



Promotions Framework for Researchers

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Level	Esteem/profile	Innovation & Impact	Contribution to research funding and culture	Academic Leadership
Research Assistant (Grade 4)	<p>E1 Evidence of presenting information on research progress and outcomes to relevant stakeholders.</p> <p>E2 Evidence of having given research seminars internally or externally.</p>	<p>I1 Evidence of developing relevant contacts and good working relationships to support future collaborations</p> <p>I2 Evidence of contributing to research reports or publications.</p>	<p>C1 Evidence of contributing to the successful completion of research projects.</p>	<p>AL1 Evidence of supporting students undertaking research projects</p> <p>AL2 Evidence of integrity in research activities.</p>
Research Fellow (Grade 5)	<p>E1 Evidence of disseminating research results as appropriate to the discipline e.g. through conference posters and presentations.</p> <p>E2 Membership of relevant professional bodies.</p> <p>E3 Evidence of involvement in peer review of research outputs.</p>	<p>I1 Evidence of developing effective internal and external networks for knowledge exchange and or public engagement and future collaborations and for identifying sources of funding.</p> <p>I2 Evidence of publishing research in high quality publications.</p>	<p>C1 Experience of identifying sources of funding and evidence of contributing to the securing of research funding.</p> <p>C2 Contribution to preparation of successful funding proposals and applications to external bodies.</p>	<p>AL1 Disseminates knowledge of research advances to inform departmental teaching.</p> <p>AL2 Evidence of supporting assessments and supervision of student projects. Provide advice on research project skills.</p> <p>AL3 Collaboration with academic colleagues on areas of shared research interests.</p> <p>AL4 Evidence of integrity in research activities.</p>

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Senior Research Fellow (Grade 6)	<p>E1 Evidence of disseminating research results as appropriate to the discipline. e.g. conferences, sector workshops.</p> <p>E2 Evidence of a developing national profile such as: awards of prizes/ fellowships; honours by external bodies in recognition of research, e.g. best conference paper award; patent/ prototype attained; invited to company/ other HE institution to deliver seminars; membership of relevant committees; invited to provide expertise to external organisations / government bodies.</p> <p>E3 Evidence of peer reviewing e.g. for conferences or journals.</p>	<p>I1 Track record of published research in high quality publications.</p> <p>I2 Track record of independently and collaboratively conducting research</p> <p>I3 Evidence of developing impact, knowledge exchange and or public engagement activities by, for example, establishing research links with industry and influencing public policy and the professional bodies or other external beneficiaries.</p>	<p>C1 Success in obtaining research funding, and/or collaboration in significant research projects as Principal and/or Co-Investigator.</p> <p>C2 Evidence of contributing to School and/or University committees and groups.</p> <p>C3 Evidence of contributing to the research culture and environment of the School and University.</p>	<p>AL1 Evidence of postgraduate research supervision.</p> <p>AL2 Evidence of leading research projects including the development of research objectives, projects and outputs from the research.</p> <p>AL3 Evidence of leading junior research staff providing direction, support and guidance to staff, research students and colleagues.</p> <p>AL4 Evidence of involvement in researcher development.</p> <p>AL5 Track record of integrity embedded in research activities.</p>
Principal Research Fellow (Grade 7)	<p>E1 Evidence of disseminating research results as appropriate to the discipline. e.g., Invited speaker at conferences, sector workshops, invited talks.</p> <p>E2 National reputation, evidenced by a broad range of the following: awards of prizes/ fellowships; honours by external bodies in recognition of research, e.g. best conference paper award; patent/prototype attained; invited to company/other HE institution to deliver seminars; significant highly cited paper/s; invitations to present papers at national/ international conferences; invitations to referee or review publications; invited to provide expertise to external organisations / government bodies.</p> <p>E3 Membership of conference programme committees; editorial board of journals or other external bodies.</p>	<p>I1 Sustained track record of published research in high quality publications.</p> <p>I2 Track record of conducting nationally significant research including the development of significant and high valued research objectives, projects and proposals for both individual and collaborative research.</p> <p>I3 Evidence of leading the development of impact, knowledge exchange and or public engagement activities by, for example, establishing research links with industry and influencing public policy and the professions or other external beneficiaries.</p> <p>I4 Generate new research approaches and contribute to the development of research strategies.</p>	<p>C1 Track record of securing significant research funding as Principal Investigator and successfully managing research grant/s awarded.</p> <p>C2 Serving on relevant School and University groups and committees.</p> <p>C3 Evidence of leading activity contributing to the research culture and environment of the School and University.</p>	<p>AL1 Evidence of successful postgraduate research supervision.</p> <p>AL2 Track record of leading research teams and successful research projects, providing leadership and guidance to staff, research students and colleagues.</p> <p>AL3 Evidence of leading and developing internal and external networks of researchers and leading thinkers in the field to foster research collaborations.</p> <p>AL4 Responsibility for the research integrity in research groups and large projects.</p> <p>AL5 Leading on a researcher development initiative.</p>