

# Capacity Building Webinar: NIHR Academy and social care



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# What we do

## NIHR | Academy



Develop and coordinate NIHR academic training, career development and research capacity development

Manage national competitions for training and career development awards

Attract, train and support those conducting leading-edge research focused on the needs of service users and the public

Develop the skills of the next generation of health and care researchers to find solutions to key emerging health and care problems

# Current awards and programmes



PERSONAL  
AWARDS



INTEGRATED  
PATHWAYS



INFRASTRUCTURE  
& CAPACITY  
BUILDING  
STRUCTURES

- Fellowships Programme
- Research Professorships
- Integrated Academic Training Programme
- Integrated Clinical and Practitioner Academic Programme
- Local Authority Academic Fellowship Programme
- Schools
- Research Infrastructure
- Incubators

The awards we offer range from research tasters to professorships for established investigators and research leaders.

Research must be relevant to, and have the potential to benefit, the health and care sector, patients/service users or the public.

NIHR RESEARCH CAREER PATHWAYS	PRE-DOCTORAL	DOCTORAL	POST-DOCTORAL (EARLY)	POST-DOCTORAL (SENIOR)	CHAIR
Research Training Schemes	Pre-doctoral Fellowship	Doctoral Fellowship	Advanced Fellowship		Research Professorship
			Development & Skills Enhancement Award		
Practitioner Academic Training Schemes	HEE/NIHR Pre-doctoral Clinical and Practitioner Academic Fellowship	HEE/NIHR Doctoral Clinical and Practitioner Academic Fellowship	HEE/NIHR Advanced Clinical and Practitioner Academic Fellowship		
	NIHR Pre-doctoral Local Authority Fellowship	NIHR Doctoral Local Authority Fellowship			
	In-Practice Fellowship		Clinical Lectureship		
	Academic Clinical Fellowship				
Additional Opportunities	Biomedical Research Centres • Applied Research Collaborations Patient Safety Translational Research Centres • NIHR Schools • Health Protection Research Units				

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# NIHR Academy Remit for Personal Awards

- The overall remit of the NIHR is early translational (experimental), clinical and applied health and social care research.
- For personal doctoral-level awards the proposal:
  - must be for clinical and applied health research, including social care research
  - must have clear potential for directly benefitting patients/service users and the public (but recognising the training element of the research)
  - can involve: patients/service users; samples or data from patients/service users; people who are neither; populations; health technology assessment; or health/social care services research
  - Early translational research at this level is funded through the NIHR Infrastructure.
- For post-doctoral awards, early translational (experimental) research is within remit. A clear and plausible path to patient/service user or public benefit must, however, be demonstrable.
- **NIHR does not support basic research or work involving animals or their tissue.**
- NIHR will also support educational research and methodological research provided it has potential for practical application, and the impact on patients/service users and the public is clear.

# Research Training – NIHR Fellowship Programme

NIHR RESEARCH CAREER PATHWAYS	PRE-DOCTORAL	DOCTORAL	POST-DOCTORAL (EARLY)	POST-DOCTORAL (SENIOR)	CHAIR
<b>FELLOWSHIPS FOR ALL</b> NIHR Fellowships, NIHR Research Professorships and other awards	Pre-doctoral Fellowship	Doctoral Fellowship	Advanced Fellowship		Research Professorship
			Development & Skills Enhancement Award		

# Pre-doctoral Fellowship

- Fellowship designed to support people at early career stage looking to **develop a career in research methods**:
  - Completion of a broad masters level (or full masters) training programme, to be in a strong position to go into a range of further social care research related roles, e.g. applied statistician.
  - Completion of a masters level training programme specifically designed to support the applicant to undertake a future PhD.
- **Methodologies covered:**  
operational research, modelling, qualitative research, mixed methods, epidemiology, health economics, medical statistics, clinical trial design, bioinformatics



# Doctoral Fellowship

- Fellowship to undertake a PhD.
- Funding awarded in response mode with NIHR Strategic Themes included.
- Open to social care practice applicants with the option of 20% practice time.

