

COMPETENCY FRAMEWORK FOR CRUK FELLOWSHIPS

	DEVELOP INDEPENDENCE	ESTABLISH INDEPENDENCE	TRANSITION TO SCIENTIFIC LEADERSHIP
Aim	Develop your career in a specific field of cancer research	Establish your own independent cancer research programme	Further develop your own cancer research programme and become an internationally recognised leader in a cancer research niche
Funding schemes	Clinician Scientist Fellowship Clinical Trial Fellowship	Career Establishment Award Career Development Fellowship Advanced Clinician Scientist Fellowship	Programme Foundation Award Senior Cancer Research Fellowship
Current research experience & impact	At the time of applying you should have: <ul style="list-style-type: none">Evidence of developing independent research ideasStarted to make important research contributions through a range of outputs*, where appropriate includes invention disclosure, IP protection, licencing, connecting with translational partners or spin out activityStarted to build your own research network independent from your current group leader/supervisor/mentor through e.g. presenting at scientific meetings, arranging visits to other academic or commercial research groups to develop relevant skill-sets, involvement in sandpit workshopsAn awareness of research in other fields/disciplines and how your own research could potentially benefit from working across disciplinesStarted to develop an understanding of the importance of translating academic research outputs into healthcare innovations that will benefit patients, and the role played by commercial organisations to facilitate this e.g. through relevant translational/entrepreneurial workshops or courses	At the time of applying you should have: <ul style="list-style-type: none">A track record of novel and innovative research that demonstrates impact in your field and applicability to cancer research through a range of outputs*, where appropriate includes invention disclosure, IP protection, licencing, connecting with translational partners or spin out activityStarted to build relevant collaborations within or outside of current institution and/or disciplines e.g. impactful collaborative research outputs and/or leveraged fundingStarted to be identified for your expertise in your field through e.g. peer review experience, selected to present at conferencesA plan for sharing your own research outputs* and enabling the wider research community via e.g. publishing, data deposit archive, data sharing platformsStarted to engage with the network needed to facilitate translation of your research e.g. technology transfer infrastructure, other aligned research groups, accelerators, clinicians, commercial partners (if appropriate)	At the time of applying you should have: <ul style="list-style-type: none">An established track record and future research plans that demonstrate the ability to deliver and plan novel and innovative research that has impact and international recognition in your field and applicability to cancer research through a range of outputs*, where appropriate includes invention disclosure, IP protection, licencing, connecting with translational partners or spin out activityEvidence of successful national/international collaborations (across disciplines, including with commercial organisations) e.g. collective research outputs and/or leveraged funding, funded commercial research collaborations, IP protected and exploitedEvidence of influence in the international community through e.g. invites to peer review and scientific committees/panels, invites to present at international conferences, awardsEvidence of leveraged independent research funding through e.g. intermediate fellowships, project funding, industrial supportEvidence of sharing your own research outputs* and enabling the wider research community via shared (data) resourcesA vision for the potential clinical impact of your research and the pathway to achieve it (if appropriate)
Future research ambitions	During the course of the fellowship you should develop: <ul style="list-style-type: none">Your own cancer research plans with support of relevant sponsors and mentorsClear plans for the future to transition to an independent cancer research careerYour research network through collaborations within or outside of your current institution and/or disciplinesAn understanding of the different routes by which research can be translated into patient benefit and how to engage with theseAn appreciation of how to pursue translation of your own research and the potential barriers/challenges (if appropriate)	During the course of the fellowship you should develop: <ul style="list-style-type: none">Your own, novel cancer research niche that will not significantly overlap with your previous PIs or competitorsThe research autonomy to independently drive, develop and manage a novel and innovative cancer research programme that goes above and beyond your current research activitiesA reputation for excellence in your research fieldYour international research network through national/international collaborations (across disciplines, including with commercial organisations) that may enable future team science (and facilitate translation if appropriate)A vision for the potential clinical impact of your research and the pathway to achieve it (if appropriate)	During the course of the fellowship you should develop: <ul style="list-style-type: none">A long-term scientific direction for your own independent cancer research groupA reputation as a cancer research leader who influences your chosen research field and the wider scientific community, and, if applicable, successfully translates their findings into innovations that benefit patientsAn established international research network that may drive (cross-disciplinary and translational) team science
