

## Centre for Ageing Research and Development in Ireland

### CARDI Leadership Programme in Ageing Research Call 3 (2014/15)

#### Terms of Reference

CARDI is launching Call 3 of a programme to support the development of the next generation of leaders in ageing research in Ireland, north and south. It is targeted at top quality post-doctoral researchers who have 2-7 years of post-doctoral research experience and are nominated by a Higher Education Institution (HEI) in Ireland.

In Call 3, we are offering up to four Fellowships, full-time salaries over three years plus allowances, to candidates who can demonstrate the potential to become leaders in ageing research on successful completion of the programme. Fellows will conduct a major research project and engage in training and development activities and networking opportunities.

This document sets out the Terms of Reference for the CARDI Leadership Programme in Ageing Research, Call 3 (2014/15). In the event of varying interpretations, these Terms of Reference take precedence over any other document.

**CARDI - October 2014**

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## **CARDI**

CARDI is a not for profit organisation developed by leaders from the ageing field across Ireland, north and south, including age-focused researchers, academics, and statutory, voluntary and community sector representatives with support from The Atlantic Philanthropies. It is overseen by a Steering Group and hosted by the Institute of Public Health in Ireland.

## **Context**

Ireland's population is ageing. By 2041, it is projected that the number of people aged 65+ will reach 1.89 million compared with 819,000 in the 2011 Censuses. By the same date, the population aged 60+ is expected to be 2.44 million, 29.5% of the total population in both the north and south. The number of people aged 85+ is expected to quadruple by 2041 from 91,000 in 2011 to 355,000 in 2041. While life expectancy has increased, it is not clear that life without disability and ill health has increased to the same extent. A growing number of older people may be facing the combined effects of a decline in physical and mental function, isolation and poverty.

Policy makers, service providers and older people alike recognise the need to create a high quality of life for our ageing population. This challenge can be met by understanding active and healthy ageing, reducing inequalities in later life and creating services that are shaped by and appropriate for older people. An ageing population provides an opportunity for research in a wide variety of areas relating to older people, not just in health and social care but also in engineering, technology, housing, transport, employment, planning, sociology and psychology, among others.

A particular challenge exists in developing the expertise needed to conduct top quality research on ageing in future years at the scale required to keep pace with the huge social change posed by demographic ageing.

## **Leadership in ageing research**

In 2013, CARDI launched a programme to develop leadership in ageing research and has appointed five CARDI Fellows in Calls 1 and 2.<sup>1</sup> This Call offers up to four Fellowships in Ireland, north and south, each lasting for three years, to high quality post-doctoral researchers with between 2-7 years of full-time post-doctoral research experience who can demonstrate outstanding research leadership potential.

## **Funding of programme**

The CARDI Leadership Programme in Ageing Research has been funded by the Health and Social Care Research and Development Division, Public Health Agency Northern Ireland (NI) and The Atlantic Philanthropies. In this Call, funding for two of the four Fellows has been provided by the American Federation for Aging Research's Paul Beeson Career Development Awards in Aging Research for the Island of Ireland, and these Fellows will be entitled to participate in Beeson activities.

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<sup>1</sup> Read more at <http://www.cardi.ie/publications/cardileadershipprogrammeinagingresearchleaflet>.

Read more about the Beeson Programme at:  
<http://www.afar.org/research/funding/beeson/>.

Physicians and others in health/medical sciences, psychology, rehabilitation sciences and nursing with a special interest in ageing and older people will be particularly well suited for the two Beeson-sponsored CARDI Fellowships. These Fellowships will be awarded to the most outstanding candidates who are most likely to benefit.

### **Aim**

CARDI is looking for top quality post-doctoral researchers for a programme designed to prepare future leaders in ageing research in Ireland, north and south.

### **Scope**

Applicants for Fellowships may carry out research related to healthy ageing in any relevant discipline, such as health/medical sciences, psychology, rehabilitation sciences, nursing, economics, sociology, design, architecture and many others. People awarded Beeson-sponsored CARDI Fellowships will carry out health/medical research on ageing, broadly defined as including the biology of ageing, maintenance of health, quality of life and independence in old age, diseases and disabilities of old age, clinical management and systems of care for older people.

All Fellows will participate in training and development activities to develop their skills, knowledge and confidence as ageing research leaders. Some of these activities will be provided by the HEI, especially related to the specific research project being undertaken. CARDI and the Beeson Programme will also offer development activities and networking opportunities to Fellows, including attendance at appropriate Beeson Scholars' meetings.

### **Features**

#### **Salary**

CARDI will pay the full post-doctoral salaries of Fellows for three years, full-time on the appropriate scale; in NI this is the Ac 2 Grade 7 scale and in ROI the Experienced Post-doctoral Researcher scale Level 2B or, in both jurisdictions, an appropriate clinical researcher scale. Fellows selected for the programme will begin on their current point on the scale. CARDI will pay annual increments and future salary enhancements but not additional promotions that may be awarded by the HEI.

In the event that clinical post-doctoral researchers are appointed as Fellows, CARDI will pay 80% of their salary and will expect them to devote the equivalent of four days per week to the Fellowship over three years. This will allow them to continue clinical training which will be arranged and funded by the appropriate authorities.

### **Allowances**

Allowances worth up to €63,000/£50,000 are also available to each Fellow over the three years. These can be used to pay research costs (including short-term employment of a research assistant), consumables or attendance at conferences. Attendance at training events or short work placements in another country is encouraged. The host HEI will be encouraged to provide additional funding and support.

