

GUIDANCE DOCUMENT FOR THE PRESIDENT'S AWARDS FOR RESEARCH EXCELLENCE: OUTSTANDING EARLY CAREER RESEARCHER

The Award for Outstanding Early Career Researcher aims to celebrate the academic excellence and development of Imperial's early stage researchers. Eligible nominees are research staff within the first 10 years (FTE) of their postdoctoral research activity (counted from viva date and not including career breaks).

This award category offers a maximum of four awards, including up to two Medals for Outstanding Early Career Researcher. **At the discretion of the selection panel, awards will be conferred between sub-categories of 0-5 years post-viva and 5-10 years post-viva. Nominators should clearly state to which sub-category their nominee belongs.**

Excellence could be demonstrated in the following areas:

- Academic excellence (e.g. evidence of independent research, success in grants, academic impact of research)
- Implementation of innovative approaches and good practice
- Ability to lead and influence others
- Fostering an inclusive and diverse culture
- Consistent role modelling of the [College values](#) and behaviours in everything they do

Eligibility

- Imperial research staff member (for at least one year); holder of a PhD or MRes, within the first 10 years (FTE) of their postdoctoral research activity (counted from viva date)
- Nominations can be made by any ICL staff member
- Self-nomination is not permitted for this award category

Entering the nomination (please additionally refer to the user guide document for the awards system)

- A single nomination form should be completed for each nominee. It is strongly recommended to notify the nominee of the intention to propose them for this award.
- A nomination overview summarising key points of the reasons for nomination should be completed. Details can be included in later sections of the form.
- Evidence should be provided for each of the award criteria (this should be written for a non-expert audience and specific examples given where appropriate):
 - Individual's academic excellence
 - Independent researcher with evidence of academic impact (research contributed to academic advances, within and/or across disciplines)
 - Significant publications as first author and notable grant success
 - Other evidence, e.g. other impact, accolades, participation in key meetings
 - Extent of implementation of innovative approaches and good practice
 - Ability to lead and influence others
 - Fostering an inclusive and diverse culture
- A statement of support should be provided by an individual not involved in the nominee's direct line of management. This could be a previous supervisor or a collaborator.
- There is a 4000 character (approx 300 word) limit for each free text section.
- The selection panel will ONLY draw on the evidence presented in this form when making their decisions, so please ensure a good case is presented for submission.

Selection criteria

Each selection panel member is asked to score every nominee in the award category (with the exception of those with which there is a conflict of interest) and provide a score for each of the criteria presented above and the statement of support. **The scores are assigned only on the strength of the evidence presented in the application form in demonstrating that the nominee meets each of the award criteria.**

The panel are also asked to consider what makes the nominee stand out and what the impact has been of their actions/research. The statement of support can influence this consideration.

What makes a good nomination?

Ensure a good case is presented for submission, as the selection panel will only draw on the **evidence presented within the nomination**

Nominations **without evidence** for the relevant criteria will not be taken into consideration

The submission should be written for a non-expert audience and specific examples given where appropriate	Without detailed examples of their work, the selection panel can't review how the nominee has gone above and beyond their normal remit
Detail positive attitudes and behaviours they have exhibited that is in line with our College Values	The nomination should not be a cv, instead highlight information on the benefits achieved and how these were evaluated
Showcase the real and tangible improvements and outcomes of the nominees' work. What has changed as a result of their involvement/initiative? Include evaluation data as evidence.	Feedback from audiences, students or colleagues can provide additional support for a nomination – this can be included as two extra documents (no longer than two pages each)