



Postdoctoral Training Fellowships

at the Institute of Food Research



Our Postdoctoral Training Fellowships are for high calibre young researchers who wish to join IFR for 3 years to undertake a clearly defined and challenging research project alongside a fast-track training programme including experiential learning by working with science support experts. Fellowships include specialist coaching and mentoring.

A vital link in the food chain

ifr.ac.uk

About the Institute of Food Research

IFR's vision is to be a world-leading contributor to harnessing food for health and controlling food-related disease.

IFR's mission is to undertake international quality scientific research relevant to food and human health, working in partnership with others to provide underpinning science for consumers, policy makers, the food industry and academia. IFR is a not-for-profit company with charitable status, sponsored by the Biotechnology & Biological Sciences Research Council.

The Institute is based on Norwich Research Park - a pleasant greenfield site just outside the beautiful and historic cathedral city of Norwich in East Anglia.

Five key objectives

- Maintaining food quality with a healthy diet
- Understanding gut health and function
- Understanding how our diet influences our long term health
- Food safety
- Integrating tools and technologies

Find out more at www.ifr.ac.uk and www.nrp.org.uk

We have a staff of around 250. The core science staff is complemented by about 100 visiting scientists and postgraduate students each year from all parts of the world, who visit IFR for collaborative research and training. In addition, we have a cohort of around 20 full-time PhD students. NRP employs about 1500 scientists in all, with whom we have extensive research, training and promotional links.

Training and Career Development

The Institute provides a stimulating and supportive working environment in which all staff, students and Fellows are enabled and encouraged to reach their potential.

We have a strong commitment to the provision of top-quality postdoctoral training, supported by career development mentors and Personal Development Plans. IFR not only monitors the career development of staff within IFR, but also offers constructive advice on planning and progressing a career - in or outside IFR, as applicable.

Applications and enquiries

Fellowships are advertised on our website and in scientific journals, such as New Scientist. We welcome interest in this programme and you can obtain further information from

Steve Watling (Institute Training Officer - steve.watling@nbi.ac.uk) and Dr Reg Wilson (Chair, Strategic HR Group- reg.wilson@bbsrc.ac.uk)

What are Postdoctoral Training Fellowships?

These Fellowships are aimed at attracting high calibre young researchers into IFR and offer enhanced, fast-track training in research and associated skills. The key element of Fellowships is project work.

Postdoctoral Training Fellowships (PDTF), run for a period of 3 years. They are open to candidates who have completed their PhD within the last three years, or those with more experience wishing to change discipline.

Candidates must not be current employees of IFR. PDTFs will normally be expected to leave IFR at the end of the training programme, but otherwise normal employment conditions apply. As a PDTF, you will be fully integrated into your assigned research programme at IFR and have access to state-of-the-art and wide-ranging scientific and technical facilities, both within IFR and across the NRP, in addition to extensive sports and social facilities.

What are the benefits for you?

- Opportunity to work on a closely defined and challenging research project under the supervision of experienced, internationally-recognised researchers
- A fast-track training programme providing key skills for a future career in a research environment e.g. project management, intellectual property, student supervision
- Opportunity to spend time working with science support experts in Business and Communications, further developing your skills in commercialisation and contributing to science in society initiatives
- Coaching and mentoring in paper and proposal writing and reviewing

What does the training include?

The training provided differs from that offered to our normal post-doctoral intake in both the type and intensity of training provided. Upon completion of the programme, the Institute will award you a Certificate of Postdoctoral Training.

Fellowship-holders will be allowed sufficient time for training elements which comprise specific PDTF and other in-house courses, in addition to specialist and on-the-job training. Your training will be detailed in your Personal Development Plan and be monitored by the Institute's Training and Career Development Committee.

The training programme includes elements of core postdoctoral training and elements specific to Fellowships. It is envisaged that Fellows will undertake at least 2-3 weeks transferable skills training per year, covering the areas listed in the Researcher Development Statement and Framework.

Further details can be found at:

<http://www.vitae.ac.uk/CMS/files/upload/Researcher%20development%20statement.pdf>

The Training programme

We will expect PDTFs to complete most of the following elements of the programme below. Elements in bold are mandatory requirements of the programme.

Year 1

- **Induction plus initial skills audit and PDP**
- **Introduction to IFR postdoctoral training programme**
- Provision of specialist training related to project requirements
- **Development of Structured on-the-job training plan**
- Introduction to ISO9001 and science quality systems
- **Introduction to management**
- Performance and personal development review (PPDR) awareness
- **Present seminar at Programme level**

Year 2

- Intellectual Property training
- **Encouraged to participate in BBSRC YES competition or Knowledge Exchange/Commercialisation activity**
- **Introduction to project management**
- Media and presentation skills training
- PDP Mentor interview
- Attend University of East Anglia course on student co-supervision. Gain experience (years 2-3) of supervising students (both IFR and visiting students)
- **Present in-house Seminar e.g. to Research Scientist Forum**

Year 3

- **Work with line manager and/or member of IFR's SIFT panel which reviews research proposals for BBSRC funding, and subsequently assist in the preparation of at least one proposal**
- **Contribute to Public Engagement Activity**
- Tuition & practice in interviewing and CV techniques, together with attendance at a career workshop
- **Completion of project report with supervisor feedback and assessment**
- **Deliver oral presentation at national or international meeting**

You will have the option to attend technical and transferable skills courses which are available at IFR and the Norwich Research Park on an ad hoc basis; specialist, advanced skills training such as statistics and bioinformatics can be arranged the Training Officer, as the need arises.

You will be encouraged to experience alternative environments through a short secondment within industry or academia, depending on your career plans

Monitoring of PD Training Fellows

The main assessment of the Fellow s performance will be made by their supervisor. You will, like all staff, have an annual performance appraisal and complete/update your PDP. Completion of compulsory training and formal feedback from supervisors is monitored by IFR s Strategic HR Group, which is a sub-committee of IFR s Executive Board.