## Funding and support

- 3 years WTE (between 50 and 100% WTE)
- Funding for salary, research costs, public/service user & public involvement, and training & development costs, including £3000 conference related costs
- PhD fees

## Assessment criteria

- Commitment and potential to develop a future social care research career
- High quality research and training programme suitable for a PhD
- Support from supervisory team and host organisation

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Launches twice annually in April and October

# Advanced Fellowship

Fellowship designed to support the following points at post-doctoral level::

- early post-doc career following award of PhD
- establishment of independence
- transition or return from a career break
- Open to applicants from any discipline/professional background, with the option of up to 40% practice time.
- Funding awarded in response mode with NIHR Strategic Themes included.

## Funding and support

- 2-5 years WTE (between 50 and 100% WTE)
- Funding for salary, research costs, public/service user & public involvement, a support post and training and development costs, including £2000 per year conference related costs
- Can apply for two sequential Fellowships up to a total of 8 years

## Assessment criteria

- Trajectory relevant to career stage and background
- High quality research and training programme
- Support from mentorship team and host organisation

**Launches twice annually in April and October**

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# Development and Skills Enhancement Award

- For **NIHR Academy Members** to gain specific skills and experience for the next phase of their research career.
- Mix of awards to applications in NIHR Academy Strategic Themes and researcher led

## Funding and support

- 1 year maximum (between 50 and 100% WTE).
- Funding for salary, training and development, and supervision.
- Expectation of matched funding from host – assessed as part of application.

## Assessment criteria

- Continued commitment to a social care research career.
- Clear plan for supporting future NIHR funding application.
- Support from host organisation.

**Launches three times a year in May, September and January**

# Research Professorships

## The most senior fellowship offered by NIHR Academy

- Open to any professional background
- HEI's, NHS organisations, or other providers of care services based in England. [Global RPs open to UK HEIs]
- Applications by nomination only (2 nominations max for each scheme)

## Nominee:

- Less than 5 years at current level and on an upward trajectory to become leaders during/after the period of the award
- Strong track record in care research with substantive collaborations/ partnerships

## Research:

- Quality proposed research programme likely to secure future external funding. [For Global RPs, it must also meet the ODA eligibility.]

## Leadership and Development:

- Strong leadership and development programme focusing on skills required for progression as a research leader
- Commitment of the proposed host institution to support the nominee in the short, medium and long term

## Funding and support

- 5 years funding (salary, 3 support posts, research and leadership training costs)

## Launches annually in September

# Panel Membership

- Range of expertise, disciplines and professions
- Invested in supporting people and careers
- Ongoing recruitment: <https://www.nihr.ac.uk/explore-nihr/support/academy.htm>

