



**Maynooth
University**
National University
of Ireland Maynooth

Maynooth University Researcher Career Framework

Document management

Final: V33

26/01/2023

Contents

.....	1
1. Background-the need for a research career framework	3
2. Guiding Principles	3
3. The Maynooth University Researcher Careers Framework	4
4. The Researcher Career in the University Setting	6
Postdoctoral Researcher	6
Senior Postdoctoral Researcher.	7
Research Fellow.....	8
Senior Research Fellow and above	8
Professional/Technical Researchers	9
Research Professors	10
Research and Senior Research Assistant.....	10
Research Support Officer	10
5. Professional Development & Career Preparation	11
Progression/Contract Issues:	12
No-Cost Extensions.....	12
Contract Renewal and Other Issues.	13
6. Teaching activity permitted by fellows on research contracts	13
7. Recruitment	14
8. The Gender Dimension	15
9. Research appointments outside the framework	16
10. Additional Policies that will support this framework	16
Appendix 1. Framework Roles	17
Appendix 2. Non-framework (Research Assistant & Support) Roles	19
Appendix 3. The Maynooth University Research Charter 2012	20

1. Background-the need for a research career framework

The development of a clear career framework for researchers is an important component of a robust research culture in the university. It provides individual researchers with a clear view of their career needs and directions, promoting research as a professional career with distinct stages. In national terms, a common researcher career framework is essential for developing the human capital required to reap the social and economic benefits of future investments in research. The European Commission adopted a [*European Charter for Researchers and a Code of Conduct for the Recruitment of Researchers in 2005*](#). The purpose was to develop a fair, attractive, open and sustainable European labour market, where a defined framework governed the impartial recruitment and retention of high-quality researchers who would enjoy an environment conducive to their professional development. This was recognised at Maynooth University by the adoption in 2012 by Academic Council of a [*Charter on Postdoctoral Research*](#). That document, together with a [*report from the Irish Advisory Council for Science Technology & Innovation*](#) paved the way for the University to lay out the working and training expectations of the postdoctoral stage of a researcher's career. Subsequently the Irish Universities Association published the [*Research Career Development Framework*](#). This groundwork can now be extended and incorporated into a coherent Researcher Career Framework supported by standard recruitment policies that are transparent and fair, based upon open competition for available posts. This document outlines the structure and progression routes for the full range of the researcher careers in the Maynooth University context, in a manner that aligns with the Irish Universities Association Framework.

2. Guiding Principles.

A guiding principle for the Maynooth University Researcher Career Framework is to ensure that individuals embarking on a research career (especially postdoctoral studies) have a clear sense of career path options, whether for academia, enterprise, public service or administration. To this end, the following principles informed the design of this framework:

- To provide a structured professional research career path that consists of distinct stages with rigorous, open, fair and internationally competitive selection processes at each stage.
- To remove barriers to researcher mobility as far as possible. The framework will facilitate researcher movement between countries, between the various Irish higher education institutions, and between academia and enterprise.
- To build a sustainable research base in the University recognising that research and project related work is created typically by funding derived from exchequer or non-exchequer resources external to Maynooth University.
- To inform Postdoctoral fellows and researchers at all framework levels of their career options from the outset and to adequately prepare them for career paths outside academia.

- To provide appropriate skills and experience through in-service education and training to support long term career planning.
- To improve communication and understanding of a researcher career path including life breaks such as maternity, paternity, adoptive and parental leave as well as promoting health and wellbeing during their career' so that we normalise time that might need to be taken out for family, mental health and sick leave etc.
- To ensure there is consistency, fairness and equality by documenting the research career stages and expected life cycle.
- To remove barriers to mutual recognition of experience or skills between universities or sectors of the Irish research system. Consequently, the Maynooth University framework is designed to align clearly with national structures.
- To complement national and European frameworks promoting diversity and gender equality (e.g. Athena Swan Ireland, HRS4R) and the University's obligations as an equal opportunities employer and public service provider. This includes the definition of progression pathways to ensure the skills of female researchers and underrepresented researchers are not lost. .
- To support the framework with clear and unambiguous guidelines around recruitment recognising the need to incorporate the Open, transparent and merit-based [recruitment principles \(OTM-R\)](#) and implementation of the framework to principal investigators.

