

Future Leaders – African Independent Research (FLAIR) Fellowships 2020

The following scheme notes set out the eligibility and application process of the Future Leaders – African Independent Research Fellowships. Please read through the entire document before proceeding with an application:

1. Overview

Background

The [Global Challenges Research Fund \(GCRF\)](#) is a £1.5 billion fund announced by the UK Government to support cutting-edge research that addresses the challenges faced by developing countries. The Fund forms part of the UK's Official Development Assistance (ODA) commitment which is monitored by the Organisation for Economic Cooperation and Development (OECD). ODA funded activity focuses on outcomes that promote the long-term sustainable growth of countries on the [OECD Development Assistance Committee \(DAC\)](#) list and is administered with the promotion of the economic development and welfare of developing countries as its main objective.

Science, technology and innovation have long been linked to economic prosperity and societal well-being and today are seen as especially crucial for the health and wealth of developing nations. GCRF offers a real opportunity to make significant progress in many areas of science benefitting Africa. The aims of GCRF are aligned to the United Nations Global Sustainable Development Goals, the African Union Agenda 2063, and the Science, Technology and Innovation Strategy for Africa 2024 that places science, technology and innovation at the heart of the continent's socio-economic development. One of the focuses of GCRF is to build research capacity and capability by forging strong and enduring partnerships between academic communities in the UK and developing countries and by enhancing the research and innovation capacity of both.

The Fellowships

The African Academy of Sciences and the Royal Society have partnered to deliver a postdoctoral fellowship programme supported by the Global Challenges Research Fund (GCRF): **Future Leaders – African Independent Research (FLAIR) Fellowships**.

Goal and Objectives

The FLAIR Fellowships Programme will produce Africa's next generation of independent research leaders undertaking cutting-edge research that will address global challenges facing Africa. The fellowships are aimed at talented African early career researchers with the potential to become leaders in their field and provide the opportunity to build an independent research career in an African institution.

The objectives of the FLAIR fellowship programme are:

- **Developing Africa's next generation of research leaders** - supporting talented early career African researchers to establish their scientific independence, focus on developing their research and become leaders in their chosen discipline.
- **Supporting excellent research** - enabling African researchers to address areas of global significance across the natural sciences through high-quality research, advancing knowledge and innovation which aims to benefit their country and address aspects of the Sustainable Development Goals.
- **Enhancing research environments** - working through relevant partners, awards will contribute towards institutional research capacity strengthening and establishing good financial grant practice in African universities and research institutions.
- **Fostering collaboration and impact** – establishing mutually beneficial long-term links between African Fellows and relevant UK researchers to harness the expertise of the UK research base through equitable partnerships and enhancing knowledge exchange and translation into sustainable policy and practical benefits.

The programme will provide two years of funding and support in the first instance; subject to progress during the first two years (and continued funding from the Global Challenges Research Fund) holders may have the opportunity to apply for a renewal for an additional three years. The funding will cover salary and research and travel expenses and will allow holders to focus on developing their research with limited teaching responsibilities. In addition, FLAIR Research Fellows will receive a generous programme of support to develop them as independent research leaders including training, mentoring, opportunities to network both regionally and with the UK and to develop international collaborations.

Global Challenge Areas

Proposals must seek to address the [GCRF research agenda](#) for enabling change and focusing on one or more of the following areas:

Equitable Access to Sustainable Development - creating new knowledge and drive innovation that helps to ensure that everyone across the globe has access to:

1. secure and resilient food systems supported by sustainable marine resources and agriculture
2. sustainable health and well being
3. inclusive and equitable quality education
4. clean air, water and sanitation
5. affordable, reliable, sustainable energy

Sustainable Economies and Societies - encouraging research that for the longer-term builds:

6. sustainable livelihoods supported by strong foundations for inclusive economic growth and innovation
7. resilience and action on short-term environmental shocks and long-term environmental change
8. sustainable cities and communities
9. sustainable production and consumption of materials and other resources

Human Rights, Good Governance and Social Justice - supporting research that enables us to:

10. understand and respond effectively to forced displacement and multiple refugee crises

11. reduce conflict and promote peace, justice and humanitarian action
12. reduce poverty and inequality, including gender inequalities.

The above Global Challenges are illustrative and are not intended to constrain innovative approaches in other areas that address the GCRF's aim of supporting excellent research that directly contributes to the development and welfare of people in developing countries.

Subjects Covered

Research must be within the Royal Society's remit of natural sciences, which includes but is not limited to biological research, chemistry, engineering, mathematics and physics. For a full list, please see <https://royalsociety.org/grants-schemes-awards/grants/subject-groups/>. The Royal Society does not cover clinical medicine (such as patient orientated research and clinical trials), social sciences or humanities.

Clinical and patient orientated research is considered to be an interventional study on human participants at the individual or group level, including but not limited to surgical or drug intervention. Eligible use of human participants in research can include investigation where the experiments are conducted in vitro – for example, the use of human tissue or other biological samples, chemistry techniques, mathematical modelling or engineering, translational research and collaborative research with clinicians.

Countries covered

The FLAIR Fellowship scheme accepts applications which will be hosted at an institution of higher education and research in sub-Saharan Africa (please see **Appendix 2** for a list of eligible host countries).

Eligibility

Applicants must have a PhD at the time they apply. Applicants are expected to be early career researchers and normally to have a minimum of two years' research experience since completing their PhD and no more than 8 years' post-doctoral research experience. Time spent outside the research environment will be considered when assessing eligibility. Applicants must have a clearly defined research proposal. The FLAIR fellowship must be held in a Higher Education or research institution in a sub-Saharan African country.

Underrepresented groups, including women, are particularly encouraged to apply.

Successful applicants will be talented African early career researchers who are ready to develop their independence and have the potential to become leaders in their field.

For further details, please refer to the full 'Eligibility Details' section below on page 5-7.

Value and Support Provided

Each fellowship will be up to £150,000 per year. This will include:

- Funding for research fellow's salary, research expenses, research support (excluding PhD studentships and full-time technician support), equipment, training, travel and subsistence and institutional overhead.
- *For further details, please refer to the 'Eligibility Details' section below on page 7-8.*

In addition the scheme will provide a wider programme of support to develop fellows as independent research leaders including training and mentoring, and opportunities to network both regionally and with the UK and develop international collaborations.

