**The Oxford and the Thames Valley ARC Academy**

**Role of the ARC in raining and Career Development**

The Oxford and Thames Valley ARC aims to support the development of the next generation of researchers by providing opportunities for, or signposting appropriate training. This will take place through doctoral and post-doctoral training and the provision of, or signposting to additional training opportunities for the wider research community (e.g. clinicians, PPI and researchers).

**The ARC will:**

* Identify academy members
* Disseminate training opportunities from the NIHR and Thames Valley partners to academy members.
* Work with the Thames valley Partners to establish collaboration and identify training needs that could be supported and areas of collaboration.
* Discuss and implement targeted training initiatives as required
* Organise annual stakeholders events / symposium
* Organise a career day for Early Career Researchers during the lifetime of the ARC

**ARC Training group – will meet as part of the exec meetings**

Meeting as part of the Exec meetings will ensure that all themes are represented and will ensure communication of training plans to all themes. Attendees will include:

* Training lead.
* Core team members (senior Manager, programme manager, implementation manager, project team (events, coms, finance, admin).
* Theme leads

**Wider training collaborations**

Our aim is to establish an ARC Oxford and the Thames Valley Academy that includes NHS Trusts (hospital, primary care and community), Local Authorities, Higher Education Institutions (Reading and Oxford), Thames Valley CRN, Thames Valley AHSN, The local NIHR Research Design Service and Thames Valley Health Education England (HEE-TV). This will be overseen by the training group.

**Thames Valley training group representatives:**

Stakeholder groups are likely to change over time. Workshops and events will be planned with the events and coms team who will be able to support an up to date list.

Ask the core team for the current list of partners: arc\_oxtv@phc.ox.ac.uk

**Role of the Training Lead**

The training lead will work to support the development of, and promote excellence in, Training and Capacity. They will work to encourage NIHR trainees to:

* Actively develop their careers during their training;
* Have an understanding of the training and research funding opportunities available to them.

**The Training Lead will:**

1. Be formally identified (Dr Katherine Tucker)
2. Sit on the ARC exec board and management committee
3. Act as a contact for other NIHR training leads
4. Be known to NIHR trainees who can seek advice about their development needs and NIHR related opportunities.
5. Responsible for the reporting of information on NIHR funded trainees to NIHR;
6. Proactive in sharing local good practice across the infrastructure; and contribute towards, the training and other capabilities available within the infrastructure;
7. An active participant in the Infrastructure Training Forum (e.g. attending NIHR training lead days and providing a point of contact with the NIHR)

**ARC Doctoral Fellows**

All themes will support DPhil students over the 5-year funding period, with studies commencing in 2020.

Co – funded ARC students will be reported if they are at least 25% funded (Further guidance will be provided by the NIHR)

ARC doctoral fellows may be part funded or fully funded by the ARC.

Doctoral students will be encouraged and supported to achieve the following outputs:

* Completion of their DPhil within 3 years
* Completion of the research project
* Publication of their research
* Submission of applications for further funding such as postdoctoral fellowships

 **Career tracking**: all DPhil and PhD students will be expected to use Research fish.

**The Oxford and the Thames Valley ARC student network**

* Section in the ARC showcase for students
* Theme support – regular meetings, presenting work etc.
* Wider engagement with the ARC to be encouraged (national leading areas)

**ARC Postdoctoral fellows**

**Who are Postdoc trainees?**

Postdoctoral fellows must receive at least 25% of funding by the NIHR infrastructure over the life of the award. Targeted training will be developed for all postdocs on an academic career path to support their development to the next level (All postdoctoral fellows will be included in this training in the Thames Valley ARC)

**Career tracking**: All those at least 25% funded by the ARC will be expected to use research fish.

Postdoctoral fellows will be encouraged and supported to achieve the following outputs/aims:

* Completion of the research project
* Publication of their research
* Submission of applications for further funding
* Progress towards independence as a researcher
* Develop skills in leadership (attend ARC supported training / other available training)

**Pre-doctoral Fellowships**

**Who are pre-doctoral trainees?**

Pre-doctoral fellows must receive at least 25% of funding by the NIHR infrastructure over the life of the award.

The aims of the pre-doctoral internships are to:

* + Identify & introduce outstanding graduates, researchers or HCP to applied health research.
	+ Provide some training and career development by providing experience of applied health research for use in evidence-based medicine/practice.
	+ Support the preparation of individuals for post-graduate education or academic career progression of some form.
	+ Provide support and encourage applications for fellowships.