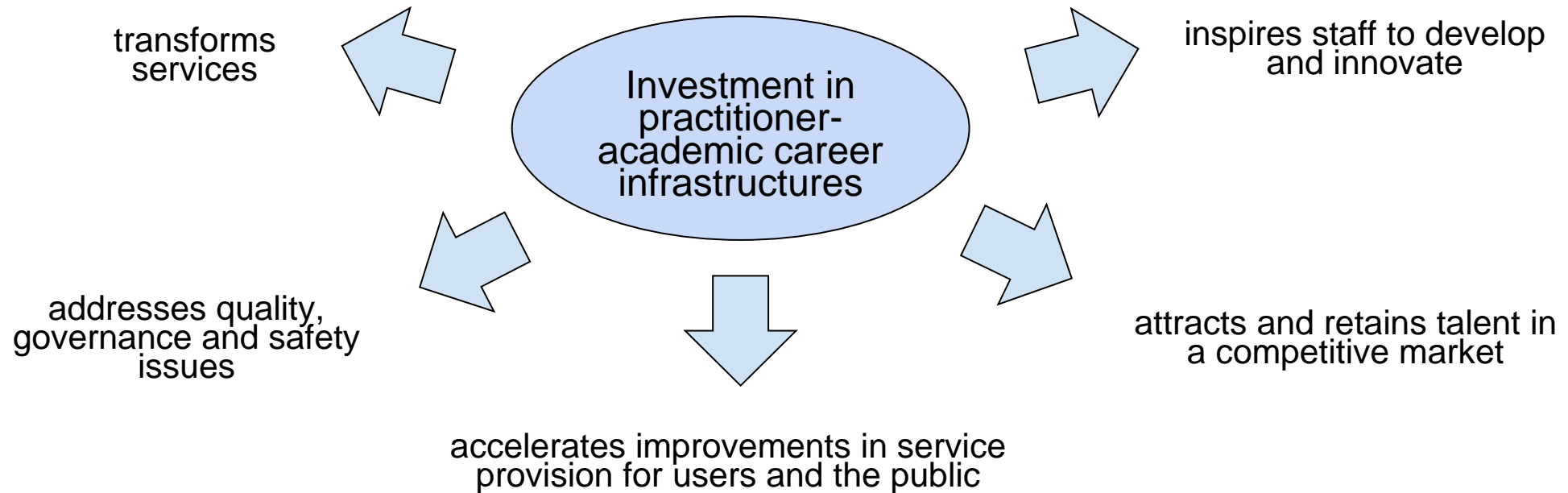


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# Importance of Practitioner Academics

A growing body of evidence indicates that research active organisations deliver better services and outputs than organisations that are not.

Practitioner academics can critically appraise and utilise research findings in the development of evidence based practice and service redesign, and make invaluable contributions to the development and maintenance of optimum and adaptive services.



# Practitioner Academic Training

NIHR RESEARCH CAREER PATHWAYS	PRE-DOCTORAL	DOCTORAL	POST-DOCTORAL (EARLY)	POST-DOCTORAL (SENIOR)	CHAIR
Integrated Clinical and Practitioner Academic Programme	HEE/NIHR Pre-doctoral Clinical Academic Fellowship	HEE/NIHR Clinical Doctoral Research Fellowship	HEE/NIHR Clinical Lectureship	HEE/NIHR Senior Clinical Lectureship	
Local Authority Academic Fellowship Programme	NIHR Pre-doctoral Local Authority Fellowship (pilot)	NIHR Doctoral Local Authority Fellowship (pilot)			

- the HEE/NIHR Integrated Clinical and Practitioner Academic (ICA) Programme is open to health and care professionals, excluding doctors and dentists, holding registration with one of the ICA approved regulatory bodies
- the NIHR Local Authority Academic Fellowship (LAAF) Programme is open to all employees (excluding doctors and dentists) of local authorities and local authority supporting services
- both programmes support the combination of health or social care research and research leadership with continued professional development



# ICA Programme – eligibility

Health and social care professionals (excluding doctors and dentists) wishing to apply to HEE/NIHR ICA Programme schemes must hold registration with one of the following Regulatory Bodies or have plans in place to hold the required registration by the proposed award start date.

- Academy for Healthcare Science
- General Chiropractic Council
- General Dental Council
- General Medical Council (PAs and AAs)
- General Optical Council
- General Osteopathic Council
- General Pharmaceutical Council
- Health and Care Professions Council
- Nursing and Midwifery Council
- **Social Work England**
- UK Public Health Register

# Pre-doctoral Clinical and Practitioner Academic Fellowship (PCAF)

- offers salaried time to develop a doctoral fellowship application and to undertake funded academic training that will equip awardees with the skills and experience to access doctoral level funding.
- composed of 2 distinct funding offers allowing applicants to propose the level of support most appropriate for their individual requirements:

## ‘Standard PCAF’

(Full time for 12 months, Part-time over 24 months or 30 months)

- **salary costs** (time undertaking the Fellowship)
- up to £5,000 towards **Master’s level training**
- up to £1,000 for **conference/meeting** fees and associated travel and subsistence
- Research development support costs up to £1000 (supervision and/or PI&E costs)

## ‘PCAF Bridge’

(4 days per week for 6 months or 2 days per week for 12 months)

- **salary costs** (time undertaking the Fellowship)
- up to £400 for **formal courses**
- up to £500 for **conference/ meeting** fees and associated travel and subsistence
- Research development support costs up to £500 (supervision and/or PI&E costs)

