

SFI Industry RD&I Fellowship Programme 2022

Science Foundation Ireland



**Open for
collaboration**

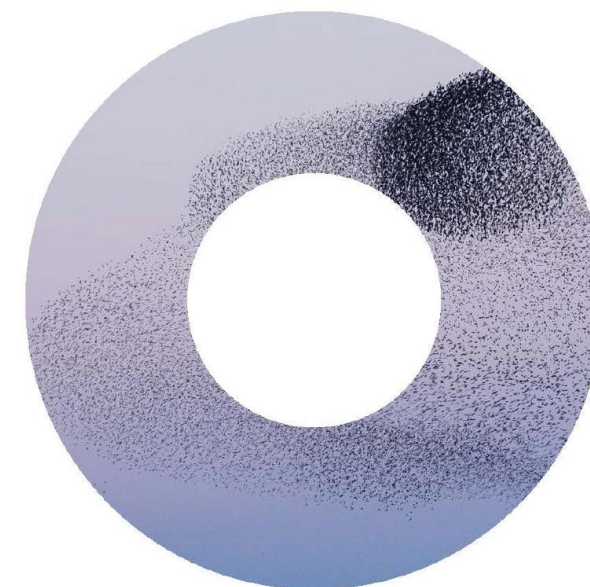
SFI Industry
RD&I Fellowship

Dr. Anne-Louise Holloway

Scientific Programme Manager

Enterprise Partnerships Team

9 March 2022



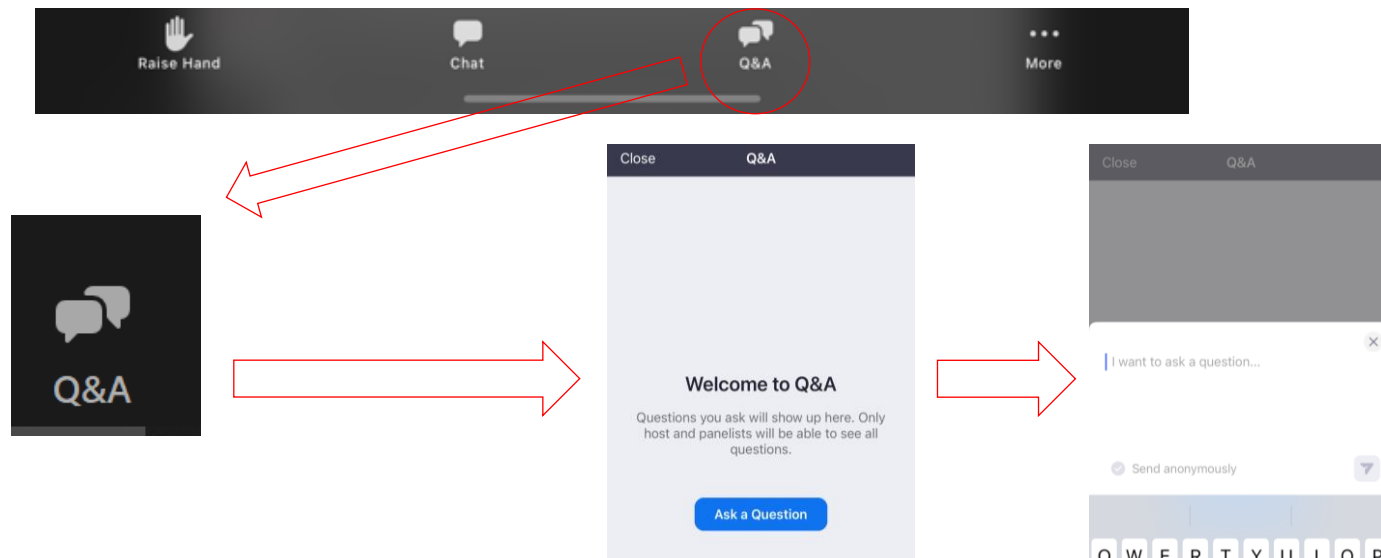
sfi.ie/funding

In collaboration with



Webinar information

- Short, one-way PowerPoint presentation with voiceover
- Presented by Dr Anne-Louise Holloway, Scientific Programme Manager, Enterprise Partnerships
- We will walk you through the presentation and answer questions at the end
- You may submit questions by typing them in the Q&A box on the bottom of the Zoom screen-please try to be concise



