

**The Foundation Future Leaders Programme 2021**

1. Future leaders in science, technology, research and innovation need not only knowledge of the sector they are in – be it higher education, industry, the civil service or elsewhere – but also an understanding of the other parts of the UK’s research and innovation system. The Foundation Future Leaders Programme, launched in 2019, seeks to support the leaders of tomorrow in building the links and knowledge that they will need.
2. The programme brings together a cohort of 30 mid-career professional over the course of a 12 month period, with approximately 10 representatives each from the research community, industry, and the civil service and wider public sector. Over the course of 12 months, the group will meet and discuss with senior figures from government, parliament, universities, large industry, SMEs, research charities and others. They will also present their own expertise to the group. The final activity will be to organise a conference for a wider group of mid-career future leaders in science, technology, research and innovation.
3. In the absence of Covid-19, the programme would consist of:
* London meetings – Three meetings in London, to coincide with dates on which there is an evening discussion meeting of the Foundation for Science and Technology (FST). These meetings will involve guest speakers, networking and potential visits to London-based institutions (e.g. e.g. Parliament, the Wellcome Trust, the Crick Institute). All participants are strongly encouraged to attend the evening discussion meeting of the FST. All discussion meetings will be set up to allow attendance remotely via Zoom or equivalent – though this may be impossible for site tours.
* Out of London site visits – Three visits to facilities out of London. These could include public and commercial science and research facilities, such as the suite of research facilities in Harwell, or research facilities for companies such as Rolls Royce or Astra Zeneca, or a university. As with London meetings, it will be possible to join discussion sessions remotely, but not tours.
* Drop-in sessions – Twice per month online drop-in sessions of one hour, with talks/presentations from both members of the group to each other, and invited guest speakers.
* One-day conference – In November 2021, the Foundation Future Leaders will organise a one-day conference (supported by the Foundation for Science and Technology). The Future Leaders themselves will determine the themes of the conference, and the Foundation will provide the administrative support. A physical conference might be for around 150 attendees, or more for an online conference.
1. Given the uncertainty of Covid-19 restrictions during 2021, it is likely that at least the first part of this schedule will be replaced by Zoom meetings, at which the cohort will meet and discuss with senior figures from across government, parliament, industry and the research community.
2. In addition to the main programme, all Foundation Future leaders will be invited to every evening discussion event run by the Foundation. In non-Covid times, these are usually held in the Royal Society in London and often include speaker presentations and two extended periods of Q&A, either side of dinner. However, these meetings have switched to online since March 2020, and the earliest we can see resuming physical meetings is April 2021, but this could well be put back to later in the year.
3. There are additional opportunities for Foundation Future Leaders which the Foundation for the Science and Technology can support. These include writing blogs for the Foundation website, writing meeting reports of Foundation events published with their name as author, and using the Foundation’s network to make individual introductions. Other ideas may come from the cohort themselves and the Foundation will support them if it can. Foundation Future Leaders may also arrange networking and job-shadowing between different members of the cohort.

**Diversity and inclusion**

1. The Foundation actively encourages applications for under-represented groups in science, technology, research and innovation leadership. It would particularly welcome applications from people with BAME and disabled backgrounds. It aims for a 50:50 ratio between male and female participants on the scheme.
2. All buildings in which we hold physical meetings will be accessible. It is possible that a tour of an external partner’s facilities may have access issues which we will identify at the time. We will make all reasonable adjustments to allow people to fully participate in Future Leader activities. Some additional funds may be available to support this (see below).

**Time Commitment**

1. The time commitment is approximately 7 days over the course of the year – 3 London meetings, 3 out of London visits, and the conference, plus any of the FST evening events the participants wish to attend, plus any of the 1 hour online drop-in sessions.
2. It is highly likely that for a significant portion of the year, physical meetings will be replaced by online ones due to Covid-19. We will probably replace a single one-day physical meeting with two half-day online sessions.
3. All meetings (except tours) will allow remote participation, and be recorded to allow those not available to attend that day to engage with the material later.

**Costs**

1. All the meetings and activities are free. However, Future Leaders who take part in the scheme will be expected to cover travel and subsistence costs from their own institution’s budget to attend physical events. The Foundation for Science and Technology is able to cover additional costs to promote the widest possible participation, such as additional childcare costs or costs associated with making meetings fully accessible. Applicants can discuss specific circumstances (in confidence) with Gavin Costigan (gavin.costigan@foundation.org.uk).

**Who should apply?**

1. The scheme is targeted at people in the early part of their “mid-career”. As individual circumstances vary the following is provided as helpful guidance, but there are no set rules. If you think that this scheme would be beneficial to you, please apply.
2. In general, applicants should be beyond any graduate training scheme, but not have reached senior management levels. Examples might include:
* In the civil service, staff at Grade 7 or Grade 6.
* For university researchers, those at Lecturer/Assistant Professor or Senior Lecturer/Associate Professor
* From industry, those approximately 5-10 years into their career (excluding career breaks).
1. The Foundation Future Leaders scheme will particularly suit those who wish to make links with and understand how science, research and innovation are used in government, parliament, industry and universities, and how research and industry can support policy development.

**Application Process and deadlines**

1. Applicants should complete the application form and the diversity monitoring questionnaire, and send them with a CV (2 pages max) to office@foundation.org.uk by 12:00 noon on 7th December 2020.
2. All applicants will need to specify that they fall into one of three categories:
* Civil servants, parliamentary servants or the wider public sector
* Researchers from universities, national facilities or similar
* Applicants from industry.
1. It is recognised that some roles could be considered to be in more than one of these categories; please select the one which you feel is most applicable. All applications will be treated equally, but the final aim is to have 10 participants from each category.
2. If you do not fall into (or nearly into) any of these descriptions then it is possible that the scheme is not best suited for you, but do feel free to discuss individual circumstances with Gavin Costigan (gavin.costigan@foundation.org.uk).
3. A panel will assess all the applications and make a decision before Christmas 2020. The panel will include Gavin Costigan (Chief Executive, Foundation for Science and Technology) and Jane Gate (Executive Director, AIRTO), with other selection panel members currently being recruited.
4. All applicants will be informed of the decision by Christmas 2020, and the first meeting of the 2021 Future Leaders will be online in late January or early February 2021.