

ARC Industry Fellowships UQ Frequently Asked Questions





The advice provided in this FAQ is based on ARC guidance and advice from successful applicants, and UQs past and present members of the ARC College of Experts – academics who have firsthand experience sitting on the Selection Advisory Committees that determine the final list for recommendation to the ARC CEO and the Minister.

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Application Strategy

How should I decide which Fellowship Level to apply for?

There are dual considerations when deciding which Fellowship level to apply for: eligibility, and competitiveness.

Eligibility

Fellowship level eligibility is based on full time equivalent (FTE) of research experience as follows:

- Early Career: total of 5 or less years of industry and/or academic *research experience*
- Mid-Career: total of 5 to 15 years of industry and/or academic *research experience*
- Industry: no requirement around FTE; however, the quality of the candidate should be commensurate with that of an Australian Laureate to be competitive

Career interruptions may be taken into consideration in calculating FTE research experience.

The Research office provides a Fellowship Level Tool (available on the UQ [website](#)) to assist candidates in calculating full time equivalent spent in research to determine eligibility.

Contact the [Research Office](#) if you need any assistance determining your eligibility.

Competitiveness

There will be some individuals who sit at the border between two levels; for example, they have 6 years of research experience which would place them as mid-career, but they have 1 year of claimable interruptions which would place them as early-career.

In these cases, it is important to consider competitiveness against the cohort, and competitiveness against the scheme's requirements and selection criteria.

Benchmarking: In terms of positioning yourself against your peers, the Research Office provides a '[Key Findings](#)' document that includes benchmarking information about what makes a successful Industry Fellowship, including analysis of the metrics for successful applicants in the Inaugural round. Given there has only been one round of Industry Fellowships, these findings are based on a small cohort of applicants (83 successful in total) and should be viewed accordingly.

The selection criteria: The '[Key Findings](#)' document provides a comparison of the selection criteria requirements across the three levels of Industry Fellowships. Consider these criteria, and think about which level you, your project, and your partnership align best with.

How do I decide if it is the right time to apply?

There are many considerations when deciding on the best time to apply. For example, you could consider:

- Is your track-record competitive relative to opportunity compared to the cohort into which you are applying?
- How many chances do you have left?
- What are your plans for applying into other schemes/fellowships?
- The maturity of your relationships with Industry Partners - could they be strengthened with more time?

Seek advice from your supervisors, mentors, colleagues, and faculty/institute support personnel to assist you in making this decision.



Is it more strategic to apply as an industry person coming to academia, or a researcher going to industry?

There is no data supporting that one may have a strategic advantage over the other. The applications will be assessed against the same assessment criteria and should be compared fairly against other applications based on merit.

Are there minimum requirements for publication records to apply?

There is no minimum requirement for publication record to apply. The ARC expects Industry Fellows to have comparable track-records to their Discovery Fellowship counterparts. The metrics for successful ARC Industry Fellows in the 2023 round are closely aligned with the metrics of successful Discovery fellows. Industry fellows had slightly lower traditional metrics (e.g. h-index) and slightly higher non-traditional metrics (e.g. academic-corporate collaboration). The difference between Industry and Discovery fellows becomes less pronounced with seniority. For details on metrics, please refer to the UQ ARC Industry Fellowships Key Findings 2023 Round document available from the UQ [website](#).

Is a record of prior grant funding needed to be successful?

A record of prior funding is preferable as the ARC expect Industry Fellows to have a track-record equivalent to their Discovery counterparts. However, applications are considered relative to opportunity, and there are some circumstances where a person could be successful without a robust history of previous funding. For example, a researcher very early in their career. If you have not had prior grant funding, ensure you are framing your track-record relative to opportunity, and consider what other achievements you can use to give assessors confidence you will be able to complete the project.

Is it more strategic to apply for a shorter fellowship?

There is no strategic advantage to applying for a shorter fellowship. The duration should be determined based on the scope of the project.

How essential is it to have experience collaborating with the specific industry partner, compared to experience in general working effectively with industry partners?

Existing relationships/collaborations with your Industry Partners are remarked on favourably by Assessors and can be a positive signal of strength of engagement, and feasibility. However, previous collaborations are not essential for success. If you have not previously engaged with your partner, think about other ways in which you can justify commitment and alignment, and feasibility of the partnership.

How should I select my top ten outputs for my CV at E10?

