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Timeline

<table>
<thead>
<tr>
<th>Timeline</th>
<th>Date</th>
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<tbody>
<tr>
<td>Advertisement of first set of fellowships to commence in 2017</td>
<td>30 Sep 2016</td>
</tr>
<tr>
<td>Closing Date</td>
<td>31 Oct 2016</td>
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The UNSW Scientia Fellowship Scheme

The UNSW Scientia Fellowship Program, established as a cornerstone of the UNSW 2025 Strategy, aims to attract and retain the highest research performers on a trajectory to being exceptional research leaders and mentors. Fellowship appointments will be made at academic levels A to C in 2017.

Initial Fellowship tenure will be 4 years for Fellows new to UNSW and 2 years for Fellows who are current UNSW staff. Second and subsequent terms will be for 4 years and will be awarded subject to continuing performance against agreed research excellence criteria.

UNSW 2025 Strategy has a firm commitment to a just society and aspires to being an international exemplar in equity, diversity and inclusion. In pursuit of this goal, the UNSW Scientia Fellowship Program will embed diversity in appointment practices to ensure appropriate gender representation, cultural diversity and disciplinary expertise.

The key distinctive features of the UNSW Scientia Fellowship Program are:

1. **Career Pathway Commitment.** UNSW Scientia Fellowships are research-intensive Fellowships that provide a pathway to continuing academic careers for internal and external applicants entering the program at any point from Level A to C. UNSW will enter a partnership with those academics competitively appointed as UNSW Scientia Fellows, mentoring and nurturing their careers. From 2018, Level D appointments will also be considered by the Scientia Fellowships Committee where infrastructure requirements are minimal. The Strategic Hires and Retention Pathways Committee (SHaRP) will consider Level D appointments with significant infrastructure requirements.

2. **Leadership, Development and Mentoring.** UNSW Scientia Fellows will have access to a range of development opportunities relevant to career stage across research, teaching and leadership. UNSW will provide a support package for UNSW Scientia Fellows to build on their leadership attributes through personalised development plans and by participation in mentoring activities. Each Fellow will have a centrally supported career coach and mentor appointed at the start of the Fellowship and Fellows will be expected to participate in mentoring as mentor and mentee.

3. **Flexibility of tenure.** Flexibility is another distinctive feature with Fellows having the option for planned exit and re-entry to the UNSW workforce. Fellowships will provide flexibility in pursuit of a research focussed academic career while permitting time out either for personal or professional reasons.

4. **Social Engagement and Global Impact.** Fellows will be expected to engage with activities that align with the Strategy 2025 priorities. These include social engagement, global impact and academic excellence. Scientia Fellows will be encouraged to include teaching and learning development in their plans. While these are research-focused Fellowships with research performance criteria for advancing through academic levels, teaching and learning is an essential and valued part of an academic career.
Eligibility

- This scheme is open to internal and external candidates:
  - Internal continuing, fixed term or casual UNSW staff\(^1\)
  - Not currently in paid employment at UNSW\(^2\)
- Fellowships will be available in the research areas outlined on the UNSW Scientia Fellowship website.
- Applicants must hold a PhD at the time of application.

Performance Criteria

Fellows who are new to UNSW or are internal candidates who are not employed in continuing positions will be on a pathway to continuing appointment. Clear performance criteria for progression to continuing employment will be developed between the Fellow and UNSW at the commencement of the appointment.

All other Fellows will negotiate performance criteria based on discipline appropriate metrics at entry to the UNSW Scientia Fellowship Program. Those unable to maintain their performance criteria within specified timeframes will be offered a 2-year safety net, for performance improvement or to allow time to find alternative employment if not yet on a continuing position.

UNSW Scientia Fellows will apply for promotion using the same promotion process as all academic staff. On successful promotion from level A to level B, the support package will increase from $20,000 to $30,000 per annum. On promotion from level B to level C, the package will increase from $30,000 to $40,000 per annum.

Fellowship Remuneration and Support Packages

Fellows will be remunerated commensurate with their academic appointment level and will be awarded an allowance of up to $40k per annum depending on level as shown in the Table below.