- The webinar will be available on the SFI Industry RD&I Fellowship programme page at: <http://www.sfi.ie/funding/funding-calls/sfi-industry-fellowship-programme/>

SFI Industry RD&I Fellowship Programme Team



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Presentation Format

- Programme overview
- Application Process
- Review Process
- Q&A

□ Purpose

- To connect scientific research and researchers with beneficiaries and potential users through supporting the exchange of knowledge and expertise between academia and industry
- To enhance ***academia-industry collaborations*** through the placement of academic researchers (faculty and post-doctoral level) in industry
- To facilitate different sorts of activities, ranging from knowledge-exchange, skills development and collaborative research projects

Programme overview

Industry RD&I Fellowship

A **lecturer, Professor** or **postdoctoral researcher** from an Irish Research Body &/or holder of a PhD awarded by an Irish Research Body carries out research in industry, anywhere in the world.

Applicant = Fellow

Max SFI contribution
€100,000
Salary & Mobility Costs

- Skilled researcher (Fellow) is **embedded in the host company** working on a joint project, supports:
 - Industrial research
 - Experimental development
- **Duration:** Up to 12 months full-time or 24 months part-time
- **SFI Budget:** max. €100,000 – SFI provides salary and mobility support to Fellow & the company supports the remaining costs of the project
- **The applicant** is the prospective Fellow
- The Fellow remains an **employee of the Research Body** for the duration of the Fellowship
- The Fellow **must** be located at the industry partner's premises for the full placement duration of the fellowship
- **Application Deadlines:**
 - **Call A** 13:00 18 May 2022- Notification to Applicants in September 2022
 - **Call B** 13:00 19 October 2022- Notification to Applicants in February 2023

SFI Industry RD&I Fellowship Programme

Benefits

- ❑ It is expected that the award will enhance the skills of the Fellow and will be of **mutual benefit** to both the industry and academic partners while supporting industry research, development and innovation (RD&I).
- ❑ Fellows will have the opportunity to gain a working knowledge of relevant business drivers (e.g., intellectual property management, regulatory requirements etc.) and will gain from industry's established contacts.
- ❑ For postdoctoral researchers, the upskilling and industry exposure provided will help postdoctoral researchers prepare for a career in industry.
- ❑ For faculty researchers, it is expected that their Fellowship will help seed subsequent industry collaborations and shape the direction of their research going forward.
- ❑ Industry partners can bring new skills and expertise into the company and build links to the academic research community.

General Definitions

Placement	The time spent by the Fellow working at the Industry Partner's premises.
Award Duration	The overall time between the beginning & the end of the Fellowship.
Time Commitment	The percentage time spent on Placement against the total Award Duration.

Duration

❑ Award Duration

Full-time: 1 -12 months

Part-time: 2 - 24 months

*In both cases the **Placement** duration cannot exceed **12 months***

❑ SFI only funds the time spent in Placement

e.g., for part-time fellowships

postdoctoral researchers may only claim the salary associated with spending time on the industry partner's premises.

❑ Earliest Predicted Start date: October 2022 (Call A) & March 2023 (Call B). Need to liaise with industry partner and Research Office to agree a realistic start date.

Successful applicants must start the Fellowship within 6 months of funding notification - in case of maternity leave or other justified circumstances, the start date of the Fellowship may be further delayed, subject to approval from SFI.

Programme Remit

Projects must be aligned with SFI's legal remit:

- the research should be oriented basic or applied;
- and
- the research should align with one of the six Refreshed Priority Themes for 2018-2023
- or
- with any other area where there is convincing evidence that there will be significant potential for economic and/or societal impact in Ireland.

In this call there is an additional requirement for projects to meet the definitions of industrial research or experimental development.

Please note the definition of STEM employed by SFI does not extend to the Humanities & Social Sciences.

