POSTDOCTORAL FELLOWSHIP
GUIDE TO APPLICANTS / CONDITIONS OF AWARD

For funding commencing in 2020

Closing Date for full applications: 19 August 2019

Introduction
Cancer Council WA aims to minimise the effect of cancer on our community through research and education and by providing people affected by cancer with support to enhance their quality of life. A key objective of Cancer Council WA is to encourage and support a wide range of research activities into the causes, diagnosis, treatment and prevention of cancer.

Our Research Funding Program aims to support cancer researchers at each step of their career, and develop and retain world class cancer researchers in WA.

The Cancer Council Postdoctoral Fellowship Program, through a competitive application ranking process, provides funding for early career biomedical and health researchers who are considered to have the potential to make a significant contribution to the field of cancer research in Western Australia.

While providing financial support over 3 years, this appointment will also provide opportunities to meet and liaise with important public figures in the West Australian research community, help raise the public profile of recipients and provide opportunities to present and participate in local Cancer Council Western Australia events, and potentially to contribute to research decisions.

The Postdoctoral Fellowships offered by Cancer Council Western Australia are prestigious awards and are likely to be highly sought after and extremely competitive.

The Cancer Council Western Australia is calling for applications from qualified early career cancer researchers to take up a Postdoctoral Fellowship in 2020.

Applications in the area of prevention, understanding and/or treatment of prostate cancer are strongly encouraged.

What are the objectives of this funding?
The Postdoctoral Fellowship objectives are:
• to advance the quality and impact of cancer research in Western Australia through the provision of dedicated cancer research Postdoctoral Fellowships;
• To contribute to the career advancement and research productivity of high quality cancer researchers working in higher education institutions and/or public health research institutions and/or health research and health care provision institutions in Western Australia;
• and to promote partnerships and collaboration in the conduct of high quality cancer research in WA.
What does the Postdoctoral Fellowship offer?
The Postdoctoral Fellowship program will fund one new cancer research Postdoctoral Fellowship to commence in 2020 for an amount of up to $75,000 a year for no more than three years, plus GST. Applications requesting sums in excess of $225,000 will not be considered.

The Postdoctoral Fellowship can be a full-time or part-time research appointment. Full-time fellows must spend at least 80% of their time on research activities related to cancer. Part-time fellows may spend between 50% and 70% of their time on research activities related to cancer. The award will be proportional to the fraction of time working in cancer research (e.g., 0.5 FTE spent on cancer research will be granted 50% of a Postdoctoral Fellowship). An extended time period of expenditure may be considered for part-time applications. There is scope for those in clinical settings to negotiate a fractional research appointment for Fellowships, to allow ongoing clinical activities to continue.

The fellowship is designed to support the salary of a researcher and is not to be used for equipment, infrastructure or project costs, or for funding salaries other than that of the applicant.

Who can apply for funding?
Applications will be accepted from researchers working in, or affiliated with, publicly funded established research institutions within Western Australia, and may involve one or more institutions.

Applicants must hold Australian citizenship, permanent residency or an appropriate visa to work in Australia. Applicants who do not hold Australian Citizenship or permanent residency must have their primary residence in Western Australia and be employed by a WA research institution for the duration of the fellowship, including holding a relevant visa. In the event that a successful applicant no longer complies with these requirements Cancer Council WA reserves the right to cease payment of funding.

Applicants must be early career researchers as defined by the following Cancer Council WA criteria:
- A letter advising the PhD thesis was passed and is dated later than 30 June 2014
- A certificate with an admission date later than 30 June 2014 confirming the applicant is a "Full College Fellow/s" ie FRACP, FRAPAL etc
- Candidates without a PhD (or equivalent) are eligible to apply if they have submitted their PhD or are within three months of handing in the final submission of their thesis at the time of the application deadline. You will need to make a strong case based on your track record (publications, previous awards, grants) and provide a statement from your supervisor supporting your claim of eligibility. An award would be conditional on the PhD being awarded in the year the fellowship is offered.

Researchers who have relevant research experience but do not have a PhD and/or are not a full college fellow will have their eligibility assessed on a case-by-case basis. If you have any questions regarding your eligibility please contact us on 9388 4354 or research@cancerwa.asn.au.