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<tbody>
<tr>
<td>Early-Career (up to 7 years post PhD)</td>
<td>Level A</td>
<td>$95,248</td>
<td>$20,000</td>
</tr>
<tr>
<td></td>
<td>Level B</td>
<td>$117,914</td>
<td>$30,000</td>
</tr>
<tr>
<td>Mid-Career (8 to 15 years post PhD)</td>
<td>Level C</td>
<td>$139,380</td>
<td>$40,000</td>
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</tbody>
</table>

Development and collaboration support packages are intended to support conference travel, leadership programs or other career development opportunities. The support package is not

\(^1\) Scientia Fellows currently employed at UNSW will be appointed initially for 2 years

\(^2\) Scientia Fellows new to UNSW will be appointed initially for 4 years
intended to provide substantive research support funding as it is expected that recipients will already hold research support from external sources. Some flexibility on this point is available for appointees at the early career stage and those new to Australia without current external funding. Any additional infrastructure and start-up costs must be provided by the host Faculty or Institute.

**Selection Criteria**

The following selection criteria will be applied to all applications submitted for Scientia Fellowships at all levels.

1. **Alignment with research areas identified for the 2017 application round as shown on the [unsw.edu.au/apply](http://unsw.edu.au/apply) page.**

   Several research areas have been identified as priority areas by Faculties for the 2017 round. Applicants will need to demonstrate their proposed research aligns with one of the priority areas.

2. **Research performance at the highest level of the equivalent UNSW disciplinary cohort (relative to opportunity).**


3. **Alignment with strategic goals.**

   Applicants will be able to choose from the list of UNSW 2025 strategic priorities and provide a statement demonstrating how their current and proposed research aligns with one or more of the priorities including:
   a. Academic excellence (learning and teaching)
   b. Social engagement
   c. Global impact

4. **Research proposal quality, significance and innovation.**

   Applicants will provide a statement outlining the research they intend to undertake.

**Enquiries**

For further information or assistance, including enquiries regarding eligibility, please contact [scientia.research@unsw.edu.au](mailto:scientia.research@unsw.edu.au)
Application Process 2016

Applications must be made via the UNSW Scientia Fellowship Application Portal.

Applicants must consult with the nominated contact person in the relevant discipline prior to lodging an application. Applicants can only lodge an application once they have received confirmation of School/Faculty approval for them to apply.

Applicants must complete the following steps by **31 October 2016** closing date in order to apply for the 2017 Fellowship round.

Applications that are incomplete, or do not follow page and formatting requirements will not be considered.

<table>
<thead>
<tr>
<th>Steps</th>
<th>How to complete</th>
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<tbody>
<tr>
<td>Make contact with the nominated contact person in the School/Faculty to discuss how their research aligns with that of the research area of focus. The contact details and research areas are available from <a href="http://unsw.edu.au/Apply">unsw.edu.au/Apply</a>.</td>
<td>Direct contact with nominated contact person</td>
</tr>
<tr>
<td>Submit Personal and Contact Details, including details of three referees the applicant wishes to nominate.</td>
<td>Fellowship Application Portal</td>
</tr>
<tr>
<td>Submit details of the contact person with whom they have discussed their application.</td>
<td>Fellowship Application Portal</td>
</tr>
<tr>
<td>Submit a statement outlining how their research aligns with one of the nominated areas of research focus.</td>
<td>Fellowship Application Portal</td>
</tr>
<tr>
<td>Submit a statement outlining how they align with UNSW’s 2025 Strategy in the areas of academic excellence, global impact and/or social engagement.</td>
<td>Fellowship Application Portal</td>
</tr>
<tr>
<td>Submit a statement demonstrating how they meet the “research excellence” criteria, providing evidence in accordance with the Australian Research Council’s Research Opportunity and Performance Evidence guidelines.</td>
<td>Fellowship Application Portal</td>
</tr>
<tr>
<td>Submit a research proposal outlining the quality, significance and innovation of the proposed research.</td>
<td>Fellowship Application Portal</td>
</tr>
<tr>
<td>Referee reports must be provided by the 2 nominated referees directly to the relevant faculty.</td>
<td>Direct contact</td>
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Assessment Process

Once applications have been checked for completeness they will be forwarded to the relevant faculty. Applicants may contact the Faculty to which they are applying for more information on the assessment process after **31 October 2016**.

All dates and nominated contact persons for the current application round may be found at [unsw.edu.au/apply](http://unsw.edu.au/apply)

Notification of outcome

The University will notify all applicants in writing of the outcome of their application.