All grants will be paid in Pound Sterling (GBP) to the African employing institution. Currency fluctuations which result in the increases or decreases in the value of the awards are at the award holder's risk.

Duration and Start of Fellowship

The programme will provide two years of funding and support in the first instance; subject to progress during the first two years (and continued funding from the Global Challenges Research Fund) holders may have the opportunity to apply for a renewal for an additional three years.

Fellowships will be held full-time. Should any candidates need to hold the fellowship on a part-time basis because of caring responsibilities this will be considered and discussed on a case-by-case basis at the point of being offered a conditional award.

Fellowships will start from 1 April 2020.

Number of Fellowships Offered: Approximately 30.

2. Timings and Assessment Criteria

Opening and Closing dates:

Round	Opening Date	Closing Date
2019	4 April 2019	15 May 2019 (15:00 UK time)

Interviews: Interviews for shortlisted applicants will be held in the week commencing 18 November 2019 at the AAS offices in Nairobi. Travel and accommodation expenses for interviewees will be arranged by the African Academy of Sciences once interviews have been confirmed.

Results available: Results of the competition will be available approximately 6 months after the application closing date.

Assessment Criteria

The primary considerations are listed below. Successful applications should be strong in all respects:

- **The scientific merit of the individual:** past achievements, research career to date, publication record, likely contribution to research field, degree of independence and / or potential, and how the fellowship will further the individual's independent career.
- **The proposed research project:** importance and scientific merit of the proposed research and clarity, quality and originality of the proposed project, feasibility and definition of research plan, likely contribution to the research field.
- **The GCRF research agenda:** how the proposed research will address the global challenge(s) directly relevant to Africa and other developing countries.
- **The case for capacity building:** how the fellowship will strengthen the individual's capacity and contribute to building capacity in the host institution and country; and what value it will add to strengthening the capacity of the field of research in Africa.

- **The employing (host) institution:** Suitability of the host department and/or institution for the proposed research, i.e. access to appropriate expertise/equipment/facilities/resources and space to be able to conduct the research project during the award period. Suitability of the host organisation for career development (e.g. commitment to providing appropriate level of support to enable the applicant to lead independent research).

Review Process

- All applications to the FLAIR Fellowship will be assessed by the FLAIR Appointments Panels; which are split by subject group into one Biological Sciences Panel and one Physical Sciences Panel. The panel membership includes Fellows of the African Academy of Sciences and Fellows of the Royal Society.
- Your application will automatically be allocated to a panel based on the subject group you select. All proposals submitted are reviewed and assessed initially by two members of the selection panel who have the most appropriate scientific expertise. Following initial assessment, a shortlist is drawn up, with shortlisted proposals subject to high quality independent peer review. Following completion of independent peer review, a final shortlist for interview is drawn up. Successful applicants at this stage will be invited for interview, where the selection panel considers each candidate at a meeting to be held in November 2019. It is expected that applicants will be notified of the outcome of their application by email by the end of December 2019.

See also **Appendix 1**.

Please be assured that anyone involved in reviewing applications will be specifically requested to consider them in confidence.

3. Eligibility Details

Applicant Eligibility

Successful applicants will be talented African early career researchers who are ready to develop their independence and have the potential to become leaders in their field.

- The applicant must:
 - be a national of a sub-Saharan African country and wish to work in a sub-Saharan African country in a research position; or
 - be a national of a sub-Saharan African country in the diaspora and wish to return to a research position in a sub-Saharan African country.
- The applicant must have been awarded a PhD at the time of application.
- The applicant must be an early career researcher with a minimum of two years' research experience since completing their PhD and no more than 8 years' post-doctoral research experience, by the time of application. This includes time spent teaching, time spent in industry, honorary positions and/or visiting researcher positions.

Time spent outside the research environment will be considered when assessing eligibility and research experience. Additionally, where applicants have taken formal periods of maternity, paternity, and adoptive leave as the primary carer (either the mother, father, partner or

adopter), or extended sick leave, assessment will not only take into account the actual period of leave taken (e.g. 3 months), but will also allow an additional six months for each period of leave (i.e. 3 months plus 6 months = 9 months) when assessing research experience eligibility. Each case will be considered individually and the employing institution may need to confirm that the applicant qualifies for this provision.

- Applicants are not permitted to submit more than one application per round.
- Applicants who are not currently employed are eligible to apply.
- Applicants must have a clearly defined scientific research proposal focusing on one or more of the Global Challenge areas outlined above.

The Fellowship scheme is designed to support applicants towards an independent research career. Attracting other grant funding in addition to the Fellowship strengthens your career. Subject to agreement, it may be permissible for applicants to hold additional research grants alongside the Fellowship. Any additional grants must meet the following conditions:

- It is expected that the Fellow's salary will be paid from the FLAIR award, and research costs from other grants will directly support research activities. In instances where applicants have existing research grants from which they draw a salary, it may be possible to request a partial salary contribution from the FLAIR Fellowship for a minimum of 80% of the applicant's working hours.
- The majority of the applicant's time must be spent on the FLAIR programme and acceptance of the additional grants should not compromise the ability to deliver on the aims of the FLAIR Fellowship.

Employing (Host) Organisation Eligibility

- Eligible host institutions in sub-Saharan Africa include:
 - African Public/State Controlled Institutions of Higher Education and Research
 - African Private Institutions of Higher Education and Research
- For profit organisations are not eligible to host FLAIR Fellows.
- Candidates can apply to hold the fellowship at their current institution in sub-Saharan Africa or to move to a new employing institution in sub-Saharan Africa.
- Host institutions must:
 - Provide the required laboratory and office space for the Research Fellow to meet the aims of their research programme and ensure they have access to equipment in the department.
 - Limit the teaching responsibilities of the research fellow (including lecturing, tutorials, supervision and examining of students and other student contact time) to a maximum of 6 hours per week. The Research Fellow should have no administrative load.
 - Ensure that the Research Fellow receives the same level of support as other permanent members of the department including access to postgraduate students and other resources and will be invited to departmental meetings along with other faculty staff.
 - Provide the Research Fellow with support within the department from an experienced member of the faculty who can advise them on the development of their career.