These principles build a defined researcher component to [Maynooth University's established Equality and Diversity Policy](#). They also build on the position in the 2012 Postdoctoral Charter by ensuring that researchers employed in the university are recognised as professionals and treated accordingly. The framework described here was developed following discussion and workshops with the Maynooth University Research Committee which included contributions from researchers across disciplines and career stages, and with professional input from the offices of Human Resources, Research Finance and Research Development. Finally, our approaches were cross-referenced with other Universities in Ireland (IUA) and align with the [IUA Researcher Career Development and Employment Framework published in 2020](#)

3. The Maynooth University Researcher Careers Framework.

The research base in Ireland has expanded dramatically in the past twenty years. It is a feature of the modern research system that most researchers embarking on a PhD will now develop their careers in the enterprise or the public service sectors. Only a small proportion of PhD graduates will find or select research careers in academia. This shift in the nature of the research career is accompanied by a blurring of the boundaries between an “academic”, an “industrial” researcher and a research career in the public, administrative or non-governmental sectors. Researchers now expect (and should be trained) to transfer between sectors as their careers develop. The above distinctions are losing their meaning as post-doctoral programmes are developed that are collaborations between employers and higher education institutions. The challenge for Irish

universities is to create a researcher career framework that prepares individuals for multiple career destinations and that is sustainable.

