

FLIER programme: Application guidelines

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1. Introduction

The Academy of Medical Sciences launched the Future Leaders in Innovation, Enterprise and Research (FLIER) programme in 2019 to help **develop emerging leaders in life sciences** to drive innovation, harness new discoveries in science, technology and medicine, and help solve the biggest challenges in healthcare.

The two-year [FLIER programme](#) will be delivered in partnership with [Cirrus](#), bespoke talent, leadership and engagement specialists. The programme will bring together cohorts of emerging leaders drawn from across the Life Sciences sector and will include:

- Residential and one-day meetings to expose candidates to current **national** and **international leaders** across the wider scientific and health ecosystem.
- Face-to-face and virtual **workshops**.
- Regular **tailored coaching sessions** from professionals at the forefront of leadership development.
- **Mentorship** from a research leader.
- Bespoke **financial** management training.
- Cross-sector **immersion experiences** with an array of other organisations.
- The second year will involve a **cross-sector activity**. This will be an opportunity to apply acquired strategic and higher-level operational skills to a work-based project while being supported by colleagues, a coach and a mentor.

2. Who can apply

FLIER is aimed at individuals in the middle of their career, established within their own sector, with the seniority to **effect organisational, cultural and inclusive change** and **undertake a cross-sector project** currently or in the near future.

Participants will have an **emerging vision** of how cross-sector working and collaboration could help maximise opportunities and solve the future challenges of research and

healthcare. They will be looking to explore, influence and shape their vision in dialogue with colleagues across sectors.

We are looking for key characteristics including **motivation**, **vision** and **potential** to make a difference and lead change across the sectors, **learning agility**, and **creative**, **innovative** and **radical** thinking.

Participants will be active in the **research endeavour of the organisation in which they are working** and will therefore have a **wide range of outputs** depending on the setting. Participants may have portfolio careers, but even if they are not spending all their time on research, we would expect this to be a key element of their role.

We are pleased that for the first two cohorts, 19 out of the 35 participants were women. The Academy is committed to working towards equity, diversity and inclusion and for the third round of applications we actively encourage applications from individuals with underrepresented protected characteristics under the Equality Act 2010.

You can find out more about the participants who took part in FLIER [cohort 1](#) and [cohort 2](#).

3. Commitment required

Participants are expected to participate fully in the programme including attendance at all workshops, coaching sessions, immersion experiences in cross sector organisations and participation in webinars as part of the Thought Leadership series. This will require 15 days out of the office each year. Participants will also be encouraged to select an Academy mentor to support their progress throughout the programme.

Participants will also be expected to contribute to an online platform by taking part in discussions, posting material and accessing the administration information for FLIER. Participants will also be expected to complete feedback surveys after certain events to help with monitoring and improvement.

The second year will be devoted to undertaking a work-based cross-sector project, with the support of the Academy and Cirrus.

Applicants must be available for interactive workshops on the following dates:

- 28 and 29 June 2022 – 2-day welcome event at the Academy of Medical Sciences in London.

Further workshops over the two years will be scheduled nearer the time of delivery.

4. Cost

Places on this programme will be subsidised for all participants, through a generous pledge from the Dennis and Mireille Gillings Foundation and funding from the Department of Business Energy and Industrial Strategy.

Employers will be asked to provide a contribution of £5k+VAT towards the two-year programme, to be paid before the welcome event.

A small number of bursaries are available for individuals whose employers cannot meet the contribution. Due to the limited number, we ask that discussions take place with employers first before a bursary is sought. Please contact the Academy office for further information via email on FLIER@acmedsci.ac.uk. If you would like to be considered for a bursary, please indicate this in the employer declaration section of the application form and write a short justification statement.

5. Selection process

Participants will be selected by a competitive process:

- Completion of an online application form, including submission of a short video clip.
- Review of the application forms and videos to shortlist for interview.
- Shortlisted candidates will be asked to complete a short psychometric assessment, to inform the interview panel's questions. Personal feedback on psychometric assessment from qualified coaches will be offered following interviews.
- Interview of shortlisted candidates.

Interviews are to be held virtually between Tuesday 26 April to Friday 13 May. If shortlisted to interview, we will contact you to find a date that is suitable for you to attend.

Notification of decisions regarding FLIER applications will be made by Friday 27 May 2022. Successful applicants will be asked to complete a full psychometric assessment to inform the first leadership training workshop.

6. Key dates

Date	
Tuesday 8 February	Applications open.
Friday 18 March	Applications close.
Thursday 14 April	Receive notification of application outcome. Shortlisted applicants invited to interview.
Thursday 14 – Thursday 21 April	Interview candidates to complete initial psychometric testing.
Tuesday 26 April – Friday 13 May	Interview dates in this period (to be held virtually).
Friday 27 May	Notification of outcome to interviewed candidates.