- Ensure that the Research Fellow has timely access to the funding provided by the FLAIR Fellowship as required by the Research Fellow and will not unduly delay access to funding.
- Demonstrate a good level of financial grants management.
- Provide information on how the institution/department supports the development of early career researchers transitioning to independence including relevant policies on supporting early career researchers (post-PhD).

Eligible Costs

Applicants must consult with the appropriate financial administrators at the host institution before completing the financial sections of their application. Applicants can request up to £150,000 per year on the following costs:

Directly Incurred Costs – these costs are explicitly identifiable as arising from the research fellowship:

Salary

- FLAIR Fellowships are an early research career fellowship and, as such, the basic salary requested should be at a level commensurate with your skills, responsibilities, expertise and experience. It is expected that requested basic salary in the first year will be comparable to academic staff at an equivalent career stage such as an early career lecturer. The salary may reflect any reasonable enhancements approved by the employing institution and should be based on an approved salary scale provided by the institution.
- An annual inflationary increase may be applied if appropriate to the basic salary and on costs, although the annual award total (including both direct and indirect costs) cannot exceed £150,000. Should the university wish to supplement the basic salary provided by the Fellowship it is free to do so using its own resources. The funders reserve the right to provide support at a different level if it is considered appropriate.
- **The total salary requested should not exceed 30% of the annual requested total award value** (up to £45,000 per year).

Research Expenses

- Costs for consumables, training, travel, and other research expenses should be defined and justified by the applicant.
- Costs for attendance to conferences may be included in travel where attendance will be of direct benefit to the research.
- Other research expenses may include field trip expenses, access charges of external facilities, animal costs, software licences, general computer and non-specialised equipment for the FLAIR Fellow's use, scientific society membership charges and subscription costs for the Fellow, and research support for Masters Degree students or part-time technical staff involved in the research. Funding for costs related to public communication can also be requested.
- Costs associated with open access publications, PhD studentships and full-time technicians are not covered.

Equipment

- Applicants may request funds for the purchase of specialised equipment required for the research outlined in the fellowship. This can include the cost of installation, spares or software procurement and the annual cost of maintenance or relocation charges specifically related to the newly purchased equipment. Funds may be requested for highly specialised computer hardware.
- Costs should be defined and justified. The purchase of any piece of equipment costing more than £10,000 (inc. VAT) would require prior authorization/approval from the Royal Society.

Directly Allocated Costs – the costs of resources that will be used by the research fellow that are shared by other research activities:

- The employing (host) institution may claim 10% of the grant (up to £15,000 per year) as an institutional overhead subject to the employing organisation's acceptance of the conditions of the award. This can cover estate costs, other directly allocated costs and indirect costs. Estate costs may include building and premises costs, provision of laboratory and office space, basic services and utilities, clerical staff and equipment maintenance or operational costs that may not have been included under other cost headings. Other directly allocated costs can be requested, calculated on the basis of estimates, with the exception of research and technical staff time, depreciation costs and charge out costs for major facilities. Indirect costs are non-specific university costs e.g. costs of administration, such as personnel, finance, audit, library and some departmental services, charged across all research activities, based on estimates.

4. Application Guidance Notes

Applications and supporting documentation must be submitted in English.

Using Flexi-Grant®

Applications can only be submitted online using the Royal Society's Grants and Awards management system (Flexi-Grant®) via <https://grants.royalsociety.org>. Further information about the Grants and Awards Management system can be found via <https://royalsociety.org/grants-schemes-awards/grants/flexi-grant/>. If you have not previously used Flexi-Grant®, please follow the registration process from the Flexi-Grant®, homepage. **Paper-based applications will not be accepted.**

Before completing the online form, all applicants should check that they comply with the eligibility requirements and ensure all necessary information is presented in the application. These requirements are strictly adhered to and applications without all the necessary information, or evidence to show the assessment criteria are met, will be rejected.

ORCID identifier

All applicants applying to the FLAIR Fellowship should submit an ORCID (Open Researcher and Contributor ID) identifier if they have one before their application is submitted. ORCID maintains a registry of unique researcher identifiers and a transparent method of linking research funding, research publications, research data and any other research outputs to these unique identifiers. This is a mandatory requirement at the application submission stage only. You can register for an ORCID identifier via <https://orcid.org/register>.

Adding Participants

To complete and submit the application form, the lead applicant is required to provide supporting statements from up to three individuals (including the Head of Department and one nominated referee). These individuals can be invited through the 'participants' tab displayed on the application form summary page. Under this section of the form you will find each of the required participants as described above displayed. Please select 'invite' and enter the e-mail address of the person who you wish to invite to provide the relevant statements, and send the invitation. The recipient will need to accept your invitation before they can participate in the application. Once the recipient has accepted your invitation, their status will be displayed as 'active'. Upon completion of their section of the application form, their status will be displayed as 'complete'. You will not be able to submit your application form until the status of all participants' shows 'complete'. You can monitor the progress of your participant's activity through this section of the application form, and issue reminders as required. **Once participants have completed all their sections of the application form, please remind them to select 'Save & Submit' on the application form page or select 'Submit your contribution' on the summary page.**

Head of Department Role

The Head of Department is required to provide a statement confirming support of the project, as part of the application form, this can be uploaded as a PDF. In the support statement the Head of Department should agree to:

- Provide the required laboratory and office space for the Research Fellow to meet the aims of their research programme and ensure they have access to equipment in the department.
- Limit the teaching responsibilities of the research fellow (including lecturing, tutorials, supervision and examining of students and other student contact time) to a maximum of 6 hours per week. The Research Fellow should have no administrative load.
- Ensure that the Research Fellow receives the same level of support as other permanent members of the department including access to postgraduate students and other resources and will be invited to departmental meetings along with other faculty staff.
- Provide the Research Fellow with support within the department from an experienced member of the faculty who can advise them on the development of their career.
- Ensure that the Research Fellow has timely access to the funding provided by the FLAIR Fellowship as required by the Research Fellow and will not unduly delay access to funding.

Applicants must provide details of the Head of Department at the employing organisation, as they will be contacted automatically by email. Please check that they are able to supply their statement through the Flexi-Grant® system by **15 May 2019**.

Research Support Role

The Research Support role displayed under the 'participants' tab is an optional role, which allows you to invite an individual from the relevant Employing Organisation research support team to review and amend the application prior to submission. The primary purpose is to ensure that the requested finances have been recorded correctly for this specific grant programme. As this is an optional role, it will not affect your ability to submit your application for approval.