<https://www.sfi.ie/about-us/about-sfi/what-we-do/>

Refreshed Priority Themes

ICT	Future Networks, Communications and Internet of Things
	Data Analytics, Management, Security, Privacy, Robotics and Artificial Intelligence (including Machine Learning)
Health	Digital Platforms, Content and Applications, and Augmented Reality and Virtual Reality
	Connected Health & Independent Living
	Medical Devices
	Diagnostics
Food	Therapeutics
	Food for Health
	Smart and Sustainable Food Production and Processing
Energy, Climate Action and Sustainability	Decarbonising the Energy System
	Sustainable Living
Manufacturing and Materials	Advanced and Smart Manufacturing
	Manufacturing and Novel Materials
Services & Business Processes	Innovation in Services and Business Processes
	Other Research Areas with Significant Potential for Economic and/or Societal Impact

Programme Remit

Proposals must align with SFI's legal remit **and** fall under one of the following categories of research as defined by the European Commission

Industrial Research:

- ❑ planned research or critical investigation aimed at the acquisition of new knowledge and skills for developing new products, processes or services or for bringing about a significant improvement in existing products, processes or services.
- ❑ it comprises the creation of component parts of complex systems and may include the construction of prototypes in a laboratory environment or in an environment with simulated interfaces to existing systems as well as of pilot lines, when necessary for the industrial research and notably for generic technology validation.

Experimental Development:

- ❑ means acquiring, combining, shaping and using existing scientific, technological, business and other relevant knowledge and skills with the aim of developing new or improved products, processes or services.
- ❑ this may also include, for example, activities aimed at the conceptual definition, planning and documentation of new products, processes or services.
- ❑ experimental development may comprise prototyping, demonstrating, piloting, testing and validation of new or improved products, processes or services in environments representative of real-life operating conditions, where the primary objective is to make further technical improvements on products, processes or services that are not substantially set.
- ❑ this may include the development of a commercially usable prototype or pilot which is necessarily the final commercial product, and which is too expensive to produce for it to be used only for demonstration and validation purposes.
- ❑ experimental development does not include routine or periodic changes made to existing products, production lines, manufacturing processes, services and other operations in progress, even if those changes may represent improvements.

The applicant, in conjunction with their industry mentor, and TTO as appropriate, is responsible for selecting a research category which appropriately reflects the proposed project activities however SFI reserves the right to final assessment of project research categorisation.

The selected research category determines the level of funding support that SFI can provide.

Industry Partners

Eligible industry partners must

- be a **research-active company**
 - be a **private for-profit company** located in Ireland or abroad
 - possess appropriate independent **infrastructure** to host a prospective Fellow
 - must have the financial capacity to provide a **minimum contribution of 20%** of total eligible project costs
- Commercial semi-state companies such as the group of companies under CIE, EirGrid, ESB, etc. & their similar counterparts worldwide **are** eligible industry partners.
- Academic spinouts **are** eligible industry partners provided they meet all other eligibility criteria, including the disclosure of any potential conflicts of interest.

Industry hosts may partner with more than one Fellow i.e. support multiple applications.

SFI Industry RD&I Fellowship Programme is open to

Small Enterprises, Medium Enterprises (SMEs) and Large Enterprises (MNCs)

SFI provides a fixed proportion of the total eligible project costs with the remaining costs to be met by the industry partner. The SFI funding rate depends on the size of the industry partner and the category of research being undertaken