Monday 30 May – Friday 17 June	FLIER participants to complete full psychometric testing profile and have feedback call with a coach.
Tuesday 28 – Wednesday 29 June	Launch of welcome activities with two-day residential workshop in London.
June 2023	Mid-point workshop and celebration.
June 2024	Final workshop and celebration.

7. Accommodation, travel and childcare

Accommodation will be organised for each residential workshop. Participants are expected to organise and fund their own travel.

Childcare support, when additional care is required above normal provision, will be available up to £50 per child per day during the workshops. Participants will be able to claim childcare support by completing a form and providing appropriate receipts to the Academy.

8. Monitoring and evaluation

Feedback from participants will help us to assess the impact of the FLIER programme and inform future developments.

We expect participants to maintain contact with the Academy and Cirrus, to complete monitoring surveys after each workshop and other activities as appropriate.

The Academy appointed external independent evaluators, Aleron and Freshney Consulting, at the beginning of the programme and requests that all participants engage as required.

Participants may also be approached to contribute to case studies by the Academy and the evaluators.

9. Governance

The programme is overseen by a Taskforce, chaired by Professor Paul Stewart FMedSci, Professor of Medicine and Health Policy Adviser to the Vice Chancellor at the University of Leeds.

The role of the Taskforce is to advise the Academy on the development of the FLIER programme, oversee the application process, advise on further iterations and oversee the evaluation of the programme.

Further details of the Taskforce and their role in the programme development can be found on our [website](#).

10. Guidance notes for completing the application form

Please complete and submit your online application form by **17.00 on Friday 18 March 2022** through our Flexi-Grant portal: <https://acmedsci.flexigrant.com/>. If you have not used Flexi-Grant before, you will need to register and create a new user account.

This section guides you through completing the online application form for the FLIER programme. Some notes on completing the form are integrated into the form itself.

Invite 'Participants' for your employer to sign the form

Please use the 'Participants' tab on the summary page to invite a representative from your organisation, they need to sign the form confirming they are able to pay the employer contribution before you can submit the application. Further details about completing this section are below in section 6 titled 'Approvals and declarations'.

Please contact the FLIER team if you are having difficulties with this section and we will do our best to help.

Save and resume

Once you have started a section, you can click save at the bottom and log out of Flexi-Grant; your responses in that section will be saved. To return to your application log in to <https://acmedsci.flexigrant.com/>, click on 'My Account' in the top right corner, and select 'My Applications' to resume.

Submitting your application

When you have completed all sections of the application form, and your employer has completed theirs, a 'Submit application' button will become available at the bottom of the summary page which you will need to click to finalise the application.

Once your application has been submitted, you will be able to view your application and its current status, but you will not be able to modify it. You can also download your form as a PDF at any point to keep for your records.

Word limits

Please note that the answers for certain questions have a maximum word limit. If text exceeding this length is pasted into the space provided, the passage will be truncated accordingly.

Each applicant should provide the following:

1. Personal information

Your name and contact details will be pulled through from your user account. Please check they are correct.

Please add your current primary employment details. You can list here any other organisations with whom you may also hold a contract for work (optional).

If your organisation is not on the list, please contact us by calling 020 3141 3273 or emailing FLIER@acmedsci.ac.uk and we will add it.

You can provide your ORCID ID (Open Researcher and Contributor identifier; orcid.org) if you have one. ORCID is an open, non-profit effort to create and maintain a registry of unique researcher identifiers and a transparent method of linking research activities and outputs to these identifiers. The ORCID Registry is available free of charge to researchers, who may obtain an ORCID ID, manage their record of activities, and search for others in the Registry.

Complete a short summary (250 words max.) of the main responsibilities in your current role (including any team, matrix or project leadership responsibilities, direct line management, reporting responsibilities, financial responsibilities).

Select one of the four options which best represents the sector you are primarily employed in. The options include:

- Academia
- NHS
- Industry (including pharma, biotech, medtech and others related to life sciences)
- Government/public/policy organisations
- Media/science communications
- Charitable sector
- Other, please specify

We also ask you to identify whether you are clinically qualified (medical, dental or veterinary) and whether you are still clinically active. The cohort will be selected to ensure representation across different sectors and a combination of clinical and non-clinical research backgrounds.

2. Relevant experience

Upload a **two-page CV** (in PDF format) summarising your education, past employment and main responsibilities, major relevant research outputs, contributions and achievements.

