



**Level 1:** Entry to level 1 of the Research Career Framework is by way of open competition

Position	Progression	Professional Development	Comments
<p><b>Job Title:</b> Postdoctoral Researcher</p> <p><b>Duration of Post:</b> 4 years maximum.</p> <p>Contract will match duration of funding subject to a maximum of 4 years and a minimum of 1 year.</p> <p><b>Minimum Qualifications:</b> PhD in relevant area</p> <p><b>Salary Guidelines:</b>  <a href="#">IUA Researcher Salary Scales</a></p>	<ul style="list-style-type: none"> <li>1<sup>st</sup> year probationary period must be satisfactorily completed to move to year 2.</li> <li>Annual performance review (PMDS) post-probation must be satisfactorily completed.</li> </ul> <p>Notes</p> <ul style="list-style-type: none"> <li>Satisfactory academic and professional practice within faculty.</li> <li>Completes both the required 'on-the-job' as well as formal training.</li> <li>Open competition to progress to the next level.</li> </ul>	<p><b>Key Training Modules:</b></p> <ul style="list-style-type: none"> <li>Orientation, knowledge acquisition and personal effectiveness</li> <li>Publications, funding and intellectual property</li> <li>Project management</li> <li>Teaching and learning</li> </ul> <p><b>4 days training per annum is recommended as a minimum.</b></p>	<p>During the course of their employment, <b>Postdoctoral Researchers</b> should:</p> <ul style="list-style-type: none"> <li>work under the supervision of a specific PI</li> <li>be associated with a particular research project and designs and implements part of a programme of research</li> <li>demonstrate a systematic understanding of a field of study</li> <li>communicate their research with their peers and have begun to develop their career reputation</li> <li>contribute to teaching/tutoring/mentoring that normally be no more than 50 hours per annum in an associated school and under the close supervision of a fulltime academic member of the School</li> <li>demonstrate the ability to manage a research project including the co-supervision of students.</li> <li>demonstrate awareness of the research environment and the various grant sources and application mechanisms</li> <li>be publishing on a regular basis</li> </ul>



## Level 2: Entry to level 2 of the Research Career Framework is by way of open competition

Position	Progression	Professional Development	Comments
<p><b>Job Title: Research Fellow</b></p> <p><b>Duration of Post:</b> 4 years maximum</p> <p>Contract will match duration of funding subject to a maximum of 4 years and a minimum of 1 year depending upon total years on Framework.</p> <p><b>Minimum Qualifications and Experience:</b> PhD plus a minimum of 4 years relevant experience at Level 1 or its equivalent</p> <p><b>Salary Guidelines:</b> <a href="#">IUA Researcher Salary Scales</a></p>	<ul style="list-style-type: none"> <li>1<sup>st</sup> year probationary period must be satisfactorily completed to move to year 2 (if in DCU for the first time).</li> <li>Annual performance review (PMDS) post probation must be satisfactorily completed.</li> </ul> <p><b>Notes:</b></p> <p>Satisfactory academic and professional practice within faculty.</p> <p>Completes both the required on-the-job as well as formal training</p> <p>Open competition to progress to the next level.</p>	<p><b>Key Training Modules:</b></p> <ul style="list-style-type: none"> <li>Orientation, knowledge acquisition and personal effectiveness</li> <li>Management and leadership</li> <li>Publications, funding and intellectual property</li> <li>Teaching and learning</li> </ul> <p><b>4 days training is recommended as a minimum per annum.</b></p>	<p>During the course of their employment <b>Research Fellows</b> should:</p> <ul style="list-style-type: none"> <li>work under the supervision of a specific PI</li> <li>contribute significantly to the development of their research and be designing and implementing a substantial programme of research</li> <li>developing a growing reputation within their field of research</li> <li>contributing to the application for a research grant(s)</li> <li>be successfully managing research projects including the co-supervision and mentoring of more junior staff.</li> <li>Demonstrate a thorough understanding of the research area(s) both nationally and internationally</li> <li>contribute to teaching /tutoring/mentoring that shall normally be no more than 50 hours per annum in an associated school and under the supervision of an Academic Faculty member.</li> <li>publishing on a regular basis in a high quality peer reviewed journal(s)</li> </ul>



### Level 3: Entry to level 3 of the Research Career Framework is by way of open competition

Position	Progression	Professional Development	Comments
<p><b>Job Title: Senior Research Fellow</b></p> <p><b>Duration of Post:</b> 4 years maximum</p> <p>Contract will match duration of funding subject to a maximum of 4 years and a minimum of 1 year depending upon total years on Framework</p> <p><b>Minimum Qualifications and Experience:</b> PhD and will normally be required to have 6 years relevant experience, 2 of which should be Level 2 equivalent.</p> <p><b>Salary Guidelines:</b> <a href="#">IUA Researcher Salary Scales</a></p>	<p>Research Fellows who successfully complete Level 3 should be strongly placed to secure a longer-term position outside of the Framework as a senior researcher or academic in DCU or, alternatively, other positions in academia, industry or the wider public service.</p>	<p>Key Training Modules:</p> <ul style="list-style-type: none"> <li>• Orientation, knowledge acquisition and personal effectiveness</li> <li>• Management and leadership</li> <li>• Publishing and intellectual property</li> <li>• Finance and budgeting</li> <li>• Teaching and learning</li> </ul> <p><b>4 days training is recommended as a minimum per annum.</b></p>	<p>During the course of their employment <b>Senior Research Fellows</b> should be:</p> <ul style="list-style-type: none"> <li>• working under the supervision of a PI and making a substantial contribution in their field of research</li> <li>• with the PI, taking a leading role in creating and establishing research programmes</li> <li>• securing research funding and executing research programmes</li> <li>• leading/co-leading research teams in conjunction with the PI and contributing to the co-supervision post-grads and PhD students</li> <li>• successfully communicating their research inter/nationally as well as developing an international research reputation</li> <li>• contributing to teaching /tutoring/mentoring that shall normally be no more than 50 hours per annum in an associated school and under the supervision of an Academic Faculty member</li> <li>• publishing to a high level and making an international contribution</li> </ul>