



NDM Principal Investigator Career Development Scheme

Background and purpose

This document describes the Career Development Scheme (CDS) within the Nuffield Department of Medicine (NDM), University of Oxford (the University) to identify and support exceptional early-stage researchers with the potential to develop into future leaders in clinical and basic sciences (CDS Group Leader).

The NDM will operate two tracks in its CDS:

- (1) for basic and clinician scientists in training;
- (2) for a minority of newly qualified clinical consultants wanting to sustain their research and clinical activity.

The CDS Committee will determine the eligibility of those applying for the scheme and review the progress of those admitted. Support will be provided by the department through mentoring in addition to that provided to researchers through the University of Oxford, informed by the Concordat to Support the Career Development of Researchers.

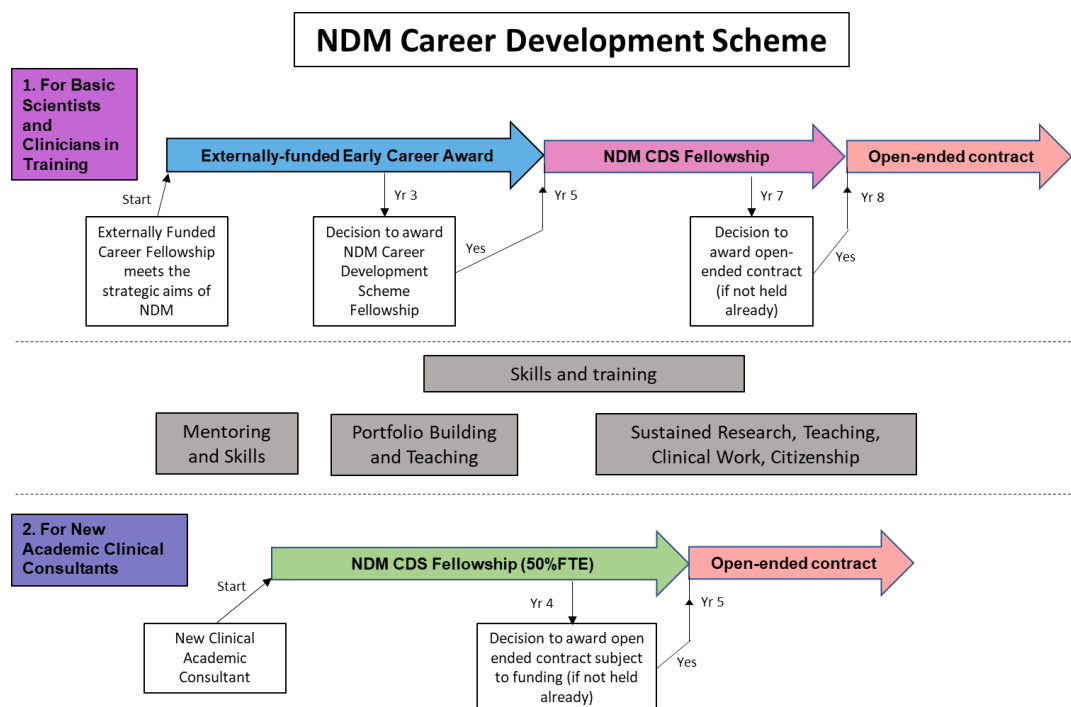
Track for basic and clinical scientists in training

- Entry to the first track will start with the award of a qualifying externally funded fellowship supporting the first phase of an independent career, typically for five years.
- Subject to satisfactory progress two years before the end of the award, the CDS Group Leader will be awarded three-year NDM-funded CDS Fellowship, which will support their salary and provide them with time to grow their portfolio.
- Those with a sufficient track-record will be awarded an open-ended externally funded contract at year eight (if not already held). At every stage, the CDS Group Leader will be supported and mentored to find additional funding.

In recognition that externally funded fellowship opportunities are scarce in certain research fields, the committee and HOD will consider alternative ways to identify and support the development of exceptional early-stage researchers in these areas.

Track for newly qualified clinical consultants

- Qualification to the CDS will occur upon their appointment as an NHS consultant to support dual clinical and academic training at this level following the loss of senior clinical fellowships.
- In such cases, the CDS Group Leaders will be awarded a 5-year NDM-funded CDS Fellowship, sufficient to cover 50% of their salary, with 50% coming from clinical activity. Staff will be assessed after four years and those with a sufficient track-record and external funding to cover their salary and overheads will be awarded an open-ended externally funded contract at year five (if not already held).



Eligibility and progress assessment

Eligibility for the CDS will be determined via a CDS Committee based on:

- Outstanding research productivity, with major contributions to peer reviewed publications, high profile reviews and commentaries).

- Funding track record (post-doctoral fellowships, travel grants, contributions to research grants).
- Reputation (letters of recommendation).
- Early evidence of leadership.
- Early evidence of teaching (masters and DPhil students, etc).
- Strategic fit and collaborative potential.
- Early evidence of contributions to research culture.

For those who have successfully entered the CDS, assessments by the CDS Committee including written feedback will occur:

- Annually during Years 1 and 2 via annual reports to check whether the research programme is on track.
- At the end of Year 3 to determine early success in establishing an independent lab and research programme.
- At the end of Year 7 (or Year 4 for the clinical consultants scheme) against the initial criteria for selection and to determine if they have a sustainable portfolio of grants to support their activity as an independent PI.