Extensions to the 5-year limit apply for career disruptions. Career disruption includes pregnancy; major illness; and carer responsibilities including parental leave. This is guided by the NHMRC Relative to Opportunity policy, Appendix B in the Investigator Grants 2019 Guidelines: www.mq.edu.au/research/research-funding-and-grant-opportunities/fellowship-and-grant-opportunities/nhmrc/nhmrc-investigator-grants/Investigator-Grants-2019-Guidelines-v2.0.pdf
Previous recipients of a Cancer Council WA Postdoctoral Fellowship are ineligible to apply.

How do I apply for funding?
A full application is invited from all interested candidates, the application form available on the website - www.cancerwa.asn.au/research/funding/.

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<tr>
<th>Stage</th>
<th>Date</th>
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<td>Advertising and promotion commence</td>
<td>3 July 2019</td>
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<tr>
<td>Deadline for submission of Application</td>
<td>19 August 2019</td>
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<td>Short listing of candidates for interview</td>
<td>7-11 October 2019</td>
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<td>Week in which interviews are likely to be conducted</td>
<td>18 November 2019</td>
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Application – Building a Case for Support
The application should describe the achievements of the applicant and the program of research to be undertaken under the Postdoctoral Fellowship. Failure to address all of the following issues in a fully detailed submission may result in the application being rejected on the grounds of insufficient information.

The individual
a. Publications – including quality in terms of significance of contribution to the relevant field of research, standing of journals in which papers are published and relative contribution of the applicant to the publication (eg first author publications will be given greater weight).
b. Grants – nature of involvement in any successful grants.
c. Peer recognition – eg acceptances to speak at national or international meetings.
d. Prizes and awards: applicants may list any previous research prizes or awards (other than program / project grants) they have been awarded to support their research career.
e. Research translation – the contribution of the applicant to advancing cancer control (for example through clinical impact and application of their research, public health activities and influence in public policy practice or related advocacy or commercialisation of research findings).
f. Research training – level of contribution to supervision of students.
g. Professional and community activity – contribution to professional associations, community bodies such as Cancer Council and other relevant activities.

The institution
h. Outline the additional resources available to undertake the program of research, the contribution from the external sponsor(s) or other sources of funding - including details of any funding offered, any 'in-kind' support, and any other (collaborative) activities to be carried out in support of the project.
i. Include resources supplied by the host institution and other sources, be it research grants funds or other resources. A summary of all input from the host institution including any buildings, laboratory space, technical support etc offered in support of the fellowship in addition to any cash offers.
Note: Institutions can use their own internal funds (for example from a university, company, endowments, government agency) to top up the contribution to the Postdoctoral Fellowship from external sponsors. There is no minimum contribution from external (institutional or other granting body) sources. The application should include a summary of all funding from the host institution and external sources including salary support, cash, buildings, laboratory space, technical support etc. The Cancer Council WA award may be decreased pro-rata if the applicant has been awarded salary support from another source.

The program of research

j. Outline the major areas of research to be pursued under the Postdoctoral Fellowship. What grants will be sought, what publications are anticipated and what other outputs are likely to be produced.

k. Complete the Key Performance Indicator (KPI) table, outlining 6-10 KPIs you aim to achieve over the duration of the fellowship. More guidance can be found in Appendix 1.

l. Provide a curriculum vitae of the supervisor of no more than one page.

Community Review

m. The Community Review section of the application is very important and will form part of the assessment of your application so please read the Guidance on community review criteria document which is available on the website.

How does Cancer Council WA decide which research is funded?
The applications are sent to our Postdoctoral Research Grants Advisory Subcommittee for review. The subcommittee consists of 6 internationally recognised cancer researchers and up to 4 community representatives who have a personal connection to cancer. As with most of our funding opportunities there is a scientific assessment (criteria below) and a community assessment, with a scoring allocation of 70:30 respectively.

Applications falling outside of the Cancer Council Western Australia’s remit will be rejected. Negotiations will not be entered into. Multidisciplinary applications spanning research other than that specifically related to cancer may be considered if the majority of the research relates to cancer control.

