



# SNOW FELLOWSHIP 2020 APPLICATION ROUND

## FUNDING RULES

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## 1. KEY DATES

Please find below key dates relating to the Snow Medical Fellowship program. Please note that late applications will not be accepted.

Date	Milestone
<b>25 June 2020</b>	Expression of Interest Application (EOI) opens
<b>30 September 2020</b>	Stage 1: EOI Application closes
<b>December 2020</b>	Notification of successful and unsuccessful applicants Stage 2: Full Applications invited
<b>1 March 2021</b>	Full Applications close
<b>June 2021</b>	Notification of successful and unsuccessful applicants Stage 3: Interviewees invited
<b>July 2021</b>	Stage 3: Interview period, applicants notified of outcomes
<b>August 2021</b>	Contractual and institutional arrangements finalised
<b>September 2021</b>	Fellowships publicly announced



## 2. ABOUT US AND THE SNOW FELLOWSHIP

At the Snow Medical Research Foundation (Snow Medical), we believe in advancing health through research and discovery, human endeavour, leadership and collaboration. Our vision is to empower emerging biomedical research leaders to make breakthrough discoveries with global impact.

Through the Snow Fellowship we are investing in the next generation of exceptional, visionary, biomedical research leaders. Our mission is to support outstanding early-mid-career researchers to build exceptional, high impact multidisciplinary research programs and teams. The program targets emerging global research leaders that show the potential to lead, manage and influence the next generation of health and medical innovation. The Snow Fellowship provides the independence and latitude to focus on an ambitious and visionary research program, build a high performing research team, and establish leadership experience.

Through provision of long term funding security Snow Medical wants to accelerate the careers, research success and leadership of emerging biomedical researchers in ways that would not be possible through traditional shorter term grants.

Applications for the Snow Fellowship are highly competitive and are assessed according to the criteria outlined below and in the broader context of the Snow Driving Philosophy and Values.

**Research Track Record:** Quality and impact of your research and publications to date, relative to career stage and considering any interruptions, in particular for family reasons. Assessment of the laboratories, supervisors and collaborations that form your experience to date.

**Research Proposal:** Quality of the proposed research program. and particularly what it feasibly may accomplish. Snow Medical seeks bold proposals only achievable through long term (8 year) funding. An element of measured risk relative to traditional funding programs is acceptable.

**Vision and Impact:** Assessment of your ability to articulate the vision and importance of your research program and the impact it will have in biomedical research and beyond.

**Emerging Leadership:** Evidence that you have a propensity to lead, for example as a supervisor, mentor, reviewer or other roles of responsibility, entrepreneurship, communication, industry engagement or broader community involvement.

**Institutional Environment:** Assessment not only of outstanding infrastructure and laboratories, but also importantly, the proposed professional and personal development support that will be provided by institutions or other partners to Fellows and teams to ensure research success and development in leadership, management, integrity, equity, entrepreneurship, industry engagement and communication.

We believe the Snow Fellowship is unique in Australia, due to the unprecedented level of support for mid-career researchers, the term and degree of research freedom. Our funding is intended to support creative, original, and unique research that leads to discoveries and impacts that evolve throughout both the programs we fund, and the careers of the individuals we support. We are confident that the Snow Fellows and the environment they build will achieve local and global impact across a wide array of fields. They will be the next generation of leaders in research organisations, industry and government and they will bring outstanding new discoveries, policy and commercial innovations to the fore.

The Snow Fellowship supports ambitious research and high performing teams, and we believe that these are based on diversity, inclusivity and gender equality. We encourage women to apply. We want the teams we support to interface and collaborate broadly - across biomedical sciences, engineering, information technology, economic, regulatory and policy areas. We will support them to do this.

We envisage that they will make significant discoveries and big contributions in health and across society - contributions that will be realised through outstanding research, valuable new knowledge, collaboration and inspiring leadership.

### 3. APPLICATION PROCESS

The Snow Fellowship application process consists of the three stages outlined below. The EOI application form must be emailed to our office via [apply@snowmedical.org.au](mailto:apply@snowmedical.org.au) by 5pm (AEST) 30 September 2020. (the **EOI Closing Date**).

Please note the Key Dates as late applications will not be accepted.



**Assessment and International Peer Review:** The Fellowship assessment process is carried out by a selection committee chaired by Professor Suzanne Cory, AC FAA FRS. Assessment of applicants' scientific track record and proposed research program is subject to strong peer review. Proposals are reviewed by Australian and international experts matched to applicants' field of research.