Vice Chancellor, pro-Vice Chancellor/Deputy Vice Chancellor or Director of Research Role

The Vice Chancellor, pro-Vice Chancellor/Deputy Vice Chancellor or Director of Research is required to provide a letter outlining the research environment at the employing institution as part of the application form. This letter should provide information on how the institution/department supports the development of early career researchers transitioning to independence including relevant policies on supporting early career researchers (post-PhD). This letter should also demonstrate that the

organisation has a good level of financial grants management. The statement should be provided on headed paper and signed. **You should upload a PDF of the letter to the research proposal section of the application form on behalf of the Vice Chancellor, pro-Vice Chancellor/Deputy Vice Chancellor or Director of Research.** Please check that they are able to supply their statement by **15 May 2019**.

Supporting Statements and Approvals

It is the applicant's responsibility to ensure that all supporting statements have been provided with plenty of time ahead of the deadline to ensure the application can be approved by your host organisation. Please contact the Royal Society before the deadline if there is a problem

All applications must be approved by the Employing Organisation and the Departmental Support section must be completed before you can submit via Flexi-Grant®. Late applications will not be accepted.

The person responsible for approving your application should be the delegated authority at the Employing Organisation where you are applying to hold your Fellowship. This may be someone within the research office, Faculty administration, Vice-Chancellor, or other administrative or management role. The approver should be someone with the authority to approve your potential position as a FLAIR Research Fellow hosted within their organisation and should have the capacity to approve that the proposed research and budget are appropriate and eligible for a FLAIR Fellowship. Approvers, or potential approvers, can find further guidance regarding their role on the FLAIR website:

<https://royalsociety.org/grants-schemes-awards/grants/flair/> or
<https://aes.ac.ke/aesa/en/programmes/flair/>.

It is recommended that Departmental Support is completed at least **5 working days** before the submission deadline (**15 May 2019**) to ensure there is sufficient time to submit the application for organisational approval. The Employing Organisation approver must approve the completed application by the submission deadline (**15 May 2019**)

Please check which email address the Head of Department and Nominated Referee would like you to use as they may already be registered with a user account on Flexi-Grant®. It is important that you enter the correct email addresses when inviting participants to support your application, as an email will be sent automatically from Flexi-Grant® to these individuals with instructions for viewing your application and providing their support. Any mistakes in the email addresses supplied will delay the progress of your application.

It is the responsibility of the applicant(s) to:

- Inform the Head of Department of the deadline.
- Liaise with the Head of Department, Nominated Referee and Employing Organisation approver to ensure that they have received their invitation with instructions to participate in completion of your application, as no provision is made for non-receipt of these automatic emails.
- Ensure the task is completed by the deadline
- Keep track of the progress of Head of Department and Nominated Referee completion status on your application summary page. You can monitor the progress of your participant's activity through the 'participants' tab on the application form and issue reminders as required.
- Upload the support statement from Vice Chancellor, pro-Vice Chancellor/Deputy Vice Chancellor or Director of Research.

If the instruction email from the Royal Society has not been received please:

- a) double check the accuracy of the email address supplied on the application form

- b) advise the intended recipient to check their spam filters/junk folders
- c) contact the Royal Society with an alternative email address for the recipient

The Royal Society will not be held responsible for automated emails that are not received due to address errors or spam filters and no provision is made for non-receipt of emails sent by the Royal Society.

Further guidance and support can be found through the [applicant and approver knowledge base](#).

Completing the application form

The application can be completed by using the navigation tabs on the application summary page, with each page categorised as follows:

- Summary
- Eligibility Criteria
- Contact Details
- Applicant Career Summary
- Research Proposal
- ODA Compliance
- Use of Animals in Research
- Financial Details
- Applicant Declaration
- Nominated Referee
- Head of Department Support

A full list of question fields to be completed as part of the application can be found in the following pages.

In the following table each box represents a page of the application form; the left-hand column contains the questions within each of these pages as set out in the form; the right-hand column contains useful guidance on its completion.

Note that questions with * are mandatory fields.

Please read these guidance notes carefully as you complete the form.

Summary	
Summary table	<p>The summary page of the application form provides instructions for submission of your application for approval from the Employing Organisation. In addition, you are provided with an overview for each section of your application form, including the approximate length of time it will take to complete each section.</p> <p>The summary page also allows applicants to manage and invite participants (e.g. Head of Department and Nominated Referee) who are required to contribute to the application form. Instructions for inviting participants can be found under the 'participants' tab on the application summary page.</p> <p>Note: you will only be able to submit your application for approval by the Host Organisation once all sections of the form have been completed.</p>

Eligibility Criteria	
Eligibility Criteria *	Confirm that you meet the eligibility criteria. Details of the eligibility criteria can be found on page 5-6.

Contact Details	
Title, Names, address, organisation and country *	<p>Review and complete your personal details accurately. Errors in this section can cause difficulties in processing your application.</p> <p>Under this section, you should edit the contact type of the participants who will partake in your application form. The system default contact type is set as 'collaborator'. To amend the contact type of your Head of Department, click 'edit', and under the contact type field, select the 'Head of Department'.</p> <p>Organisation: this table will automatically display details of the intended Host Organisation 'marked by a tick' which you selected previously, and your current organisation if different from the organisation where the award will be held and administered.</p>
Email address *	This field defaults to the account in which the application has commenced, and is where all correspondence pertaining to the application throughout the application process, and in the event of the application being successful, will be sent. The applicant must therefore commence the application using the login email address used to register a user account on Flexi-Grant®.

