

HEALTH SCIENCES CAREER DEVELOPMENT PROGRAMME 2022 - Postdoctoral Fellowships



CLOSING DATE: 5:00pm Monday 14th November 2022, 2 Fellowships available

GUIDELINES FOR APPLICANTS

Purpose

The purpose of these fellowships is to fund candidates who have the greatest likelihood of becoming the next generation of successful researchers and academics, whose career objectives align with the values of Otago University.

Eligibility

- **Applicants should not have had more than three years postdoctoral experience** (from the date of completion of the academic requirements for a PhD - not the date of actual graduation which can be up to 6 months later than this). Allowances for parental leave parental or other personal leave will be made.
- This means that applicants who have held positions of postdoctoral fellow, research fellow, lecturer or senior lecturer or equivalent posts, for more than thirty six months in total at the time of application will not be eligible for these fellowships, **irrespective of when their PhD was completed**. Allowances for parental or other personal leave will be made.
- Applicants must hold the degree of Doctor of Philosophy or an equivalent degree. Although applications will be received from persons who have not received results of their thesis examination at the time of application, the award and commencement of the fellowship would be conditional on awarding of the degree. The thesis should preferably have been submitted at the time of application and **must** have been submitted for examination by **1 Feb 2023**. There will be no exceptions to this rule.
- Where a candidate has worked for a period as an ARF or equivalent prior to undertaking a PhD, scoring will prioritise research that come from the candidates' PhD or Masters work.
- Therefore when candidates refer to publications in their contributions to research sections they should indicate if these arose from PhD or Masters studies.
- Applications will be accepted from international candidates who are supported by an academic mentor from an Otago Health Sciences department.
- If the international candidate is clearly a better candidate they will be awarded a fellowship, as long as they can secure visas to work in New Zealand.
- International candidates will be judged in an exactly equitable way to New Zealand candidates until a point in the process where there is no way to distinguish between two candidates, at which point the New Zealand candidate will be favoured.

Value and Duration of Tenure

- The annual salary paid to Postdoctoral Fellows will be \$ 78,960 (PD01) per annum and is not subject to annual increment.
- The Postdoctoral Fellowships are awarded for a period of **two years only**.
- This applies even if you apply for an FTE <1.
- The Fellowships will be reviewed annually by report and extension of the award beyond 12 months will be dependent on an acceptable level of progress of the research and on the basis of confidential reports from the Fellow's mentors.
- Successful candidates need to take up their Fellowship no later than **1 June 2023**

Conditions of tenure

- These Postdoctoral Fellowships are tenable at the University of Otago in a department within the Division of Health Sciences. The department and supervisor must be approved.
- The Fellows are employees of the University of Otago and the general conditions of the appointment are outlined in the accompanying and Conditions of Employment for Postdoctoral Fellowships.
- The costs of the research undertaken by career development award recipients will be borne by the department. **Applicants should confirm that such resources are in place before submitting their application to ensure the successful completion of their award.**
- The Fellows may undertake limited clinical duties relevant to their research external to the University to a maximum of 200 hours in a calendar year. They may accept remuneration for such duties if this is approved by the Vice Chancellor (or VC's delegate). For additional teaching or clinical work internal to the University the total FTE that the postdoc may be employed at must not exceed 1FTE and additional remuneration will be negotiated on a case by case basis.
- Except in relation to approved limited clinical and teaching duties, a Fellow shall not accept any other fellowship, scholarship, award or grant except with the permission of the University of Otago which may impose conditions such as reducing the emolument of the Fellowship.
- **Fellows are encouraged to apply for external research grants and successful proposals can be accommodated by an agreed reduction in the fellowship proposal and FTE**

Mentor

- Each application should have a unique supervising /mentoring staff member, i.e. the staff member may not be named as a supervisor on competing applications for **this fellowship**.
- Mentors/supervisors need to make their HoD aware of the associated costs of the proposal well in advance of the closing date to allow for HoD's consideration of the costs.

Applications

Applications must be made to the Division of Health Sciences through the Head of Department and Dean of School as per the email memorandum circulated by Professor Ros Kemp, Associate Dean Research (Health Sciences). An electronic signed copy is required. Candidates should allow for delays in obtaining signatures in order to submit the application on time.