## 4. ELIGIBILITY

To be eligible for the Snow Fellowship, the following eligibility criteria must be met:

- For the 2020 Snow Fellowship program, applications will only be accepted from our list of [approved host university/ medical research institutions](#) (**Host Organisation**).
- Applicants must have a minimum tertiary qualification of a PhD from an Australian or international university.
- At the EOI Closing Date, Applicants must have a minimum of 5 years and maximum of 10 years post-doctoral work experience OR minimum 5 years to maximum of 12 years for applicants that have other relevant post PhD experience, for example an MD/PhD. Career Disruptions will also be taken into account.<sup>^</sup>
- International applicants are encouraged. Applicants must be an Australian citizen, permanent resident or hold a relevant work visa at the time of commencement of the Fellowship.
- Upon commencement of the Fellowship, the Applicant must have an employment agreement with the Host Organisation for the duration of the Fellowship.

<sup>^</sup> 'Career Disruption' involves a prolonged interruption to an applicant's capacity to work, due to pregnancy, major illness/injury, parental or carer responsibilities. Interruptions must involve either a continuous absence from work for periods of 28 calendar days or more and/or a long-term partial return to work that has been formalised with the applicant's employer.

## 5. THE FELLOWSHIP

The Fellowship will commence by no later than 31 March 2022. The duration of the Snow Fellowships is up to 8 years subject to a review conducted in the fourth/fifth year of funding.

### 5.1 Fellowship Funding

Snow Fellows may receive up to \$1,000,000 per year in funding based on the assumption that the level of funding in the initial years of the grant will be lower than that required for years in which the research program has become established. Fellowship funds will be paid to the Host Organisation subject to receipt of satisfactory grant activity, budget and financial reporting.

### 5.2 Budget Items Supported

The grant is available to support a research team and infrastructure to develop an outstanding outcome driven research program. Fellowship funds are available for the annual salary of the fellow and the research team, research project costs, a research technician or laboratory manager, equipment, consumables, travel for conferences and open access research publication costs. Snow Medical will allow you flexibility to spend research funds to best benefit your research

### 5.3 Budget Items not Supported

*Retrospective Funding:* Our grants are for new innovative biomedical science and Snow Medical will not fund research projects that have commenced prior to the commencement of the grant.

*Other Grant Funding:* If an Applicant receives a component greater than 25% of their salary (the **Salary Component**) from another grant, Snow Medical will reduce the Fellowship funding for their salary equivalent to the Salary Component for the period they are in receipt of the Salary Component from the other grant.

*Indirect Costs:* As a charitable foundation, Snow Medical will not permit the charging of indirect (infrastructure) costs.

As we do not stipulate a cash contribution from the Host Organisation, we regard the funding of indirect costs as a contribution of the Host Organisation, as is provision of a strong and material research environment that will enable the Snow Fellows and their groups.

### 5.4 Annual Budget Review

Annual budgets will be specified in the full Fellowship application. The year 1 budget will be in accordance with this specification. Thereafter, we will assess and approve the annual operating budget for the grant activities for the upcoming financial year to make sure it is appropriate on an annual basis.

### 5.5 Non-research Responsibilities of Fellowship Holders

The Host Organisation must ensure that the grant holder is able to dedicate at least 80 per cent of their working hours to research under the grant activities and no more than an average of 20 per cent of their working hours must be spent on non-research activities which includes clinical activities. Part of the Snow Fellows' remit is to inspire future scientists and engage with the broader community. Therefore, teaching is acceptable as long as it does not detract from the Fellow's ability to focus on their research, research team, and developing their leadership capabilities.

### 5.6 Ethics and Other Approvals

Research funded by our grants cannot commence until the relevant ethics, biosafety or other statutory approvals are obtained.

### 5.7 Protection of Personal Information

All information (including any personal information) shared with Snow Medical in connection with the application will be collected and handled in accordance with Snow Medical's Privacy Policy. Snow Medical may disclose the Applicant's personal information to Australian and/or overseas organisations or individuals where necessary to assess the application.

## 5.8 Confidentiality of the Application

Snow Medical will treat information contained in a grant application as confidential. However, we may disclose (under confidentiality conditions) information contained in an application, or otherwise provided to Snow Medical, to our peer review panels, assessment committees, officers, employees or other third parties for assessment purposes, or to comply with any applicable law or requirement of any government agency or regulatory body.

## 5.9 Publishable Abstracts

Communication and public engagement are important to Snow Medical. Therefore, if requested by Snow Medical, grant applicants will provide publishable information about the proposed research which, for successful applicants, may be published on our website, media releases, or otherwise used to publicise and promote Snow Medical, the Snow Fellowship program and the science it funds.