Applicant Career Summary	
Applicant Career History *	<p>Please list all your appointments since your PhD and the dates, in reverse chronological order (starting with your current/most recent appointment) stating if part-time (and percentage part-time) when necessary. The depth of information you provide is up to you, but this will represent you under assessment and so it is worth including as much good evidence for your academic merit as possible. If you have any non-academic appointments which may coincide with a FLAIR fellowship, should you receive this fellowship, please list them here.</p> <p>Note: if you have an existing ORCID identifier, you can retrieve your qualifications and career history information from your profile to complete this section of the application form.</p>
Applicant Qualifications *	<p>List all your qualifications in reverse chronological order (starting with your most recent qualifications). The depth of information you provide is up to you, but this will represent you under assessment and so it is worth including as much good evidence for your academic merit as possible.</p> <p>Note: if you have an existing ORCID identifier, you can retrieve your qualifications and career history information from your profile to complete this section of the application form.</p>
List your key and/or relevant publications *	<p>Provide details of authors, titles and references of your best publications in refereed journals, in reverse chronological order. You should choose not only the best but also those most relevant to the application to support your case.</p> <p>If appropriate, give the publisher or URL, including any password, where each publication may be obtained.</p>

	<p>Your list should have two sections: (i) refereed papers in primary journals, (ii) contributions to symposia and compiled volumes (refereed only).</p> <p>Most significant publications - Please identify with asterisks (*) up to three publications which you consider to be most significant and your contributions.</p> <p>For publications arising from large collaborative programmes clearly specify the exact role and contribution made towards large collaborative research programmes that have resulted in multi-authored publications.</p> <p>Note: if you have an existing ORCID identifier, you can retrieve your key publications from your profile to complete this section of the application form.</p>
Applicant Research Funding *	<p>Please detail any past, existing and pending research grants or other sources of research support. Please give particulars (type of award, value and title of research) and confirm if these would continue if you receive this fellowship. If you have other sources of research support which would continue if you receive this fellowship, please specify the percentage of your time which you would commit to each.</p> <p>Note: if you have an existing ORCID identifier, you can retrieve your information from your profile to complete this section of the application form.</p>
Field of Specialisation *	Enter details of your field(s) of specialisation. (20 words max.)
Subject Group/Area *	Select the subject group/area(s) that most closely reflects your area of research from the drop-down menu and tick box options.
Summary of Your Research *	Provide an outline summary of your most recent research. Please also include a brief comment on the strength of your institution as a research focused organisation. (200 words max.)
Title of Current Position *	State the title of your current position. (20 words max.)
Current Employer *	Enter the official organisation name of your current employer. This will not necessarily be the same as your employing organisation for the FLAIR Fellowship.
Current Department *	Enter details of your current department name (e.g. Department of Astrophysics).
Country *	Select the country where your current employer is based.
Contract Type*	Select contract type from drop-down menu. The options are: Fixed- term, Permanent, Rolling basis, Other
Current Position Start Date *	Enter the date when your current position started.
Current Position end Date *	Please enter the date when your current position is expected to finish. If you are on a permanent contract please enter 31 December 2050.
Date of First Post-Doctoral Research Position	Please provide the date when you started your first post-doctorate position.
PhD Award Date*	Please provide the date when you received formal notification of your PhD thesis being accepted in its final form.

PhD Institution*	Please state the name of the Institution where you obtained your PhD.
Personal Statement*	Please provide a personal statement about your research career to date including prizes and previous achievements, and your career and research aspirations in the long term. Your statement should comment on where you consider you currently are in your career, level of research experience and how you would like your career to develop in the future. You should include as part of your statement any training needs and/or networks/collaborations you have identified. You should address why this fellowship will be beneficial to you at this stage, how it will develop your research career and how it will help you to reach independence. (500 words max)

Research Proposal	
Project Title *	Give the full title of your proposed project. (20 words max)
Start Date *	This must be 1 April 2020. Use dd/mm/yyyy format.
End Date *	This must be 31 March 2022. The duration of the award is two years in the first instance. You should not apply for a shorter or longer duration. Use dd/mm/yyyy format.
Subject Group/Area *	Select the subject group/area(s) that most closely defines the research area of the research proposal from the drop-down menu and tick box options. This will enable us to allocate the application to the most appropriate assessment panel.
Global Challenge Area(s) *	Select the primary Global Challenge Area that your research proposal will address. A secondary Global Challenge Area can be selected if your proposal will address more than one of these themes.
Sustainable Development Goals (SDGs) *	Select one or more Sustainable Development Goals that your research proposal will address.
Research Aims *	State your scientific aims. (250 words max.)
Lay Summary *	<p>Provide a lay summary of your proposed project. This should be understandable by a layperson. Explain why you have chosen to work in this subject area and what it is about your proposed research that you find particularly exciting, interesting or important. Please also briefly explain the potential impact or wider benefits to society of your research, including a statement on how your research will benefit Africa.</p> <p>Please explain the potential impact of your research on addressing the global challenges facing developing countries avoiding specialist terminology. (250 words max.)</p>
Research Proposal *	<p>You can either detail your research proposal within this application form (<i>Maximum 1500 words</i>), or alternatively upload it as a PDF file. PDF files must be no longer than 3 sides of A4, portrait orientation, be titled and the text size cannot be smaller than Arial size 10.</p> <p>Your research proposal should provide a general description of the proposed research to be carried out. This should include, but is not limited to, the following:</p> <ul style="list-style-type: none"> • clear specification of the context, research objectives and expected outputs of the proposed study; • description of the methodology to be used, including data analysis; • an indication of milestones/timescales;

Proportion of Time Spent	Please state what percentage of your time you will dedicate to this research during the two-year fellowship?
Field Research *	Will you be conducting field research?
Field Research (Upload only)	<p>Please upload documents related to the following (if applicable):</p> <p>1. Permission</p> <p>Any mandatory documents that show local support has been assured by way of permission from the government concerned to travel to and work in the country.</p> <p>2. Collection of specimens</p> <p>Any mandatory documents that show:</p> <ul style="list-style-type: none"> • Specific permission has been obtained from the host country to collect and to export specimens and material. • The director of the museum or other decision makers where these specimens will be deposited has indicated his/her desire or willingness to have such specimens and material
Host Organisation*	Please select the organisation where the award will be held from the drop down list.
Host Department*	Please provide the name of the proposed department at your host organisation where you will hold the fellowship. Please enter the official name (e.g. School of Chemistry rather than Chemistry)
Justification for Choice of Host Organisation*	Please provide a short statement justifying your choice of host institution (i.e. why is it best suited for your research and career?).
Vice Chancellor Letter of Support*	<p>You must upload a supporting letter (PDF) from the Vice Chancellor of your Host Organisation on headed paper, that includes their name and title, and contact details.</p> <p>Supporting letters will be accepted from the Vice Chancellor, pro-Vice Chancellor/Deputy Vice Chancellor or Director of Research.</p>
Data Management and Data Sharing	
<p>The FLAIR funding partners support science as an open enterprise and are committed to ensuring that data outputs from research supported by the FLAIR Fellowship are made publicly available in a managed and responsible manner, with as few restrictions as possible. Data outputs should be deposited in an appropriate, recognised, publicly available repository, so that others can verify and build upon the data, which is of public interest.</p> <p>There is no set format for data management and sharing plans. Where they are required, applicants should structure their plan in a manner most appropriate to the proposed research. The information submitted in plans should focus specifically on how the data outputs will be managed and shared, detailing the repositories where data will be deposited. In considering your approach for data management and sharing, applicants should consider the following:</p> <ul style="list-style-type: none"> • What data outputs will be generated by the research that are of value to the public? • Where and when will you make the data available? • How will others be able to access the data? • If the data is of high public interest, how will it be made accessible not only for those in the same or linked field, but also to a wider public audience? 	

