

Research Career Framework

Context: DKIT is one of the leading research intensive Institutes of Technology with an emphasis upon translational research in ICT, Health & Ageing; Energy and the Environment, Creative Arts. At present the institute has six research centres composed of postgraduate and postdoctoral researchers, research fellows and academic members of staff. Of major priority for the institute, and in line with its strategic plan, is the support of both emerging and established researchers. As a result DKIT has developed the Research Career Framework so as to

- Ensure DKIT remains competitive in securing external research funding
- Ensure DKIT is able to attract top quality researchers
- Implement its obligations under the EU Charter for Researchers
- Support researchers through a structured career development programme which supports their professional development
- Support the principal investigators and the development of their research staff

NOTE: This framework has been structured in a similar fashion to that of the DCU RCF 2011.

Key Principles

The proposed RCF is structured around the following levels in line with DKIT's current recruitment policies with respect of research staff

Level 1: Postdoctoral Fellow

Level 2: Senior Postdoctoral Fellow

Level 3: Research Fellow

Level 4: Senior Research Fellow

The RCF operates according to the following principles:

1. A researcher can only enter the framework or progress through the levels after an open external competition. All recruitment and selection will be conducted in an open and competitive fashion and in line with Institute policy and best practice
2. All researchers upon the framework must be fully funded by external grant income which must take into account employers PRSI, pension contributions and redundancy requirements where appropriate
3. It will be the responsibility of the principal investigator to ensure external funding is in place which matches the duration of the researchers contract and which meets the full cost of the position
4. All researchers will complete a 12 month probationary period and review
5. All researchers must complete an annual review
6. Progression beyond 12 months will be determined by the outcome from point 4

7. It is envisaged that only a select number of researchers will progress through the framework
8. The terms and conditions of employment for each researcher will be in line with the level of the framework and will not depend on the funding source for the position.
9. Each researcher can only remain on each level for a maximum of 4 years
10. It will be the responsibility of the researcher and the principal investigator to ensure the researcher is participating in the professional development programmes in transferable skills available through HR and the RO appropriate to their level on the framework. In addition to the workshops delivered by the institute the following activities can count towards the expected four days per annum of training expected: Conference and research seminar participation; On line learning; Shadowing researchers in their field

Level 1: Postdoctoral Researcher

Position	Progression	Professional Development	Comments
<p>Job Title: Post Doctoral Researcher</p> <p>Duration of Post: 5 years maximum.</p> <p>All contracts will match the duration of the funding with all costs, where appropriate, (i.e. PRSI, pension, redundancy) being covered through the external source.</p> <p>Minimum Qualifications: PhD in a relevant discipline</p> <p>Salary Guidelines: Reference: IUA Researchers Salary Guidelines</p>	<ul style="list-style-type: none"> • Success completion of Year 1 probationary period prior to progression to Year 2 • Annual performance review (PMDS) post probation must be satisfactorily completed <p>Notes</p> <ul style="list-style-type: none"> • Progression to Level 2 of framework is by open competition • Completion of professional development modules • A minimum of 4 days training per annum is expected 	<p>Key Training Modules:</p> <ul style="list-style-type: none"> • Intellectual Property • Getting Published • Proposal Preparation • Project management • General orientation and induction • Research Ethics • Teaching and learning • Research Supervisory Training 	<p>Key duties and responsibilities are detailed in</p> <p>https://www.dkit.ie/research-office/policies-procedures</p>

Level 2: Senior Postdoctoral Researcher

Position	Progression	Professional Development	Comments
<p>Job Title: Senior Post Doctoral Researcher</p> <p>Duration of Post: 5 years maximum.</p> <p>All contracts will match the duration of the funding with all costs, where appropriate, (i.e. PRSI, pension, redundancy) being covered through the external source.</p> <p>Minimum Qualifications: PhD in a relevant discipline plus minimum of 2 years experience</p> <p>Salary Guidelines: Reference: IUA Researchers Salary Guidelines</p>	<ul style="list-style-type: none"> • Success completion of Year 1 probationary period prior to progression to Year 2 • Annual performance review (PMDS) post probation must be satisfactorily completed <p>Notes</p> <ul style="list-style-type: none"> • Progression to Level 3 of framework is by open competition • Completion of professional development modules • A minimum of 4 days training per annum is expected 	<p>Key Training Modules:</p> <ul style="list-style-type: none"> • Intellectual Property • Getting Published • Proposal Preparation • Project management • General orientation and induction • Research Ethics • Teaching and learning • Research Supervisory Training 	<p>Key duties and responsibilities are detailed in</p> <p>https://www.dkit.ie/research-office/policies-procedures</p>

Level 3: Research Fellow

Position	Progression	Professional Development	
<p>Job Title: Research Fellow</p> <p>Duration of Post: 5 years maximum</p> <p>All contracts will match the duration of the funding with all costs, where appropriate, (i.e. PRSI, pension, redundancy) being covered through the external source.</p> <p>Minimum Qualifications and Experience: PhD plus a minimum of 4 years relevant experience</p> <p>Salary Guidelines:</p> <p>Reference: IUA Researchers Salary Guidelines</p>	<ul style="list-style-type: none"> • Success completion of Year 1 probationary period prior to progression to Year 2 • Annual performance review (PMDS) post probation must be satisfactorily completed <p>Notes</p> <ul style="list-style-type: none"> • Progression to Level 4 of framework is by open competition • Completion of professional development modules • A minimum of 4 days training per annum is expected 	<p>Key Training Modules:</p> <ul style="list-style-type: none"> • Intellectual Property • Getting Published • Funding proposals • Finance and budgeting • Management • General orientation and induction • Research Ethics • Teaching and learning • Research Supervisory Training 	<p>Key duties and responsibilities are detailed in</p> <p>https://www.dkit.ie/research-office/policies-procedures</p>

Level 4: Senior Research Fellow

Position	Progression	Professional Development	Comments
<p>Job Title: Senior Research Fellow</p> <p>Duration of Post: 5 years maximum</p> <p>All contracts will match the duration of the funding with all costs, where appropriate, (i.e. PRSI, pension, redundancy) being covered through the external source.</p> <p>Minimum Qualifications and Experience: PhD with 6 years' relevant experience</p> <p>Salary Guidelines:</p> <p>Reference: IUA Researchers Salary Guidelines</p>	<p>It is envisaged that researchers will remain at this level until such time as:</p> <ul style="list-style-type: none"> • Funding for their position is absent • Fellows secure a longer term position within the Institute or externally 	<p>Key Training Modules:</p> <ul style="list-style-type: none"> • Leadership training • Finance and budgeting • Teaching and learning. • Research Supervisory Training • IP and Commercialisation • Research Ethics <p>A minimum of 4 days training per annum is expected</p>	<p>Key duties and responsibilities are detailed in https://www.dkit.ie/research-office/policies-procedures</p>