The Postdoctoral Research Grants Advisory Subcommittee may invite applicants to attend an interview process to further examine the proposals under consideration. During the assessment process, we may seek input from third parties if deemed necessary.

Cancer Council WA has the right to make the final decision over which research it funds. This may include making no award, or awarding part of the total funding pool

Assessment Criteria

The criteria for awarding these fellowships are:

a. Strategic relevance (20%): innovation and originality (5%); collaboration and current contributions to the research environment in WA (5%); impact on cancer (5%); and relevance to cancer control in WA (5%).

b. Scientific quality (20%)

c. Career development (20%): KPIs (10%) giving consideration to: depth, breadth, ambition and achievability of the KPIs (10%); and capacity building in the areas of: independence and team building, mentoring and training, developing new collaborations / partnerships, peer review contributions to grant schemes and journal publications, community engagement activities associated with health research, practice or policy (10%).

d. Track record (20%) and
e. Cost effectiveness (10%).

f. Supervisor (20%)

For information on the Community Review Criteria refer to the Guidance on community review criteria.

Relative to opportunity
Circumstances considered under “relative to opportunity” include: amount of time spent as an active researcher; career disruption (see Eligibility); available resources, including situations where research is being conducted in remote or isolated communities; building relationships of trust with Aboriginal and Torres Strait Islander communities over long periods and subsequent impact on track record and productivity; clinical, administrative or teaching workload; relocation of an applicant and their research laboratory or clinical practice setting or other similar circumstances that impact upon research productivity; for Aboriginal and Torres Strait Islander applicants, community obligations including ‘sorry business’; the typical performance of researchers in the research field in question; research outputs and productivity noting time spent employed in other sectors, for example there might be a reduction in publications when employed in sectors such as industry; carer responsibilities (that do not come under the career disruption, pg 2).


The Tobacco Industry
The Cancer Council will not provide a research grant to any researcher who:

- is an applicant for or is in receipt of funds from the tobacco industry, or organisations deemed by the Cancer Council to be associated with the tobacco industry, regardless of whether the funds are received directly, through collaborators or by other means (the Smoking and Health Research Foundation of Australia is deemed to be associated with the tobacco industry);
- is employed in a research institute or organisation or, in the case of universities, Faculty or School that allows applications or receives funds from the tobacco industry, whatever the use of those funds may be; or
- is employed in a university that accepts funds from the tobacco industry for health related research or services, wherever in the university that research may be done or those services supported.

Cancer Council WA will terminate its support for a research project if the above provisions relating to support from the tobacco industry are breached or it believes that the integrity of the research is threatened by influence from tobacco interests.

Researchers in receipt of funds from other organisations in conflict with the prevention of cancer will be examined closely to determine if a conflict of interest exists.

Obligations of Postdoctoral Fellow & the Administering Institution
All funded fellowships are offered in accordance with the Cancer Council WA Funding Agreement between Cancer Council WA and the Administering Institution. There will be only one administering institution for each awarded fellowship.
Publicity and Acknowledgment
The ability of Cancer Council WA to fund research is dependent entirely on its ability to raise money through public donation. Public awareness of the Cancer Council’s role in funding research, particularly successful research, is therefore crucial.

Where a media release or conference is planned, it is the responsibility of both the fellow and the institution’s media office to give Cancer Council WA adequate notice of the release or organisation of the conference, and to accommodate reasonable requests for the Cancer Council WA’s participation in the publicity.

In addition, Researchers may be called on to participate in Cancer Council WA’s promotional initiatives such as presentations to major donors, the preparation of promotional materials and providing a verbal presentation at research events organized by Cancer Council WA.

Cancer Council WA will invite successful applicants to attend our annual Research Awards Lunch where they will be awarded a Certificate of Achievement recognising their success in this research grant round. This event will provide an opportunity to showcase leading researchers and to create a forum where researchers and donors can meet. We ask that the recipient of the Fellowship ensures they are available to attend this event.