### **Development activities**

In addition, Fellows will have free places at summer schools, seminars, training events and conferences organised by CARDI as part of the development of ageing research leadership skills. Fellows will have opportunities to network with other Fellows and with established leaders in ageing research.

### **Mentors**

HEIs who nominate a Fellow will be required to offer training and skills development in the specific research area being proposed and to appoint one or more senior academics to mentor the Fellow. The mentor(s) and applicant should collaborate to apply for the Fellowship and to draw up a career development plan to help participants become leaders in ageing research. To ensure Fellows derive maximum benefit from the programme, CARDI will draw on its network of international experts to appoint an additional mentor.

### **Eligibility**

The programme is open to post-doctoral researchers with 2-7 years of full-time research experience at post-doctoral level or part-time equivalent. Account will be taken of career breaks such as maternity leave.

People in a tenured or otherwise long-term established post are not eligible.

Fellowships are open to any EU citizen provided they are nominated by an HEI in Ireland, north or south, and are prepared to take up employment in that HEI.

### **Criteria**

CARDI is seeking to fund top quality researchers who have been selected on merit and nominated for the Fellowship by their HEI as people who can demonstrate the potential to become leaders in ageing research. The selection criteria will cover four domains and the values in parentheses denote the contribution to the overall score:

#### **1: Personal – leadership potential (35%)**

Candidate has high-level expertise and experience; shows potential for top-quality, independent research leadership; shows potential to influence policy and practice in the interests of older people.

## **2: Research proposal (30%)**

The overall quality of the proposed research is high; the research meets a priority need in policy and/or practice; research is broadly based and promotes links with other disciplines and sectors.

## **3: Career development plan (20%)**

The plan will develop the Fellow as a leader in ageing research; it will promote new and transferable skills; the plan is realistic and achievable.

## **4: HEI and mentor (15%)**

HEI has appropriate expertise and commitment; quality of proposed mentor; HEI is committed to the Fellow.

## **Requirements**

Successful Fellows will be expected to conduct research on a topic related to healthy ageing. The two Beeson-sponsored Fellows will conduct health/medical research on ageing, broadly defined as including the biology of ageing, maintenance of health, quality of life and independence in old age, diseases and disabilities of old age, clinical management and systems of care for older people. All Fellows must take full account of the policy and practice implications of their research.

Fellows will be required to take part in training and development activities, and to liaise with their mentors and other stakeholders.

Candidates must commit to working on the Fellowship full-time (or 80% of time in the case of clinical Fellows) for three years from summer 2015. Candidates will be expected to confirm that they can begin the Fellowships no later than 1 August 2015 (except under exceptional circumstances).

In order to assess progress, Fellows will write annual progress reports, along with comments by their mentors and will receive feedback on them.

Fellows will submit a draft final report on their research project to CARDI and will consider feedback from CARDI before finalising the report.

CARDI does not seek any intellectual property rights over the final research report but will be entitled to publish and publicise it. All reports produced by Fellows should acknowledge the funding source.

CARDI will provide support to Fellows to allow them to understand and translate their research into the policy and practice context e.g. by preparing research briefs containing the research findings and other relevant background material.

Fellows will give one or more presentation(s) on their research and/or on the leadership process at a CARDI conference or seminar.

Fellows will be expected to write papers for appropriate high impact journals as their research progresses.

## Budgets

Applicants may use Euro or Sterling in their application forms and CARDI will agree a conversion rate with the Research or Finance Offices of HEIs proposing successful Fellows. Funding for the two Beeson-sponsored Fellows will be denominated in USD and budgets will be held in that currency.

Fellows, along with the HEI, will be expected to adhere to budgetary systems put in place by CARDI. Budgetary requirements will not be onerous and meeting them will give Fellows important experience in managing a research budget.

CARDI may specify spending limits on certain items e.g. travel and subsistence.

Fellows are welcome to seek additional funding for their research from other sources.

CARDI will not pay overhead costs of HEIs or fund full-time, permanent staff.

## Application process

CARDI's intention is to select up to four CARDI Fellows, two of which will be Beeson-sponsored Fellows.

Anybody interested in applying should discuss the matter with the head of department or equivalent in an HEI in Ireland, north or south, and seek a nomination. Application forms are available at [www.cardi.ie](http://www.cardi.ie). Completed forms and an official letter of support for the nomination by an HEI, must be received by noon on Friday 30 January 2015. They may be emailed to [leadership@cardi.ie](mailto:leadership@cardi.ie) or posted to CARDI, Forestview, Purdy's Lane, Belfast BT8 7ZX.

Candidates must adhere strictly to the requirements of the application form, including word limits, font size and spacing. Text beyond the word limit will be deleted and will not be included in the assessment process.

Eligible applications (with deleted text, if applicable) will be considered by an International Scientific Advisory Panel on Ageing Research, which will make recommendations to the CARDI Steering Group, which will select Fellows.

## Ethics approval

If required, ethical approval must be received before the research project begins. CARDI will need to be assured that Fellows will adhere to high ethical principles throughout the programme. See ethics guidelines on [www.cardi.ie](http://www.cardi.ie).

## Timescale

Applications must be received by **12.00 noon on Friday 30 January 2015**. CARDI will inform successful Fellows in April 2015.

### **Further information**

People may email [leadership@cardi.ie](mailto:leadership@cardi.ie) if they have specific enquiries that are not covered in these Terms of Reference. CARDI will put such questions and the answers given on its website to ensure fairness and transparency.

**CARDI**

**30 October 2014**