**Launches annually in January/February**

# Doctoral Clinical and Practitioner Academic Fellowship (DCAF)

Funds aspiring clinical and practitioner academics from the health and care professions (excluding doctors and dentists) to undertake a PhD by research and, concurrently, to undertake professional development and retain a practice role

## Fellows must:

- be based at an English publicly funded health or social care provider or at a HEI
- hold a minimum of 1 year's professional experience and current statutory registration
- have the support of excellent academic supervision and practice supervision

## Funding and support

- 3 years FT (with part-time options)
- funds salary (for academic time and practice time), research costs, academic training costs (inc. PhD fees), professional training & development costs, and the costs of research visits and conference attendance

**Practice Time:** Approximately 20% of award time **must** be dedicated to development of the awardee's service or practice role, which will be funded through the fellowship

**Launches annually in March and September**

# Advanced Clinical and Practitioner Academic Fellowship (ACAF)

Supports post-doctoral researchers developing Practitioner Academic Careers. Applicants may:

- have recently completed, or will soon be awarded, a PhD but haven't yet established themselves as an independent researcher;
- have started to establish themselves as an independent researcher, or be already established as an independent researcher but not yet recognised as an international leader in their field;
- be seeking to re-establish their research career following a significant career break;
- be seeking to re-establish their research career following time back in professional practice

## Funding and support

- 2-5 years full time (taken at between 50 and 100% WTE)
- funding for salary, research costs and training and development costs, including £2000 per year conference related costs
- can apply for two sequential Fellowships up to a total of 8 years

**Practice Time:** between 20% and 40% of the award time **must** be dedicated to development of the awardee's service or practice role, which will be funded through the fellowship

**Launches annually in March and September**

# ICA Bridging Schemes

**Recipients need not have held an award previously - Managed by local HEE teams**

Support to build on previous academic training and to develop a proposal for a pre-doc, doc or post-doc award and to take the next step on a clinical / practitioner academic career pathway

**Covers salary and expenses**

## **Pre-doctoral Support**

- Up to 6 months (flexible WTE options)
- Tailored to allow PhD application development
- Includes taught sessions and mentorship to support wider academic development

## **Post-doctoral Support**

- Up to 12 months (flexible WTE options)
- Award-holder led bespoke training and support

# Pre-doctoral Local Authority Fellowship (PLAF)

- supports aspiring practitioner academics (excluding doctors and dentists) from local authority settings to become competitive applicants for a doctoral fellowship
- composed of 2 distinct funding offers allowing applicants to propose the level of support most appropriate for their individual requirements:

## “Standard PLAF”

(full time for 12 months, part-time over 24 months or 30 months)

- **salary costs** (time undertaking the Fellowship)
- up to £5,000 towards **Master’s level training**
- up to £1,000 for **conference/meeting** fees and associated travel and subsistence
- up to £1000 **Supervision and PI&E** costs

## “PLAF Bridge”

(4 days per week for 6 months or 2 days per week for 12 months)

- **salary costs** (time undertaking the Fellowship)
- up to £400 for **formal courses**
- up to £500 for **conference/ meeting** fees and associated travel and subsistence
- Up to £500 **Supervision and PI&E** costs

Launches annually in January/February

# Doctoral Local Authority Fellowship (DLAF)

Funds aspiring practitioner academics from local authority settings (excluding doctors and dentists) to undertake a PhD by research and, concurrently, to undertake professional development and retain a practice role

## Fellows must:

- be based at an English local authority or LA supporting service, or at an English HEI
- have the support of excellent academic supervision and practice supervision

## Funding and support

- 3 years FT (with part-time options)
- funds salary (for academic time and practice time), research costs, academic training costs (inc. PhD fees), professional training & development costs, and the costs of research visits and conference attendance

**Practice Time:** Approximately 20% of award time **must** be dedicated to development of the awardee's service or practice role, which will be funded through the fellowship

**Launches annually in September**

# Local Authority Short Placement Award for Research Collaboration (LA SPARC)

- Opportunity for individuals working in Local Authority settings and for NIHR Academy members to undertake short placements in a part of NIHR or Local Authority/Local Authority Commissioned Service setting.
- Enables individuals to enhance their careers by developing a bespoke placement to further their skills, knowledge and expertise to work at the interface between practice and academia.
- Develop co-produced placements that aim to shape mutually beneficial collaborations/networks; as well as developing the abilities and skills to co-produce research that delivers real benefits to people and communities
- Annual competition which launches in September/October (runs alongside the NIHR SPARC competition); with funding of up to £15,000 per individual available.





