



Senior Research Fellow Level 3 of Research Career Framework Summary of Competency Guidelines

Competency Heading	Definition
Discipline specific knowledge and Research skills	Demonstrates the ability to design and/or implement a substantial programme of research including initiating and leading new research programmes (for example by using critical judgement and an understanding of new research methodologies)
Communicating Research	Demonstrates excellence in communicating their research nationally and internationally (for example by publishing in high quality peer reviewed journals of international standing and through invitation to participate in commercial research) and the ability to deliver teaching based on their own research
Managing and Leadership skills	Successfully leads and manages research programmes including the management and supervision of a small research team and the financial management of research programmes
Understanding the Research Environment	Demonstrates a thorough understanding of the research environment both nationally and internationally, the ability to secure significant research funding and where relevant the ability to apply for intellectual property rights and/or patents for their research

Document Name	Summary of Competency Guidelines Level 3	
Version Reference	1.0	
Document Owner	Human Resources	
Approved by	Human Resources	
Date	08-Nov-11	

Document Name	Summary of Competency Guidelines Level 3	
Version Reference	1.0	
Document Owner	Human Resources	
Approved by	Human Resources	
Date	08-Nov-11	