

LMB Rising Talent Fellowship 2025

Additional Information

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

Yes, this scheme is for researchers of Black heritage.

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 criteria

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)

This Fellowship is for scientists who have a PhD in a relevant subject or are due to complete PhD within 6 months.

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](#) and the [Wellcome Accelerator Awards](#) 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 other aspiring Black heritage 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 a three-year training position with the possibility to extend a further year.

6. When does the Fellowship start?

While starting sometime between October and end of December 2025 is preferred, there is flexibility with the start date and this can be discussed. Please just let us know your circumstances.

7. What is included in the Fellowship?

The LMB Rising Talent Fellowship benefits include:

- £39,375 per year for a three year fixed term full time position, paid monthly
- generous allowance for training, conference attendance and development (up to £5k over the 3 years)
- research consumables included
- excellent pension package with generous UKRI contribution (16%)
- budget of up to £5,000 over the three-year period to attend training and conferences
- generous annual leave allowance of up to 30 days per year
- additional 10.5 days paid public holidays

Other benefits include:

- flexible working options
- employee assistance programme
- family friendly building and policies
- 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 [contact us](#)! Please be reassured that these conversations will not impact on your application.

Induction and buddy system for new starters

A buddy is an LMB researcher that will help Fellows 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

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 non-scientific support.

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. Do I need to contact any LMB Group Leaders?

Candidates are strongly encouraged to speak to relevant [LMB Group Leaders](#) to learn more about their research. This will help applicants with their application, and will ensure a strong scientific alignment with the LMB's scientific programme. Please [get in touch](#) if you would like help with contacting the scientists here.

Quite often the Group Leaders are looking for someone who is scientifically curious and passionate about their science.

Before contacting Group Leaders, we strongly recommend that you:

- read scientific papers published by the research group you are interested in so you are familiar with their area of science.
- have some questions ready for the Group Leader about their research. Show your curiosity and wider thinking on the topic. You don't need to understand it all!
- think about how your research could complement theirs, what skills and techniques you have developed so far, what you would like to learn more about etc.
- think about where you would like your career to go and how being involved in their group with help to enable that.

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

Yes. On the application form, you should 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 the application form and 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 to which programme area you should apply, please indicate this in your application and we can arrange a call to discuss further.

10. How do I apply for the Fellowship?

We will support applicants through the application process, which is detailed below.

Stage 1: Express 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

Stage 2: Complete application

The deadline for applying is **23:55** on **Sunday 23 March 2025**.

You will need to upload:

1. A completed application form (see webpage to download this)
2. Your scientific CV with covering letter, or a Narrative CV.

Narrative CVs provide the space to explain the context of your achievements and your contributions to research. See resources on [Narrative CVs](#) for further guidance.

Guidance for what to include in your scientific CV and covering letter

Through your CV and covering letter, your application will be scored using the criteria below therefore to score highly, your application should provide evidence and examples of the following:

Assessment Criteria	Assessed	
	Application	Interview
PhD in a relevant subject area or equivalent	✓	
Track record of research - This will include achievements, and contributions to published papers	✓	✓
Clear evidence of your capacity to learn new skills, and pick up new techniques quickly	✓	✓
Demonstrable scientific curiosity and motivation	✓	
Demonstrable ambition for using the Rising Talent Fellowship as a springboard for your scientific career	✓	✓
Examples of being a team player with the ability to work with others in a collegiate and collaborative environment		✓
Ability to effectively communicate ideas and results to collaborators and present orally to different groups	✓	✓
Ability to effectively prioritise and work independently	✓	✓
Detail orientated with strong problem-solving skills		✓

Educational background - Please provide information about your educational background, key qualifications and relevant positions you have held.

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. Include any information about awards, publications, scholarships etc as appropriate. Mention key areas of expertise, particularly those relevant to the Research Group you are applying to join and your own research.

Your academic and research achievements - Tell us what academic and or research achievements are you most proud of and why.

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](#).

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.

Stage 3: Interview

Shortlisted candidates will be invited to an interview during the week beginning 21 April 2025. You can attend the interview in person or remotely via Zoom.

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

In the interview the panel are looking for candidates with:

- a clear track record of research - This will include achievements, and any contributions to published papers
- Evidence of their capacity to learn new skills and to pick up new techniques quickly
- demonstrable scientific curiosity and motivation
- demonstrable ambition for using the Rising Talent Fellowship as a springboard for their scientific career
- examples of being a team player with the ability to work with others in a collegiate and collaborative environment
- the ability to effectively communicate ideas and results to collaborators and present orally to different groups
- the ability to effectively prioritise and work independently
- strong problem-solving skills and who are detail orientated

Candidates unsuccessful at this stage will receive feedback about their application. They will also be supported to apply again in future rounds.

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](#).

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