**Career tracking**: All those funded by the ARC (at least 25%) will need to be on research fish.

**Other training events and actions**

**Annual Symposium / Stakeholder Event**

Annual Stakeholder Event will be developed to generate new research collaborations, facilitate networking for researchers and non-researchers, enable researchers and PPI to present work and inform research strategy and offer opportunities for publicity of the Oxford and the Thames Valley ARC.

We will aim to engage in public lectures, seminars and dissemination events at Oxford and the Thames Valley ARC aligned organisations to encourage and supports clinicians to take part in research across the - and within community venues to engage a wide audience of patients and public. The budget for this will come from core funding.

**Support fellowship and other applications**

Training group and themes will aim to support applications for fellowships and grants by junior members of the ARC by reviewing application forms and conducting mock interviews were appropriate.

The ARC will support trainees to attend NIHR presentation skills training or other similar courses and practice interviews.

Alongside this the following should support early and mid-career researchers.

* Careers day
* Encourage the use of Research Design services. <https://www.rds-sc.nihr.ac.uk/>

**Appointments in the ARC and training responsibilities**

Each theme may have different requirements. However it is anticipated that each theme will have:

1. At least 1 DPhil student (starting from Y2 onwards unless already organised)
2. At least 1 post-doctoral fellow
3. May appoint a pre-doctoral fellow/s (grade 6 researcher).
4. May include clinical fellows

It is an expectation of the NIHR Academy that any fellowships are **competitively awarded**: A competitive process is required to allocate the pre-doctoral intern, PhD, post-doctoral, fellowships.

Each trainee will have a training plan and have a defined end point e.g. submission of thesis, submission of fellowship application or equivalent.

**Expectations from themes to support academy members**

* Regular meetings (at least termly) with opportunity to present and discuss work
* Provide supervision, support and advice for pre-doctoral, doctoral and post-doctoral fellows.
* Provide feedback on applications for fellowships or related grants
* Support practice interviews where appropriate

**Internships**

The ARC OxTV hosts Health Education England (HEE) funded internships. Embedded within the ARC Themes, the interns develop their research skills and conducting research directly related to their practice.

The ARC-OxTV collaborates with Oxford Brookes University, and the local BRC (Biomedical Research Centre) to co-ordinate internship offers where possible. Coordinating the process of advertising, interviews and allocation of funds and training resources to make the most of what is on offer locally and to support a wide range of professions and clinical areas.

**Senior Research Fellowships**

The ARC OxTV funds senior research fellows. The fellowships support a wide range of ARC and AHSN projects. The programme is co-ordinated with the local BRC.

**Academy Doctoral Training Camp**

The ARC-OxTV core team support the NIHR academy doctoral training camp. ARC-OxTV PhD students are encouraged to attend where possible.

**Training courses**

**Public Health Practitioner research skills development programme**

ARC-OxTV is working with Health Education England (HEE) and has developed a research skills capacity development programme for Public Health Practitioners in the Thames Valley region. The programme addresses components of the UK Public Health Register (UKPHR) Practitioner Standards, and the needs identified in the HEE Thames Valley Public Health Continuing Professional Development Programme workforce consultation report 2020.

The Programme consists of four components: a series of key topic/skills webinar sessions; quantitative and qualitative methods training and skills clinic (Oxford Brookes University); an Introduction to Evidence –Based Practice on-line course (Centre for Evidence Based Medicine, University of Oxford), tailored to a Public Health audience; and building a repository of resources to support research capacity development for Public Health Practitioners.

**Masters in Applied Digital Health**

The ARC-OxTV supports the Digital Masters course to increase capacity and capability around applied digital health.

**Local Authority Links**

The ARC-OxTV supports applications for the NIHR Local Authority Short Placement Award for Research Collaboration (LA SPARC) award.

**Clinical Academic Careers**

The ARC-OxTV is broadly inclusive of allied health and care professionals with its offers and support.

The Nursing, Midwifery and Allied Health Professionals (NMAHP) clinical academic pathway has been identified locally as in need of support and development. The ARC-OxTV works with partner trusts to facilitate more opportunities for this group. The Oxford Clinical Academic Pathway group (OxCAP) includes our partners at Oxford Brookes University, Oxford University Hospitals NHS Foundation Trust, Oxford BRC, Oxford Health BRC, Oxford Health, The South Midlands and Thames Valley CRN and the Oxford Academic Health Partners.

**Equality, Diversity & Inclusion**

All our opportunities are shared widely across the Oxford and Thames Valley region and wider ARC and NIHR networks with a focus on supporting those who do not have access to research funding or the NIHR infrastructure locally. Katherine Tucker, as our Academic Career Development lead and members of the ARC team are available to have informal discussions with interested individuals.