## 5.10 Conflicts of Interest

The Host Organisation and Applicant must avoid any conflicts of interest in relation to the grant application and the activities funded by the grant and immediately notify Snow Medical of any actual, perceived or potential conflict of interest exists or arises. The Host Organisation must have effective documented policies and procedures in place to manage conflicts of interest.

## 5.11 Funding Agreement

If the application for funding is successful, the Host Organisation will be required to enter our standard Fellowship funding agreement with Snow Medical before commencement of the grant.

## 5.12 Reporting

Concise annual grant activity and financial reports will be required by Snow Medical. A major review of the Fellowship will be held at the year 4-5 stage, at which allocation of a further up to 3 years funding will be decided.

## 5.13 Intellectual Property

Intellectual property created or developed as a result of Snow Medical funded research will vest in the Host Organisation. The Host Organisation and its research personnel will co-operate fully with Snow Medical in all matters relating to this intellectual property.

## 5.14 Transfer of the Grant

In exceptional circumstances, a grant holder may move to a new Host Organisation and transfer the grant to the new Host Organisation subject always to (i) the prior written approval of Snow Medical; and (ii) the new Host Organisation entering into a funding agreement with Snow Medical.

### 5.15 Ownership of Assets

Any assets purchased using the grant funding shall be owned by the Host Organisation. However, if the grant holder moves to another Host Organisation that has been approved by Snow Medical (**New Host Organisation**), the Host Organisation will promptly transfer ownership of the assets to the New Host Organisation upon our request.

### 5.16 Variation

Snow Medical may amend these funding rules and our policies at any time. If we do, we will publish any changes to the funding rules and policies on our website. Once published, any changes apply to the grant.

## 6. HOST ORGANISATION RESEARCH ENVIRONMENT AND SUPPORT

The Host Organisation must provide an outstanding environment that strongly supports the Snow Fellows and their groups in both their research endeavour and leadership development, and which underpins the Snow values of excellence, integrity and equity.

While we do not stipulate a cash co-investment, the material investment from the Host organisation will include provision of access to excellent infrastructure, collaboration networks, professional and administrative support, and high caliber national and international students.

Should the applicant be successful at the EOI stage and invited to submit a full application, the Host Organisation must provide a letter of Support (the **Support Letter**) (maximum of three pages), on the Host Organisation's letterhead and signed by the Deputy Vice-Chancellor (Research) or Head of research institute. The Support Letter should address the following:

- a) How will the host organisation ensure that a suitable and supportive research environment is provided for the Snow Fellow and their team (including mentoring and peer support from colleagues)?
- b) What infrastructure and access to shared laboratory space is available for the Snow Fellow?
- c) What is the gender equity and diversity policy at the host organisation and what systems are in place to ensure that this is supported?
- d) What additional (non-financial) opportunities will the host organisation provide to ensure that the Snow Fellow is supported and successful? This should include a statement on the contribution to the personal development in leadership, management, entrepreneurship or other relevant support that will be provided to the Snow Fellow and their team.
- e) Describe the mechanisms in place at the host organisation that foster and enable a culture of research integrity.

The Support Letter should include a formal recommendation of the applicant for the Snow Fellowship as follows:

***(Select as appropriate)***

***For applicants currently employed by the Host Organisation:***

“I confirm that, should [Applicant Name] be awarded a Snow Fellowship, [Institution Name] will provide appropriate support for [Applicant Name] to carry out the research project and develop their leadership skills as described in this Letter of Support and the attached application.”

***Or for applicants not currently employed by the Host Organisation:***

“I confirm that, should [Applicant Name] be awarded a Snow Fellowship, [Institution Name] will employ [Applicant Name] at the minimum academic level specified in the application for the duration of the Fellowship (subject to the terms of [Institution Name’s employment instrument]). [Institution Name] will provide appropriate support for [Applicant Name] to carry out the research project and develop their leadership skills as described in this Letter of Support and the attached application.”

Should the applicant be successful at the full application stage and invited for an interview, the Host Organisation may also be invited to attend a separate interview with Snow Medical management to ensure supporting infrastructure and access to training in leadership and management, integrity, societal impact and policy, entrepreneurship and engagement is available to the Fellow and their team.

## 7. CONTACT US

The Snow Medical Research Foundation welcomes questions from potential applicants to ensure research proposals meet the aims and criteria for the Fellowship Program.

Any specific questions should be referred to your host university/institution’s research office who will liaise with our office.