AAU Talent Management Programme 2017

We now invite applications from junior researchers at AAU for the 2017 Talent Management Programme which aims at developing emerging research talents into future research leaders and strong senior researchers. This call provides details on selection criteria, financing, the application process and deadlines.

1. Background and purpose
The AAU Talent Management Programme was established in 2016 as an initiative under Aalborg University’s strategy for 2016-21, Knowledge for the World. In 2016, 18 research talents were selected for the first round of the programme. During the autumn of 2017, we will select the brightest research talents from the applicant pool for the second round of the programme.

The purpose of the programme is to identify and cultivate, for each of our five faculties, the junior research talents who have the potential of becoming the research leaders of tomorrow. In the programme, we will focus on both the academic and personal development of the researchers.

2. Content
Up to 10 research talents will be selected from this year’s applicant pool; two research talents from each of the University’s five faculties. Excellence will be the key parameter in the selection process.

The selected research talents will get a grant of DKK 3 million over a three-year period. During the programme, research talents will:
- Complete a research project
  This presents an opportunity for developing both a research idea and research leadership skills in the specific research project.
- Complete formal research leadership training

The funding may be used for:
- Research leadership training
- Employment of PhD fellows, postdocs or other academic staff to be involved in the project
- Purchasing equipment and laboratory expenses
- Network formation activities
- Participation in conferences and symposiums
- Stays at universities abroad

The purpose of the funding is to enable participants to develop their research idea and acquire a CV that will facilitate parallel and/or subsequent acquisition of external research grants. Furthermore, the purpose is to
ensure that participants develop theoretical and practical skills as research leaders. Therefore, participants are required to complete formal research leadership training as part of the talent management programme. This may be accomplished by attending an existing formal university course in Denmark or abroad, or by combining various relevant course elements.

To ensure that participants develop practical skills as research leaders, the funding may be spent in part on employing a PhD fellow (if the participant is qualified to supervise PhD students), a postdoc or other academic staff.

Applicants must find an appropriate mentor from their field who will support their academic and personal development as part of the programme. Mentors are required to write a brief statement of intent including their endorsement of the application and that they will mentor the applicant as part of the talent management programme. Working hours for mentoring are not funded by the programme.

The AAU Talent Academy offers a series of exclusive academic activities and networking activities available to all participants.

3. Who can apply?
Only researchers employed at AAU at the time of application will be considered. Applicants must be employed as assistant professors, postdocs (employment conditions similar to assistant professors) or associate professors (with max five years of seniority as associate professors). If the grant holder leaves AAU during the talent programme, the grant will not follow the grant holder. The remaining portion of the grant must be repaid to the grant giver.

A statement of intent by the head of department must also be included in the application for the AAU Talent Management Programme. This statement must include their endorsement in order to ensure that the department will allocate both time and co-funding for the applicant’s participation in the talent programme and that the project falls within the research areas of the department.

Successful candidates must begin their talent programme as soon as possible after the funding has been granted and no later than 1 May 2018.

4. Application process
The AAU Talent Programme invites applications from all interested applicants. To apply for the programme, please fill in the application form found in appendix 1.

5. Selection procedure and criteria
All applications will be submitted for the scientific review and assessment of a cross-faculty review committee which consists of five professors appointed by the five AAU faculties. The review committee will select the top ten applicants, and the Executive Management will make the final decision to include them in the AAU Talent Management Programme.

Tasks of the review committee:
- to make a scientific review of all submitted applications
- to rank all applications from each faculty and select the top ten applications for approval by the Executive Management.

1 AAU Competence Development recommends the Research Management Course at CBS Executive (further information). AAU Competence Development offers the course Project management for researchers (module A - further information / module B - further information).
2 This review committee are also responsible for assessing AAU interdisciplinary projects.
All applicants will receive a written statement explaining the final decision of the Executive Management and the review committee.

Assessment criteria
Applications to the AAU Talent Management Programme will be assessed on the basis of these assessment criteria:

- The research idea. The idea must imply the possibility of creating an impact and a breakthrough in research
- The quality of the research question
- Plan for the development of research leadership skills, including formal research leadership training
- An assessment of the potential for establishing a research group/a national or international research network on the basis of the research idea. The research idea may also present an opportunity for “proliferation” within an existing research group. Applicants must include a description of the existing research environment together with a plan which outlines how the new group/network could be established
- The research CV, including a publication list, a list showing participation in national and international networks, any experience from external research projects, possibly acquisition of external funding.

Certificates and celebratory event
When participants have completed the programme, they will be invited to a celebratory event where they will receive a certificate. All research talents, the Executive Management and the review committee will be invited to the event.