For ARC Industry Fellowships, a full list of publications is not required or expected. Instead, as part of the 2 page CV provided at E10, the ARC asks for “*no more than ten research, innovation, translation or commercialisation outputs, or outcomes most relevant to the project, for example publications, patents, policy documents, process changes, datasets, or copyrights.*”

Use this opportunity to selectively choose outputs that support the narrative of your application and position you positively against the selection criteria. Successful Industry Fellows demonstrate both a robust traditional



academic track-record, and a successful track-record of (or clear potential for) engagement with Industry and translation/adoption/commercialisation. To provide confidence in feasibility, the applicant should also have experience in the field of the project and have a demonstrated ability to conduct research at the relevant scope.

To demonstrate your academic track-record:

- We recommend selection of *at least* one recent publication (last two years) as indication that there is sustained influence/impact and continued career trajectory.
- Which outputs can you select that demonstrate research excellence – how can you support that with metrics?
- Consider how you are representing your leadership – are you first/last author in some of the publications you select?

To demonstrate your industry facing track-record:

- Are there any outputs you can include that evidence your ability to translate/commercialise your research?
- Are there any outputs you can include that are directly relevant to the field in your project?
- Do any of your outputs evidence prior collaboration with your industry partner(s)?

To demonstrate feasibility:

- Do any of your outputs support your ability to lead a program of research of this scope? If this would be your first project of this scope, how can you use your previous outputs to show your increasing trajectory such that you provide confidence to your assessor that you are ready to take this step.

Remember also that you can profile your track record more broadly in other sections of your application.



Partners

How do I determine if an organisation is eligible to be a Key Industry Partner or Other Industry Partner?

The Key Industry Partner must be:

- An organisation with an Australian Company Number (ACN); or
- An Australian government entity (Commonwealth, State/Territory or Local); or
- An Australian not-for-profit/charity registered on the Australian Government's Australian Charities and Not-for-Profits Commission Charity Register.

Other Industry Partners are:

- Australian or international organisations that provide the Industry Fellow with additional or complementary support, facilities and/or networking opportunities.

Exclusion criteria

An organisation cannot be added as a Key Industry Partner or Other Industry Partner if any of the following criteria is met:

- Included on the National Redress Scheme's [website](#) on the list of 'Institutions that have not joined or signified their intent to join the scheme';
 - o CYMS Basketball Association, VIC
 - o Devonport Community Church, TAS
 - o Forrest Tennis Club, ACT
 - o Kenja Communication, NSW
 - o Woodlands Golf Club, VIC
- An Eligible Organisation; or
- A controlled entity of any Eligible Organisation; or
- An entity (for example a joint venture) where more than 50 per cent is owned by one or more Eligible Organisations.

Is it possible to add an international organisation as partner?

Yes, an international organisation can be added as an Other Industry Partner provided they do not meet the [exclusion criteria](#). However, they cannot be added as the Key Industry Partner.

Can a non-industry organisation be a partner?

Any Australian organisation or international organisation that provides complementary support, facilities or networking opportunities can be added as an Other Industry Partner, provided they do not meet the [exclusion criteria](#).

Please contact the [Research Office](#) if there are any eligibility concerns regarding a potential partner.



How many industry partners do I need? Are there advantages to having multiple partners?

The ARC requires the inclusion of *one* Key Industry Partner. However, you are not limited to one partner. Your selection of partners (and how many to include) should reflect the needs of your project. On average, successful applications in the 2023 round had between 1 and 2 partners.

What level of co-contribution do I need from my industry partners? Is there a minimum requirement?

Partner contributions can be a good signal of commitment and alignment. In the inaugural round, many assessors commented on the inclusion of (or lack of) commitments from partners during the assessment process.

However, contributions should reflect the needs of the individual project, and should be proportionate to the scope, the nature of the collaboration, the resources the partner organisation has available to them, and the value of IP involved. There is no minimum co-contribution requirement, and some successful applications in the 2023 round had no cash contributions.

For a breakdown of Partner contributions towards successful applications in the 2023 round, see the '[Key Findings](#)' document on the Research Office website.

Will I need to spend time in the Industry setting?

The program aims to support increased two-way mobility. Accordingly, the Industry Fellow is required to spend at least 20% of the project activity period working in the Key Industry Partner setting and at least 20% of the project activity period working at the Administering Organisation.

Can I submit applications to the ARC Industry Fellowships Program and another fellowship scheme with the same industry partner?

Yes, provided the industry partner has agreed to support each of the applications they are listed on.

Subject to funder guidelines, many fellowships may not be held concurrently with other fellowships. Therefore, if you are applying for multiple fellowships, be aware of the guidelines and if necessary, have a plan for which fellowship you intend to relinquish if more than one is successful.

