

## Sanger Excellence Fellowship - Q&A

**Q: Can I still apply to the Sanger Excellence Fellowship if I have not yet completed my PhD?**

**A:** Yes, candidates are eligible to apply during the final stages of their PhD, bearing in mind that the successful Fellows will be expected to take up the Fellowship position at the Sanger Institute by December 2023. It is a requirement of all Postdoctoral Fellow positions that the post holder has been awarded their PhD or will be awarded within the first 6 months.

**Q: Can I apply if I haven't yet published any papers?**

**A:** Yes, you can still apply for the Fellowship even if you haven't published any papers yet.

**Q: How many fellowships are you awarding per year?**

**A:** We will be awarding 5 Fellowships this year.

**Q: Do you have to be a UK national to apply?**

**A:** No, you do not have to be a UK national to apply but there is a requirement to have an Undergraduate and PhD (or equivalent) awarded from institutions from within the UK, the Republic of Ireland, Isle of Man and the Channel Islands (the common travel area).

**Q: Can the Fellowship be administered elsewhere?**

**A:** The Fellowship is a post-doctoral opportunity within the Sanger Institute, so cannot be administered by another institution.

**Q:** It says in the application process guidance: "identifiable institutions/people/information will be removed as part of the anonymising process", do I have to anonymise the information myself?

**A:** No, you do not need to anonymise the information yourself. This will be anonymised by the Sanger Excellence Fellowship Team before the application is sent to the research lead.

**Q: It says that shortlisted candidates will be invited to work with the Sanger Institute research lead on your project proposal. Do I need to have experience of writing research proposals?**

**A:** No, you do not need to have experience of writing research proposals independently. If you are invited to co-develop a research proposal, this will be done in collaboration with the research lead and 1-1- support will be given as part of this process.

**Q: How are the Fellows' salaries set?**

**A:** We set salaries in accordance to our Postdoctoral Fellow Salary scale, (for 2023 - £35,707- £44,712), taking in to consideration your skills and experience and parity with other Postdoctoral Fellows in the Institute.

**Q: what mentoring is available to the Fellows?**

**A:** We run an internal mentoring scheme, which is designed to provide additional career and job development support to all staff. The Campus and the local Cambridge area has a rich research and innovation ecosystem, providing access to many potential mentors. Our Postdocs are encouraged to attend Campus and other local networking events (where necessary supported through a local travel scheme) to foster their own mentoring relationships. More formally, our ties to the University of Cambridge, also give our Postdocs access to their Postdoc Academy's Mentoring Scheme, which runs annually, and matches Postdocs with mentors from Academia and beyond.

**Q: What are the career pathways for the Fellows?**

**A:** Postdoc roles at Sanger are not designed for long term employment and in practice, most of our Postdocs choose to leave the Institute at the end of their term, taking their skills and knowledge to research roles (and other roles!) around the globe. However, some Postdocs do stay at the Institute moving into, for example, Career Development Fellow roles, (Senior) Staff Scientist roles, (Senior) Bioinformatician roles, Research Strategy/Support roles and Project Management roles. Sometimes

this is within the Postdoc's current research group, for example if there is a business need to retain their talent longer term. On other occasions, Postdocs apply for open roles across the Institute and are often attractive candidates because of their familiarity with Sanger life.