

Faculty of Environment

Note to candidates and panel reviewers

The University of Leeds is a signatory to the Declaration on Research Assessment (DORA). As such the Faculty expects and requires that candidate applications, and the assessment of applications by panel members, accords with the principles and best practices outlined by DORA (see [Read the Declaration | DORA \(sfedora.org\)](https://sfedora.org)). Panel members are required to refer to the DORA practical guide for balanced, broad and responsible assessment prior to the assessment of the applicant (<https://sfedora.org/resource/balanced-broad-responsible-a-practical-guide-for-research-evaluators/>). Applicants may wish to refer to the DORA endorsed *résumé for researchers*, produced by the Royal Society, to aid the framing of their application. The résumé can be found at <https://royalsociety.org/topics-policy/projects/research-culture/tools-for-support/resume-for-researchers/>. Its 4 central pillars being 1. How have you contributed to the generation of knowledge? 2. How have you contributed to the development of individuals? 3. How have you contributed to the wider research community? 4. How have you contributed to broader society?

Grade	Criteria Reference	Criterion Description	Local Guidance / Benchmark	Examples
8	RIA1	You have a growing reputation for innovative research or for the application, translation and impact of your research beyond the academic arena.	This can include: <ul style="list-style-type: none"> • Building relationships via networking with the research community nationally or internationally. • Giving advice to Government agencies. • Involvement in regional or national working groups. • Serving an advisory role and/or building relationships with industry. • Invitations to give presentations. • Invitations to join project groups and/or proposal writing teams. 	
	RIA2 & SEB4	You have contributed to obtaining the resources to successfully undertake research activity, which may be through bids for grants or other awards as appropriate to the discipline.	This can include: <ul style="list-style-type: none"> • Making a significant contribution to a successful funding bid. • Securing a range of small grants to fund, for example travel or equipment. 	Examples might include: Research Councils, EU British Academy and travel research exchanges or networks. (This is not an all-inclusive list. Candidates may be able to suggest other examples).
	RIA3 & SEB5	You have successfully undertaken a programme of original research and have a record of disseminating your research in quality publications or other media.	The Faculty normally expects to see: <ul style="list-style-type: none"> • Outputs such as papers, reports and industrial engagement which are of international quality. • A track record of research and a clear research trajectory. 	

	RIB6 & SEB1	You conduct research, systematic investigation or other ongoing academic activity relating to learning and teaching.	You should be able to evidence how you have used the outcomes of research related to learning and teaching, to inform your teaching and how you have been able to feed this into the planning and review of learning and teaching at programme level.	
9	RIA1	You have an established reputation for innovative research or for the application, translation and impact of your research beyond the academic arena.	<p>The Faculty normally expects to see:</p> <ul style="list-style-type: none"> • Invitations to give conference presentations and/or keynote speeches beyond your own subject niche. • Outside Social Science fields there is an expectation that impact is more likely to be demonstrated beyond dissemination through journals and/or is influencing industrial practise. 	<p>Policy briefs; industrial briefing notes; invitations to join parliamentary discussions; invitations to join fieldwork teams on major expeditions / research cruises, and invitations to join consortium work either at proposal or post award stage.</p> <p>(This is not an all-inclusive list and candidates may be able to suggest other examples).</p>
	RIA2 & SEB4	You have played a clearly identified role in obtaining the resources to successfully undertake significant research projects, which may be through bids for grants or other awards as appropriate to the discipline.	This would normally involve success over a sustained period in being awarded a significant number of small grants or more than one large grant / contract at a level to support postdoctoral research.	
	RIA3 & SEB5	You have a sustained record of academically excellent research outputs within an international context.	The Faculty expects to see significant and sustained publications / works with impact on the relevant field of science.	
	SEB1	You have developed and led a programme of high-quality research, systematic investigation or other ongoing academic activity relating to learning and teaching.	<p>The types of evidence that might be appropriate include:</p> <ul style="list-style-type: none"> • An award of a teaching fellowship, such as University Student Education Fellowship or 	

