



## Recognition in the rank of Senior Research Fellow<sup>1</sup>

### 1. Scope

To define the College's procedures for the award of the title Senior Research Fellow, to prescribe the criteria for the award of this title and to define the role and responsibilities of Senior Research Fellows.

### 2. Preamble

Senior Research Fellows:

- will be holders of a PhD degree, or other postgraduate or professional qualification;
- will have very significant post-qualification research experience (at least six years' experience is expected);
- will have a track record of high-quality publication in accord with the norms of their discipline.

### 3. Nomination and Appointment Procedures

#### (i) For appointment with the title Senior Research Fellow

- A recruitment process, chaired by the Faculty Dean (or nominee) is required. The appointment Committee, which may have external membership, shall be approved by the University Council.
- In deciding the case for appointment in the title Senior Research Fellow, the Committee shall satisfy itself that the criteria given at paragraph (4) below are met; otherwise appointment in the title Research Fellow is appropriate.

#### (ii) For the award of the title Senior Research Fellow to members of staff who are Research Fellows

- The applicant shall prepare the documentation prescribed at paragraph (5) below.
- The Faculty Dean shall assess whether or not a *prima facie* case for the award of the title Senior Research Fellow exists, having regard to the criteria prescribed at paragraph (4) below. If it is decided that a *prima facie* case exists, an interview, chaired by the Faculty Dean (or nominee) shall be held to reach a decision whether or not to award the title.

#### (iii) The role and responsibilities:

Senior Research Fellows are experienced researchers in the university holding leadership roles in research groups, research centres and research institutes. In addition to the role performed by Research Fellows, Senior Research Fellows may:

- Hold research grants in their own name as lead Principal Investigator (PI);

---

<sup>1</sup> Approved by the University Council. Actum CL/09-10/168 of 16th May 2010 refers



- On grants where they are lead PI (not on grants where they are co-PI) they may be Principal Supervisors of research students in the same way as Professors, Associate Professors and Assistant Professors<sup>2</sup>, i.e. on the nomination of the School's Director of Teaching & Learning (Postgraduate) for appointment as a supervisor by the Dean of Graduate Studies;
- Contribute to teaching with the agreement of the Head of School.

**(iv) The term of appointment**

- This is determined by contract.
- There is no defined College salary scale for Senior Research Fellows, and no defined implications for pay as a result of the award of the title.

**(v) The Selection Panel**

- The panel as convened by the Faculty Dean (for appointment as a Senior Research Fellow, or for interview to award the title to a current Research Fellow) shall include:
  - The Faculty Dean (or pro-Dean)
  - Head(s) of School and/or Directors of Research
  - Senior members of the Faculty as nominated by the Faculty Dean
  - Faculty HR Partner (Secretary to the Committee)

**4. Criteria for the award of the title Senior Research Fellow**

Applicants will be assessed according to the following criteria:

1. Number of years of post-PhD research experience (at least six years is expected).
2. Significant publications as assessed by the norms of the discipline – i.e. quality of academic publisher, citations, ranking of journal publications, etc.
3. Experience of successful supervision of students, including, where appropriate, contributing to undergraduate project supervision and Masters dissertations on taught programmes.
4. Experience in a leadership role in a Research Group or Laboratory.
5. Demonstrated capability to exercise independence in research, as evidenced by, for example, senior authorship/sole authorship of publications, and invited presentations at conferences.

**5. Documentation to be submitted to the selection committee**

Candidates should submit the following in support of their applications:

- Application Form for Recognition in the Title of Senior Research Fellow.
- Two research references external to the College.
- A reference from the TCD Principal Investigator.
- A reference from the Head of Discipline and/or relevant Director of a Research Centre or Trinity Research Institute.

---

<sup>2</sup> Academic Titles in Trinity College Dublin updated and approved by Council 12/06/2013 and Board 26/06/2013 refers