NHMRC Careers

Training Awards
Career Development Awards
Research Fellowships
NHMC Research Training Awards

- BSc, MBBS etc
- 0 - 5 yrs (since PhD)
- 3 - 9 yrs
- >9 yrs

Postgraduate Scholarships
Postdoctoral Fellowships
Career Development Awards
Career Fellowships

Training Awards
CDA
RF / PF
Career Support Path

**Training**

- **PhD**
  - No more than 2 yrs post-doc (at application)
  - 2-5 yrs post-doc

- **CDA**
  - 3-9 yrs post-doc

- **RF / PF**
  - Usually more than 9 yrs post-doc

**Post-Graduate Scholarships**
(Australia-based only, access to Travelling Awards)

**Training**
(Postdoctoral) Fellowships
(4 yrs in Aus, or 2 yrs OS + 2 yrs in Aus)

**Howard Florey Centenary Fellowship**
(2 yrs Aus-based only, returning from OS)

**Career-Development Awards**
(5 yrs Australian-based only)

**Industry Fellowships**
(2 yrs in industry OS or Aus + 2 yrs in research institution in Aus)

**Research Fellowships**
(5 yrs Australian-based only)

**Practitioner Fellowships**
(5 yrs Australian-based only)
Training Awards
NHMRC Training Awards: Scholarships

Features:
- Designed for a recent graduate,
- a medical graduate with further clinical training,
- enrolled in combined PhD/MBBS,
- or from a nursing or allied health professional background.
- 3 yr funding (6 month extension possible)
- There are 6 types, including Dora Lush.
- Apply in August each year

Research Scholarships available in:
- Biomedical Science $18,837 - $20,837 pa
- Clinical Medicine $24,309 - $26,309 pa
- Public Health $28,014 - $30,014 pa
1. Biomedical (Dora Lush) Postgraduate Research Scholarship
2. Medical and Dental Postgraduate Research Scholarship (including Gustav Nossal Scholarship)
3. Training Scholarship for Indigenous Health Research
4. Public Health Postgraduate Research Scholarship
5. Primary Health Care Postgraduate Research Scholarship
6. Pharmacy Practice Scholarship
NHMRC Training Awards:

Training Fellowships - a) Australian Full-time

Features:
- Up to 2 yrs post PhD at application
- Institution and supervisor must be different from PhD (limited exceptions)
- 4 years in an Australian Institution
- Up to 1 year suspension permitted
- Training Support Package Level 1 - $61,000 + $5,000 pa. in Direct Research Costs
- Apply by July each year

Three types:
- Biomedical - Peter Doherty
- Clinical - Aust Clinical Research
- Public / Population Health - Public Health Australia
**NHMRC Training Awards: Training Fellowships - b) Overseas**

**Features:**
- Up to 2 yrs post PhD at application
- 2 yrs postdoc reflects active research time
- 2 years overseas
- 2 years back in Australia
- Up to 2 years suspension permitted

Training Support Package Level 1 - $61,000 + O/S allowances or DRCs.

**Four types:**
- Biomedical - C.J Martin
- Clinical - Neil Hamilton Fairley
- Public Health - Sidney Sax
- INSERM - exchange with France
NHMRC Training Awards:
Training Fellowships- c) Australian Part-time

Features:
- Preferably 2 yrs post PhD at application
- Must be connected to Health Professional activity relevant to field of research
- Up to 1 year suspension permitted
- Training Support Package Level 1 - $61,000 + $5,000 pa. DRCs.
- Pro-rated to 50% - 70% (incl. DRCs)

Two types:
- Health Professional Research training - Clinical and Population Health (3 yrs)
- Australian Part-time (in any category). For compassionate reasons only (4 yrs)
NHMRC Training Awards: Other Fellowships - Howard Florey Centenary

Provides a vehicle for Australian researchers working overseas to return to Australia and continue with a biomedical/health related research career

Features:
- 2 to 5 yrs post PhD at application
- Must be overseas at time of application
- 2 years in an Australian Institution
- Training Support Package Level 2 - $72,250
- Resettlement Allowance - $5,000 (one-off)
- Maintenance - $10,000 pa
Industry Research Fellowships target outstanding researchers who will spend up to two years in industry and two years in a research institution.

**Features:**
- foster closer interaction between Australian researchers and high technology industries
- 4 year fellowships; up to 10 each year
- package is $88,750 pa
Scholarship and Fellowship Referees

Referees are broadly asked to comment on the quality of the project, the research environment, and the capacity and potential of the applicant.

Scholarships
• Applicants should arrange for an independent referee* and a supervisor’s report. Both are critical to the assessment.

