

# COMPETENCY FRAMEWORK FOR CRUK FELLOWSHIPS

	DEVELOP INDEPENDENCE	ESTABLISH INDEPENDENCE	TRANSITION TO SCIENTIFIC LEADERSHIP
<b>Aim</b>	Develop your career in a specific field of cancer research	Establish your own independent cancer research programme	Further develop your own cancer research programme and become an internationally recognised leader in a cancer research niche
<b>Funding schemes</b>	Population Research Fellowship Clinician Scientist Fellowship Clinical Trial Fellowship	Career Establishment Award Career Development Fellowship Advanced Clinician Scientist Fellowship	Programme Foundation Award Senior Cancer Research Fellowship
<b>Current research experience &amp; impact</b>	<p><b>At the time of applying you should have:</b></p> <ul style="list-style-type: none"> <li>Evidence of developing independent research ideas</li> <li>Started to make important research contributions through a range of outputs*</li> <li>Started to build your own research network independent from your current group leader/supervisor/mentor through e.g. presenting at scientific meetings, arranging visits to other research groups to develop relevant skill-sets</li> <li>An awareness of research in other fields/disciplines and how your own research could potentially benefit from working across disciplines</li> </ul>	<p><b>At the time of applying you should have:</b></p> <ul style="list-style-type: none"> <li>A track record of novel and innovative research that demonstrates impact in your field and applicability to cancer research through a range of outputs*</li> <li>Started to build relevant collaborations within or outside of current institution and/or disciplines e.g. impactful collaborative research outputs and/or leveraged funding</li> <li>Started to be identified for your expertise in your field through e.g. peer review experience, selected to present at conferences</li> <li>A plan for sharing your own research outputs* and enabling the wider research community via e.g. publishing, data deposit archive, data sharing platforms</li> </ul>	<p><b>At the time of applying you should have:</b></p> <ul style="list-style-type: none"> <li>An established track record and future research plans that demonstrate the ability to deliver and plan novel and innovative research that has impact and international recognition in your field and applicability to cancer research through a range of outputs*</li> <li>Evidence of successful national/international collaborations across disciplines (where appropriate) e.g. collective research outputs and/or leveraged funding</li> <li>Evidence of influence in the international community through e.g. invites to peer review and scientific committees/panels, invites to present at international conferences, awards</li> <li>Evidence of leveraged independent research funding through e.g. intermediate fellowships, project funding, industrial support</li> <li>Evidence of sharing your own research outputs* and enabling the wider research community via shared (data) resources</li> </ul>
<b>Future research ambitions</b>	<p><b>During the course of the fellowship you should develop:</b></p> <ul style="list-style-type: none"> <li>Your own cancer research plans with support of relevant sponsors and mentors</li> <li>Clear plans for the future to transition to an independent cancer research career</li> <li>Your research network through collaborations within or outside of your current institution and/or disciplines</li> </ul>	<p><b>During the course of the fellowship you should develop:</b></p> <ul style="list-style-type: none"> <li>Your own, novel cancer research niche that will not significantly overlap with your previous PIs or competitors</li> <li>The research autonomy to independently drive, develop and manage a novel and innovative cancer research programme that goes above and beyond your current research activities</li> <li>A reputation for excellence in your research field;</li> <li>Your international research network through national/international collaborations across disciplines (where appropriate) that may enable future team science</li> </ul>	<p><b>During the course of the fellowship you should develop:</b></p> <ul style="list-style-type: none"> <li>A long-term scientific direction for your own independent cancer research group</li> <li>A reputation as a cancer research leader who influences your chosen research field and the wider scientific community</li> <li>An established international research network that may drive (cross-disciplinary) team science</li> </ul>
<b>SUPPORTING AND ENABLING SKILLS</b>			
<b>Personal and scientific development</b>	<p><b>At the time of applying you should have:</b></p> <ul style="list-style-type: none"> <li>Identified appropriate (clinical/non-clinical) career development opportunities e.g. awareness of mentoring schemes offered, industrial placements, spending time in other research groups</li> <li>Plans to develop relevant skills and knowledge to drive the development of your own cancer research ideas e.g. clinical trial or population study design skills, data analysis courses, development of specific lab-based techniques, networking, grant writing skills</li> <li>Evidence of balancing other commitments e.g. clinical, teaching, supervision activities</li> </ul>	<p><b>At the time of applying you should have:</b></p> <ul style="list-style-type: none"> <li>Identified appropriate (clinical/non-clinical) career development support at your host research environment, through the establishment of a network of (local) collaborators and by identifying suitable mentors</li> <li>Plans to develop relevant skills and knowledge to drive the development of your own independent cancer research group e.g. training on designing &amp; managing a research programme, management &amp; leadership training, research admin</li> <li>Evidence of balancing other commitments e.g. clinical, teaching, supervision activities</li> </ul>	<p><b>At the time of applying you should have:</b></p> <ul style="list-style-type: none"> <li>Identified appropriate (clinical/non-clinical) career development support at your host research environment, through the expansion of a network of local and international collaborators and by identifying suitable mentors</li> <li>Clear plans to drive the career and scientific development of your staff through e.g. signposting relevant skills- and knowledge-based training, clinical/non-clinical mentoring, setting and managing individual career expectations</li> <li>Evidence of balancing other commitments e.g. clinical, teaching, supervision activities</li> </ul>
<b>Personal leadership</b>	<p><b>At the time of applying you should have:</b></p> <p>Started to develop leadership skills e.g. by organising workshops, supporting supervision of students/interns, being a member of clinical committees or working groups.</p>	<p><b>At the time of applying you should have:</b></p> <p>Demonstrated leadership skills through e.g. providing supervision and career development support for PhD/MSc students and/or technical staff, leading clinical committees or working groups, coordinating clinical audits.</p>	<p><b>At the time of applying you should have:</b></p> <p>Evidence of leadership skills through e.g. managing and providing career development support for your own research group, identifying talented postdocs and support acceleration of their independency, leading a clinical unit or clinical screening programme.</p>
<b>Communication &amp; engagement skills</b>	<p><b>At the time of applying you should have:</b></p> <p>Demonstrated effective communication skills across different audiences through e.g. scientific meetings, PhD/postdoc forums, public science fairs, patient involvement (where appropriate).</p>	<p><b>At the time of applying you should have:</b></p> <p>Evidence of communicating and sharing your own research outcomes effectively with the wider community through e.g. scientific meetings, (social) media engagement, patient involvement (where appropriate).</p>	<p><b>At the time of applying you should have:</b></p> <p>A track record of communicating and sharing your own research outcomes effectively with the wider community through e.g. scientific conferences, (social) media engagement, patient involvement (where appropriate).</p>

\*Research outputs may include preprints, training delivered, contribution to consortia, community outreach, patents, key datasets, software, novel assays and reagents, and publications. We are a [DORA](#) signatory and as such we consider the value and impact of all research outputs.