Intellectual Property

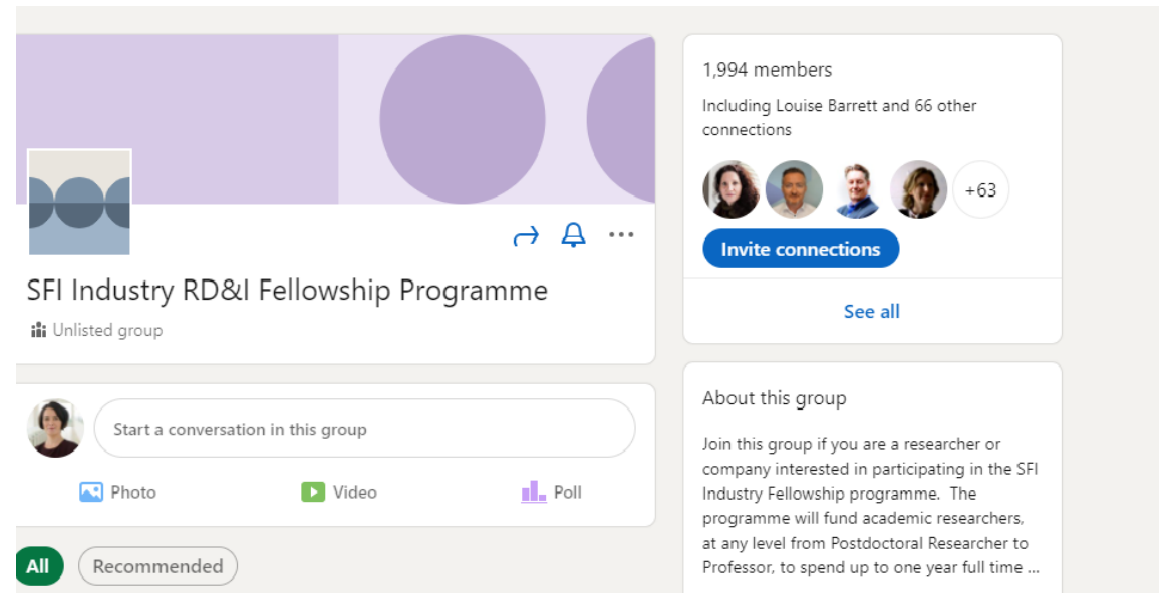
- ❑ An intellectual property (IP) rights agreement must be concluded by the Research Body with the relevant industry partner prior to commencement of the Fellowship.
- ❑ IP agreements between the industry partner & the Fellow's Research Body, are the responsibility of the Research Body & should comply with Ireland's National IP Protocol 2019:

<https://www.knowledgetransferireland.com/ManagingIP/National-IP-Protocol/>

- ❑ IP arrangements should reflect the collaborative nature of the project, the level of commitment of the industry partner & compliance with State aid regulations.

Process for companies

1. Identify suitable candidate(s):
 - **SFI Industry RD&I Fellowship Group** on LinkedIn
<https://www.linkedin.com/groups/8201626>
 - **Business Development Managers** in Research Bodies/SFI Research Centres
2. Jointly define high-level project
3. Discuss IP and project costs with Research Body
4. Proposal and budget preparation & submission (the Research Body of the Fellow submits the proposal)
5. Company (industry partner) provides financial documents to SFI



Eligibility criteria: *Industry mentor*

Industry Partner must nominate an Industry Mentor who will host the Fellow and act as a point of contact.

Industry Mentors must be a formal employee of an eligible industry partner.

Additionally:

- Academic employees currently seconded on industry partners' premises are not eligible industry mentors.
- Industry employees seconded to Research Bodies, such as Researchers-in-Residence, are not eligible industry mentors.

Eligibility Criteria

Category A: Faculty Researcher

Applicants must:

- be a member of the academic staff (“faculty researcher”) of an eligible Irish Research Body (permanent or with an active contract at the time of application).
- hold a PhD or equivalent for at least 3 years by the submission deadline. The official date is defined as the day, month and year that the degree was conferred i.e., the month and year printed on the official PhD certificate.
- be senior author on 3 international peer reviewed articles. Only original research publications, and not review articles, are acceptable.

Note: Holders of fixed-term academic/faculty appointments of >2 years should apply under Category A. SFI will not support a Category A Fellowship beyond the end date of current contract.

Eligibility Criteria

Category B: Postdoctoral Researchers

Category B Applicants must be:

1. a contract postdoctoral researcher currently working on a research, innovation or commercialisation award in an eligible Irish Research Body,

OR

2. a previous contract postdoctoral researcher who has worked on a research, innovation or commercialisation award in an eligible Irish Research Body,

OR

3. the holder of a PhD degree awarded by an eligible Irish Research Body, who is:
i. not eligible under Category A.
ii. not a current or previous contract postdoctoral researcher as per 1) & 2) above.
iii. not currently employed in industry, either in Ireland or abroad.

