Faraday Opportunities

Susan Robertson
Chief Financial Officer

Fran Long
Education and Training Co-Ordinator
“We give our researchers every opportunity to network, build collaborations, develop professionally and advance their careers.”
Tell us about you...

We celebrate individuality and know that combining the skills and talents of a dynamic and diverse community brings great strength.
An online community platform as requested by our researchers.

www.faraday.community
There are three strands to effective early career researcher development
FARADAY INSTITUTION RESEARCH FELLOWS (PDRA) ENTITLEMENT

- Minimum of 10 days of professional development pro rata, per year
- A minimum of £2,000* per PDRA
- A regular career development review

Collaborative working opportunities
Development opportunities sign posted
Entrepreneurial Fellowships
Media opportunities
Industrial Fellowships
Travel grants
### CAREER DEVELOPMENT PLAN

- **Goal setting**
- **Evidencing past achievements**
- **Training**
- **Skills development**
- **Growing researcher identity**
- **Logging activity**
- **Review**
ENTREPRENEURIAL FELLOWSHIPS

“…to facilitate the creation of new business opportunities that have emerged from Faraday Institution research programmes or other closely related activities.”

Apply via website
Assessment panel review applications periodically

Funding (£50,000 to £100,000 initially)

Business support
Mentoring
THE FI EARLY CAREER FELLOWSHIP TRAVEL GRANTS

Applications now open!

Form on Communifire

Judged on:
1. Scientific merit
2. Contribution to meeting FI goals

Key dates:
Deadline 15 January 2020
Awarded by 1 February 2020
To be spent by 1 October 2020

Judged by Expert Panel

“Promotes collaboration between world-class users and large-scale research facilities enabling mobility of researchers between UK and international institutions.”

Up to £2,000 to support travel and subsistence costs
OTHER OPPORTUNITIES

Industrial Fellowships

Coming soon!

Media opportunities
Equality, Diversity and Inclusion (EDI)
Working group
Susan Robertson, FI CFO
“…aims to ensure that everyone feels valued and is able to contribute without exception. We celebrate individuality and know that combining the skills and talents of a dynamic and diverse community brings great strength.”
EDI WORKING GROUP

Amina Benyahia
Dhammika Widanalage
Haydn Francis
Jyoti Ahuja
Simon O’Kane

Jawwad Darr
Susan Robertson
Layla Mehdi
Zubera Iqbal
Fran Long
TERMS OF REFERENCE

- Developing baseline metrics
- Define monitoring processes
- Review results of monitoring
- Consideration of selection processes within FI activities
- Review of communications by FI
- Review event planning in relation to EDI
- Make recommendations relating to training
How can you help?
FI DEMOGRAPHICS

Gender split

- Male: 69%
- Female: 30%
- Prefer not to say: 1%
FI DEMOGRAPHICS

Ethnic origin

- White - British: 33%
- Other: 3%
- Prefer not to say: 2%
- White - European: 11%
- White - Other: 5%
- Asian / Asian British - Bangladeshi: 1%
- Asian / Asian British - Indian: 3%
- Asian / Asian British - Chinese: 6%
- Mixed - White and Asian: 1%
- Mixed - White and Black Caribbean: 0%
- Black / Black British - Africa: 0%
- Asian / Asian British - Pakistani: 1%
- Not Provided: 34%
- Australian: 1%
- Prefer not to say: 0%
- White - Other: 0%
- Indian: 1%
- USA: 0%
- Prefer not to say: 0%
- Other: 1%
- African (excluding South African): 1%
- EU: 12%
- Indian: 1%
- Non-EU: 4%
- Not Provided: 34%

Nationality

- UK/British: 39%
- Australian: 1%
- Other: 1%
- USA: 0%
- African (excluding South African): 1%
- EU: 12%
- Indian: 1%
- Non-EU: 4%
- Not Provided: 34%
ACTIVITIES TO ADDRESS EDI ISSUES

Some of the items identified

Training:

• Training for researchers to provide development opportunities and support their growth

• Training that supports the EDI agenda

Recruitment/selection processes

• EDI working group made the challenge to FI leadership – do we have our own house in order in terms of open fair and transparent selection processes for key positions.

• Looking at how funding is made available and that there is no unconscious bias within the selection processes

• Considering how to support EDI principles within funded projects
• Day to day behaviors
• Recruitment
• Video
"Alone we can do so little; together we can do so much."

Helen Keller
Any questions?