



Collaborative Research Leadership Programme

Programme Information Pack

Collaborative Research Leadership Programme

Gain valuable skills and tools to lead a research team, focusing on developing collaborative leadership, people and team management to build a healthy, inclusive and sustainable research culture. The two-year UCL Collaborative Research Leadership programme is open to high-potential Principal Investigators who are managing teams, or experienced researchers with the potential to lead a research team. It is open to researchers from all disciplines.

Programme outcomes

Through the programme, participants will have the opportunity to:

- Contribute to the design and development of a leadership programme
- Test and explore enablers for collaborative research leadership
- Identify personal strengths and team strengths
- Strengthen understanding of the inter-relationship between leadership and culture
- Draw and reflect on personal experiences of leadership, research and collaboration in different contexts
- Enhance confidence to lead and enable collaborative practices
- Work collaboratively to ideate, develop, practice and share potential new models of research leadership.

1. Introduction

The UCL Collaborative Research Leadership programme will aim to support PIs who are new research team leaders to develop the skills to enhance collaboration and team science within research. This is an exciting opportunity to be involved in a new approach to establish an innovative collaborative research leadership programme for the sector.

This two-year pilot forms part of UCL's 'Enabling collaboration and team science' programme, [funded by Wellcome's Institutional Funding for Research Culture](#). Facilitated by [Advance HE](#), the Collaborative Research Leadership programme will aim to explore barriers faced by researchers and enhance their skills to support the development of collaborative approaches to research leadership. The programme will focus on the essential aspects of people and team management, and the key skills needed for managing large multi-disciplinary team collaborations.

The programme will take an innovative approach by inviting participants to an initial phase of co-design and co-creation building in ongoing reflection. This phase will enable participants to help develop the leadership programme, based on their experiences and current and future needs, that will equip them with the necessary skills to excel in their roles as research team leaders. We will encourage and empower participants to challenge, to question and think differently in their approach to co-creating the programme.

Drawing on the successes of Advance HE's [Research Team Leadership](#) programme and [Thinking Environment](#) methodology, the programme will be grounded in participant experiences and reflection, connected to practical applications and key skills. The approach emphasises inclusion, equity and creativity in a safe environment, and will support UCL to progress towards a positive and sustainable research culture.

2. Programme elements

2.1 Co-creation and co-design (May-June 2024)

Participants will be invited to join one of three online 2.5 hour-long focus groups, hosted by Advance HE, that will explore barriers, opportunities, needs and perspectives related to collaborative research leadership. The groups will be expected to work collaboratively themselves and demonstrate collaborative behaviours to identify and test ideas for the content and approach for the programme.

2.2 Induction Phase (9 x one-day workshops delivered by Advance HE. October 2024-June 2025)

Participants will attend one full-day interactive workshop per month for nine months (to include in-person, online-only and hybrid workshops). They will explore different elements of collaborative research leadership and will identify the skills to develop further. Session themes and content will be shaped by the co-creation and co-design phase and will aim to increase participants' confidence and ability to lead, enable collaborative practice, and increase their teams' collaborative behaviours.

2.3 Extension phase (delivered by UCL. July 2025-December 2025)

Participants will be given the opportunity to personally reflect on their programme learning through a combination of facilitated approaches (such as peer-to-peer action learning and coaching) tailored to the needs of the cohort. This will enable participants to practically apply their knowledge and skills, strengthen their learning, and develop their roles as a research team leader.

2.4 Consolidation phase (1 two-day workshop delivered by Advance HE. January 2026)

A further two-day in-person workshop will consolidate the knowledge and skills learnt from the programme, and support participants with achieving their goals. The workshop will include critical reflection on the programme and experiences so far, alongside a future orientation to plan for impact.

3. Publication and dissemination

In collaboration with UCL, Advance HE will provide opportunities for sharing reflections and learnings from the programme with the sector, through blogs and thought pieces hosted on the Advance HE website. Participants will be able to share

their reflections through these channels and engage with the wider sector. The learnings from the programme will also be embedded into other training programmes.

4. Eligibility

Newly appointed research team leaders who are managing teams or experienced researchers with the potential to lead a research team (e.g., Future Leaders Fellowship holders) at grades 8 and 9.

There are 20 places available on the programme and it is open to researchers from all disciplines.

We are committed to equality of opportunity, to being fair and inclusive, and to being a place where we all belong. We therefore particularly encourage applications from participants who are likely to be underrepresented in UCL's workforce. These include people from Black, Asian and ethnic minority backgrounds; disabled people; LGBTQI+ people; and women.

5. How to apply

Please download and complete the Collaborative Research Leadership Programme application form outlining your suitability and commitment to the programme.

Please submit your application form to your line manager or team leader for consideration and endorsement. The line manager sends the completed application forms to researchculture@ucl.ac.uk. Shortlisting will be managed by the Research Culture team, with the support of a panel. For more information on the application process please contact researchculture@ucl.ac.uk.

Application timeline

Stage	Time
Application and longlisting stage <ul style="list-style-type: none"> Following a discussion with their managers, applicants complete the application form. Managers screen applications in accordance with the published criteria. 	Monday 18 March – Monday 15 April
Shortlisting stage <ul style="list-style-type: none"> The Research Culture team will convene a panel to support with shortlisting. 	Monday 15 April – Friday 3 May
Verification stage <ul style="list-style-type: none"> The Research Culture team verify applications to ensure proper representation of underrepresented groups. The Research Culture team will inform all applicants of the outcomes by 13th May. 	Tuesday 7 – Friday 10 May
Co-creation and co-design focus groups <ul style="list-style-type: none"> The Research Culture team will send out invitations for the co-creation and co-design focus group sessions (you only need to join one, hosted online). Participants must agree to keep these dates free until the sessions have been allocated. 	Tuesday 28 May, 10:00-12:30 Wednesday 12 June, 10:00-12:30 Tuesday 25 June, 10:00-12:30
Programme enrolment stage <ul style="list-style-type: none"> The Research Culture team will send calendar invitations for the nine programme workshops, commencing in October. 	October

About Advance HE

Advance HE is a member-led, sector-owned charity that works with institutions and higher education across the world to improve higher education for staff, students and society.

Our strategic goals to enhance confidence and trust in HE, address systemic inequalities and advance education to meet the evolving needs of students and society, supports the work of our members and the HE sector.

We are experts in higher education with a particular focus on enhancing teaching and learning, effective governance, leadership development and tackling inequalities through our equality, diversity and inclusion (EDI) work.

We deliver our support through professional development programmes and events, Fellowships, awards, student surveys, providing strategic change and consultancy services and through membership (including accreditation of teaching and learning, equality charters, research, knowledge and resources).

Using our expertise and sharing best practice, we work with our network of global associates and partners, and with people, providers and systems around the world to understand contexts and challenges, and deliver solutions. It is our people and the people we help that really make us who we are.

Our purpose is to help higher education to be the best it can be.

Find out more or get involved

Visit our web pages

ucl.ac.uk/research/culture

Email the team

researchculture@ucl.ac.uk