



Australasian Pork Research Institute Ltd **APRIL**

APRIL Post-Doctoral Fellowship Scheme: Guidelines for Applicants

ABOUT APRIL

The Australasian Pork Research Institute Ltd. (APRIL) is an independent, member-based organisation that seeks to benefit the Australian pork industry by investing in research and development, education and training, and commercialisation activities focused on priorities and deliverables that ensure the sustainability of Australian pork production and generates optimal returns for the industry.

PURPOSE

The APRIL Post-Doctoral Fellowship Scheme provides an opportunity for further career development for an individual, on a full-time or part-time basis, who has completed their research doctorate (PhD) (or will shortly satisfy the requirements of a PhD), and has less than 3 years of relevant post-doctoral work experience (or pro-rata equivalent).

The Scheme's main objectives are to:

- Attract and retain high calibre early career researchers for the benefit of the pork industry;
- Provide a Post-Doctoral Fellow with the time and support to develop their demonstrated research potential and track record;
- Assist in establishing a Post-Doctoral Fellow with a successful career trajectory.

SELECTION CRITERIA

An APRIL Post-Doctoral Fellow will be an early-career researcher who displays strong, verifiable and active links and interactions with an industry partner (or partners) in pursuit of addressing key pork industry research and development issues.

Quality of the candidate (50%), as demonstrated by:

- Track record subject to opportunity and career stage.
- Plan of action for the candidate to support a future career in the Australian pork industry.

Quality of the project (30%), as measured by:

1. The significance of the candidate's project:
 - Does the project address an important pork industry problem or issue that will advance knowledge and industry outcomes?
 - Does the project align with the overall research priorities and aims of APRIL?
 - Does the project have evidence of industry endorsement/relevance?
 - Are the project aims and concepts innovative and will new methodologies or technologies be developed?
 - Will the project result in publication and conference/seminar presentation opportunities?
2. The feasibility of the project:

- Are the conceptual framework, design, methods and analyses appropriate and adequately developed?
- Is the timeframe realistic?

Letter of commitment from the host institution (10%):

- Has the candidate identified appropriate mentor/s within the host institution and obtained their support?
- Has the host institution committed to support the Fellow and their project?

As such, there is an expectation that the commitment required from the host institution includes:

- At a minimum, matching the APRIL contribution of the Fellowship in the first 2 years of the award;
- An undertaking to provide appropriate office accommodation, infrastructure, technical support, mentoring, and (or) career development opportunities.

Candidate's Personal Statement (10%):

- The candidate's personal statement outlining the reasons for applying for the Fellowship.

CANDIDATE ELIGIBILITY

- To be eligible, you must satisfy the employment requirements current at the host institution (onus is solely on the candidate to satisfy this), and be able to commence in the role in 2023.
- Holders of a PhD awarded not more than three years prior to the closing date of 28 July 2023 are eligible to apply.
- For candidates who have not been conferred their PhD by the closing date, a letter is required from the relevant institution confirming that the thesis has been submitted for examination.

EXEMPTIONS

- Candidates who may be ineligible in relation to the date of their doctorate must seek an eligibility exemption. An eligibility exemption will only be granted in exceptional circumstances, such as a significant career break since award of the PhD and which had an adverse impact on the candidate's publication output and career opportunity.
- Adequate grounds for eligibility exemption are e.g., ill health, carer's/parental leave.
- An eligibility exemption request must be made in writing and accompany the application.
- No exemptions will be granted for candidates who have not submitted their thesis by the closing date. Successful candidates who have not been awarded their PhD by the closing date must demonstrate that they have been awarded their PhD prior to taking up the Fellowship.

DURATION OF AWARD

- Fellows will be appointed for a period of 3 years on a full-time basis (or pro-rata for part-time).
- Acceptance of the award in writing must be within 2 weeks of formal offer from APRIL.
- Commencement of the Fellowship must be no later than 6 weeks after the offer is accepted, except under exceptional circumstances and with APRIL's prior approval.