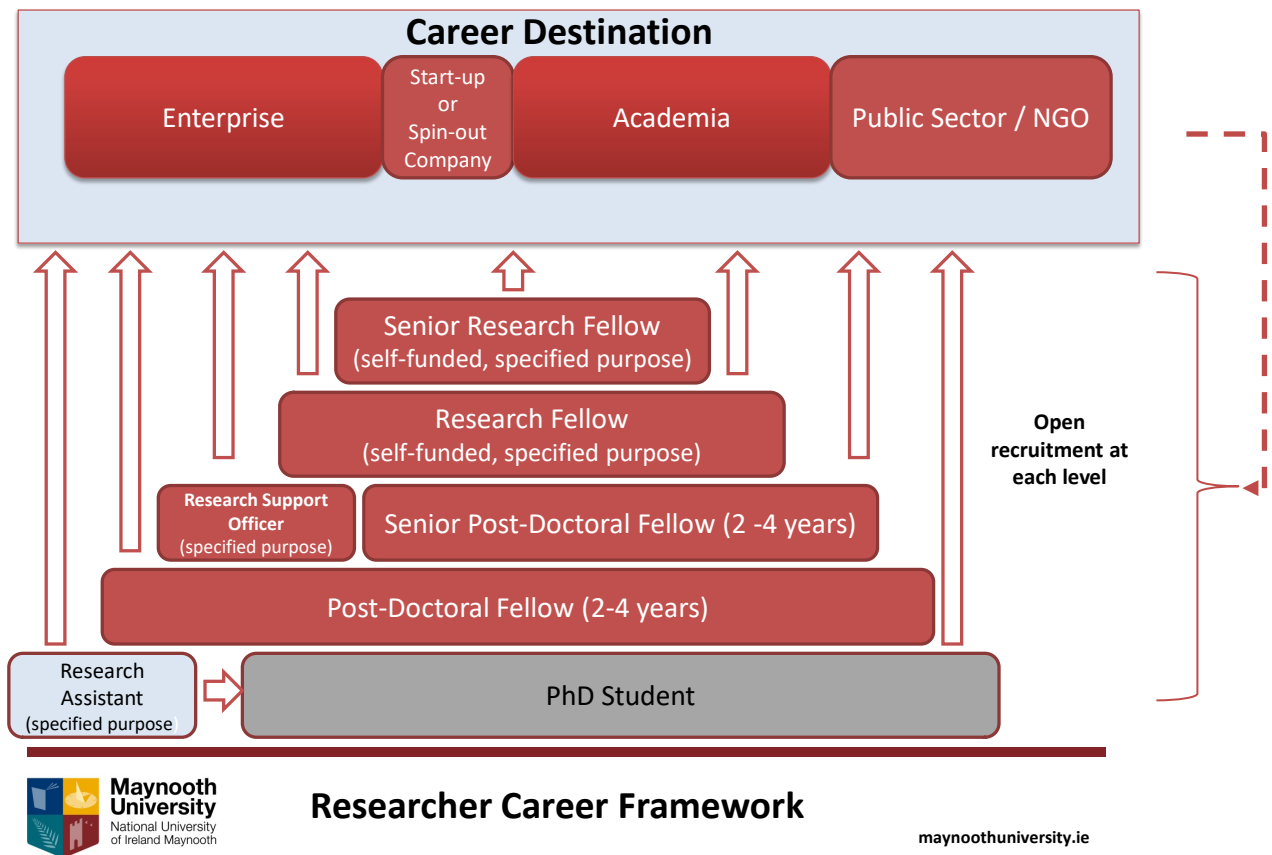


Figure 1. The Maynooth University Researcher Career Framework

The Maynooth University researcher career framework is laid out in Figure 1. It recognises that the ultimate career destination for many researchers beginning their career at Maynooth University may be in the private enterprise sector: whether in multinational companies, small to medium enterprises or increasingly in start-up or spin-out companies. Other researchers will develop their careers in the public sector, or in non-government organisations. Only a minority will follow a route from PhD to University academic, but even these will need to be open to the enduring need for mobility, to develop their research in multiple universities, perhaps in different countries. This framework describes career stages within the research profession where progress between levels is seen as part of a dynamic and informed career. It sets out those aspects within the University’s remit that can be established to create a structure for Irish research careers but recognises the on-going need for national resources to develop and the structure further.

4. The Researcher Career in the University Setting

In line with other Irish institutions, Maynooth University recognises the career stage of PhD student and postdoctoral researcher (1 &2) as developmental and pivotal. The PhD student although not typically a salaried employment is a fundamental stage of the research career and part of the developmental aspect of the Framework.

The postdoctoral researcher (1&2) is the career stage when having acquired academic competence through the PhD, a researcher grows in independence. This corresponds to Level 2 (recognised researcher) in the [EU Framework for Research Careers](#). During the post-doctoral period a researcher acquires the skills needed for multiple career destinations, in the context of a defined programme of research. Whilst the conditions attached to postdoctoral positions will vary, the postdoctoral researcher is an intermediate and transitory career phase. The duration (and salary level) of an appointment depends typically on funding made available by an external body for the specific research programme and for a limited time. In the absence of a framework there is a possibility that the developmental and training needs of researchers become ad hoc. In particular without a framework, postdoctoral fellows risk finding themselves in career “dead-ends”, lacking the developmental aspects needed for their career progression or shifting from being genuine postdoctoral fellows into long-term “research operatives” supporting research and principal investigators but not progressing their own careers.

In order to protect and develop postdoctoral fellows, and in line with other Irish Universities, the IUA [Researcher Career Development and Employment Framework](#) has been developed. A common limit is set on the duration of the post-doctoral stage, and a strong competence development component aimed at providing postdoctoral researchers with the skills necessary to advance their careers both within and outside of academia. **A maximum period for such training is set at six years** (assuming full time and without career interruption; or adjusted pro rata), this is to avoid post-doctoral fellows becoming trapped in a career phase and also to facilitate researcher movement between countries, between the various Irish higher education institutions, and between academia and enterprise. Two levels are recognised to a postdoctoral career phase based on experience, the competencies required and degree of responsibility attached to the post. The levels are now complemented by descriptors given in Appendix 1, and summarised in the descriptions below

Postdoctoral Researcher

The Postdoctoral Researcher (level 1) is the first level on the researcher career framework. It is the initial postdoctoral research phase where the researcher can acquire supervised, practical experience. This is a level where a researcher will further develop their skills and augment their domain specificity. At this stage, the funding to support the role is usually managed and sourced by a Principal Investigator (PI).

Duration: This level will typically last **between two and four years** and may be undertaken in more than one higher education institution, in non-university settings or in collaborative /shared arrangements.

Recruitment: Recruitment will follow an open, transparent and competitive selection process.

Progression: Postdoctoral fellows require mentorship and feedback to develop. Principal investigators are therefore expected to support a postdoctoral researcher's researcher performance and progress through mentorship, regular feedback and supporting continuous professional development. Progression is then often to a second postdoctoral fellowship (level 2) acquired through open and competitive processes.

Developmental Support: In support of this, the University has prepared a structured programme of training and professional development, to enable postdoctoral researchers to acquire the skills and experience necessary to become independent academic researchers and to develop their careers in multiple settings beyond academia.

Senior Postdoctoral Researcher.

