7/dc/index.cfm?fuseaction=UserSite.PeopleDetailsCallPage&call_id=381)
- Applicants from any discipline are eligible to apply.
- Applicants will normally hold a doctorate and have substantial post-doctoral research experience, or its equivalent in a commercial or industrial environment. Exceptional candidates without post-doctoral experience will also be considered.
- Applicants are expected to propose a programme of original research that is distinct from the work carried out in their doctoral studies.
- Applicants must submit a complete application as described in the Application Procedures

### *Application Procedures*

Applicants are encouraged to take advantage of the diverse spectrum of opportunities offered by the Institutes at Durham, which span the Sciences, Social Sciences and Humanities, and link their proposals to research programmes of the Institutes and their constituent research centres, or the Durham Business School. Applicants may, however, submit a research proposal that is independent of the Institutes and the Durham Business School provided that they have a coherent and cogent reason why this research should be conducted in Durham: such 'free-standing' Junior Fellows will be affiliated to the Institute of Advanced Study with facilities normally provided in the Department most appropriate to the field of research.

To apply for a Junior Research Fellowship you will need to submit the following through the Durham University [online application system](#) under vacancy reference 1076

- A letter of application explaining how the application meets the evaluation criteria (see below) and including (i) a summary of the proposed research project (of not more than 200 words) aimed at the general readership; (ii) a statement of the period of time for which they are applying (normally two years but a special case may be made for a period between one and three years); and (iii) the Institute or Department within which this research would be carried out.
- A Curriculum Vitae/ Résumé. This document should provide evidence that the applicant meets the eligibility requirement regarding residency.
- A statement of 500-1000 words detailing the planned programme of work whilst holding a Junior Research Fellowship at a level that will allow an expert assessor to judge the quality, originality and ambition of the proposed research
- The names and contact details of two academic referees

As part of the application process a [proforma](#) will need to be completed by the host academic and the Institute Director, Dean of the Business School or the Head of Department most closely related to the proposed research project. The signed proforma needs to be submitted by the Department to [Craig Pearson](#) in Human Resources by the closing date.

### *Closing Date*

The closing date for applications to the Durham International Junior Research Fellowship scheme is **10 August 2011**

## SELECTION PROCEDURES

### *Evaluation Criteria*

Applications will be marked against the following criteria (weightings in brackets)

Criterion 1: Quality of scholarship and contribution of the candidate to his/her field, as appropriate to the career stage of the candidate (40%)

Criterion 2: Quality and ambition of the proposal for research activities at Durham (40%)

Criterion 3: Ability to communicate his/her research vision to experts and non-experts (10%)

Criterion 4: Ability to work with other researchers and to enrich the Durham academic community (10%)

The Selection Procedure has two stages:

### **Stage One**

JRF applications will first be considered by the appropriate Institute to which the candidate is applying, or in the case of applicants to the Durham Business School, by the Dean of the Business School. Applicants will be ranked according to their aggregate scores of Criteria 1 and 2, based on the application materials provided by the applicant, and the specialist subject knowledge available within the Institute/Business School.

In the case of free-standing applications, the IAS Directors will rank the applications, consulting where necessary with subject experts in the University. The Selection Committee will then meet to determine a short list of applications, based on the aggregate scores of all four criteria.

Candidates who are not short-listed will be informed (normally by email) within one week of the short-listing meeting that their applications have not been successful and provided with their scores against the evaluation criteria. Short-listed candidates will progress to Stage Two.

### **Stage Two**

For the short-listed candidates, the research proposal will be sent out to two expert assessors of which at least one will be from a country different from that of the applicant and at least one will be based outside of the UK. Doctoral and postdoctoral advisors will be ineligible to be assessors. Confidential references will also be taken-up at this stage.

The short-listed candidates will then be interviewed by one of three sub-Panels of the Selection Committee chosen according to the disciplinary interests of the applicants. Interviews will normally be carried out by web conference or telephone. The Committee is well aware that performance in interviews can be influenced by language and cultural differences and will take such considerations into account when weighing the interview performance against written evidence. The interview will primarily be used in assessing Criteria 3 and 4.

Interviews of short-listed candidates will be held on **21 September 2011**.

The sub-Panel will review the scores against the four selection criteria with the benefit of the additional information provided by the expert assessors, the references, and the interviews. The Chairs of the three sub-Panels will then meet to finalise the list of successful applicants.

In selecting the final list of successful Fellows, the Committee will also take into account

- (i) the number of Fellows that each Institute can accommodate
- (ii) the geographical distribution of the Fellows
- (iii) the disciplinary distribution of the Fellows

Unsuccessful candidates at Stage 2 of the selection procedure will be provided with individual feedback.

It is recognized that some research proposals may raise ethical concerns. Ethical issues will be considered first by the relevant ethical sub-committee in the University, with advice from the University Ethics Advisory Committee if required. Where the research proposal requires formal approval from external bodies, an offer of a JRF will be subject to such approvals being received.

Offers of appointments are subject to final signature by the European Commission of the COFUND Grant and to successful candidates securing a valid visa and work permit, if required, from the UK Border Agency.

## FURTHER INFORMATION

Should you wish to discuss informally matters relating to the Junior Research Fellowships in general please contact Professor Tim Clark ([timothy.clark@durham.ac.uk](mailto:timothy.clark@durham.ac.uk)), Dean of the Graduate School. For further information about a specific Research Institute and their programme of work please contact the relevant Institute Director (see below) or the Dean of the Business School. For applicants wishing to apply for a 'free-standing' Junior Research Fellowship please contact Professor Colin Bain ([c.d.bain@durham.ac.uk](mailto:c.d.bain@durham.ac.uk))

**Institute of Computational Cosmology:** Professor Carlos Frenk [c.s.frenk@durham.ac.uk](mailto:c.s.frenk@durham.ac.uk)

**Institute of Particle Physics Phenomenology:** Professor Valya Khoze [valya.khoze@durham.ac.uk](mailto:valya.khoze@durham.ac.uk)

**Biophysical Sciences Institute:** Professor John Girkin [j.m.girkin@durham.ac.uk](mailto:j.m.girkin@durham.ac.uk)

**Durham Energy Institute:** Professor Richard Davies [richard.davies@durham.ac.uk](mailto:richard.davies@durham.ac.uk)

**Institute of Hazard, Risk and Resilience:** Professor David Petley [d.n.petley@durham.ac.uk](mailto:d.n.petley@durham.ac.uk)

**Wolfson Research Institute:** Professor Clare Bamba [clare.bamba@durham.ac.uk](mailto:clare.bamba@durham.ac.uk)

**Institute of Mediaeval and Renaissance Studies:** Professor David Cowling [d.j.cowling@durham.ac.uk](mailto:d.j.cowling@durham.ac.uk)

**Durham Global Security Institute:** Dr Jeroen Gunning [jeroen.gunning@durham.ac.uk](mailto:jeroen.gunning@durham.ac.uk)

**Durham Business School:** Professor Rob Dixon [robert.dixon@durham.ac.uk](mailto:robert.dixon@durham.ac.uk)