

Terms of Reference: Emerging Research Leader members of Council, 2024

Background:

The Academy's Council governs all aspects of the Academy's affairs and sets its strategic direction. Since its inception in 1998, the Academy's profile and influence has grown impressively and Council's role in overseeing and prioritising our activities is more important than ever.

Recent efforts to improve and modernise the Academy's governance have focussed on ensuring more diversity of voices on our decision-making bodies. It was felt that Council, as the Academy's key governing body neglected a major sector of its stakeholders – the medical scientists and leaders of the future - those researchers at earlier stages on their career paths.

Amendments to the Academy's constitution on acquisition of its Royal Charter in 2019 enabled non-Fellows to be invited to serve on Council for the first time, to provide expertise or perspective from under-represented areas as required. It was agreed vital that the voice of the next generation of medical scientists should be prioritised for representation on Council – and a pilot scheme was implemented during 2020 and 2021 through which two participants from the Academy's first cohort of FLIER participants joined the Academy Council.

The success of this pilot subsequently led to a decision to continue this scheme more formally, with future participants identified through competitive application process - open to current and recent participants in Academy schemes – with the successful candidates identified by an agreed panel. The process outlined below was developed by the Academy's Nominations Committee in consultation with the holders of these roles during the scheme pilot and the Senior Leadership Team (SLT).

Term of service:

To align with the term of office for co-optee members set out in the Academy Regulations, Emerging Research Leader representatives are appointed for one year in the first instance, with a term of service running from the AGM in December of their year of appointment to the following AGM.

The appointment may be renewable for a consecutive year following the initial period, subject to Council agreement.

The maximum term of service for any individual in this capacity is therefore two years, but the commitment at the outset is for 12 months only.

Any decision on an extension of term would be with the mutual agreement of the participant - as we appreciate that work commitments may vary and develop over time and continuing availability for regular attendance at meetings and engagement with Council business is of ongoing key importance.

Eligibility and applications process:

This scheme is open to applicants from the following Academy schemes:

- FLIER (all cohorts)
- Clinician Scientist Fellows (2013-14 awardees only)
- Springboard awardees (rounds 4-8 inclusive)
- Academy Professorships scheme (all awardees to date)
- SUSTAIN participants (rounds 5, 6 and 7)

Candidates interested in the role are asked to complete an online application which includes a short candidate statement along and details of their current and previous involvement with the Academy.

Applications will be reviewed by a small panel of the Academy's Nominations Committee which will make recommendations to Council.

Role of Emerging Research Leader members of Council

The principles of engagement for Emerging Research Leader members are provided below. As this is still a relatively new Academy scheme, ERL members of Council do not take on Trusteeship of the Academy and do not have voting rights on Academy Council business - although they have full access to all circulations of information and are party to all Council discussion. These conditions will be subject to review during the Academy's next full governance review.

Principles of engagement for Emerging Research Leader members of Council:

- Members must attend at least 3 of the 2024 Council meetings (see meeting dates provided below).
- Members will receive all papers and will be encouraged to participate in discussions freely alongside Council members (at meetings or via e-mail).
- Members serve on Council in an individual capacity not as representatives of their institutions.
- Members will not be registered as formal Trustees of the Academy.
- Members participate as non-voting members of Council.
- The Academy Registrar will act as a meeting mentor for ERL members

With these principles in mind **the role of Emerging Research Leader members of Council is to:**

- Read papers and participate in discussions of Council business.
- Provide comment and respond to any e-mailed discussion items circulated to Council.
- Provide input to Council on matters directly relating to earlier career stage researchers (viewpoint from Emerging Research Leader perspective; commentary/advice on career related issues eg. AMS programme development, award schemes, panels etc)
- Help develop any additional support packages Emerging Research Leaders might need to participate on Council (mentoring, coaching).
- Explore ways to initiate conversations outside of Council with other Emerging Research Leaders to feed views into Academy discussions.

Time commitment:

We estimate that taking part in this scheme will require approximately 5-6 days a year which includes preparation time and travel to any meetings held in person. Travel and accommodation costs are covered for attending meetings.

Council meetings:

Academy Council meetings are held as a mixture of in-person and hybrid formats. One or two meetings each year are held in person.

Meeting dates for 2024 Council Meetings are:

- Thursday 8 February
- Thursday 25 April
- Thursday 20 June
- Thursday 10 October
- Tuesday 2 December

In person meetings take place at the Academy offices at 41 Portland Place or at a regional venue. Virtual meetings are hosted via Zoom, with connection details provided with meeting papers. Meetings generally start at 10:30 and last about 3 hours at maximum. Several Council meetings will involve a high-level external speaker.

We also hope that members will participate in the wider activity of the Academy including the Academy's Annual General Meeting on 3 December 2024. A further key date in the Academy calendar is Admission Day for new Fellows in late June or July (*date to be confirmed*).

An induction session for all new members of Council will follow the February or April meeting.

The benefits of getting involved:

This scheme offers participants an opportunity to influence and understand the decision-making processes of a National Academy and registered charity, engage directly with our Council members and Senior Leadership team and help guide and influence Academy business. Through this role, it is likely that participants will also be offered other opportunities to take an active part in Academy workstreams.

Being selected as a Council ERL is a competitive and highly regarded opportunity that can be used as a demonstrable marker of esteem. As part of Council discussions, you will be at the cutting edge of the opportunities and issues faced by the clinical and health sectors, in terms of research, policy and engagement. ERLs will also benefit from the close working relationship with other Council members and the wider network of the Academy.

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