The second level on the researcher career path is that of Senior Postdoctoral Researcher (level 2) and is a progression from level 1. A Senior Postdoctoral Researcher will have at least two years of research experience following award of their doctorate and have demonstrated the potential or capacity to develop as an independent researcher. The Senior Postdoctoral Researcher will typically work under the guidance of the PI who has secured funding for the position. The Senior Postdoctoral Researcher will have a track record of peer reviewed publications or comparable research outputs, may assist with supervision of postgraduate students and may be involved in project management of the research.

Duration: A position at Senior Postdoctoral Fellow will typically last **between two and four years**- aligned with the external funding secured by the PI.

Recruitment: Recruitment to senior postdoctoral fellow is typically through an open, transparent and competitive selection process. Senior postdoctoral fellow (level 2) contracts are not extendable or renewable. Once a fellow has completed this developmental period, they should be adequately prepared for progression to Research Fellow (self-funded or specified purpose funding) or to comparable other career destinations. There may be circumstances where the university will advertise a combined Post-Doctoral Researcher (level1-2) position that will allow for the new entrant to progress from Level 1 to Level 2 within a single fixed term contract. Such contracts will be for a minimum four years and maximum of six years and are not renewable at the end of the contract term.

Progression: Senior Postdoctoral fellows may progress into researcher vacancies in many sectors. Those wishing to remain in academia (either within Maynooth University or elsewhere) must successfully apply for an advertised vacancy or secure independent research funding as a Research Fellow with sufficient resources to cover their salary).

Development and training: The University will (subject to available resources) provide a structured programme of training, to enable Postdoctoral (level 1) and Senior Postdoctoral (level 2) researchers to acquire the skills and experience necessary to become independent researchers and to develop their careers in diverse settings. The senior postdoctoral fellow (level 2) is expected to further their career in one of the many sectors seeking trained doctoral expertise.

Research Fellow

The Research Fellow corresponds to level 3 (established researcher) in the [EU Framework for Research Careers](#) is a specific non-tenurable stage in a research career. The Research Fellow title is awarded by the University in two circumstances. First to researchers who may have completed the Postdoctoral career path (within or outside the University) and have personally secured their own independent external research funding (including 100% of salary costs) following a competitive selection process conducted by a research funding body or sponsor. Second, to individuals who have been appointed directly to this position by the University following an open competition linked to funding. The Research Fellow will be associated with a principal investigator (PI)/mentor who facilitates access to the University's research infrastructure. Research Fellows should have the opportunity to demonstrate independent and self-directed research and scholarship and/or the management of a research team. The role allows the Research Fellow to assemble a portfolio of achievements that make them competitive for tenured academic positions or senior scientific roles in industry or NGO.

The Research Fellow's employment with the university is for a fixed and specified purpose. This purpose will typically be aligned to work that needs to be carried out under the terms of the funding of the Research Fellow award. Research Fellows will be eligible to apply for external funding with salary support that allows progression to the position of Senior Research Fellow within or beyond the University. Research Fellows will be eligible to apply for external funding without salary support as PI that can be delivered within the period of their contract, or as a collaborator to an award led by another PI.

Senior Research Fellow and above

The role of Senior Research Fellow corresponds to level 4 (Leading researcher) in the [EU Framework for Research Careers](#) is available to individuals who have personally secured their own substantial, independent, external, research funding, inclusive of salary, following an open, competitive and transparent selection process by the research funding body or in any such positions that the University may choose to create. If the individual is an existing Research Fellow within the university, the potential progression to Senior Research Fellow must be agreed with the Vice President for Research at the funding

application stage. The university may appoint individuals at Senior Research Fellow or above following an open competition for a specified purpose position.

The Senior Research Fellow will typically be independent with access to their own research infrastructure and will be expected to support and run a research group as the Principal Investigator. The *Senior Research Fellow* title is used to reflect a degree of research prominence or impact of the researcher in a discipline. The Senior Research Fellow's employment with the university is for a fixed term and specified purpose. It is not an academic appointment. This purpose will typically be aligned to the terms of a research award. In a limited number of agreed instances (agreed in advance by the University Executive as part of strategic planning processes) the specified purpose may be defined by a programme of research work linked to a viable business plan.

Senior Research Fellows will be eligible to apply for further external funding (including salary) that allows progression (on successful award) whilst in the employ of the university. There are three levels of Senior research fellow reflecting competencies and impact of the researcher (see appendix 1). Senior Research Fellows are eligible to apply for any supports from the Maynooth Works to allow development of spin-out companies. Senior Research Fellows may of course be highly suitable to diverse employment roles outside academia and select any number of routes to further their careers.

