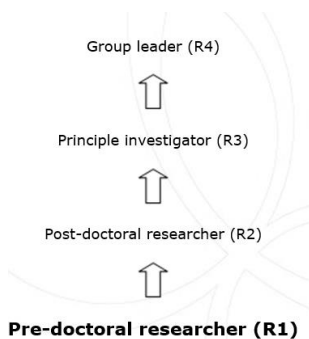


Document ID JD0100	Title R1. Pre-doctoral researcher	
Revision 1	Prepared by Personal Unit Internal Scientific Council	Date prepared 20.02.20
Effective Date	Reviewed by Steering committee	Date reviewed
	Approved by Steering committee Scientific Advisory Board Board of Trustees	Date approved

R1. Pre-doctoral researcher. First Stage Researcher

Description:

Researchers in the initial stages of their research careers whose goal is to obtain a doctorate by publishing a doctoral thesis. These are students whose work is always supervised by mentors. Teaching and research activities are limited to their doctoral thesis (<5 years, ideally 3).



Researchers with this profile will:

- Carry out research under supervision;
- Have the ambition to develop knowledge of research methodologies and discipline;
- Have demonstrated a good understanding of a field of study;
- Have demonstrated the ability to produce data under supervision;

- Be capable of critical analysis, evaluation and synthesis of new and complex ideas;
- Be able to explain the outcome of research (and value thereof) to research colleagues.

Desirable competences:

- Develops integrated language, communication and environment skills, especially in an international context.

Document ID JD0200	Title R2. Post-doctoral researcher	
Revision 1	Prepared by Personal Unit Internal Scientific Council	Date prepared 20.02.20
Effective Date	Reviewed by Steering committee	Date reviewed
	Approved by Steering committee Scientific Advisory Board Board of Trustees	Date approved

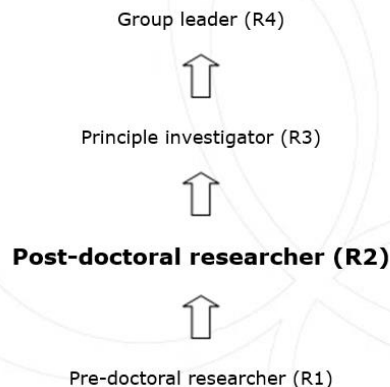
R2. Post-doctoral researcher. Recognised Researcher.

Description:

Doctoral researcher in mentoring period to obtain their own projects in the future.

Here we are including:

- Doctorate degree (PhD) holders who have not yet established a significant level of independence;
- Researchers with an equivalent level of experience and competence.



Necessary competences:

All competences of 'First Stage Researcher' plus:

- Has demonstrated a systematic understanding of a field of study and mastery of research associated with that field;
- Has demonstrated the ability to conceive, design, implement and adapt a substantial programme of research with integrity;
- Has made a contribution through original research that extends the frontier of knowledge by developing a substantial body of work, innovation or application. This could merit national or international refereed publication or patent;
- Demonstrates critical analysis, evaluation and synthesis of new and complex ideas;
- Can communicate with their peers - be able to explain the outcome of their research (and value thereof) to the research community
- Takes ownership for and manages own career progression, sets realistic and achievable career goals, identifies and develops ways to improve employability;
- Co-authors papers at workshop and conferences

Desirable competences:

- Understands the agenda of industry and other related employment sectors
- Understands the value of their research work in the context of products and services from industry and other related employment sectors
- Can communicate with the wider community, and with society generally, about their areas of expertise
- Can be expected to promote, within professional contexts, technological, social or cultural advancement in a knowledge based society
- Can mentor First Stage Researchers, helping them to be more effective and successful in their R&D trajectory.

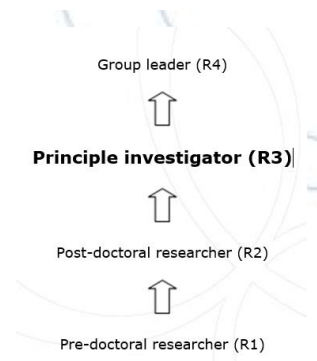
Document ID JD0300	Title R3. Principle Investigator	
Revision 1	Prepared by Personal Unit Internal Scientific Council	Date prepared 20.02.20
Effective Date	Reviewed by Steering committee	Date reviewed
	Approved by Steering committee Scientific Advisory Board Board of Trustees	Date approved

R3. Principle investigator. Established Researcher

Description:

Researcher who makes valuable contributions in terms of scientific output, acquisition of funding, supervision of doctoral and Master's theses, and so on. Within a research group led by another researcher who acts as group leader. Must have obtained a project or projects as principle investigator. Researchers can remain in this category their whole career, and the position becomes permanent.

This describes researchers who have developed a level of independence.



Necessary competences:

All necessary and most desirable competences of 'Recognised Researcher' plus:

- Has an established reputation based on research excellence in their field;
- Makes a positive contribution to the development of knowledge, research and development through co-operations and collaborations;

- Identifies research problems and opportunities within their area of expertise;
- Identifies appropriate research methodologies and approaches;
- Conducts research independently which advances a research agenda;
- Can take the lead in executing collaborative research projects in cooperation with colleagues and project partners;
- Publishes papers as lead author, organises workshop or conference sessions

Desirable competences:

- Establishes collaborative relationships with relevant industry research or development groups
- Communicates their research effectively to the research community and wider society
- Is innovative in their approach to research
- Can form research consortia and secure research funding / budgets / resources from research councils or industry
- Is committed to professional development of his/her own career and acts as mentor for others.

Document ID JD0400	Title R4. Group Leader	
Revision 1	Prepared by Personal Unit Internal Scientific Council	Date prepared 20.02.20
Effective Date	Reviewed by Steering committee	Date reviewed
	Approved by Steering committee Scientific Advisory Board Board of Trustees	Date approved

R4. Group leader - Leading Researcher

Description:

This is a researcher leading his/her research area or field. It would include the team leader of a research group or head of an industry R&D laboratory. In particular

disciplines as an exception, leading researchers may include individuals who operate as lone researchers.

Influential publications (Q1, D1), national and international projects, and a good international reputation founded on research excellence, strategic vision for the future and research with broad-reaching implications. Participates in workshops, conferences and organising committees. May have teaching activities beyond their research work.



Necessary competences:

All necessary and most desirable competences of 'Established Researcher' plus:

- Has an international reputation based on research excellence in their field;
- Demonstrates critical judgment in the identification and execution of research activities;
- Makes a substantial contribution (breakthroughs) to their research field or spanning multiple areas;
- Develops a strategic vision on the future of the research field
- Recognises the broader implications and applications of their research;
- Publishes and presents influential papers and books, serves on workshop and conference organising committees and delivers invited talks

Desirable competences:

- Is an expert at managing and leading research projects
- Is skilled at managing and developing others

- Has a proven record in securing significant research funding / budgets / resources
- Beyond team building and collaboration, focusing on long-term team planning (e.g. career paths for the researchers and securing funding for the team positions)
- Is an excellent communicator and networker within and outside the research community [creating networks]
- Is able to create an innovative and creative environment for research
- Acts as a professional development role model for others