Please contact the [Research Office](#) if there are any questions or concerns regarding applying for multiple fellowships.

Application Mechanics

If I have a current ARC Fellowship, can I apply for and ARC Industry Fellowship?

Yes, you can apply for an ARC Industry Fellowship while you hold another ARC Fellowship. However, you will not be able to hold both concurrently. Candidates should only consider applying if their current fellowship is due for completion prior to the expected start date of the Industry Fellowship. For Industry Fellowships for funding commencing in 2024, the project start date must be before 30 June 2025.

How many times can I apply to each scheme?

An individual may submit a maximum of two applications to the Early Career Industry Fellowship scheme, and three applications to the Mid-Career Industry Fellowship scheme. There is no limit on total number of submissions to the Industry Laureate Fellowships scheme.

Can I submit more than one application to multiple levels in the same round?

No, an individual can only submit a maximum of one application across all three Fellowship schemes in a funding round.

How do I ensure that IP is appropriately managed?

IP can be complex, and always need to be considered on a case-by-case basis, please contact the [Research Office](#) to discuss.

How do I declare a conflict of interest to UQ?

UQ upholds a strong position that we are stewards of public money and public trust and that we undertake research in the national interest. UQ requires its staff to register interests via four registers:

- [Conflict of Interest \(Disclosure and Management of Interests Register\)](#)
- [Secondary Employment Register](#)
- [Sensitive Research Register](#)
- [Foreign Influence](#)

This should be done annually and whenever there is a change to circumstances.

If you have any questions relating to conflict of interest, please contact the [Research Office](#).

Can I apply through UQ if I hold an affiliate/adjunct position? Will this affect the success rate of my application?

Yes, affiliate/adjunct position holders can apply through UQ as the Administering Organisation, provided their host Faculty/Institute/School/Centre supports the application. If successful, the Fellow will be offered an appointment through UQ at the appropriate level.



What are the possible employment arrangements for Industry-based Fellows to work at UQ?

As a requirement of the program, successful Industry Fellows are required to spend at least 20% of the project activity period working in the Key Industry Partner setting and at least 20% of the project activity period working at the Administering Organisation.

Please discuss employment arrangements early with an [HR representative](#), and consider seeking external support for advice on any potential impact to your super. Note, you will be required to certify you have discussed your situation with HR on your UQ Certification Form at the time of application.

The employment arrangement for when the Fellow spends time working at UQ will vary depending on individual circumstances, but will require the Fellow to take leave without pay from their position in the Industry, and work at UQ under a fixed-term appointment for the duration of the required activity period. Other arrangements may be possible but will be considered on a case-by-case basis. Industry based candidates are encouraged to discuss with their employer about the employment arrangements while working at UQ.



Support and Resources

What resources are available to help with my application preparation?

Research Office resources are available to help you prepare your application, available on our website: <https://www.uq.edu.au/research/research-support/research-management/funding-schemes/australian-research-council-arc/arc-industry-fellowships-program>, including:

- Key Findings from the 2023 Round
- Indicative salary scales
- Fellowship level tool
- UQ NIT writing guide
- Templates for compliance with ARC requirements for:
 - o D1: Response to Assessment Criteria
 - o E1: CV
 - o F2: Justification of non-salary funding
 - o F3: non-ARC contributions

Where can I go for pre-submission support?

- Research Office Webpage (for dates, templates, resources): <https://www.uq.edu.au/research/research-support/research-management/funding-schemes/australian-research-council-arc/arc-industry-fellowships-program>
- Research Office Team: contactable at ARCFellowships@research.uq.edu.au
- Faculty and Institute Research Managers: <https://research.uq.edu.au/research-support/research-management/faculty-and-institute-research-managers>.
- UQ Library (support for metrics): <https://web.library.uq.edu.au/library-services/services-researchers/metrics-impact-engagement>

Remember, you can also seek feedback from peer review or mentors.

Does the Research Office have access to past applications?

Yes. If you wish to access past successful UQ ARC Industry Fellowship proposals, please let us know by [email](#) and explicitly confirm your agreement to the conditions listed below (either 1 and 2 only, or all three).