SUPPORTING AND ENABLING SKILLS			
Personal and scientific development	At the time of applying you should have: <ul style="list-style-type: none">Identified appropriate (clinical/non-clinical) career development opportunities e.g. awareness of mentoring schemes offered, industrial placements, spending time in other research groupsPlans to develop relevant skills and knowledge to drive the development of your own cancer research ideas e.g. clinical trial or population study design skills, data analysis courses, development of specific lab-based techniques, networking, grant writing skillsEvidence of balancing other commitments e.g. clinical, translational/entrepreneurial, teaching, supervision activitiesStarted to develop an awareness of the translational/entrepreneurial skills and experience needed to facilitate translation of research and if appropriate, plans to participate in the relevant training to obtain these skills e.g. IP/patent workshops, business plan competitions, spending time in industry, sandpits, identifying clinical need, understanding of health systems/economics	At the time of applying you should have: <ul style="list-style-type: none">Identified appropriate (clinical/non-clinical) career development support at your host research environment, through the establishment of a network of (local) collaborators and by identifying suitable mentors (including those needed to help support the translation process if appropriate)Plans to develop relevant skills and knowledge to drive the development of your own independent cancer research group e.g. training on designing & managing a research programme, management & leadership training, research adminEvidence of balancing other commitments e.g. clinical, translational/entrepreneurial, teaching, supervision activitiesStarted to develop your translational skills and network, including having participated in relevant training/activities e.g. IP/patent workshops, business plan competitions, spending time in industry, sandpits, understanding of health systems/economics (if appropriate)An appreciation of the route to patient benefit for your discoveries/technology (if appropriate)	At the time of applying you should have: <ul style="list-style-type: none">Identified appropriate (clinical/non-clinical) career development support at your host research environment, through the expansion of a network of local and international collaborators and by identifying suitable mentors (including those needed to help support the translation process if appropriate).Clear plans to drive the career and scientific development of your staff through e.g. signposting relevant skills- and knowledge-based training, clinical/non-clinical mentoring, setting and managing individual career expectationsEvidence of balancing other commitments e.g. clinical, translational/entrepreneurial, teaching, supervision activitiesEvidence of relevant translational/entrepreneurial skills and experience needed to facilitate the translation of your research (if appropriate)Clear plans to encourage and support translation within your research group (if appropriate)
Personal leadership	At the time of applying you should have: Started to develop leadership skills e.g. by organising workshops, supporting supervision of students/interns, being a member of clinical committees or working groups	At the time of applying you should have: Demonstrated leadership skills through e.g. providing supervision and career development support for PhD/MSc students and/or technical staff, leading clinical committees or working groups, coordinating clinical audits	At the time of applying you should have: Evidence of leadership skills through e.g. managing and providing career development support for your own research group, identifying talented postdocs and support acceleration of their independency, leading a clinical unit or clinical screening programme
Communication & engagement skills	At the time of applying you should have: Demonstrated effective communication skills across different audiences through e.g. scientific meetings, PhD/postdoc forums, public science fairs, patient involvement (where appropriate)	At the time of applying you should have: Evidence of communicating and sharing your own research outcomes effectively with the wider community through e.g. scientific meetings, (social) media engagement, patient involvement (where appropriate)	At the time of applying you should have: A track record of communicating and sharing your own research outcomes effectively with the wider community through e.g. scientific conferences, (social) media engagement, patient involvement (where appropriate)

*Research outputs may include preprints, training delivered, contribution to consortia, community outreach, patents, key datasets, software, novel assays and reagents, and publications. We are a [DORA](#) signatory and as such we consider the value and impact of all research outputs.