Professional/Technical Researchers

In order to support mobility, especially between academic and industrial sectors, researchers who have acquired advanced specialist skills in industry or other non-academic sectors need a route to enter and be supported through the framework. This will be achieved using the framework, levels and positions described above. In these circumstances, prior experience and/or specialist expertise necessary to support a specific research programme can substitute for PhD qualifications or postdoctoral experience. These researchers may progress through the achievement of competitive awards as described above and may be supported in developing commercial opportunities through development of spin out companies from the university- a route particularly suited to this group. The process for recruitment to all these positions is typically through open competition.

Where the specific expertise of a Professional/Technical researcher is required to prepare for the establishment of a spin-out company (e.g. certain Enterprise Ireland funded programmes) then, with the specific, written permission of the Vice-President Research and Innovation, individuals may be named on a grant application or submit an application as a PI. In such circumstances the naming of an individual on an application indicates support to host research funding but does not constitute an offer of employment. These instances will be reviewed on a case-by-case basis by the Vice-President of Research and Innovation and reported to the University Executive.

Research Professors

Dedicated “research professors” are not currently recruited into this framework at Maynooth University and it is not intended that they be comprehended by it. Philanthropic-endowed chairs or externally funded professorships (e.g. SFI Professors, or industry co-funded positions) can all be accommodated within the existing departmental and research institute structures through appointment, and/or secondment. Eminent researchers of clear international standing and of high impact in their research field may be recruited into departments or research institutes following an open, transparent recruitment process or through award of independent funding from an external source. These leaders will play a vital role in the development of researchers at more junior levels. As “Professor” is the highest academic status recognised, self-directed development, rather than progression within this framework is the main feature of this role.

Research and Senior Research Assistant

These are entry level roles where technical support is the main feature. The research assistant is not a part of the overall career framework as individuals in these positions typically do not hold a PhD qualification. The Research Assistant role may be used by researchers who have yet to decide on their career path. The Research Assistant is employed for a fixed and specific purpose of supporting the performance of research in the University. Such research performers may be non-specialist, have limited specialisms, or display a technical expertise linked to particular equipment. These roles are for a fixed and defined specified purpose, linked to funding held by a PI. The Human Resources department (at employment) and the PI have a duty to explain clearly to individuals interested in Research Assistant positions that they do not fall under the Research Career Framework. Research Assistants wishing to progress into a framework, or another career will be directed to further educational opportunity (e.g. level 9 or 10/Masters/PhD) or explore employment at appropriate level in research performing organisations. An advice sheet will be prepared to support PI and staff in these instances.

Research Support Officer

In a limited number of instances (approved in advance by the University Executive), a researcher with postdoctoral experience may be appointed to a position providing technical or domain specific expertise at an advanced level. The work may be in support of a research team, or multiple groups as part of a research institute. Such a position is for a fixed and defined specified purpose, typically linked to an analytic or technical skill requirement based on research project(s) needs. The research support officer does not have independence with regard to research direction, or strategy, but works under the direction of the Principal Investigator (or Research Institute Director). The Human Resources department and the PI will explain clearly to individuals applying for Research Support Officer positions that their employment is for a specified purpose and, unless work of a similar nature is available at the end of the project their employment will end.

5. Professional Development & Career Preparation.

Supporting Career Development.

The professional development of Postdoctoral and Senior Postdoctoral Researchers will be structured to help them acquire the skills and experience necessary to become independent researchers and for diverse employer destinations. Training and development will be delivered by different providers as described in Table 1. An important role will develop over time for Research Institutes who may host opportunities for postdoctoral fellows to learn skills such as project management, people and financial management, marketing and the skills required for the commercialisation of research. The training and development offered will fall into four categories designed to assist employability, mobility and career development of researchers.

The professional development of Research Fellows and senior Research fellows will be largely self-directed. These staff can access the ongoing programme for staff development across the university organised by HR via the [Learning and Development Team](#) and the [Research Skills Development Programme](#). Directors of research institutes will pay attention to mentoring and staff development as part of the career development of research fellows linked to Institutes or associated research groups of different scale. Fellows may also access training opportunities for postdoctoral fellows subject to available resources.

