

NC3Rs Training Fellowship Skills and Experience Framework

This skills and experience framework is designed to provide guidance for researchers who are interested in applying for an NC3Rs Training Fellowship. This framework is not meant to be prescriptive, but is intended to provide general guidance and clarity on the types of skills and competencies that potential applicants should seek to demonstrate, taking into account career breaks, part-time working, and changes in discipline.

	Individuals should:
Research vision	<ul style="list-style-type: none"> ▪ Have a clear understanding of the contribution of their research to their field ▪ Demonstrate an understanding of the depth and breadth of the 3Rs challenge, and the relevance to their own research ▪ Demonstrate independent research ideas, show an awareness of research in other fields, and an appreciation for the importance of working across disciplinary boundaries ▪ Be starting to establish a network(s) of research contacts independent of their current group leader/supervisor
Personal development	<ul style="list-style-type: none"> ▪ Have a clear proposal for how they might gain the research skills training and development necessary to enable them to deliver their research plans ▪ Be able to outline how they will seek opportunities to access career development support, e.g. mentoring and professional training development, and relevant training courses that will underpin their future career ambitions
Research experience & potential	<ul style="list-style-type: none"> ▪ Have delivered previous research project(s) and show evidence of outputs e.g., publications, conference presentations
Communication & engagement skills	<ul style="list-style-type: none"> ▪ Have excellent communication and interpersonal skills and aim to develop these across different audiences ▪ Show how their research outcomes will be communicated and disseminated within and outside the research community ▪ Be able to articulate the 3Rs impact of their work to expert and general scientific audiences
Leadership	<ul style="list-style-type: none"> ▪ Show a potential to lead and inspire e.g., through organisation of peer activities, workshops, journal clubs or supporting individuals at earlier career stage ▪ Demonstrate a passion for and commitment to the NC3Rs mission, and enthusiasm for assuming an ambassadorial role for the 3Rs
Profile influence	<ul style="list-style-type: none"> ▪ Have a strong, practical sense of how they will develop their careers to become leading researchers