

## Call for members: People and Talent Strategy Advisory Panel (PAT SAP) Researcher Subgroup

### Background

The People and Talent Strategy Advisory Panel (PAT SAP) Researcher Subgroup was developed to focus on issues related to Researcher careers and development. In light of the everchanging landscape of postdoctoral research including the publication of the [Researcher Concordat](#), new ways of working and insight into alternative careers of researchers, the membership of the subgroup is currently being refreshed.

This is to ensure that the Subgroup have the necessary skills and expertise to feed into the fundamental rationale of work developed at the BBSRC. For example, the Subgroup would have the opportunity to have profound, significant contributions to the rationale of new BBSRC fellowship schemes and strategy, to provide informed real-life insight into the implementation and effectiveness of the Researcher Concordat in addition to contributing to discussions and working groups around key themes and foci of BBSRC such as equality, diversity and inclusion in research careers. The Subgroup's remit is highlighted explicitly in the [Terms of Reference](#).

BBSRC are looking to appoint up to an additional **8 members** to the Researcher Subgroup. BBSRC encourage researchers from across academia, industry, enterprise and policy to apply to this opportunity of contributing to and influencing change around key themes for BBSRC. The widening of the remit of individuals included in this group reflects the ever-changing career trajectories of researchers, with there not being a traditional, canonical route in research in the same way as past research careers.

### Eligibility

Applications are sought from researchers, fellows and postdoctoral researchers which qualify under our definition of '[researcher](#)'. This definition includes the following people:

- Postdoctoral researchers at any time during their postdoctoral careers as there is no requirement on the number of postdoctoral positions held/or not, both from academia and industry;
- Researchers post-PhD and therefore excluding PhD students and postgraduate masters research students in both academia and industry;
- Fellows such as BBSRC Discovery Fellows or equivalent in the **early** stages of developing independence in a lab/group;
- Individuals who are in the first years of their career after their PhD who are employed mainly/solely to conduct research.

BBSRC recognises that career paths vary, but for the purpose of this Subgroup, **BBSRC does not include the following under the definition of 'researcher'**:

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- David Phillips Fellows or UKRI Future Leader Fellows;
- Individuals who have established an independent group or lab;
- Individuals employed in a position where managerial responsibilities are the primary responsibility of their employment rather than research.

Applicants based in academia should be working on one or more of the below:

- A BBSRC-funded grant;
- Working at or in collaboration with a BBSRC-funded strategic institute;
- Undertaking research within the BBSRC Portfolio remit at the time of application to the Subgroup (*please see [Our portfolio - BBSRC \(ukri.org\)](#) or contact [bbsrc.remit@bbsrc.ac.uk](mailto:bbsrc.remit@bbsrc.ac.uk), for clarification around Remit areas.*)

Applicants in industry should be working for a company with which BBSRC has an established relationship or a company with intent to develop a collaborative partnership with BBSRC, and/or as an individual were supported by BBSRC during their PhD.

All applicants should have experience of employment, working at or with, or having been funded by BBSRC or other Research Council including Innovate UK and Research England.

### Person Criteria

The desired attributes of researchers sought are described below. Please note that this is guidance for applications, and it is not expected that all of the experiences and attributes sought will be found in each individual member; having gaps in these should not therefore prevent potential applicants from applying.

- **Personal effectiveness**
  - Is empowered to use their own initiative and empowers others to do the same
  - Plans effectively and realistically
  - Keeps to commitments made such as attending quarterly meetings and responding to papers in preparation for the meeting, and explains when they cannot be met
  - Prioritises well - balances importance and urgency to deliver what is required on time
  - Has genuine interest in effecting change and influencing BBSRC strategy
- **Communication**
  - Communicates effectively and flexibly, varying style for audience, setting and level in the organisation
  - Is able to persuade and influence audiences at varying levels of seniority
  - Seeks and respects other people's opinions and perspectives - is open to suggestions
  - Deals assertively and fairly with disagreement, conflict and challenge
  - Is receptive to and open to feedback

- Puts across difficult concepts simply, concisely and clearly
- **Working with others (collaborating and partnering)**
  - Is able to build networks with stakeholders from a range of sectors
  - Ability to work effectively, confidently and diplomatically with a diverse range of stakeholders
  - Promotes collaboration and cross functional working
  - Hold equality, diversity and inclusion at the core of discussions and decisions that they share

### How to apply

To apply please complete the [application form](#).

The **deadline** for applications is **15<sup>th</sup> December 2021, 16:00**.

Before you apply, it is recommended that you take a look at the [PAT SAP Researcher Subgroup webpage](#) and the [Researcher Concordat](#) to familiarise yourself with the aims and objectives of the Subgroup as well as wider strategy relating to this area.

If you have any queries regarding the Subgroup or application, please contact us at [postdoc.researchers@bbsrc.ukri.org](mailto:postdoc.researchers@bbsrc.ukri.org).

### How your application will be assessed

Applications to the subgroup will be initially sifted by the Senior Portfolio Manager for Fellowships and Early Career Researchers, Portfolio Manager for Skills and Careers and the Head of Research and Skills at BBSRC. The applications will then be assessed by the Chair of the Subgroup, the Chair of PAT SAP and the Associate Director – Research and Innovation Talent at BBSRC.

Candidates will be assessed against the above person criteria and the expertise and experience sought in members as described on the PAT SAP Researcher Subgroup webpage and [Terms of Reference](#). Appointments will be offered based on this assessment, the need to balance the overall expertise of the subgroup, the need to maintain a diversity of institutions represented (no two postdocs will be appointed from the same organisation), and the need to ensure appointments to the subgroup are balanced and in line with UKRI's [equality, diversity and inclusion policy](#).

### Equality and diversity

We recognise that diverse ideas, experiences, backgrounds and perspectives are fundamental to successful science and innovation and we are committed to ensuring that our Committees, Panels and Boards are inclusive, diverse, and representative of the research community.

Through this appointment activity, we aspire to improve the diversity of the PAT SAP Researcher Subgroup. We are committed to the principle of providing equal opportunities for all. We are keen to obtain more diversity in our appointments so would welcome applications from a range of candidates from all backgrounds. Applications are especially welcome from those with a disability, and members of minority ethnic groups, who are currently

underrepresented on the pool. Applications from business, user and government colleagues are also particularly encouraged.

An *Equality and Impact Assessment* has been developed to support and inform applicants and ensure that we enable participation and attendance at meetings. For example, we use venues that have good transport links and are accessible, we will also contribute towards additional costs for caring responsibilities to enable you to attend. Please do not hesitate to contact the office if you wish to discuss further.

To support us in assessing how effective our policies and procedures are in eliminating unlawful discrimination and promoting opportunities, we ask that you provide diversity information that will be used anonymously by BBSRC for statistical purposes. This information will be treated in confidence by BBSRC and will not be used in the assessment of applications.

### Career Breaks and Flexible Working

Time spent outside the active research and business environment, whether through career breaks or flexible working will be considered in the assessment process.

Applicants should indicate any substantive periods of absence within their application. Further details on the nature of the absence and how it has affected track record, productivity and career progression may be provided, if desired. Information provided will be used only to make appropriate adjustments when assessing an individual's track record, productivity and career progression.

In assessing applicants, panels will recognise that the effects on productivity of a career break, or a period of flexible working, may continue beyond the return to work.

### Contact details

Portfolio Manager for Skills and Careers – Aidan Grimsley:

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Senior Portfolio Manager for Fellowships and Early Career – George Adams:

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