			<p>recognition as a Higher Education Academy Fellow.</p> <ul style="list-style-type: none"> • A teaching related grant. • Publications about teaching methods for the discipline in appropriate journals. • Dissemination of teaching methods at conferences, such as the Annual University Student Education Conference, workshops and seminars covered by LITE. • Positively influencing the student experience as evidenced through student feedback. 	
10	RIA1	You have a sustained international reputation for innovative research or for the application, translation, and impact of your research beyond the academic arena.	<p>Research reputation is interpreted as being internationally recognised in research (that is producing research of a quality and influence to stand alongside the best research in the field / discipline). Evidence should be provided to demonstrate that the applicant has a sustained reputation for international excellence.</p>	<ul style="list-style-type: none"> • Invitations to deliver keynote lecturers in high-status (usually international) academic and, as appropriate, professional activities. • Member of expert committees such as in university reviews, Government enquiries etc. • External examiner for research degrees. • Membership of editorial committee of significant publications in field. • Visiting position elsewhere. • Industrial sabbaticals such as Royal Society Fellowship Scheme. • Sustained and successful PGR supervision.

	RIA2 & SEB6 & ALB2	You have played a lead or other clearly identified role in obtaining the resources to successfully undertake major research projects, which may be through bids for grants or other awards as appropriate to the discipline.	Individuals should be able to evidence leadership in the generation of research income at a level to support research teams or project groups over a sustained period.	Major research bids may include: a significant EU proposal, a response to a research council call, a large responsive mode bid; Joint industrial projects (JIPS); large industrial grants. (This is not an all-inclusive list and candidates are free to suggest other examples to support their case).
	RIA3	You have a distinguished record of academically excellent research outputs as evidenced within an international context.	The emphasis is on high quality publications over a sustained period. Profiles should include a significant number of high-quality outputs and provide clear descriptions of their impact on the field / discipline.	
	RIA4	You play a significant role in the wider academic or professional community and have influence over the strategic direction of future research.	Individuals must demonstrate how their research has influenced or had an impact on the research direction of others / the academic community / leading programmes / highlighted topics.	Holding leadership or senior roles on bodies (e.g., research council strategy panels) that have a major strategic impact upon the direction of future research.
	RIA9 & SEB1	You are externally recognised by peers as an academic leader in your field.		<ul style="list-style-type: none"> • Representing the academic community, or acting as an expert or adviser on Research Council Panels, Government Committees, EU-bodies, International Assessment / Programme Committees or equivalent. • Award of prizes or other similar marks of recognition, such as National Teaching Fellowship. • Evidence of role as convenor / co-convenor of workshops /

				<p>symposia at major international conferences.</p> <ul style="list-style-type: none"> • External examiner for other institutions for UG and / or PGT. • Invitations to give input to professional accreditation of programmes at external institutions. • Formally mentoring colleagues internal and external to the University.
	SEB7 & ALB6	You have a sustained record of academically excellent research outputs as evidenced within an international context.	The Faculty expects to see a profile of significant and sustained publications / work with international impact on the relevant field of science.	These are too numerous to list but candidates should refer to their publications and explain / describe why these publications / outputs are of the highest quality in an international context.
	ALA4	You play a significant role in the wider community are externally recognised by peers as an academic leader.	<ul style="list-style-type: none"> • Representing the academic community, or acting as an expert or adviser on Research Council Panels, Government Committees, EU-bodies, International Assessment / Programme Committees or equivalent. • Award of prizes or other similar marks of recognition, such as Senior or Principal Fellow of the HEA. • Evidence of role as convenor / co-convenor of workshops / symposia at major international conferences. • Formally mentoring colleagues external to the University 	

	ALA8	You have a sustained record of research activity (which might be pedagogic research) which is externally recognised with appropriate dissemination of the outputs.	The Faculty expects to see an appropriate profile of publications in suitable international journals or equivalently appropriate outlets.	These are too numerous to list so candidates should refer to their publications relevant to their discipline and how/why these are recognised as being of the highest standard in an international context.
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