These may include for example:

- Key publications and/or reports
- Patents
- Funding awards
- Personal prizes and awards
- Spin-offs
- Commercialisation of products

- Influence on policy and/or regulations
- Public and patient engagement

3. Motivation to apply

Please answer these questions as succinctly as possible. This is an opportunity for you to give us some more details on your motivation for applying, relevant experience and evidence of emerging leadership.

Why you are applying for the FLIER programme:

- What is your vision for the Life Sciences sector and how do you see your career fitting into it? (250 words max.)
- What would you hope to achieve through taking part in the FLIER programme? (250 words max.)
- What is currently limiting your career, and how could this programme help you? (250 words max.)

Outline any experience you have of managing or leading a team:

- Either as a team leader or in a matrix team for example. (250 words max.)

Outline any experience you have of leading or taking part in collaborations:

- Within and outside of your organisation. Briefly outline your views on the main ingredients for successful collaborations using examples from your own career. (250 words max.)

4. Cross-sector project

Please submit a **link to a three-minute (max.) video clip** addressing the following areas:

- **Give an idea of a cross-sector project you would like to carry out as part of the FLIER programme and how it would bring about change.**
- **Outline your view on how collaboration across sectors will be needed to address health challenges and where your project idea fits into the bigger picture.**

The video can be a simple, talking-head view of you presenting your ideas or interpreted in another way. Do make sure that you discuss both points above clearly and concisely.

We recommend that you upload your video on a private YouTube channel, or similar hosting site, and copy the link into the application form. To do this, you can create a YouTube account for free: click 'Create a video or post' in the top right corner and select 'Upload a video'. Create a channel and upload your video file. Once you click 'Publish', you can change the video from 'Public' to 'Unlisted', meaning that it can only be found via the link and not searchable on YouTube.

Please write a title that summarises your project idea.

The project idea discussed in your application form is not required to be the project undertaken as part of the programme if your application is successful.

We expect your idea to grow or change through discussions during the first year of the FLIER programme.

5. Approvals and declarations

Applicant declaration:

In order to submit your application, you need to tick the box to agree with the declaration statement, thereby confirming the validity of the application. Information that you have supplied within this application will be used to process your application and for the purposes of any audit and/or evaluation. Please read the undertakings on this page carefully and ensure that you fully understand the obligations you are making before signing the declaration.

Monitoring and marketing feedback:

On this page we request monitoring and marketing information. Please note that monitoring information will **not** be used in the application review process; it is **not** provided to the interview panel members. We request this information to monitor the Academy's activities with respect to the beneficiaries of proposals and awards, and the gender, ethnic origin and disability status of applicants will be kept anonymous. Marketing information is requested to help us monitor the effectiveness of our marketing activities. This information is also not used in the application review process.

Employer declaration:

Instructions for applicants

Please use the 'Participants' tab on the summary page to invite a representative from your organisation by email; the representative will need to complete the form confirming they are able to pay the employer contribution. They can also apply for a bursary to cover the employer contribution in this section.

They will not be able to see your answers in the previous sections, and you will not be able to see their answers in this section. We strongly recommend you contact them yourself before inviting them through the system, to ensure they don't miss the email invitation. You will receive an email once they have completed this section, and you can then submit your application as described above.

Instructions for employers

Please follow the link in your invitation email, this will be sent by [no-reply@flexigrant.com](mailto:reply@flexigrant.com) with the title 'FLIER Cohort 3 – Request for Declaration'. If you are not able to sign off this application by the deadline date or are not the right person, please decline the request and the applicant will be able to assign someone else. If you have not used Flexi-Grant before, you will need to register and create a new user account.

The applicant will not be able to see your answers in this section, and you will not be able to see their answers in the previous sections. You can download your answers as a PDF to keep for your records.

In order to submit your application, you need to tick the box to agree with the declaration statement, thereby confirming the validity of the application. Information that you have supplied within this application will be used to process your application and for the purposes of any audit and/or evaluation. Please read the undertakings on this page carefully and ensure that you fully understand the obligations you are making before signing the declaration.

If you have any questions about the application, please contact the FLIER team via email at FLIER@acmedsci.ac.uk or call 020 3141 3273.

The Academy of Medical Sciences

The Academy of Medical Sciences is the independent body in the UK representing the diversity of medical science. Our elected Fellows are the UK's leading medical scientists from hospitals, academia, industry and the public service. Our mission is to advance biomedical and health research and its translation into benefits for society. We are working to secure a future in which:

- UK and global health is improved by the best research.
- The UK leads the world in biomedical and health research, and is renowned for the quality of its research outputs, talent and collaborations.
- Independent, high quality medical science advice informs the decisions that affect society.
- More people have a say in the future of health and research.

Our work focusses on four key objectives, promoting excellence, developing talented researchers, influencing research and policy and engaging patients, the public and professionals.

www.acmedsci.ac.uk