Approvals

The candidates should be aware of any ethics or regulatory approvals that are required to undertake the proposed research and list them as per the application format. The approvals do not need to be in place at the time of application **but will need to be obtained before the research can commence.**

Reporting

The recipients are required to submit an annual report on the approved research report form. The opinion of the mentor will also be sought. These reports are due on the anniversary of commencement of the award in each year of the award. The award recipients are also required to submit a final report on the same form within 28 days of completion of their Fellowship. Reports should be sent to Dr Michele Coleman in the office of the Division of Health Sciences.

Publications

Publications that result from research undertaken during the tenure of a Health Sciences Career Development Award should acknowledge the assistance of the University by stating that: "This research was conducted during tenure of a Health Sciences Career Development Award of the University of Otago".

Suspension or withdrawal of Fellowship

The University may, at its discretion for what is considered grave cause, suspend the tenure of a Health Sciences Career Development Award for such time as is thought fit, or deprive a fellow of his/her fellowship, and from that date the emoluments or other payments due shall cease.

Intellectual Property Rights and Commercial Considerations

The University has a policy on intellectual property which will apply to the Fellows (as University employees) and the applicant should familiarise themselves with this policy.

Scoring Criteria

- Contribution to Research statement (40%)
- Pathway to Independence (30%)
- Proposed Investigation including Vision Māutuaranga/Māori Health Advancement (30%),

Application format guidelines

Fonts to be used Calibri, Times or Arial, not less than 11 point

Section 1-2 Administrative details

Section 3 Please include a summary of the proposed research projects written in plain English for the lay reader in no more than 150 words. This may be used to allocate your application for review and also will help reviewers not familiar with your area of research.

Section 4 Contribution to Research statement (40%), 1.5 pages

Outline three contributions you have made to research or the research environment (up to half page each, including any references). Please align these contributions to the University's values and the Division's research priorities.

Note that this section should include key achievements from your CV in each example. We will provide an example statement. Your CV will be appended to the application for information but not scored.

Examples include, but are not limited to:

- Publication of a novel research finding and its impact on the research field
- Presentation of research to government, industry or policy groups
- Use of your research findings by clinical scientists or health practitioners
- Creation of a research initiative to benefit researchers in your discipline/school
- Examples of research leadership, such as organizing a national conference in your research discipline
- Invitations to present your research at prestigious academic conferences
- Commercialisation of research
- Citations, altmetrics

Section 5 Pathway to Independence (30%), half-1 page

These fellowships are designed to start a researcher's career as an independent researcher. There are many pathways that lead to independent research. Please outline how this fellowship in this department or group will enable you to start your independent research career. It may be necessary to outline conventional pathways to independence in your research area or discipline. Outline the key goals of this fellowship proposal that will establish you as an independent researcher.

Section 6 Proposed Investigation (30%), 2 pages max

Please include the aims of investigation, background, research design including specific objectives, research hypotheses, experimental/study approach, methodological detail and statistical analysis, significance of this research, relevant previous research you have undertaken and the results obtained by others with key references. Proposals purporting to examine the effect of size of an intervention should state the approximate effect size they expect to see. Also include an outline on how your research gives effect to Vision Mātauranga and/or Māori Health Advancement. [See Appendix 1](#) for further guidance on the VM concept.

This section should show that the proposed research is an independent project that will be led by you as the candidate. It should not usually be a simple extension of your PhD work. If extending your PhD work is appropriate in your discipline, explain how this helps you towards independence. The proposal should clarify what new skills and new areas of knowledge you will undertake and explore as part of the project.

University Values



Divisional Research Priorities

Vision

Healthy people, whānau and communities achieved through quality research that is nationally and internationally relevant.

Based on the Health Sciences Strategic Plan 2021-2027

Six Priority Objectives have been identified and mapped to Strategic Plan Priority Actions:

Priority Objectives
1. Achieving Māori Health Advancement through Transforming the Research Environment
2. Equitable opportunities to succeed in research for all staff
3. Achieving Pacific Island Health Advancement
4. Increasing the impact of research and redefining research excellence
5. Improving stakeholder engagement
6. Seizing opportunities for research

Appendix 1: University of Otago guidance on Vision Mātauranga for University of Otago Research Grant for guidance.

The University of Otago maintains a commitment to Te Tiriti o Waitangi. In the Research Division, and in UORG grants in particular, that commitment takes the form of a Vision Mātauranga (VM) statement.

In the Ministry of Business, Innovation, and Employment's words VM exists to "unlock the science and innovation potential of Māori knowledge, resources and people". In funding terms, that means requiring applicants to the various Government funding rounds to articulate whether their research is relevant to Māori knowledge, resources or people.