In these ways, Maynooth University provides development and training opportunities for researchers reflecting their level within the framework. This framework supports postdoctoral researchers and other fellows to plan their careers and to access training and development activities that provide for their current research role and longer-term career goals.

Table 1. Outline of Career Training/Professional Development Provision for Researchers

Competency	Examples	Provided by	Accessed through
Research Skills & Environment	Research ethics, research integrity, gender dimension in research content, specific techniques, health & Safety, editorship, grant writing	Various including external, Research Institutes & departments, RDO	Various including direct provision from RDO, library; departments; Institutes and external sources e.g., EU awards, fellowship grants, external awards etc.
Knowledge Transmission	Student project supervision, teaching courses, lectures	Centre for Teaching & Learning (CTL), Academic Departments	CTL, and supported by departments (PI/HoD)
Innovation skills & Career development	Patenting, spinning out a company, setting up a consultancy	Maynooth Works, Research Institutes	Annual provision by Maynooth Works or through Research Institutes
Personal, communication & management skills	Budgeting, project planning etc., team management and EDI awareness, media training	Research Institutes HR, RDO	Annual provision by Institutes, Regular staff development programmes

In addition to the university providing training and development in the above fields, researchers have the responsibility for managing their own professional development. Principal Investigators (or supervisors) will discuss professional needs of each researcher formally at the commencement of employment, and thereafter supervisors and researchers should agree a suitable balance for the coming period between the direct research role and the development requirements. Researchers should pay particular attention to realistic career options outside of the academia and take responsibility to be suitably prepared for planned career progression. Researchers and their supervisors are encouraged to seek out opportunities inside and outside the University to develop skills, knowledge and experience.

Progression/Contract Issues:

The Maynooth University Researcher career framework is a structure that gives clarity to researchers around their personal development and lays out clear routes for possible career progression. Progression from PD1 to PD2 will normally be through open competition. It also clarifies for principal investigators the nature of roles and the duties they face with regard to career advice and mentorship to their staff. The following sections clarify the issues around contract management.

No-Cost Extensions.

The provision of no cost extensions to research projects creates uncertainty for researchers and unnecessary administrative duplication. In order to simplify the situation for researchers and to avoid the requirement to issue new employment

contracts for short periods of no-cost extensions, initial research contracts of employment will be issued with a condition allowing for a single no cost extension, subject to available resources. An example of such a clause would be:

"[This award is ...] for the duration of grant number [INSERT REFERENCE] subject to available external salary funding ending on [INSERT PLANNED END DATE]. Should this award be extended by a no cost extension, subject to available funds, the contract end date will be [Insert date not later than 6 months]. You will be advised no later than four weeks in advance, if a no cost extension has been approved."

The precise formulation of wording will be the responsibility of the Human Resource department and specific to individual cases. This simple alteration should reduce administrative burden and remove some uncertainties for researchers in these situations.

Contract Renewal and Other Issues.

A feature of the researcher career framework is that recruitment to positions is based upon open, transparent and merit-based recruitment procedures proportionate to the level of the position. This approach can constrain supervisors in their approach to appointments, but it supports researcher mobility, gender equity, and transparent management processes. The direct roll-over of researchers from one contract to another is counter to those principles. Therefore, the renewal of an existing research employment contract is typically not supported. All new positions in the above categories other than personal awards will typically be advertised. Full details around the processes for researcher recruitment are provided by the University [recruitment and selection procedures](#).

6. Teaching activity permitted by fellows on research contracts.

The role of a full-time researcher is different to that of the tenured academic. Teaching is not a core aspect of any role defined in this framework. Nevertheless, Maynooth University recognises that researchers wishing to develop their careers will benefit from opportunities to engage in teaching, to improve their pedagogic expertise, and develop professionally for careers in academia and indeed as supervisors with training responsibility in industry. Teaching activity for researchers and especially postdoctoral fellows is therefore primarily a developmental opportunity. This framework clarifies when fellows on full time research contracts (i.e. Postdoctoral, Senior Postdoctoral, Research, Senior Research, Professional/Technical & Research Support Fellows) may undertake teaching activities with the following limitations:

- Supervision and management of less experienced researchers (e.g. undergraduate projects) is an integral and expected component of a research career not limited by this document.
- Teaching is part of the training and development opportunity for researchers employed by the University and as such no additional remuneration will be paid