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<thead>
<tr>
<th>Content</th>
<th>Deadline</th>
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<tbody>
<tr>
<td>Publication of call</td>
<td>1 September 2017</td>
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<tr>
<td>The call will be published on AAU Inside and strategy.aau.dk and sent to faculty email addresses and pro-deans for research who are encouraged to forward the call.</td>
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<tr>
<td>Application deadline</td>
<td>Send your application to: <a href="mailto:lpp@adm.aau.dk">lpp@adm.aau.dk</a></td>
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<tr>
<td>Submission deadline for applications. All submitted applications will be forwarded to the review committee.</td>
<td>No later than 1 November 2017 at 12:00.</td>
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<tr>
<td>Review</td>
<td>The recommendations will be sent to the Rector’s Office no later than 24 November 2017.</td>
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<tr>
<td>Deadline for the review committee’s recommendation of candidates to the second round of the AAU Talent Management Programme.</td>
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<td>The review committee recommends 10 candidates for the AAU Talent Management Programme in order of priority.</td>
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<tr>
<td>Approval by the Executive Management</td>
<td>15 December 2017</td>
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<tr>
<td>The Executive Management will consider the recommendations and approve up to ten participants for the AAU Talent Management Programme.</td>
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6. Funding model and terms and conditions

Each research talent will receive up to DKK 0.5 million a year over a three-year period from AAU’s strategic funding pool. The faculty where the research talent is employed will co-finance the programme with the equivalent amount. The faculty and the research talent’s department may decide to share the amount. Thus, the maximum total grant is DKK 3 million for each research talent. (2 x 0.5 DKK million x 3 years).

A three-year budget must be included in the application.

As a general rule, strategy funding and co-funding cannot be used for the necessary workload reduction for the research talent. Instead the departments must ensure the necessary framework conditions for participation in the talent programme.

Contact details

Any further information regarding the Talent Management Programme or the call for applications can be obtained from:
Lasse Panny Pedersen, academic officer and project secretary for the action plan for research AAU Strategy 2016-2021 Knowledge for the World - email: lpp@adm.aau.dk; Tel.: (+45) 9940 3503

Any further information regarding funding or the finances of the Talent Management Programme can be obtained from:
Gitte Hartung, budget manager - email: gha@adm.aau.dk; Tel.: (+45) 9940 7370
Appendix 1: Application form template (application max 5 pages + appendices max 10 pages)

Applications for the AAU Talent Management Programme must be completed in this template. The application itself must comprise max 5 pages excluding references and appendices. The appendices of the application must comprise max 10 pages.

Appendices to be included in the application:
- Research CV (max 2 pages) and a list of publications (max 2 pages)
- Budget
- Mentor’s statement of intent (max 1 page)
- The head of department’s statement of intent (max 1 page)

Applications must be written in Danish or English. Please use 11 point Calibri font, single spacing and standard margins (top and bottom margins 3 cm, left and right margins 2 cm). The application should be written in a language that can be understood by non-experts within the field without being over-simplified.
Application form

<table>
<thead>
<tr>
<th><strong>Applicant</strong></th>
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<tbody>
<tr>
<td>Name of applicant/position:</td>
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<tr>
<td>Department:</td>
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<tr>
<td>Head of research/manager:</td>
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<tr>
<td>Mentor:</td>
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<td>Applicant’s office Tel. No.:</td>
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<td>Applicant’s mobile phone No.:</td>
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<td>Applicant’s email:</td>
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<tr>
<th><strong>Project description</strong></th>
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<tbody>
<tr>
<td>Project title (max 120 characters):</td>
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<td>Research question and brief project description:</td>
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<td>Description of how the idea implies the possibility to create an impact and a breakthrough in research.</td>
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<td>Any committed collaboration partners:</td>
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<td>How will you disseminate your project?</td>
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<td>Start date:</td>
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<tr>
<td>End date:</td>
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<tr>
<td>Project time schedule&lt;sup&gt;3&lt;/sup&gt;:</td>
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<tr>
<th><strong>Development of research leadership skills</strong></th>
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<tr>
<td>Brief description of a plan for the development of research leadership skills, including participation in a research leadership training programme:</td>
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<tr>
<td>Brief description of expectations as to how participation in the Talent Management Programme will enhance the applicant’s competences in general:</td>
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<sup>3</sup> Projects should begin in the beginning of 2018 and no later than 1 May 2018. Max duration is 36 months.
### Potential for establishing a research group

**Brief description of the current research environment:**

**Assessment of and plan for the establishment of a research group/network:**

### Research CV *(to be attached)*

*The research CV must include a publication list showing participation in national and international networks, any experience from external research projects, acquisition of external funding.*

### Budget *(to be attached)*

*The budget must include the amounts applied for each of the three years and, if relevant, the amount funded by the department.*

**Contact person concerning finances:**

### Appendices

Please attach:
- Applicant’s research CV
- Budget
- Mentor’s statement of intent (max 1 page)
- The head of department’s statement of intent (max 1 page)

Please send your application joined into one file to lpp@adm.aau.dk no later than 1 November 2017 at 12:00.