Applicants can be:

- an eligible postdoctoral researcher who is currently unemployed.
- an eligible postdoctoral researcher currently on a career break, wishing to return to full or part-time employment.

Eligibility Criteria

Category B: Postdoctoral Researchers

- Eligible applicants **currently based in Ireland** may be hosted by an industry partner based **anywhere in the world**.
- Eligible applicants **currently working or residing outside of Ireland**, may **only** be hosted by an industry partner based **in Ireland**.
- Eligible applicants who are employed under a Contract of Indefinite Duration **can** apply.
- Individual fellows** (e.g., SFI SIRG, MSCA Fellowships) **must** apply under **Category B** & cannot apply earlier than one year before the end of their Fellowship/contract.

Funding

- ❑ SFI Industry RD&I Fellowship Programme is subject to the EU Commission General Block Exemption Regulation (GBER) [EU Commission Regulation \(EC\) No. 651/2014](#) which sets rules for the level of funding support that can be provided by national agencies
- ❑ The maximum funding level for a Fellowship project depends on:
 - ❑ size of the industry partner company
 - ❑ category of research (*industrial research or experimental development*)
 - ❑ dissemination of results

SFI funding rate (aid intensity) can vary from 25% to a maximum of 80% of total eligible project costs depending on the size of the industry partner company and the category of research involved. The industry partner supports the remaining eligible project costs.

Maximum SFI funding: €100,000 direct costs to the **Research Body** for Fellow's Salary & Travel

Company Size

- The size of the industry partner determines the funding rate available under the call.
- The European Commission defines what qualifies as a small, medium or large enterprise.
- In general, the staff headcount and financial thresholds determine the enterprise categorisation.

Company Size	Number of employees AND	Annual Turnover OR	Annual Balance Sheet
Small	1-49	<€10 M	<€10 M
Medium	50-249	<€50 M	<€43 M
Large	>250	>€50 M	>€43 M

- ❑ The baseline funding rate for each Fellowship project is determined as follows:
 - ❑ 50% of the total eligible costs for **industrial research**
 - ❑ 25% of the total eligible costs for **experimental development**
- ❑ The funding rate may be increased up to a **maximum aid intensity of 80%** of the total eligible costs as follows:
 - ❑ by 10% for medium-sized enterprises
 - ❑ by 20% for small enterprises
 - ❑ by a further 15% (available to all industry partners irrespective of company size) if the results of the project are **widely disseminated** through conferences, publication, open access repositories, or free or open-source software.

Funding

- The below table summarises the maximum aid intensity that can be granted by SFI.

Category of Research	Industry Partner Company size		
	Small Company	Medium Company	Large Company
Industrial Research with wide dissemination of results	80%	75%	65%
Experimental Development with wide dissemination of results	60%	50%	40%

SFI Requested costs

- ❑ **SFI Requested Budget:** SFI will fund up to a maximum of **€100,000** in direct costs to support the fellow's salary (or teaching buy-out) and mobility costs only. *Subsistence is not supported.*
- ❑ **Total Eligible Costs:** applicants are required to submit a fully costed budget that includes a full breakdown of both the industry partner's costs in supporting the project and the SFI requested costs (i.e., the total eligible costs).
- ❑ The requested budget (€) from SFI must not exceed the permitted aid intensity (as determined by the company size and research category) as a percentage of the **total eligible costs**.