- Teaching activities not directly linked to research (including tutorials, lectures,) are permitted for postdoctoral fellows as part of their employment but must be in a context of their professional development and should not be excessive. Teaching activity shall not exceed 4 hours direct student contact per week (and cumulatively less than 100 hours per year) to prevent distraction from their employment as full time researchers.
- Formal training (e.g. CTL courses) to enhance pedagogic theory and practice will be made available to all researchers who are considering a career in academia and is highly recommended.
- The researcher will not have the same level of teaching responsibility as a permanent member of academic staff. A researcher may deliver lectures and assessments in areas of their competence, but it is the head of the academic department who is ultimately responsible for the quality of the teaching provision, overseeing the content and structure of any delivery, and for assuring assessment quality.
- Teaching activities are assigned to researchers by the appropriate head of department. It is the responsibility of the researcher to ensure that the limits above are not exceeded.
- A Researcher is not obliged to carry out teaching in the University.

Where researchers are employed full-time on a research contract supported by external funding (i.e. 100% full time externally funded researchers) then, in line with other Irish universities, additional teaching will be remunerated. Where researchers are not employed full-time, the above limitations may be adjusted pro-rata. Part time researchers may be eligible for remuneration for additional teaching performed outside their regular contracted research time. Such teaching may be provided through the [External Module Lecturer Policy](#) subject to the following conditions that protect their research commitments: a) any teaching must not conflict with the terms and conditions of the research contract and written approval must be provided by the research supervisor (or line manager) that any remunerated teaching will not interfere or conflict with the fellow's research obligations; b) in these instances, the letters of approval from the supervisor and details of the student contact hours in teaching contracts must additionally be recorded and stored on the Research Information System to facilitate post-award auditing.

7. Recruitment.

[Specific recruitment protocols](#) have been developed to support this framework. These set out processes in line with good practice for filling research positions according to open, transparent and merit-based recruitment procedures appropriate to the level of the position.

8. The Gender Dimension.

A major advance in this framework and the national equivalent, is an approach to counter structural gender inequalities in research careers. [The European Commission's She Figures 2018](#) note that in 2016, the proportion of women among doctoral graduates ranged between 40% and 60% in the great majority of countries examined (p18, p 20). "Women make up less than 50 % of doctoral students, doctoral graduates and academic staff. In the top academic grade in particular, women are a clear minority and their position since 2013 has improved only slightly" (p.116). "In 2016, women researchers in the higher education sector were more likely than men to be employed under precarious working contracts" (p96).

An expert report [Structural Changes in Research Institutes](#) identified a number of issues faced by women researchers in Europe including institutional research practices (such as contract renewal), opaqueness in career decision-making, gender bias in the assessment of excellence, and gendered organisation of academic work to the detriment of women's research careers. The [Maynooth University Equality and Diversity Policy](#): addresses the totality of these issues. However, this framework clarifies the structures for career progression, recruitment, and decision making and addresses some of the above issues in the research domain. The processes for fair and open recruitment are described in the supporting document.

Consideration of the gender dimension in research content is an important part of ensuring excellence in research. Research funders nationally and internationally require applicants to indicate if there is a sex and/or gender dimension to the research proposed and how such dimensions will be addressed in the conduct of research. Not only does this minimise overlooked risks/biases that cost lives, money, or missed market opportunities it also is about harnessing the creative power of gender analysis to discover new things¹.

¹ <http://genderedinnovations.stanford.edu/>

9. Research appointments outside the framework

There will be occasions when “outside the research framework” appointments are required. These include:

- where a short-term contract (<1 year) is issued for a replacement of a researcher who has resigned prematurely;
- where a contract is issued to cover maternity leave;
- Where a funding body stipulates that a short term (<1 year) contract be issued;
- Where a specific skill set is required for a limited short-term period (<6 months) as part of a large or complex project.

Such positions are regarded as specified purpose, short-term contracts. The mechanism for approval is by application by the PI to the Vice-President for Research and subject to available funding. These contracts are not renewable or extendable.

10. Additional Policies that will support this framework

Other policies are required to support this framework. These include descriptions of [researcher recruitment processes](#), employment contract management and [provision of skills and career development offerings for researchers](#).