	<ul style="list-style-type: none"> Specify whether any limits will be placed on the data to be shared, for example, for the purposes of safeguarding commercial interests, personal information, safety or security of the data. How will datasets be preserved to ensure they are of long-term benefit?
Outline of data management and data sharing plan *	If the proposed research will generate data that is of significant value to the research community, then please provide details of your data management and sharing plan. (200 words max.)

ODA Compliance	
ODA Compliance Statement *	As this funding call is being supported as part of the GCRF all applications must include a statement demonstrating how they are ODA compliant and will promote the economic development and welfare of developing countries as the primary objective. Further information on ODA compliance under the GCRF is available here .
Which country/countries on the DAC list will directly benefit from this proposal? *	Tick the relevant country/countries
How is your proposal directly and primarily relevant to the development problems of these countries? *	Please provide a statement. (200 words max)
How do you expect that the outcome of your proposed activities will promote the economic development and welfare of a country or countries on the DAC list? *	Please provide a statement. (300 words max)
How will this fellowship build your capacity as an individual and contribute to building research capacity in your host institution and country; and what value will it add to strengthening the capacity of your field of research in Africa? *	Please provide a statement. (300 words max).

Use of Animals in Research	
<p>The African Academy of Sciences and the Royal Society are committed to supporting the development of alternative methods to reduce and/or replace the use of animals in research. Applicants proposing to use animals in their research must ensure that the use of animals falls within the regulations stipulated in the Animals (Scientific Procedures Act) 1986 and subsequent amendments. Additionally, applicants should continually be aware of developments in best practice, and adopt the principles of the 3Rs when designing and conducting experiments on animals.</p> <p>As a funder of research, the funding partners takes its responsibilities towards the UK Animals (Scientific Procedures Act) 1986 seriously, and requires applicants to consider the questions below when preparing grant applications that include the use of animals.</p>	
<p>Does your proposal involve the use of animals or animal tissue? *</p>	<p>Select 'Yes' or 'No'. If you have selected 'Yes' it is mandatory to complete all of the relevant questions on the Use of Animals in Research page.</p>
Experimental Design Assistant	
<p>The funding partners recommend that applicants use the Experimental Design Assistant (EDA), which is a free resource from the NC3Rs to support researchers in the planning of animal experiments. This will help to facilitate robust study design and reliable and reproducible findings.</p> <p>The EDA helps applicants build a machine-readable diagram representing their experimental plan, following capture of their methodology, and allows the applicant to then generate a PDF report which provides a transparent description of the experimental design in a standardised format, which can be uploaded to the application form.</p> <p>Please note: Applicants who choose to use the EDA, and subsequently uploads the EDA report to the application form, are advised to enter see report or n/a into any question fields within this section of the application form that have already been captured in the EDA report, to avoid any duplication.</p>	

Use of Human Patients and Tissue	
<p>Any application for a research proposal involving human patients or tissue and therefore requiring local ethical committee approval will be considered only when accompanied by the necessary permission certificate or proof that ethical permission will be sought, which must be provided in English.</p>	
<p>Does your proposal involve the use of human patients or tissue?*</p>	<p>Select 'Yes' or 'No'. If you have selected 'Yes' it is mandatory to provide either a certificate or letter, as proof that ethical permission has been, or will be, obtained. Please upload the file as a PDF in portrait orientation.</p>

Financial Details	
<p>(General information)</p>	<p>Maximum Grant – applicants can request up to £150,000 per year for two years (maximum total award value of £300,000)</p> <p>The FLAIR Fellowship will fund 100% of the salary, directly allocated costs and research expenses (subject to restriction outlined below).</p>

	<p>The employing institution may claim 10% of the grant as an institutional overhead subject to the employing organisation's acceptance of the conditions of award.</p> <p>Applicants must consult with the appropriate institutional financial administrators before completing these details.</p> <p>Please provide details of the funding required for each year of the research fellowship under the relevant headings. Note that year 1 = first year of fellowship from 1 April 2020.</p> <p>Please ensure that no indexation is added to these costs.</p> <p>Categories are explained in detail below.</p>
Directly incurred costs	These are costs that can be explicitly identifiable as arising from the research fellowship. The university or research centre must have an auditable record for these costs.
Basic salary *	<p>State your required basic salary for each year of the research fellowship. The salary may reflect any reasonable enhancements approved by the employing institution and should be based on an approved salary scale provided by the institution.</p> <p>The aim of the Fellowship is to support researchers at an early stage of their research career. It is therefore expected that starting salaries requested by applicants should be at a level commensurate with your skills, responsibilities, expertise and experience. It is expected that the requested basic salary in the first year will be comparable to academic staff at an equivalent career stage such as an early career lecturer. If appropriate, please include an annual inflationary increase to the basic salary and on costs only, although please note that the overall annual total requested for the award (including salary, direct and indirect costs) must not exceed £150,000. The funding partners reserve the right to provide support at a different level if it is considered appropriate</p> <p>No other salaries can be requested as part of this research fellowship. Please note that the total salary requested should not exceed 30% of the annual requested total award value.</p>
On costs	Please indicate the funding required for employer's on costs e.g. employer's insurance contributions and employer's pension contributions.
Justification for Salary	Please provide justification for the amount requested. Include a justification for any annual inflationary increase added to the basic salary and on costs. If 100% of your salary is not requested in this fellowship, please explain why this is the case.
Research expenses	Please provide an indicative total required for each research expense heading below for the 2-year duration of the Award.
Justification for Consumables (incl. fieldwork) *	Funding for essential consumables may be requested. Fully justify your request for consumables.
Justification for Travel (inc subsistence) *	<p>Provide justification for the amount requested for travel to be undertaken and the estimated cost of individual travel expenses.</p> <p>Travel costs should be based on the most suitable and economical form of travel. Costs for attendance at conferences may be included, where attendance will be of direct benefit to the research.</p>