# NIHR Research Fellowships or Practitioner Academic Fellowships?

## Which Programme?

### **Competitive applicants to all programmes can describe:**

- A level of research experience and a number of *recent* research outputs commensurate with the level of award being applied for, always assuming an ultimate trajectory towards research leadership;
- A bespoke plan for research skills development over the period of the award;
- Proposed hosting arrangements that afford the applicant excellent opportunities for development as a researcher and research leader.

# Which Programme? – continued

## **Competitive applicants to ICA/LAAF schemes can *additionally* describe:**

- Aspirations for career progression as a Practitioner Academic, which, at the post-doctoral levels at least, should be demonstrable and accompanied by evidence of the applicant's active pursuit of this goal;
- A bespoke plan for professional development over the period of the award;
- Proposed hosting arrangements that afford the applicant excellent opportunities for development as a professional and professional leader;
- Clear commitment from the proposed practice and academic employers for the continued support and development of the applicant as a practitioner academic, and for NM PA careers more generally.

# The application and assessment process

Depending on scheme, competitions run annually or every six months.

All applications must be made through the NIHR Academy's online application management system (not unlike 'NHS Jobs'). Prospective applicants can register (via <https://aramis.nihr.ac.uk>) at any time to complete their CV (which auto-populates onto application forms) or view open competition forms.

The application submission window is usually around 8 weeks long – so good applications are planned in advance of a competition launching.

Each application is allocated for independent review by two or three members of the relevant selection committee, with their assessments being used to inform:

- discussion at the funding recommendation meeting (pre-doctoral competitions)
- the shortlist for interview (doctoral competitions)
- shortlist for external peer review in advance of interview (post-doctoral competitions)

# A strong application

- Is made by a candidate with the requisite experience and aspirations to lead and undertake the project, and benefit from the opportunities it will provide
- Is developed from conception with the support of suitably experienced academic supervisors and advisors
- Is informed by appropriate patient/service user and public involvement and engagement
- Proposes a project that:
  - serves as an excellent vehicle for the personal development of the candidate
  - has good potential to make a positive impact on care and/or health
- Includes a bespoke training and development plan that is tailored to the needs of the candidate and the project
- Articulates strong support for the candidate, their career development, and the project by the hosting organisation(s), which must be well placed to provide it.

# Where to seek support and advice

- For detailed advice on which opportunity best supports your background and future career aspirations contact the NIHR :

<https://www.nihr.ac.uk/explore-nihr/support/academy.htm>

- For advice on the research you want to undertake, contact your local NIHR Research Design Service (RDS):

<https://www.nihr.ac.uk/explore-nihr/support/research-design-service.htm>



# Additional Resources

- Learn more about the programmes at the NIHR website <https://www.nihr.ac.uk/academy>
  - [The Fellowship Programme](#)
  - [The LAAF Programme and associated opportunities](#)
  - [The ICA Programme](#)
- **Live NIHR funding opportunities** <https://www.nihr.ac.uk/researchers/funding-opportunities/>
- **Academic Career Development Leads (NIHR Infrastructure and NIHR Schools)**  
<https://www.nihr.ac.uk/documents/find-your-training-lead/12148>
- **NIHR events** <https://www.nihr.ac.uk/about-us/events.htm>
- **NIHR webinars** [https://www.youtube.com/playlist?list=PLIa1oeIW\\_zJ\\_yJGZI7djq7-OOTWPGY\\_04](https://www.youtube.com/playlist?list=PLIa1oeIW_zJ_yJGZI7djq7-OOTWPGY_04)

# Webinar Contacts

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