Cancer Council WA will publish plain language summary information provided by the successful applicant in section C of their application at the lunch and on the Cancer Council WA website, please note that information may be shared on social media platforms. Cancer Council WA may also, at its own initiative, ask investigators to participate in release of details of their research to the media. Sensitivities relating to pre-publication release will be respected in such circumstances.

Publications arising from the funding
Cancer Council WA encourages the publication of results and the dissemination of other information from the research we fund. Such publications would occur through the normal acceptable scientific channels and there should always be an acknowledgment that Cancer Council WA funding has been provided with the following footnote included: “[name of Research Scholar or Fellow] was supported by a Cancer Council WA Postdoctoral Research Fellowship”. A copy of the published paper should also be forwarded to us.

Reporting Obligations
In fulfilment of the conditions of an award, successful applicants must provide proof of progress in their research program. They are therefore expected to submit written reports in each of the three years of the operation of the Postdoctoral Fellowship. Reports should be prepared against the claims made in the detailed application, with continued funding for the subsequent years of the fellowship being contingent upon a satisfactory report being received by the end of November (or a timeframe negotiated subject to start date) of each year. All reporting templates, including the progress-extensions request template, can be found on our website:
www.cancerwa.asn.au/research/successfulresearchfunding/successfulpostdoctoralfellowships/

Intellectual Property Policy
In the event of any discovery with a potential for commercial exploitation that arises as a result of research supported by Cancer Council WA funds, the Applicant is bound by the conditions of the award to notify the Cancer Council WA accordingly. Award Intellectual Property will be owned by and immediately vest upon the administering institution, or with whoever they assign it to. The Applicant agrees to disclose in confidence to the Cancer Council WA, any inventions or discoveries that arise in the course of the research.
Ongoing operation of the Postdoctoral Fellowship
If for any reason a successful Postdoctoral recipient is unable to complete the full three years of the Postdoctoral Fellowship they and their institution have the responsibility to inform Cancer Council WA. The specific circumstances will be assessed and a recommendation made as to how the Postdoctoral Fellowship will be managed from that point.

Failure to inform the Cancer Council WA of significant changes in circumstances relating to the operation of the Postdoctoral Fellowship will result in withdrawal of the Postdoctoral Fellowship and consideration given to the future relationship between Cancer Council WA and the Administering institution.

Matters not otherwise specifically addressed
For matters relating to process and policy not covered in detail in this guide to applicants the Cancer Council WA Postdoctoral Research Grants Advisory Subcommittee will use the policies and processes applied by the National Health and Medical Research Council as a reference point. The prime objective remains to operate a fair and open process which seeks to allocate the funds in a way consistent with the values of Cancer Council WA so as to allocate donors funds in the most effective manner in pursuing the mission, goals and strategies of Cancer Council WA.

What has changed for 2019
Please note: We conducted an application and assessment review in 2018. Significant changes have been made to the guidelines and application paperwork, including additional questions in the application form and changes to the assessment criteria.

Further information
Queries about the completion of the Postdoctoral Fellowship process should be addressed to:

Research Administration Officer
Cancer Council Western Australia
420 Bagot Road
SUBLIACO WA 6008
Phone: (08) 9388 4354
email: research@cancerwa.asn.au
Appendix 1: Research Outcome Categories for Development of Fellowship Key Performance Indicators (KPIs)

Notes:
- This is intended as a “menu” of possible outcomes to use as a starting point to develop appropriate KPIs for an individual fellowship.
- We generally expect 6-10 KPIs for each fellowship.
- There is no requirement to have KPIs for all 6 categories and commonly fellowship KPIs are most likely to come from categories 1-3; however, we encourage you to consider if there are any appropriate KPIs from categories 4-6.
- KPIs should be specific, measurable and include a timeframe, e.g. to publish 6 papers a year in high quality journals; to obtain $200,000 of project funding by the end of 2021 to conduct research into x; to set up a consumer panel by June 2019 to provide input into the development of our research design, participation information sheets and consent forms; to have our recommendations adopted as a policy platform by at least one of the major political parties by the end of the fellowship; my recommendations for changes to the process for treating x will have been adopted by at least one of the major Perth cancer hospitals by the end of 2021.
- KPIs should be stretching but achievable. This will be assessed as part of the selection process.

