

ANNEX A. CATEGORY OF RESEARCHERS¹

First Stage Researchers

These are researchers at early stage of their research career in universities including doctoral candidates who conduct research under supervision of a principal investigator.

Researchers at this level possess the following characteristics:

- Carry out research under supervision
- Have the expressed intent to develop knowledge of research methodologies and discipline
- Have demonstrated a good understanding of a field of study
- Have demonstrated the ability to produce data under supervision
- Are capable of critical analysis, evaluation and synthesis of new and complex ideas□
- Are able to explain the outcome of research and value thereof to research colleagues□

Early Career Researchers

These are researchers who are holders of doctorate degrees (Ph.D.), but have not yet established a significant level of independence, experience and competence. They are generally at the beginning of their research careers and have been awarded their Ph.D. for not more than 10 years.

Researchers at this level possess the following characteristics:

- Exhibit all competences of First Stage Researchers
- Have demonstrated a systematic understanding of a field of study and mastery of research associated with that field
- Have demonstrated the ability to conceive, design, implement and adapt a substantial program of research with integrity
- Have made a contribution through original research that extends the frontier of knowledge by developing a substantial body of work, innovation or application. This could merit national or international refereed publication or patent
- Demonstrate critical analysis, evaluation and synthesis of new and complex ideas
- Can communicate with their peers - be able to explain the outcome of their research and value thereof to the research community
- Take ownership for and manages own career progression, sets realistic and achievable career goals, identifies and develops ways to improve respectability among peers
- Co-author papers at workshop and conferences

Established Researchers

These are researchers who have developed a level of independence.

Researchers at this level possess the following characteristics:

- Exhibit all necessary and most desirable competences of Early Career Researchers
- Have an established reputation based on research excellence in their field
- Make a positive contribution to the development of knowledge, research and development through co-operations and collaborations
- Identify research problems and opportunities within their area of expertise
- Identify appropriate research methodologies and approaches
- Conduct research independently which advances a research agenda
- Can take the lead in executing collaborative research projects in cooperation with colleagues and project partners
- Publish papers as lead author, organizes workshop or conference sessions
- Establish collaborative relationships with relevant industry research or development groups
- Communicate their research effectively to the research community and wider society
- Are innovative in their approach to research
- Can form research consortia and secure research funding/budgets/ resources from research councils or industry
- Are committed to professional development of their own career and acts as mentor for others.

Leading Researchers

These are researchers leading their research area or field, usually leading a team or a group of researchers. In particular disciplines as an exception, leading researchers may include individuals who operate as lone researchers.

Researchers at this level possess the following characteristics:

- Exhibit all necessary and most desirable competences of Established Researchers
- Have an international reputation based on research excellence in their field
- Have publications in particularly prestigious journals or by leading publishing houses
- Possess work of outstanding originality
- Recipients of competitive grants as Principal Investigators
- External recognition of research quality
- Demonstrate critical judgment in the identification and execution of research activities
- Make a substantial contribution (breakthroughs) to their research field or spanning multiple areas
- Develop a strategic vision on the future of the research field
- Recognize the broader implications and applications of their research
- Publish and present influential papers and books, serves on workshop and conference organizing committees and delivers invited talks
- Are experts at managing and leading research projects
- Are skilled at managing and developing others
- Have a proven record in securing significant research funding budgets/resources
- Can focus on long-term team planning (e.g., career paths for young researchers and securing funding for the team positions)
- Are excellent communicators and networkers within and outside the research community
- Are able to create an innovative and creative environment for research
- Act as professional development role models for others

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