<p>Justification for Other expenses</p>	<p>Other expenses may include field trip expenses (including fieldwork fees/subjects/informants), training, access charges of external facilities, animal costs, animal and plant licence fees, software licenses, general computer and non-specialised equipment for the FLAIR Fellow's use, scientific society membership charges and subscription costs for the Fellow, etc.</p> <p>Costs for research support including Masters student(s) can be requested. Funds can be allocated to buying out time for technical staff involvement in the research, however please note that full-time technicians or PhD studentships should not be requested.</p> <p>Please note that costs associated with open access publications cannot be requested. FLAIR Research Fellows submitting manuscripts to the Royal Society journals will currently not need to pay article processing charges.</p> <p>A full breakdown of animal costs must also be provided (see below).</p> <p>Funding for costs related to public communication can also be requested. The funding partners are keen to encourage activity in this area.</p> <p>Any request for other expenses must be fully justified.</p>
<p>Equipment</p>	<p>Funding may be requested for the purchase of specialised equipment (including the cost of installation, spares or software procurement and the annual cost of maintenance or relocation charges specifically related to the newly purchased equipment). Funding may be requested for highly specialised computer hardware.</p>
<p>Justification for Equipment *</p>	<p>Please fully justify your request for equipment.</p> <p>The purchase of any equipment costing more than £10,000 will require additional justification and prior authorization/approval of the Royal Society.</p>
<p>Directly allocated costs (Institutional Overheads)</p>	<p>The costs of resources that will be used by you that are shared by other research activities, including estate costs, other directly allocated costs and indirect costs.</p> <p>Estate costs may include building and premises costs, basic services and utilities, clerical staff and equipment maintenance or operational costs that may not have been included under other cost headings.</p> <p>Other directly allocated costs can be requested, calculated on the basis of estimates, with the exception of research and technical staff time, depreciation costs and charge out costs for major facilities.</p> <p>Indirect costs are non-specific university costs e.g, costs of administration and estates, such as personnel, finance, institutional audit, laboratory and office space, facilities, library and some departmental services charged across all research activities, based on estimates.</p> <p>This cannot include the purchasing and maintenance of animal costs.</p> <p><i>A maximum of 10% of the annual award total can be spent on directly allocated costs.</i> Please ensure that no indexation is added to these costs</p>
<p>Directly Allocated Costs (Overheads) *</p>	<p>Please detail all costs associated with resources that will be used by you that are shared by other research activities, including estate, other directly allocated and indirect costs.</p> <p>A maximum of 10% of the annual award total (up to £15,000 per year) can be spent on directly allocated costs.</p>

Justification	Please fully justify all claims by referring to each budget heading – please include a summary breakdown of costs . Note any relevant scheme restrictions. Funding will not be awarded without justification. Plain text only.
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Nominated referee	
One personal referee	<p>Provide details of a referee who can provide a confidential reference for your application. Please check with them that they are happy to provide the reference, and inform them that they will be contacted by email and asked to provide a reference via the Flexi-Grant® system by 15 May 2019.</p> <p>The referee should be someone who has worked closely with you and is familiar with your research. Your named Head of Department or Vice Chancellor, pro-Vice Chancellor/Deputy Vice Chancellor or Director of Research cannot be listed as a referee.</p> <p>To add the referee click ‘Add Participant’ and enter their email address. Check if they are already registered on Flexi-Grant® by clicking ‘Check Email’, and if not, enter their details. You must select ‘Contact Now’ to inform them you have added them as a referee before you can continue. You must click ‘Save’ after making your selection to ensure that you have added your referee correctly.</p>

Institutional and Departmental Support	
<p>Confirmation of support of the project is required by the Head of Department. In the support statement the Head of Department should agree to:</p> <ul style="list-style-type: none"> • Provide the required laboratory and office space for the Research Fellow to meet the aims of their research programme and ensure they have access to equipment in the department. • Limit the teaching responsibilities of the research fellow (including lecturing, tutorials, supervision and examining of students and other student contact time) to a maximum of 6 hours per week. The Research Fellow should have no administrative load. • Ensure that the Research Fellow receives the same level of support as other permanent members of the department including access to postgraduate students and other resources and will be invited to departmental meetings along with other faculty staff. • Provide the Research Fellow with support within the department from an experienced member of the faculty who can advise them on the development of their career. • Ensure that the Research Fellow has timely access to the funding provided by the FLAIR Fellowship as required by the Research Fellow and will not unduly delay access to funding. <p>Please provide details of the Head of Department at your employing organisation, they will be contacted automatically by email. Please check that they are able to supply their statement through the Flexi-Grant® system by 15 May 2019.</p> <p>Before inviting the Head of Department to participate in completion of your application form, the Applicants are instructed to ensure that the Head of Department is willing and available to provide a confirmation of support prior to the round closing date. Incomplete confirmations will mean that an application cannot be submitted and will be deemed to be ineligible.</p> <p>Please check which email address the Head of Department would like you to use as they may already be registered with a user account on Flexi-Grant®. It is important that you enter the correct email addresses</p>	

when inviting the participants to support your application, as an email will be sent automatically from Flexi-Grant® to these individuals with instructions for viewing your application and providing their support. Any mistakes in the email addresses supplied will delay the progress of your application.

Additionally, a letter outlining the research environment at the employing institution should be uploaded in support of your application. This letter should come from the Vice Chancellor, pro-Vice Chancellor/Deputy Vice Chancellor or Director of Research at your Employing Organisation, and should include information on how the institution/department supports the development of early career researchers transitioning to independence including relevant policies on supporting early career researchers (post-PhD). The letter should also demonstrate that the organisation has a good level of financial grants management. **This letter should be uploaded by you under the research proposal section of the application form.**

It is the responsibility of the applicant to:

- Inform the Head of Department of the deadline
- Liaise with the Head of Department to ensure that they have received their invitation with instructions to participate in completion of your application, as no provision is made for non-receipt of these automatic emails.
- Keep track of the progress of Head of Department completion status on your application summary page. You can issue a **reminder** email to the Head of Department through the participants tab on your application summary page.
- Upload the support statement from Vice Chancellor, pro-Vice Chancellor/Deputy Vice Chancellor or Director of Research under.

