

## **LMB Rising Talent Fellowship Additional Information**

### **1. Is the LMB Rising Talent Fellowship only for people from a Black background?**

Yes, this scheme is designed to attract Black researchers.

This Fellowship is open to people who self-identify as being from a Black heritage background, including a mixed heritage background. For example, Black British, Black African, Black Caribbean, Black Other, Mixed background (to include Black British, Black African, Black Caribbean or Black Other Backgrounds).

### **2. Fellowship eligibility**

This LMB Fellowship is open to researchers who self-identify as being from a Black heritage background, including:

- Black British
- Black African
- Black Caribbean
- Black Other
- Mixed – White and Black Caribbean
- Mixed – White and Black African
- Other mixed background (to include Black African, Black Caribbean or Black Other)

Applicants must be either:

UK domiciled researchers who wish to conduct their research in the UK. You could have a degree from a UK Higher Education Institution or from an institution outside of the UK.

OR

Non-UK domiciled researchers who have studied in the UK for their degree and/or PhD.

This Fellowship is for scientists who have a PhD in a relevant subject (or are due to complete PhD within 6 months), are moving into a new research discipline or have limited experience of key transferable skills.

Career breaks or gaps due to e.g. maternity, parental leave, other caring responsibilities, volunteering activities, part-time working or illness will be taken into account when assessing each application. This list is not exhaustive. Disclosed information will not negatively affect application decisions.

### **3. Why is the LMB Rising Talent Fellowship only open to people from Black backgrounds?**

When comparing to the employed UK population, researchers from Black heritage backgrounds are underrepresented in the biomedical sciences, in the broader UK higher education sector particularly from postgraduate levels through to the professoriate, across MRC and UKRI funding portfolios, and within our staff population.

[Research shows](#) that this is partly due to persistent racial inequalities and structural barriers which disadvantage people from Black backgrounds within the academy and across the research and innovation sector, which have resulted in degree awarding gaps at undergraduate level through to lower award rates when applying for research funding.

One approach to help tackle this, which has been recognised and is being advanced across the sector, is to create ringfenced opportunities for Black scientists at key stages to support them in pursuing a scientific career. The positive action provisions in the [Equality Act 2010](#) enable this by allowing organisations to take “any action which is a proportionate means” to address underrepresentation, where data supports this. The [Black Leaders in Cancer PhD Scholarship Programme](#), [Sanger Excellence Fellowship](#) and [Royal Society Career Development Fellowship](#) are other examples of positive action programmes.

We have launched this Fellowship programme to help retain and progress research talent that may have otherwise been lost to science, and to provide inspiration for aspiring scientists.

#### **4. How many Fellowships will be awarded each year?**

We expect to offer two fellowships per year.

#### **5. How long are the Fellowships?**

The LMB Rising Talent Fellowship is fixed-term for three years. As with all other LMB postdoc positions, there is a possibility to extend further.

#### **6. When does the Fellowship start?**

While starting sometime between October and end of December is preferred, there is flexibility with the start date and this can be discussed. Please just let us know.

#### **7. What is included in the Fellowship package?**

The LMB Rising Talent Fellows will be embedded within our existing Postdoctoral cohort and will be paid in line with this pay scale (£39,375 pa FTE Band 4).

The LMB Rising Talent Fellowship package includes:

- monthly salary
- research consumables
- excellent pension package with generous employer contribution (16%)
- budget of up to £5,000 over the three-year period to attend conferences and training
- generous annual leave allowance of up to 30 days per year
- additional 10.5 paid public holidays

Other benefits include:

- flexible working options
- employee assistance programme, including confidential help and advice
- employee discounts and offers on retail and leisure activities
- reimbursement towards the cost of an eye examination and a contribution towards glasses required for use with Display Screen Equipment (DSE) work
- cycle-to-work scheme

Financial support is available via the UKRI packages:

- Rent Deposit Loan
- Season Ticket Loan

There is also the opportunity for guidance on relocation.

## **Training, development and support**

### **Support from the start**

A key element of this scheme is the provision of support from the start of the application process to the finish.

We would like applicants to feel welcome and at ease getting in touch with the team here so you can fully understand the application process and also find out more about what it is like to work here. So please get in touch with us! Please be reassured that these conversations will not impact on your application.

### **Postdoc induction and buddy system for new starters**

A postdoc buddy is a fellow researcher that will help new postdocs settle in to the LMB. For example, this could include showing them around the building, answering questions about the LMB and Cambridge, introducing them to social activities etc.

### **Training and development**

Fellows can access:

- the University of Cambridge 'Researcher Development Programme' which is open to all research staff within the LMB
- the extensive UKRI training programme
- the Annual Postdoc Symposium
- regular scientific symposia, lectures and talks run throughout the year
- Nature Masterclasses

This list is not exhaustive.

