

# Recruitment Process and Support for Research Fellows

Department of Neuroscience, Physiology & Pharmacology,

Division of Biosciences, UCL

Thank you for your interest in applying for a group leader fellowship sponsorship in the Department of Neuroscience, Physiology and Pharmacology (NPP) at UCL. In NPP, we provide support to help early career researchers successfully apply for external fellowships and then establish their own research groups in the department. Our fellows play a full role in the running of the department and have opportunities to develop their teaching skills. Our commitment starts with academic and administrative support at the application stage and continues throughout the tenure of the fellowship, with regular appraisals and career mentoring. We expect fellows will become strong candidates for permanent PI positions in the department or elsewhere and indeed, many of our former fellows now have permanent positions within NPP.

The process outlined here is designed to offer a fair and transparent approach to selecting the fellowship applicants we support. It covers several stages, from initial contact and a departmental visit to a final decision and ongoing career support.

**Stage 1: Initial assessment** NPP runs two open selection rounds per year (in approximately June and November) and we only consider candidates for fellowship sponsorship as part of these selection rounds. We recommend that you time your application when you have a strong CV but also several months in advance of the application deadlines for the external fellowships you're planning to apply to (as it takes some time to put together the application). To assess your suitability, we ask you to send us a CV, an outline of your research proposal, a list of fellowship schemes you are planning to apply for and how you see yourself and your research fitting into the department. This information will be assessed by several members of staff.

**Stage 2: Visit and interview** Shortlisted applicants will be invited to visit the department and give a research talk to present their recent work and fellowship plans. You will get the chance to meet our staff and students and view our facilities. In addition, you will get the opportunity to meet current NPP fellows, including those who have progressed to permanent positions within the department, and learn about the supportive and stimulating environment we offer. You will be interviewed by a panel to further evaluate your fit to NPP and give you an opportunity to raise any questions. Where a visit is not possible, these meetings will be conducted using an online platform (e.g. Zoom).

**Stage 3: Sponsorship and ongoing support** For applicants we choose to sponsor, we will first identify an academic mentor to support you closely during the process of applying for external fellowships. They will help and guide you in preparing your application, provide feedback on draft proposals and direct you towards the necessary administrative contacts (e.g., finance office) and specialist facilities at UCL (e.g. microscopy, genomics). If you're invited to fellowship interview by the funding body, we will arrange mock interviews with panels of NPP PIs to maximise your chances of success. During the course of the fellowship, you will benefit from membership of the Biosciences Fellows Network, career mentoring, academic leadership and teaching guidance, and an appraisal process that aims to place the fellow in the best possible position for a permanent PI position. You will have the opportunity to attract PhD students from our world class programmes and apply for further funding support. In the penultimate year of the fellowship there will be a fair, transparent and consistent assessment to establish whether you have met the expectations set in order to transition to a permanent academic position.

**Further information:** If you have any questions about the process, please feel free to contact the NPP Fellowship Coordinators:

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