SALARY AND SUPPORT

- The salary (and hence total cost of appointment) of a Post-Doctoral Fellow will depend on the employment FTE and employment conditions and policies of the host institution.
- APRIL will provide to the host institution a maximum of \$37,500 per annum (exclusive of GST) for the first 2 years of the 3-year Fellowship.
- An undertaking must be given by the host institution to provide appropriate office accommodation, infrastructure, technical support, mentoring, and career development opportunities.
- APRIL will include a \$7,500 per annum (exclusive of GST) allocation for project costs/travel and conference support associated with the Fellowship during the first 2 years (on a pro-rata basis

depending on the full-time employment equivalence of the recipient). Should travel not be possible during the term of the Fellowship, Fellows may seek approval for an alternative use of the funds to support the Award.

NUMBER

Up to two Fellowships may be awarded in any financial year, at the sole discretion of APRIL.

APPLICATION SUBMISSION REQUIREMENTS

The application form must be completed and submitted in full by a representative from the host institution, including the required attachments. All forms can be downloaded from: <https://apri.com.au/education-and-training-opportunities/>.

1. Completed application form.
2. Copy of candidate's CV.
3. One certified copy only of the candidate's academic records to date, including all degrees. Scanned electronic certified copies are accepted. If a candidate's research doctorate has not been conferred at the time of application, a letter from the relevant institution confirming that the thesis has been submitted for examination must be attached to the application.

REFEREE REPORTS

Three referees must be nominated who can comment on the quality of the candidate and the proposed project and capacity to undertake it.

- One referee should be the candidate's current (or past) Principal Supervisor.
- At least one referee must be external to the host institution.
- Candidates must provide a full copy of the completed application and a referee report form (with candidate section completed) to each referee.
- The candidate is responsible for ensuring that referees submit their reports by the closing date. APRIL will not contact referees if reports have not been submitted by the due date. Late reports will not be accepted.

ASSESSMENT PROCESS

Each application will be assessed against the selection criteria by the APRIL Education Advisory Committee, who may then make a recommendation to the APRIL Board for support of the candidate. The APRIL Education Advisory Committee may request that the candidate undertakes an interview during this process.

The decision of the APRIL Board is final.

CONDITIONS

An appointment will be made in accordance with the Post-Doctoral Fellowship Scheme Agreement between APRIL and the Host Institution, and include the following.

- Fellowships are full-time or part-time, research-only positions.
- Fellows are expected to spend their time engaging in activities that will build their profile as a researcher. This includes progressing the primary research project, participating in seminars, research discussions, conferences and related research projects, seeking research funding, and (or) publishing their research outcomes in high quality publication outlets.
- Fellows shall not engage in undergraduate teaching activities, without the written approval of the APRIL Chief Scientist.
- A small amount of Honours and (or) postgraduate research supervision is permissible; up to 10%

of the Fellow's time.

- Acceptance of a formal offer for a Fellowship must be made, in writing, within 2 weeks of offer.
- Fellows must commence working at the host institution as soon as possible after formal notification and acceptance of the award but no later than 6 weeks after the offer is accepted, except under exceptional circumstances and with APRIL's prior approval.
- For candidates who have not been conferred their PhD by the closing date, a letter is required from the relevant institution confirming that the thesis has been submitted for examination.
- A successful candidate must demonstrate they have been awarded their PhD prior to taking up the Fellowship.
- A Post-Doctoral Fellow will be employed in accordance with the employment conditions and other relevant policies at the host institution during the period of their appointment.
- Annual Progress Reports must be submitted to APRIL in accordance with the schedule in the Post-Doctoral Fellowship Scheme Agreement between APRIL and the host institution.
- A Final report will be required within 3 months from completion of the Fellowship.
- Where a Fellow wishes to vary any of the conditions upon which the Fellowship is awarded, a written request must be made from the host institution to the APRIL Chief Scientist for approval. Any request must be accompanied by a written statement of support from the Fellow's supervisor.

PRIVACY

APRIL collects, stores, and uses personal information in accordance with the APRIL Privacy Policy, which can be found at: <https://apri.com.au/about-april/privacy-policy/>.

HOW TO APPLY

Application forms are available at: <https://apri.com.au/education-and-training-opportunities/>. Completed applications must reach APRIL electronically by the closing date and be submitted by the host institution, to APRIL CEO and Chief Scientist, Dr John Pluske (j.pluske@april.org.au).

Any questions on the APRIL Post-Doctoral Fellowship scheme can be directed to Dr John Pluske (j.pluske@april.org.au).

IMPORTANT DATES

Applications open: 5 June 2023.

Applications close (strictly): 28 July 2023.