Fellowships
• Applicants should arrange for 3 referee reports: one personal referee (applicant-nominated), one independent referee*, and a report from the proposed supervisor. While each is important, the supervisor’s report and the independent referee report are critical to the applicant’s assessment.

* Independent Referee - should have had no substantive professional or private contact with the applicant, or the applicant’s recent or future supervisors, and should not be from the same institution.
Scholarship and Fellowship Assessment and Scoring Matrix

A generic scoring matrix is used (details on the web). The assessment teams consider -

• Selection Criteria; and Eligibility is determined
• All applicants are ranked against each other within their category

Scoring and Ranking Key criteria:
• undergraduate record
• research experience
• publications (papers/chapters/abstracts/patents) - quality, quantity and originality
• professional skills and potential to succeed
• postgraduate/professional training (for some categories)
• research project and potential benefits
• supervisor and institution
• referees reports

The Howard Florey Centenary Fellowship has its own scoring matrix.
How to make your application more competitive (Scholarships/Fellowships)

- Read the scoring matrix and frame application according to the weighting.
- Prioritise successes—recent rather than earlier.
- Clearly indicate your research record.
- Don’t inflate your application with non-events.
- Indicate enthusiasm about your project and your career plans.
- Liaise with your planned supervisor over your project, make sure he/she is ‘selling’ you.
- Think beyond refereed publications: Impact in Australia is highly regarded across all three areas. For Public Health Researchers government reports with high impact are valuable, for Clinical Researchers changes in practice recognised by your profession are valuable.
- Make sure that fully document your claims: when arguing not to transfer institutions, or if you claim to have less than two years research despite a PhD which is more than two years old.
How Many Scholarships/Training Fellowships Are Awarded (for 2005)?

- **Post-Graduate Scholarships**
  - (Australia-based only, access to travelling awards)
  - 159 of 308 applicants
  - Total: 395

- **Training (Postdoctoral) Fellowships**
  - (4 yrs in Aus, or 2 yrs OS + 2 yrs in Aus)
  - 83 of 203
  - Total: 265

- **Howard Florey Centenary Fellowship**
  - (2 yrs Aus-based only, returning from OS)
  - 6 of 15
  - Total: 20

- **Career-Development Awards**
  - (5 yrs Australian-based only)
  - 41 of 148
  - Total: 102

- **Industry Fellowships**
  - (2 yrs in industry OS or in Aus + 2 yrs in research institution in Aus)
  - 8 of 21
  - Total: 22

- **Research Fellowships**
  - (5 yrs Australian-based only)
  - 36 of 100
  - Total: 276

- **Practitioner Fellowships**
  - (5 yrs Australian-based only)
  - 10 of 19
  - Total: 31
Career Development Awards (CDAs)
**NHMRC Career Development Awards**  
(Formerly R.D.Wrights)

**Features:**
- Researchers moving towards independence
- In the 3 - 9 years postdoctoral range
- Are for 5 years
- Apply in April each year (outcome end Oct)

**CDAs are available in:**
- Biomedical Science $87,250 pa
- Clinical Medicine FT or 30% - 70%
- Population Health FT or 30% - 70%

Support Enhancement Option (SEO) - ($10,000) for Health Practice or Industry linkages
NHMRC Career Development Awards

Number of Applications: 170

<table>
<thead>
<tr>
<th>Category</th>
<th>Applied</th>
<th>Awarded</th>
</tr>
</thead>
<tbody>
<tr>
<td>Biomedical</td>
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<td>29</td>
</tr>
<tr>
<td>Clinical</td>
<td>18</td>
<td>5</td>
</tr>
<tr>
<td>Population Health</td>
<td>32</td>
<td>8</td>
</tr>
</tbody>
</table>

Incl Partnerships with Diabetes Aust. (1), National Heart Foundation (2) and Alzheimer’s Australia Research (1)
## NHMRC Career Development Awards

### Year of Career Development Award | No of Applications | Male | Female | Breakup of Applications | Breakup of Awards | Number of awards | Male | Female
---|---|---|---|---|---|---|---|---
Start of Scheme | 2002 | 136 | 70 | 66 | **100 Biomedical**<br>**19 Pop Health**<br>**17 Clinical** | **26**<br>**5**<br>**16** | **20**<br>**6**<br>**0**
2003 | 136 | 70 | 66 | **99 Biomedical**<br>**21 Pop Health**<br>**16 Clinical** | **25**<br>**6**<br>**8** | **39**<br>**16**<br>**23**
2004 | 148 | 75 | 73 | **88 Biomedical**<br>**38 Pop Health**<br>**22 Clinical** | **24**<br>**10**<br>**7** | **41**<br>**20**<br>**21**
2005 | 170 | 100 | 70 | **120 Biomedical**<br>**32 Pop Health**<br>**18 Clinical** | | | |
Research Fellowships and Practitioner Fellowships
Aims of the Research Fellowship Scheme:

