

RESEARCH CAREER FRAMEWORK



DCU is a major research institution that has gained worldwide recognition for the work of its researchers. The Research Career Framework is designed to attract and retain the best Postdoctoral researchers to the university, provide significant professional development and give the best opportunities in terms of their wider career path. The Framework aims to ensure that DCU remains a University of choice for top-class research and researchers in the future.

The *DCU Research Career Framework* should be read in conjunction with all other support *documentation*.

GUIDING PRINCIPLES

The Research Career Framework is structured into three defined levels within the research career path with continuous professional development at each level. Participating researchers are facilitated in developing a set of valuable and transferable skills that will enhance their career opportunities. The framework supports Principal Investigators (PIs) in delivering excellence in research at DCU.

The Research Career Framework consists of three levels:

- **Level 1 – Postdoctoral Researcher** - up to a maximum of 4 years in duration
- **Level 2 – Research Fellow** - up to a maximum of 4 years in duration
- **Level 3 – Senior Research Fellow** - up to a maximum of 4 years in duration

Overall, a researcher can have up to a maximum of 8 years in total on the Framework, but no more than 4 years at each of the three levels.

Senior Research Fellows who successfully complete Level 3 are strongly placed to secure longer-term positions as senior researchers or academics in DCU or, alternatively, positions in industry or the wider public service.

The Researcher Career Framework operates under the following guiding principles:

- Entry to the Framework and progression to higher levels is by way of open competition.
- Researchers can apply for posts (when advertised) at the appropriate level commensurate with their qualifications and experience.
- Recruitment and selection to all the appropriate levels is completed in line with University policy. The process is open, competitive, transparent and in line with best practice.
- Vacancies at the three levels require external funding to be in place prior to advertising. The Principal Investigator (PI) will ensure that the contract duration matches the funding available.
- Normally, researchers who have a contract of less than one year may not initially be part of the Framework. However, any subsequent renewal normally requires their participation in the Framework. Contracts will not be renewed beyond one year if a researcher is not participating on the Framework.
- All researchers will complete a probationary process in their first year of employment with DCU to ascertain their suitability for continued employment.
- All researchers will complete an annual performance review through the Performance Management Development Scheme (PMDS).
- Professional development programmes are in place for each level of the Framework.
- Eligibility to apply for promotion to the next level requires that internal applicants have successfully completed their probationary period and/or a 12-month performance review thereafter.
- At each level, the researcher is expected to undertake teaching activities that are not normally more than 50 hours per annum. The basis for this provision is that the researcher benefit from professional development opportunities within mainstream academia. The activity, allocated by a Head of School, will be under the supervision of a fulltime academic member of that School.

Teaching activities are defined as follows:

- Teaching includes, tutoring, informal mentoring, lab supervision, supervision of students on projects and the updating and design of course notes and materials etc.
- The researcher will not undertake the same level of responsibility as a fulltime academic staff member and will not be responsible for a full programme and/ or module.
- In the event that a researcher is allocated lecturing, tutoring or lab supervision duties, hours spent on pre and post teaching activities count towards the 50 hours ceiling.
- The activity can be undertaken at any time of the year (i.e. outside of term), for example, tutorials for repeat examinations in the summer etc.
- Teaching activities are considered to be part of the role of the Researcher and no additional remuneration applies.
- Teaching activities will be allocated by the relevant Head of School.

The following processes are associated with the Framework:

- All new entrants are required to complete a probationary process. Outside of the normal probationary process, an annual performance evaluation is conducted through the PMDS process.
- General terms and conditions of employment under which researchers are employed will consistent within each level of the Framework irrespective of the funding source.

Level 1: Entry to level 1 of the Research Career Framework is by way of open competition