### **Mentoring**

Fellows will be paired with a mentor from the LMB who will help them navigate their fellowship and share their advice and direct experience in how to set up a successful career in scientific research.

### **Coaching**

One to one coaching is offered to Fellows to provide support from a non-scientific aspect.

### **Peer-to-peer support**

Peer support is provided by the LMB Postdoc Association. Opportunities will also be made available to network with others on similar schemes in the Cambridge area.

## **8. How do I apply for the Fellowship?**

We will support applicants through the 4-stage application process, which is detailed below:

Stage 1: Expression of Interest and call with member of the Fellowship Team

Stage 2: Complete application

Stage 3: Shortlisting

Stage 4: Interview

### **Stage 1: Expression of Interest**

Before applying, please get in touch if you:

- would like an informal discussion on the next steps of the process, including a discussion on the application form questions (30-minute call).
- need specific support with the next stages of the application process, for any reason.
- have any other questions.

We are happy to help at any stage of the process. Please email the Fellowship Team [recruit@mrc-lmb.cam.ac.uk](mailto:recruit@mrc-lmb.cam.ac.uk)

### **Stage 2: Applying for the Fellowship**

**The deadline for applying is 23:55 on Sunday 31 March.**

You can apply by uploading a traditional CV and cover letter or you can use a Narrative CV which is a cross between a covering letter and a traditional CV. A narrative CV allows you to provide more context to your career path to date.

Further information about Narrative CVs can be found on the [UKRI website](#). Additional guidance about what to include in your Narrative CV can be found below.

#### **Guidance for writing Narrative CVs**

Please answer the following questions to form your Narrative CV (if you are using this format). These questions are aimed at drawing out your contributions to research excellence. There are no right or wrong answers to these questions, but they will enable us to learn more about you.

If you would like to discuss this part of the application process informally, please email us on [recruit@mrc-lmb.cam.ac.uk](mailto:recruit@mrc-lmb.cam.ac.uk). This will not affect the subsequent decision-making process).

**You should aim to write 1000-1500 words, including the information outlined below.**

- **Educational background**  
Please provide information about your educational background, key qualifications and relevant positions you have held.
- **Research area of interest**  
Which research area(s) are you interested in applying to? Details of the LMB research areas can be found on our [webpages](#).
- **Group Leaders of interest**

Are there any Group Leaders you are particularly interested in working with? Information about our Group Leaders and their science can be found on our [webpages](#).

- **Your research experience**  
Tell us how do you think your research experience and broader contributions to the research environment will enrich your Fellowship experience at the LMB.
- **Your academic achievements**  
Tell us what academic achievements are you most proud of and why.
- **Your personal achievements**  
Tell us what personal achievements are you most proud of and why.
- **Additional contextual information**  
Please tell us about any career breaks, secondments, volunteering, part-time work, other relevant experience (including any time spent in different sectors), that might have affected your progression as a researcher? This information will not negatively impact on any decisions made about applications.

Within these questions you should highlight expertise or experience around the following themes:

- Your contribution to the generation of knowledge
- Your contribution to the development of others and maintenance of effective working relationships
- Your contribution to the wider research and innovation community
- Your contribution to broader research and to wider societal benefit
- Overcoming personal challenges

### **Guidance for writing a traditional CV and cover letter**

Please aim to include as much information from the above section in your scientific CV and covering letter so the panel can assess as many aspects of your research career to date as possible.

### **Stage 3: Shortlisting stage**

A panel of LMB scientists will assess all eligible applications and will select the best candidates for interview.

If they have not already done so, shortlisted candidates are encouraged to speak to relevant [LMB Group Leaders](#) to help with steer the application ensuring a strong scientific fit with the [LMB's scientific programme](#).

### **Stage 4: Interview Process**

Applicants will be invited to an interview in May 2024. You can attend the interview in person or remotely via Zoom.

Candidates will be asked to present their research journey to date, their key areas of discovery and areas of future interest. This will be followed by an assessment of scientific competency, motivation and passion via question and answer session.

Candidates unsuccessful at this stage will receive feedback about their application and will have the opportunity to receive mentorship and support from LMB scientists. They will also be supported to apply again in future rounds.

Please email the [Fellowship Team](#) if you have any questions.

## **9. Can applicants choose which programme area to apply to?**

Yes – You can select up to three research areas that you are interested in and/or up to three Group Leaders who you would be interested in working with. Please include this information in your CV or letter. After the initial longlisting exercise, we will then send your application to the relevant Group Leader for shortlisting onto the next stage of the process.

You are strongly encouraged to get in touch with [LMB Group Leaders](#) to discuss their science and how your skills might add value to the existing scientific programme. Please contact the [Fellowship Team](#) if you would like help doing this.

If you are not sure which programme area to apply to, please indicate this in your application and we can arrange a call to discuss further.