- Develop and support highly productive Australian biomedical and health research scientists
- Provide researchers with a career structure
- Foster an intellectual environment supporting training
- Encourage translation of research outcomes into health practice
- Facilitate interaction with industry
Research Fellowships

Features:

• Long-term career structure possible if maintain standards of "Excellence"
• Available from about 9 yrs postdoc
• 5 years, renewable in Open Competition with Initial Applicants every 5 years
• Automatic 6th yr if not renewed
• 7th yr Grant-In-Aid possible if not renewed
• ~100 apps pa for ~26 new appointments

Four levels of RF:

• SRFA - Senior Lecturer
• SRFB - Senior Lecturer
• PRF - Assoc Prof
• SPRF - Prof, Personal Chair
Research Fellowships

Features:

- HIGHLY competitive scheme
- RFs are mainly for full-time researchers
- Part-time appointments considered on case-by-case basis (e.g., parental responsibilities)
- Most Initial Appointments are at SRF levels, to maintain a career path
- Senior, tenured academics or Institute directors generally ineligible to apply
- Honorary Fellows can obtain leave of absence up to 5 yrs for another award
- Promotion at Renewal or in yrs 2-3 of existing Fellowship
How Many Research Fellows Are There?

- **Post-Graduate Scholarships** (Australia-based only, access to Travelling Awards)
  - 159 of 306 applicants
  - Total: 395

- **Training (Postdoctoral) Fellowships**
  - 4 yrs in Aus, or 2 yrs OS + 2 yrs in Aus
  - 83 of 203
  - Total: 285

- **Howard Florey Centenary Fellowship**
  - 2 yrs Aus-based only, returning from OS
  - 6 of 15
  - Total: 20

- **Career-Development Awards**
  - 5 yrs Australian-based only
  - 41 of 148
  - Total: 102

- **Industry Fellowships**
  - 2 yrs in industry OS or in Aus + 2 yrs in research institution in Aus
  - 8 of 21
  - Total: 22

- **Research Fellowships**
  - 5 yrs Australian-based only
  - 36 of 100
  - Total: 276

- **Practitioner Fellowships**
  - 5 yrs Australian-based only
  - 10 of 19
  - Total: 31

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**Allocated Funding**

- **Block Funding**
  - 2000: 200
  - 2001: 250
  - 2002: 250
  - 2003: 300
  - 2004: 300
  - 2005: 350
  - 2006: 350
  - 2007: 300

**Funding Year**
# Current Research Fellows

## Gender Balance for Research Fellows 2004

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<thead>
<tr>
<th></th>
<th>Male</th>
<th>Female</th>
<th>% Female</th>
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<tr>
<td>SPRF</td>
<td>62</td>
<td>4</td>
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<tr>
<td>PRF</td>
<td>52</td>
<td>25</td>
<td>32.5</td>
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<tr>
<td>SRFB</td>
<td>51</td>
<td>15</td>
<td>22.7</td>
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<tr>
<td>SRFA</td>
<td>48</td>
<td>16</td>
<td>25.0</td>
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<tr>
<td>RF</td>
<td>1</td>
<td>2</td>
<td>66.7</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>276</strong></td>
<td><strong>62</strong></td>
<td><strong>100%</strong></td>
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## State Balance for Research Fellows 2004

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<th>State</th>
<th>Number</th>
<th>%</th>
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<td>3.6</td>
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<tr>
<td>NSW</td>
<td>54</td>
<td>19.6</td>
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<td>NT</td>
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<tr>
<td>QLD</td>
<td>33</td>
<td>12.0</td>
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<tr>
<td>SA</td>
<td>19</td>
<td>6.9</td>
</tr>
<tr>
<td>TAS</td>
<td>1</td>
<td>0.4</td>
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<tr>
<td>VIC</td>
<td>145</td>
<td>52.5</td>
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<tr>
<td>WA</td>
<td>13</td>
<td>4.7</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>276</strong></td>
<td><strong>100%</strong></td>
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</table>
Aims of the Practitioner Fellowship Scheme:

- Strengthen clinical and public health by:
- Providing opportunity to combine research with professional career
- Facilitate translation of research outcomes into practice
- Contribute to evidence-based practice and policy development
Practitioner Fellowships

Features:
- New scheme started in 2001
- Must provide evidence of active Clinical or Health Practice
- 5 years, 30 - 70%, with possible 2\textsuperscript{nd} 5 yr term
- Scheme provides "protected" research time
- Essential to show link between research activities and clinical practice - translation
- Targeted at mid-career clinician-researchers
- Very competitive: ~20-30 applicants pa for up to 10 Fellowships pa

Two levels of PF:
- PF1 ~ SRF
- PF2 ~ PRF
How Many Practitioner Fellows Are There?