Example

- Company Size: *Medium*
- Research Category: *Industrial Research*
- Wide Dissemination of Results: *Yes*



maximum aid that SFI can grant is **75%** of the total project costs up to a maximum value of **€100,000 (salary & travel/mobility)**

SFI Contribution	€
Fellow's salary (Level 2A Pt1)	51,794
Travel	5,000
TOTAL	56,794

SESAME Budget Table

Industry Partner Contribution	€
Staff Costs	5,000
Equipment/Instrumentation	-
Costs of contractual research	-
Other operating expenses	20,000
TOTAL	25,000

Total (eligible) Project Costs: €56,794 + €25,000 = **€81,794**

CHECK SFI contribution must be less than 75% of Total Project Costs i.e. less than €61,346
€56,794 < €61,346



SFI Requested Budget: €56,794

SFI Requested Budget: *Salary costs*

Category A: Faculty Researcher

Teaching buy-out for the placement duration of the award (for Fellowships of >3 months placement duration only).

- Teaching buy-out costs should be fully justified, detailing the number of hours per week of teaching buy-out. Requests must be pro-rata and proportional to the time commitment.

Category B: Postdoctoral Researcher

Salary contribution: include justification from Research Body of current salary as aligned to the **SFI Salary Scale** (Letter of Support) & apply for next point on the scale.

In the absence of this justification, salary will be determined by years of experience post-PhD.

For part-time awards only salary/teaching buy-out costs associated with the placement time based on-site at the Industry Partner site can be claimed from SFI

SFI Requested Budget: *Mobility costs*

Category A & B Applicants: Mobility Allowance up to €10,000.

May include:

- Attendance at one relevant international conference. This is limited to €1,500 unless specific costings for the named conference are provided.
- Attendance at one relevant national conference, only where a specific conference is named and appropriate costs supplied.
- Temporary accommodation costs (in the case of part-time awards only). These costs must be relevant and justified.
- In the case of Fellows relocating overseas:
 - Travel to and from the industry partner location at the beginning and end of the Fellowship. Travel costs should be calculated based on the cheapest available public transport option.
 - Visa and health insurance costs related to the relocation of the fellow.
 - One return trip per year for personal reasons.
- Costs associated with one short visit (e.g., a few weeks) to a location relevant to the award, such as the company's headquarters.
- Costs associated with visits to the Fellow's Research Body e.g., to consult with the academic collaborator, if relevant and fully justified.

Requests for day-to-day commuting costs of the Fellow will not be supported.

Application Process

Proposal submission - SESAME

- ❑ Note that the 'Applicant' will always be the prospective Fellow
- ❑ Proposals will only be accepted through SESAME, the SFI grant management system https://grants.sfi.ie/s_Login.jsp
- ❑ Research Bodies will provide the applicants with a username, password & SFI PIN for SESAME
- ❑ Detailed information on application process available in the Call Document including submission requirements in respect of file types to be uploaded, maximum upload size, font sizes etc.
- ❑ Applicants must complete all mandatory SESAME profile fields (marked in red) before submitting an application.
- ❑ Proposal Checklist available in the Call Document

Deadlines

First submission deadline (Call A)

18 May 2022 at 13:00

Second Submission deadline (Call B)

19 October 2022 at 13.00

Leave enough time for the Research Body to approve & submit!

The Research Body will have its own internal requirements & deadlines

- ❑ Industry partner must submit additional (financial) documents directly to SFI via email by **1 June 2022 (Call A) or 2 November 2022 (Call B)**

Proposal submission

Step 1 Eligibility Questionnaire

Step 2 Application details:

Complete SESAME sections

Upload of programme documents:

1. Proposal (max. 6 pages)
2. Applicant CV (max. 5 pages)
3. Industry Mentor CV (max. 5 pages)
4. References List (max. 1 page).
5. Budget Justification (max. 3 pages) & Budget spreadsheet
6. **Conflict of Interest statement** * *new for 2022*
7. Letters of Support (max. 2 pages each)
8. If relevant, Academic Collaborator CV (max. 2 pages).