UORG applications that are relevant to Māori in one or more of those three forms – knowledge, resources or people - must include a VM statement.

This statement should include at least two elements:

1. First, a description of why the research proposal is relevant to Māori;
2. Second, a description of how the research proposal gives effect to VM.

In most applications, VM is relevant. For example, where a research application utilises a kaupapa Māori methodology or Mātauranga Māori (Māori knowledge), even in a minor way, or involves Māori as researchers, participants, or subjects then the application will require a VM statement. It will also require a VM statement if the research is relevant to outcomes for Māori or to their collective aspirations.

In determining whether VM applies, researchers may find it useful to consider the following questions adapted from the Royal Society guidelines:

- **Does the research *involve* Māori?**
 - Involve could mean that Māori, whether individually or collectively, participate in the research's design or undertaking;
 - That the research utilises mātauranga Māori, usually in a minor way, in its design and undertaking; or
 - That the research contributes to or is expected to contribute to Māori (iwi/hapū/whānau/etc) aspirations and outcomes.
- **Is the research *specifically relevant* to Māori?**
 - Specific relevance is often self-evident, but for the purposes of this exercise it can include research that utilises mātauranga Māori, usually in a more than minor way, in the design and undertaking; or
 - Research that contributes to, often in a direct way, Māori aspirations and outcomes.
- **Does the research *centre* Māori?**
 - Research that centres Māori can include research that is Māori-led;
 - That utilises Mātauranga Māori in a major way (for example, in the method, models, frameworks, tools, etc);

- That consults or collaborates with Māori, usually collectively (e.g. iwi) but can also individually (e.g. Māori researchers);
- That directly contributes to Māori aspirations and outcomes.

The last category where VM applies is **kaupapa Māori research** (KMR). If you are conducting KMR it will be self-evident that VM applies.

It is important to note that giving effect to VM is an active obligation. For example, where a geographer proposes to model coastal inundation in Otago in 2050, and expects to find Ngāi Tahu Marae are at greater risk of inundation, giving effect to VM could mean taking the following minimum steps: consulting with the relevant Marae committees and explaining the research; inviting those committees to participate in the research and creating formal mechanisms to allow that (e.g. a co-governance board); and undertaking to consult with the committees in the publication and distribution of results.

What if Vision Mātauranga does not apply?

If none of these categories apply to your research, you may consider that VM does not apply. This may be the case, however it is worth considering that the aim of VM as a policy is to unlock the innovation potential of “Māori... people”. This means that research can be brought within VM’s ambit if it commits to, for example, training Māori researchers (e.g. postdocs), even where the research is not specifically relevant to Māori.

In the event that VM is still not relevant applicants should provide a detailed rationale for this assumption explaining why and how they came to that conclusion.

For those cases where **VM remains inapplicable**, researchers may want to consider or explain how their research:

- Involves no mātauranga Māori;
- does not involve Māori in the research design or undertaking (e.g. they do not sit on any research management/advisory/governance panels);
- is not inclusive of Māori land, institutions, or aspirations and outcomes and nor are these the subject of any component of the research;
- the work is unlikely to be of greater direct relevance to Māori than members of any other group.

Do clinical applications require a VM statement?

Yes. Given that applications primarily or partially involving clinical work may include the participation of Māori as subjects or participants, a VM statement is required.

In applications involving clinical work and Māori the applicant must formulate, in consultation with Māori colleagues or partners, a cultural safety plan that includes – at a minimum – mechanisms for protecting Māori participants and their data and a plan for training members of the research team in cultural safety.

Clinical applicants may wish to consult the Health Research Council’s Māori Health Advancement Strategy.

Further information

For further information, the following links may be helpful:

<https://www.mbie.govt.nz/science-and-technology/science-and-innovation/agencies-policies-and-budget-initiatives/vision-matauranga-policy/>

<https://www.mbie.govt.nz/assets/9916d28d7b/vision-matauranga-booklet.pdf>

<https://royalsociety.org.nz/assets/Uploads/2018-MFCA-Guidelines-for-Applicants.pdf>

<http://www.hrc.govt.nz/news-and-publications/publications/te-ara-tika-guidelines-m%C4%81ori-research-ethics-framework-researcher>

[https://gateway.hrc.govt.nz/funding/downloads/HRC Maori Health Advancement Guidelines.pdf](https://gateway.hrc.govt.nz/funding/downloads/HRC%20Maori%20Health%20Advancement%20Guidelines.pdf)

<https://www.sftichallenge.govt.nz/vision-matauranga>