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<tr>
<td><strong>No of journal articles &amp; citation rates</strong></td>
<td>Personnel</td>
<td>Presentations to non-academic audiences</td>
<td>Decision Making / Policy</td>
<td>Adoption of new policies / practices by health practitioners</td>
<td><strong>Health Benefits</strong></td>
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<tr>
<td><strong>No &amp; type of conference presentations</strong></td>
<td>New skills developed / techniques mastered</td>
<td>Media stories</td>
<td>Improved info bases for decision making</td>
<td>Use of new pharmaceuticals &amp; therapeutic techniques</td>
<td>- Less people get sick (reduced morbidity)</td>
</tr>
<tr>
<td><strong>Other publications e.g. books &amp; chapters, research reports, editorials</strong></td>
<td>Training attended</td>
<td>Articles in newsletters etc</td>
<td>Changes to policies (new/revised)</td>
<td>Behaviour changes by patients and the public</td>
<td>- Better outcomes for those who get sick</td>
</tr>
<tr>
<td><strong>Patents granted</strong></td>
<td>Career progression during / after fellowship</td>
<td>Lab tours</td>
<td>Changes to processes (new/revised)</td>
<td>Disinvestment in ineffective or redundant treatments or services</td>
<td>- Improved equity</td>
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<tr>
<td><strong>Awards received (other recognition)</strong></td>
<td>New collaborations formed &amp;/or existing collaborations maintained / expanded</td>
<td>School visits</td>
<td>Changes to guidelines</td>
<td>Use of new pharmaceuticals &amp; therapeutic techniques</td>
<td>- Improved quality of care</td>
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<tr>
<td><strong>Other research outputs e.g. research databases, research models, non-traditional outputs</strong></td>
<td>Involvement with research networks</td>
<td>Consumer involvement (no involved, how involved, impact on research)</td>
<td>New / improved public health campaigns</td>
<td>Behaviour changes by patients and the public</td>
<td><strong>Economic Benefits</strong></td>
</tr>
<tr>
<td><strong>Resources</strong></td>
<td>Supervision of research staff / students</td>
<td>Industry / government partnerships</td>
<td></td>
<td>New / improved public health campaigns</td>
<td>- Increased efficiency</td>
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<tr>
<td><strong>Knowledge production</strong></td>
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<td></td>
<td>- Cost savings</td>
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<tr>
<td><strong>Research capacity</strong></td>
<td>Presentations to non-academic audiences</td>
<td>Decision Making / Policy</td>
<td>Adoption of new policies / practices by health practitioners</td>
<td></td>
<td>- Income from commercialisation</td>
</tr>
<tr>
<td><strong>Dissemination &amp; engagement</strong></td>
<td>Media stories</td>
<td>Improved info bases for decision making</td>
<td>Use of new pharmaceuticals &amp; therapeutic techniques</td>
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<tr>
<td><strong>Future Research</strong></td>
<td>Articles in newsletters etc</td>
<td>Changes to policies (new/revised)</td>
<td>Behaviour changes by patients and the public</td>
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<tr>
<td><strong>Development of new research studies / ideas</strong></td>
<td>Lab tours</td>
<td>Changes to processes (new/revised)</td>
<td>Disinvestment in ineffective or redundant treatments or services</td>
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<tr>
<td><strong>Improvements to research methods &amp;/or development of new research methods</strong></td>
<td>School visits</td>
<td>Changes to guidelines</td>
<td>Use of new pharmaceuticals &amp; therapeutic techniques</td>
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<tr>
<td><strong>Improved capacity to use existing research knowledge from elsewhere</strong></td>
<td>Consumer involvement (no involved, how involved, impact on research)</td>
<td>New / improved public health campaigns</td>
<td>Behaviour changes by patients and the public</td>
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<tr>
<td><strong>Academic Service</strong></td>
<td>Industry / government partnerships</td>
<td></td>
<td>New / improved public health campaigns</td>
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<td><strong>New responsibilities taken on e.g. committee or board memberships, editorial and review activities, teaching (NB must be additional to what was in place at the start of the fellowship)</strong></td>
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