Numbers of Fellows in Practitioner Fellowships Scheme: 2001-2004

<table>
<thead>
<tr>
<th></th>
<th>2001</th>
<th>2002</th>
<th>2003</th>
<th>2004</th>
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<tr>
<td><strong>Total</strong></td>
<td>7</td>
<td>14</td>
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<td>7</td>
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<tr>
<td>PF 2</td>
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<td>1</td>
<td>2</td>
<td>6</td>
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</table>

First applications were funded from Jan 2001
Career Support Path

Training

PhD

No more than 2 yrs post-doc (at application)

2-5 yrs post-doc

CDA

3-9 yrs post-doc

RF / PF

Usually more than 9 yrs post-doc

Post-Graduate Scholarships
(Australia-based only, access to Travelling Awards)
171 of 350 applicants
Total: 445

Training (Postdoctoral) Fellowships
(4 yrs in Aus, or 2 yrs OS + 2 yrs in Aus)
88 of 295
Total: 315

Howard Florey Centenary Fellowship
(2 yrs Aus-based only, returning from OS)
8 of 25
Total: 26

Career-Development Awards
(5 yrs Australian-based only)
42 of 170
Total: 140

Industry Fellowships
(2 yrs in industry OS or in Aus + 2 yrs in research institution in Aus)
4 of 10
Total: 25

Research Fellowships
(5 yrs Australian-based only)
36 of 100
Total: 276

Practitioner Fellowships
(5 yrs Australian-based only)
7 of 12
Total: 38
Burnet Awards

- To attract Australian health and medical researchers of very high calibre back to Australia
- Conduct research that is internationally competitive
- Build new team or enhance existing teams by leadership, role models, provide training & career development
- Enhance Australia's International networks to increase recognition, reputation and knowledge transmission
- 5 years, $500,000 pa one-line budget. 1-2 awarded pa.
- At end of award, transfer to RF scheme as an SPRF renewal
Questions?
Questions?
Applying for a Research or Practitioner Fellowship

- Application is by structured CV
- A one-page Executive Summary
- CLOSING DATE: 11 Feb 2005
- Application assigned to Peer Review Advisory Panel (PRAP)
- INTERVIEWS: 20 - 24 June
- Awards announced late Oct 2005
Peer-Review Process

- Applications assigned to one of three Peer Review Advisory Panels (PRAP)
- Panels seek external assessors
- Interviews (non-negotiable dates: 20 - 24 June)
- Ranking:
  - Outstanding (top 5%)
  - Excellent (top 10%)
  - Very Good (but not top 10% internationally)
  - Good (some reservations)
  - Fair (major reservations)
- Fellowships Committee makes recommendations to Research Committee
Position Classification Statements

• This list sets out broad outlines of baseline activities, attributes and achievements
• Definitions are provided for each of the 4 levels of the scheme
• Performance indicators are relative to opportunity
• Includes activities and attributes required of a Fellow
• Strongest applications will show breadth over widest range of the descriptors
Research Performance Descriptors

- A set of guidelines on how to describe performance
- Guidelines are indicative, not exhaustive
- A guide to what might be considered of higher merit in:
  - Publications
  - Grants
  - Peer Recognition (invitations to speak)
  - Prizes and Awards
  - Research translation (Commercialisation / Health Practice)
  - Research training
  - Professional activities
Current Research Fellows

The NHMRC currently supports:

- 276 Research Fellows
Current Practitioner Fellows

The NHMRC currently supports:

- 32 Practitioner Fellows

Numbers of Fellows in Practitioner Fellowships Scheme: 2001-2004

<table>
<thead>
<tr>
<th></th>
<th>2001</th>
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<tbody>
<tr>
<td><strong>Total</strong></td>
<td>7</td>
<td>14</td>
<td>21</td>
<td>32</td>
</tr>
<tr>
<td>PF Level 1 (SRF)</td>
<td>7</td>
<td>13</td>
<td>19</td>
<td>26</td>
</tr>
<tr>
<td>PF Level 2 (PRF)</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>6</td>
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</table>

First applications were funded from Jan 2001