Sex and Gender in Research

- ❑ All applications must include a statement articulating the **consideration of biological sex and/or social gender variables** in their research programme.
- ❑ This statement will be assessed and scored by reviewers under the Quality of Research & Training review criterion.
- ❑ Further information is provided in the 'Guidance for Applicants on Ethical and Scientific Issues':

[https://www.sfi.ie/funding/sfi-policies-and-guidance/ethical-and-scientific-issues/1-Guidance for Applicants on Ethical and Scientific Issues.pdf](https://www.sfi.ie/funding/sfi-policies-and-guidance/ethical-and-scientific-issues/1-Guidance%20for%20Applicants%20on%20Ethical%20and%20Scientific%20Issues.pdf)

Fellowship proposal upload (max. 6 pages)- Template provided

The proposal content must be structured under the following 3 headings and address each sub-heading:

1) **Research & Training**

- Challenge:** Describe the research/technological challenges to be addressed and their relevance to the industry partner's activities.
- State-of-the-art:** Describe the current state-of-the-art in the area.
- Research programme:** Describe the novelty and/or innovative aspects of the research programme, including work packages and detail any training activities as appropriate.
- Applicant and Mentor:** Describe the mentor's expertise and business sector, and how the Fellow's expertise is suitable to carry out the proposed research programme.

Proposal Template -continued

2. Impact

- Describe the potential for **long-term collaboration** between the participants, and their commitment to the programme.
- Describe how the Fellowship will enhance **the career perspectives** and employability of the fellow and how it will contribute to their skills development.
- Describe how the proposed research will **impact on the industry partner's activities**.
- Describe the proposed measures to exploit and disseminate the results, including intellectual property (IP) management measures.
- Applications where additional grant aid is requested for **wide dissemination** of results, **you must detail how results will be disseminated.**

3. Execution & Delivery

- Describe how the research programme will be **implemented** (include a Gantt chart).
- Describe the **supervision and mentoring arrangements**, including risk management.
- Describe the **infrastructure**, facilities and space to be provided by the mentor. This should include details of the office, laboratory, computing, animal or other facilities as necessary, where the research will be done, including the equipment and materials that will be available.

Proposal submission

Conflicts of Interest

- All applicants are required to submit a mandatory **Conflict of Interest Statement (max. 2 pages)** as part of their application.
- When a potential or perceived conflict of interest arises (e.g., when a postdoctoral researcher proposes to carry out a Fellowship in a company where the researcher's current supervisor has a financial interest or decision-making role), these must be disclosed, and a management plan provided in the Conflict of Interest Statement.
- Proposals are ***not*** accepted from applicants who wish to be hosted in an organisation in which they have a financial interest or hold a decision-making role:
 - e.g., Category A applicant who is a shareholder in the prospective industry partner.
- Where there is no conflict of interest, the applicant must confirm that is the case in their Conflict of Interest Statement.

Proposal submission

- CVs** are required from the:
 - Applicant (max. 5 pages)
 - Industry Mentor (max. 5 pages)
 - Where relevant, Academic Collaborator – max. 2 pages (Cat B applicants only)

Applicant and Academic collaborator CV templates (DORA-compliant) included in call document

- References List (max. 1 page).**
 - A list of references should be provided, which includes author(s), title of article, name of publication, date of publication, and details (such as volume, pages).

Proposal submission

Budget section

- ❑ Applicants are required to complete two budget templates for this programme:
 1. a SESAME budget table detailing the SFI requested costs (the industry partner costs should **NOT** be included in the SESAME budget table) and
 2. a detailed budget spreadsheet, which includes the industry partner costs as well as the SFI requested costs, using a Microsoft Excel budget template provided. This must be uploaded as an attachment to the proposal in the SESAME. It must provide a full breakdown of all the industry partner's costs in supporting the project.
 - ❑ This spreadsheet checks to ensure that the requested SFI budget does not exceed the permitted aid intensity.

- ❑ Budget Justification (PDF upload, max. 3 pages)
 - ❑ Provide a full justification for all eligible project costs including both the SFI supported costs and the industry partner's costs in supporting the project.
 - ❑ Please note that costs that are not considered to be fully justified in this section will not be approved for funding.
 - ❑ The industry partner costs must be verifiable using standard accounting practices.

Proposal submission

Letters of Support (LoS)- Max. 2 pages

In all cases, letters must be provided from the:

- **Research Body**
- **Research Body Technology Transfer Office (*separate to the Research Body LoS*)**
- **Industry Mentor**

Following letters must also be provided:

CATEGORY A

- **Centre Director** (if the applicant is a Co-PI in a SFI Research Centre).
- **Applicant** (if the applicant is a holder of an active SFI award).