If the instruction email from the Flexi-Grant® system has not been received please:

- double check the accuracy of the email address supplied on the application form
- advise the intended recipient to check their spam filters/junk folders
- contact the Royal Society with an alternative email address for the recipient

The funding partners will not be held responsible for automated emails that are not received due to address errors or spam filters.

5. Other Information & Enquiries

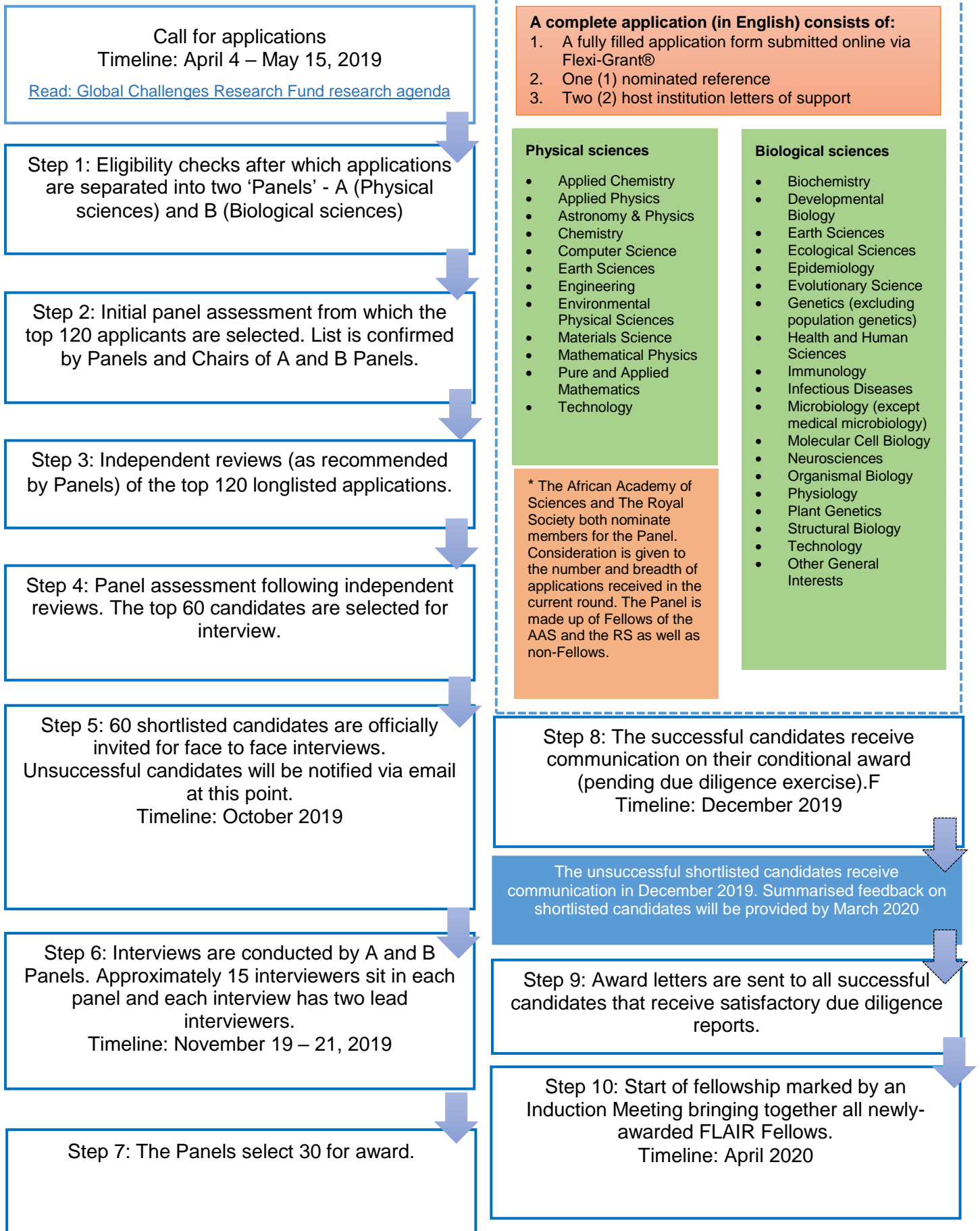
Use of application data: Please note that information regarding your application to the FLAIR Fellowship will be shared between the Royal Society and the African Academy of Sciences for data monitoring and scheme evaluation purposes. You will also be contacted by UK Department for Business, Energy and Industrial Strategy (BEIS) and selected third parties such as independent evaluators, consultancy groups, and career development organisations (some of whom may be based outside of the EEA) as part of their GCRF analysis and evaluation activities. If successful, the Royal Society and the African Academy of Sciences will contact you regarding the administration of your award throughout the course of your funding and after its completion. You will also be contacted by the Royal Society, African Academy of Sciences or an agent acting on their behalf, for reporting and evaluation purposes throughout the course of your funding and after its completion.

Contact Information

Enquires about this Scheme can be made using the contact details below. Before contacting us please check whether your question is answered by these scheme notes. If not, please email: flair@royalsociety.org or call +44 (0)20 7451 2583.

Please quote your application reference number in all correspondence.

Appendix 1: Application assessment process



Appendix 2: List of Eligible Host Countries

Angola
Benin
Botswana
Burkina Faso
Burundi
Cameroon
Cape Verde
Central African Republic
Chad
Comoros
Republic of the Congo
Democratic Republic of the Congo
Cote d'Ivoire
Djibouti
Equatorial Guinea
Eritrea
Eswatini
Ethiopia
Gabon
The Gambia
Ghana
Guinea
Guinea-Bissau
Kenya
Liberia
Madagascar
Malawi
Mali
Mauritania
Mauritius
Mozambique
Namibia
Niger
Nigeria
Rwanda
Sao Tome and Principe
Senegal
Seychelles
Sierra Leone
Somalia
South Africa
South Sudan
Sudan
Tanzania
Togo
Uganda
Zambia
Zimbabwe