Appendix 1. Framework Roles

Regular Path		
Position	Description	Qualification
Post Doctoral Researcher(Level 1)	The Postdoctoral Researcher Level 1 will be supervised or mentored by a Principal Investigator (PI), either one who has secured funding for the position or who is named as a mentor on an individual fellowship that the Post Doctoral researcher has secured (e.g. IRC). The researcher will further develop both their research and practical skills. A particular emphasis during this stage is placed on developing transferable skills aligned to diverse employment sectors	Minimum qualification of a PhD*, a level or Level 8 qualification, with a minimum of 5 years relevant or equivalent experience (e.g. R&D in industrial or policy setting) with a significant level of responsibility. Specific purpose contract maximum term typically 6 years between PD 1 and 2
Senior Post Doctoral Researcher(Level 2)	The Senior Postdoctoral Researcher Level 2 will have a track record of peer reviewed publications or equivalent and have demonstrated the capacity to develop as an independent researcher. They will typically remain under the guidance of a PI who has secured funding for the position and will contribute to the project under which they are funded and further develop both their research and practical skills.	A PhD with a minimum of two years of relevant post doctoral research experience and evidence of developing research independence, or Level 8 qualification, with a minimum of 7 years relevant or equivalent experience (e.g. R&D in industrial or policy setting) with a significant level of responsibility. Specific purpose contract maximum term typically 6 years between PD 1 and 2
Research Fellow	The Research Fellow will be of seniority to head a sub-team of a research programme led by a Principal Investigator or to secure their own independent, external funding for a starter research programme, whilst still being associated with a Principal Investigator who will act as their mentor and facilitate access to the research infrastructure.	A PhD with a minimum six years postdoctoral year's experience. A significant track record of achievement in publications and other research outputs would be expected and demonstrated capability to secure independent funding; or Level 8 or 9 qualification, with a minimum of 9 years relevant or equivalent experience (e.g. R&D in industrial or policy setting) with a significant level of responsibility. Specific purpose contract.
Senior Research Fellow A	The Senior Research Fellow A will lead a strand of a major research programme or will secure their own independent, external funding and lead an independent research programme and /or small team.	A PhD or equivalent with a greater than 6 year's experience and a substantial track record of relevant independent experience with significant achievement in publications and other research outputs are expected; or Level 8 or 9 qualification with greater than 15 years or equivalent experience (e.g. R&D in industrial or policy setting) with leadership roles and an ability to manage teams. Specific purpose contract

<p>Senior Research Fellow B</p>	<p>The Senior Research Fellow B will be an independent researcher and will be entitled and expected to secure external funding sufficient to sustain a significant research programme and team.</p>	<p>A PhD or equivalent with greater than 6 year’s experience and a substantial track record as including a period as an independent researcher. Substantial experience and a track record of achievement in international publications and other research outputs is expected or Level 8 or 9 qualification with greater than 15 years or equivalent experience (e.g. R&D in industrial or policy setting) experience with leadership roles and an ability to manage teams. Specific purpose contract</p>
<p>Senior Research Fellow C</p>	<p>The Senior Research Fellow C will be an independent researcher and will be entitled and expected to secure external funding sufficient to sustain a substantial team-based research programme.</p>	<p>A PhD or equivalent with greater than 6 year’s experience including a sustained period as an independent researcher. Significant experience, and a very substantial and sustained track record of achievement in publications and other research outputs; or Level 8 or 9 qualification with greater than 15 years or equivalent experience (e.g. R&D in industrial or policy setting) with senior leadership roles and an ability to manage large multi-disciplinary team. Specific purpose contract</p>

*or other NQAI level 10 qualification

Appendix 2. Non-framework (Research Assistant & Support) Roles

Position	Description	Qualification
Research Assistant (Level 1)	The Research Assistant will have the ability to undertake a variety of non-specialist support tasks in a research team or setting in their first work experience	Minimum qualification of a bachelor's degree (Level 8). Specific purpose contract
Senior Research Assistant (level 2)	The Senior Research Assistant will undertake both non-specialist and limited specialist support tasks under supervision, in a research team or setting.	Minimum qualification of a Master's degree or level 9 equivalent or 3 years of postgraduate training in a relevant discipline. Specific purpose contract
Research Support Officer	The research support officer will possess the skills and experience directly relevant to the research programme i.e. qualitative/quantitative methodologies. They will provide significant specialist professional and/or technical skills to the research programme.	PhD with minimum of 5 years post-doctoral experience or Bachelors/Master's degree with 7 years relevant industry/technical experience.

Appendix 3. The Maynooth University Research Charter 2012.