CATEGORY B

- **Academic Collaborator**- where relevant

Note: For Category B applicants, the Research Body letter **must** include details of the Postdoctoral Researcher's current remuneration

- Justification of a **Research Fellow/Senior Research Fellow** salary request where relevant.

Proposal submission

Industry Partner Documentation

- ❑ **In addition to the proposal documents submitted on SESAME** the industry partner is required to confidentially provide additional financial information/declarations. These documents will be used to determine eligibility of the industry partner to receive State aid.

- ❑ The following documents must be confidentially provided by the industry partner to SFI directly by email to irdif@sfi.ie from the industry partner mentor or designated representative by **1 June 2022 (Call A) or 2 November 2022 (Call B)**. Please ensure that the Applicant's Name and Proposal ID are quoted in the email subject line.
 - ❑ Declaration of financial capacity.
 - ❑ Declaration of SME status (for applications requesting increased grant intensity based on company size).
 - ❑ Declaration of solvency.
 - ❑ Latest set of financial records (P&L and balance sheet). If the industry partner is not required to produce audited accounts, management accounts signed off by an accountant will be accepted.

Templates for the industry partner documentation are provided on the Industry RD&I Fellowship programme webpage.

SFI supports DORA principles

What does this mean for the application and review process?

- ❑ SFI is a signatory to the San Francisco Declaration of Research Assessment (DORA) and, as such, is aligning its application and evaluation processes with DORA principles <https://sfdora.org/read/>
- ❑ Developed in 2012 by a group of editors and publishers, the declaration is an initiative to improve how scholarly research is evaluated
- ❑ DORA contains a number of recommendations, in particular; the elimination of journal-based metrics such as impact factor and h-index to assess the quality of the research and / or researcher
- ❑ SFI is committed to assessing the quality and impact of research through means other than journal impact factors
- ❑ SFI recognises all types of research outputs
- ❑ Reviewers are asked to consider **all** achievements when commenting on the research record of the applicant(s)
- ❑ When considering publication record, we request that reviewers focus on the content, quality and availability (openness) of the publication, and not publication venue

DORA – Compliant CV Templates

- Applicant & academic collaborator DORA-compliant CV templates available on the programme webpage.
- Reference to metrics such as journal impact factor, h-index and total number of publications is not permitted.
- Allows for the provision of additional information such as periods of leave from research, if relevant.
- Failure to use the template or deviating from the instructions in the template may result in an application being deemed ineligible.
- A template is not provided for industry mentor CVs - rather guidance in line with DORA-principles is provided in the call document.

Proposal review criteria

Proposals will be internationally peer reviewed by domain-specific experts, & will be evaluated on the basis of the following equally-weighted criteria:

1. Quality of Research & Training

- Quality & innovative aspects of the **research programme**.
- Relevance of the sex/gender dimension in the research area.
- Quality & innovative aspects of the **training programme**, where appropriate, including **mentoring**.
- Suitability &/or complementarity of the **Fellow's expertise** with the research & training programme.

2. Potential for Impact

- Potential for **long-term collaboration** and knowledge exchange between the participants, and their commitment to the programme
- Enhancement of the **career perspectives** & employability of the Fellow & contribution to his/her skills development. (in the case of post-doctoral applicants, Category B)
- Potential to shape and inform the **future direction** of the Fellow's research (in the case of faculty applicants, Category A)
- Quality of the proposed measures to exploit & disseminate the results, including IP management plans.

3. Execution & Delivery

- Coherence & feasibility of the work** & training plan.
- Appropriateness of the infrastructure & **mentoring arrangements** provided by the mentor.

Q&A Session

- We are now reviewing questions
- You may submit questions by typing them in the Zoom Q&A box- please be concise
- We will deal with as many of these as we can, verbally
- We will post a recording of this webinar on the Industry RD&I Fellowship webpage
- Questions can be submitted after the webinar to irdif@sfi.ie