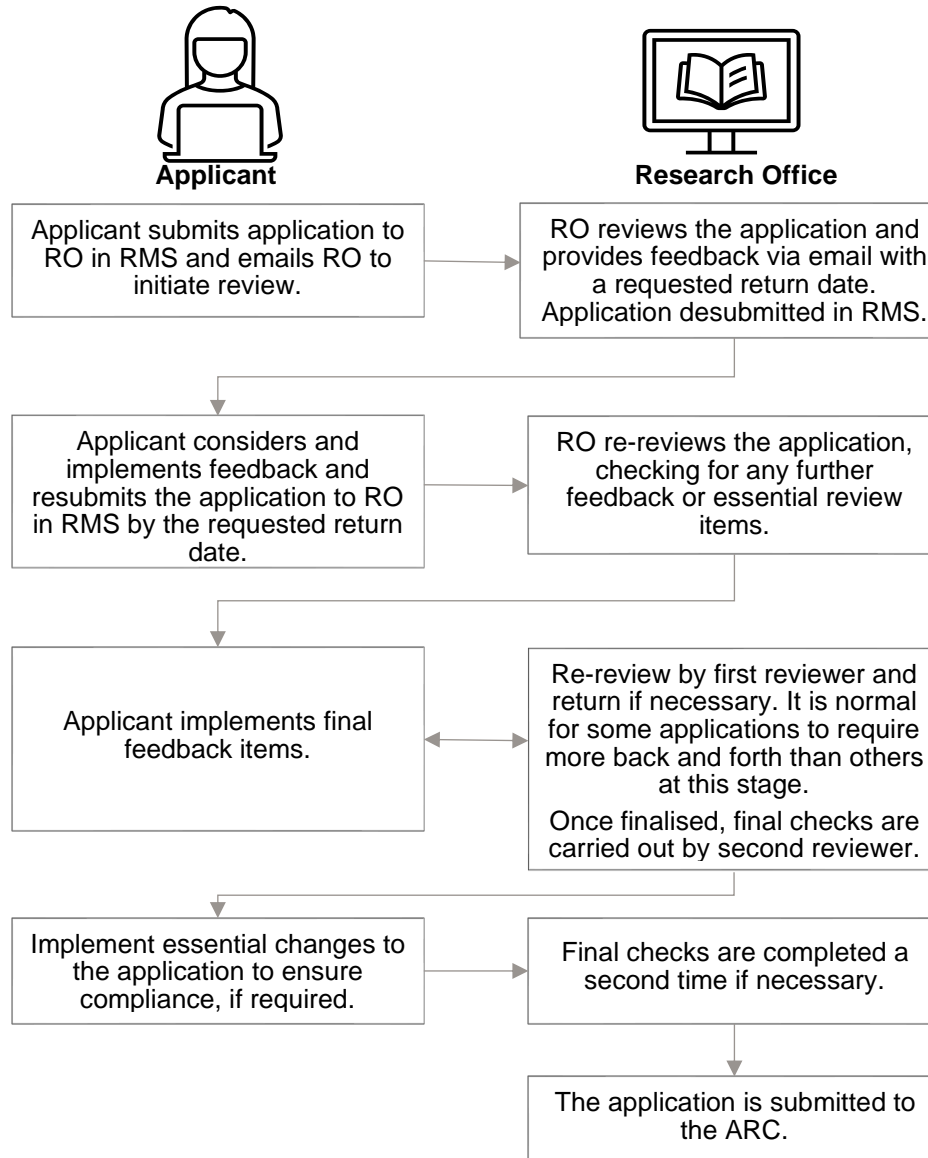
1. The reference application/s provided will be made available to you on the condition that they are for use only by you as a grant applicant on a UQ-led bid (and are not for further distribution)
2. Appropriate arrangements will be in place to store and dispose of the material/s securely.
3. If there are no suitable applications in the unrestricted section of the Grants Library, would you like UQR&I staff to attempt to gain access to restricted proposals on your behalf? Authors may choose to allow or decline you access to their proposal and you will be personally named to the author(s).

You can request particular FoR codes and/or fellowship levels. We will accommodate this as far as possible.

How does the internal Research Office review process work?

After you have completed your application and clicked 'Submit to Research Office' in RMS, you will need to email the Research Office at ARCFellowships@research.uq.edu.au to initiate the RO review process. It is important to work on your application early and submit to the RO on time to allow enough time for internal review.

A typical internal review process may require several rounds of review and correspondence with you to finalise the application, followed by a final review by second internal reviewer. Finally, the Research Office will submit the application to the ARC. The typical internal review process might look like the following:



The Research Office will provide feedback for all sections of your application where necessary; however, if you require technical or other specific advice relevant to your research plan or methodology, we recommend speaking to your mentor, colleagues or peers who can provide discipline-specific advice or seeking external review prior to submission to the RO. External review should be organised well in advance of RO review so that the RO can review the most up-to-date version of the application.