Position	Progression	Professional Development	Comments
<p>Job Title: Postdoctoral Researcher</p> <p>Duration of Post: 4 years maximum.</p> <p>Contract will match duration of funding subject to a maximum of 4 years and a minimum of 1 year.</p> <p>Minimum Qualifications: PhD in relevant area</p> <p>Salary Guidelines: €36,854 - €47,728</p> <p>Reference: IUA Researchers Salary Guidelines</p>	<ul style="list-style-type: none"> • 1st year probationary period must be satisfactorily completed to move to year 2. • Annual performance review (PMDS) post-probation must be satisfactorily completed. <p>Notes</p> <ul style="list-style-type: none"> • Satisfactory academic and professional practice within faculty. • Completes both the required 'on-the-job' as well as formal training. • Open competition to progress to the next level. 	<p>Key Training Modules:</p> <ul style="list-style-type: none"> • Orientation, knowledge acquisition and personal effectiveness • Publications, funding and intellectual property • Project management • Teaching and learning <p>4 days training per annum is recommended as a minimum.</p>	<p>During the course of their employment, Postdoctoral Researchers should:</p> <ul style="list-style-type: none"> • work under the supervision of a specific PI • be associated with a particular research project and designs and implements part of a programme of research • demonstrate a systematic understanding of a field of study • communicate their research with their peers and have begun to develop their career reputation • contribute to teaching/tutoring/mentoring that normally be no more than 50 hours per annum in an associated school and under the close supervision of a fulltime academic member of the School • demonstrate the ability to manage a research project including the co-supervision of students. • demonstrate awareness of the research environment and the various grant sources and application mechanisms • be publishing on a regular basis

Level 2: Entry to level 2 of the Research Career Framework is by way of open competition

Position	Progression	Professional Development	Comments
<p>Job Title: Research Fellow</p> <p>Duration of Post: 4 years maximum</p> <p>Contract will match duration of funding subject to a maximum of 4 years and a minimum of 1 year depending upon total years on Framework.</p> <p>Minimum Qualifications and Experience: PhD plus a minimum of 4 years relevant experience at Level 1 or its equivalent</p> <p>Salary Guidelines: €53,243 - €58,016</p> <p>Reference: IUA Researchers Salary Guidelines</p>	<ul style="list-style-type: none"> • 1st year probationary period must be satisfactorily completed to move to year 2 (if in DCU for the first time). • Annual performance review (PMDS) post probation must be satisfactorily completed. <p>Notes:</p> <p>Satisfactory academic and professional practice within faculty.</p> <p>Completes both the required on-the-job as well as formal training</p> <p>Open competition to progress to the next level.</p>	<p>Key Training Modules:</p> <ul style="list-style-type: none"> • Orientation, knowledge acquisition and personal effectiveness • Management training • Publications, funding and intellectual property • Teaching and learning <p>4 days training is recommended as a minimum per annum.</p>	<p>During the course of their employment Research Fellows should:</p> <ul style="list-style-type: none"> • work under the supervision of a specific PI • contribute significantly to the development of their research and be designing and implementing a substantial programme of research • developing a growing reputation within their field of research • contributing to the application for a research grant(s) • be successfully managing research projects including the co-supervision and mentoring of more junior staff. • Demonstrate a thorough understanding of the research area(s) both nationally and internationally • contribute to teaching /tutoring/mentoring that shall normally be no more than 50 hours per annum in an associated school and under the supervision of an Academic Faculty member. • publishing on a regular basis in a high quality peer reviewed journal(s)

Level 3: Entry to level 3 of the Research Career Framework is by way of open competition

Position	Progression	Professional Development	Comments
<p>Job Title: Senior Research Fellow</p> <p>Duration of Post: 4 years maximum</p> <p>Contract will match duration of funding subject to a maximum of 4 years and a minimum of 1 year depending upon total years on Framework</p> <p>Minimum Qualifications and Experience: PhD and will normally be required to have 6 years relevant experience 2 of which should be Level 2 equivalent.</p> <p>Salary Guidelines: €64,766 - €69,505</p> <p>Reference: IUA Researchers Salary Guidelines</p>	<p>Research Fellows who successfully complete Level 3 should be strongly placed to secure a longer-term position outside of the Framework as a senior researcher or academic in DCU or, alternatively, other positions in academia, industry or the wider public service.</p>	<p>Key Training Modules:</p> <ul style="list-style-type: none"> • Orientation, knowledge acquisition and personal effectiveness • Leadership training • Publishing and intellectual property • Finance and budgeting • Teaching and learning. <p>Note: 4 days training is recommended as a minimum per annum.</p> <p>(Under review pending further consultation e.g. focus groups etc.)</p>	<p>During the course of their employment Senior Research Fellows should be:</p> <ul style="list-style-type: none"> • working under the supervision of a PI and making a substantial contribution in their field of research • with the PI, taking a leading role in creating and establishing research programmes • securing research funding and executing research programmes • leading/co-leading research teams in conjunction with the PI and contributing to the co-supervision post-grads and PhD students • successfully communicating their research inter/nationally as well as developing an international research reputation • contributing to teaching /tutoring/mentoring that shall normally be no more than 50 hours per annum in an associated school and under the supervision of an Academic Faculty member • publishing to a high level and making an international contribution