1 INTRODUCTION

1.1 The McKenzie Postdoctoral Fellowships scheme aims to bring outstanding researchers to the University of Melbourne. It is named in recognition of the enormous contribution made to research and mentoring of young researchers by Professor John McKenzie, who was a Professor and Dean of the Faculty of Science and served as Deputy Vice-Chancellor (Research) of the University.

1.2 The Indigenous Research McKenzie Postdoctoral Fellowship is offered in addition to the ten annual McKenzie Fellowships, and its award is based on the same principles, conditions and selection processes set out in these Guidelines.

2 OBJECTIVES

2.1 The objectives of the 2024 McKenzie Fellowships scheme are to:
- Attract talented, recent doctoral graduates to the University of Melbourne in areas that are a research priority for the University;
- Recruit researchers who have the potential to build and lead interdisciplinary collaborative research activities inside and across Faculties; and
- Promote research that aligns with institutional research strategies and research themes of the Faculties.

2.2 The additional objective of the Indigenous Research McKenzie Postdoctoral Fellowship is to attract, support and increase the number of early career Indigenous researchers at the University of Melbourne and in the broader Australian academy. In relation to the Indigenous McKenzie Fellowship:
- Foremost priority will be given to Australian Indigenous applicants who are undertaking research in any discipline or topic area and otherwise meet the scheme requirements;
- Second priority will be given to international Indigenous applicants who are undertaking research in any discipline or priority area and otherwise meet the scheme requirements;
- Where no applicants meet the above criteria, consideration will be given to Faculty supported and ranked non-Indigenous applicants who are sponsored by a senior Indigenous academic, with a project that addresses a priority area for Indigenous research and communities.

3 FELLOWSHIPS FUNDING AND APPOINTMENT STRUCTURE

3.1 Funded by DVCR strategic funding, each Fellowship will be awarded to commence at Academic Level A6 in the University Salary Band (plus oncosts and superannuation) as per the terms and conditions of employment set out in the applicable University of Melbourne enterprise agreement with an additional single allocation of $25,000 for research project costs over the full term of the Fellowship.
3.2 The default term of the McKenzie Fellowships (including the Indigenous Research McKenzie Fellowship) is for three years (at 1.0 FTE) of research-focused activity.

3.3 Following the award of a fellowship, there is an option for a four-year term to be considered. This option allows Fellows to continue their research project but at a lower fraction (0.75 FTE minimum) over four years in order to combine it with other work directly aligned with research, which may include teaching related to their Fellowship research (0.25 FTE maximum). This is for work within the University of Melbourne that is strategically aligned with building the Fellow’s career pathway as well as Faculty priorities.

3.4 As outlined in more detail at Part 11 in these Scheme Guidelines, the option of a four-year appointment structure may be offered only where the Fellow and Faculty are in mutual agreement on the feasibility and benefits of a four-year appointment. The DVCR funding commitment per Fellowship will remain the same regardless of the agreed duration of the Fellowship (other than any standard salary increase in the fourth year of the fellowship under the relevant enterprise agreement).

3.5 DVCR strategic funding for this scheme does not cover visa or relocation expenses for Fellows.

4 APPLICANT ELIGIBILITY

4.1 Applicants must have graduated or have met the requirements to graduate with a PhD from a university other than the University of Melbourne.

4.2 Applicants must have been awarded¹ their PhD within the following timeframes:

   a) Between 1 November 2020 and the full application due date;
   
   or
   
   b) Between 1 November 2018 and 31 October 2020 and had a period of significant research career interruption between 1 November 2018 and the full application due date.

   The University recognises that significant interruptions relating to career and/or life experiences may affect a researcher’s capacity, productivity, or contribution. The University recognises that the impact of any interruption may extend beyond the duration of a specific event, and the full extent of any interruption, reflecting individual circumstances, can be included for consideration by the McKenzie (Fellowships) Selection Committee. Interruptions can include, but are not limited to:

   a) Unemployment,
   
   b) Non-research employment,

---

¹ The date of the award is the date of the official notification letter. For those applicants attending institutions where no such letter is provided, equivalent evidence that they have graduated or have completed all the required steps to be eligible to graduate with a PhD must be provided on request. Note: an EER will not be accepted if applicants do not provide evidence of PhD by the EER closing date.
c) Limited or no access to facilities and resources, such as through workplace interruptions,
d) Disaster management and recovery,
e) Misadventure,
f) Medical conditions,
g) Disability,
h) Caring and parental responsibilities, and
i) Community obligations, including Aboriginal and/or Torres Strait Islander cultural practices and protocols.

Where the COVID-19 pandemic compounded the impact of the constraint or interruption this can documented as a contributing factor. Applicants should note that approval of applicants’ eligibility with demonstrated career interruption under this section is at the determination of the McKenzie Fellowships Selection Committee.

Applicants who fit this criterion must indicate this in Part B3 of the Application Form and answer the additional question that appears.

4.3 Applicants must be able to commence their Fellowship no later than 30 June 2024.

4.4 Applicants to this scheme cannot apply for the Melbourne Postdoctoral Fellowship scheme in the same year.

4.5 Applicants must not have outstanding Progress Reports or Final Reports from any other University of Melbourne Researcher Development Scheme.

4.6 Applicants must not have been awarded a competitively funded research fellowship from any institution since the award of their PhD.

4.7 At the time of application, applicants must not have held, or be holding, an academic appointment or multiple academic appointments at the University of Melbourne that total more than one year (unless an exception is approved through the EER process outlined below).

**Eligibility Exemption Request**

4.8 In addition to the eligibility requirements above, an Eligibility Exemption Request (EER) may be submitted to obtain eligibility through exemption request if:

---

2A competitively funded research fellowship provides funding for a researcher’s salary to pursue their own independent research for at least 12 months full time equivalent. Awards that are titled or described as ‘fellowships’, but fund only non-salary costs, are not deemed fellowships under this rule.
a) The applicant’s PhD was awarded between 1 November 2012 and 31 October 2018 and there are exceptional circumstances; or

b) Where the applicant holds an appointment at the University of Melbourne at the time of application that is in total longer than one year and there are exceptional circumstances; or

c) The applicant has another candidate eligibility issue due to exceptional circumstances.

If submitting an EER, applicants must make a compelling argument by submitting an Eligibility Exemption Request form which is separate to the application form as to why the exemption request should be approved. Submission of an EER does not guarantee an exemption and is at the determination of the EER Committee chaired by the DVCR’s delegate. (Please see Section 6.3 of this document for further information on submitting an EER).

### 5 APPLICATION FORM REQUIREMENTS

5.1 Applicants may submit only one application to the 2024 McKenzie Fellowships scheme.

5.2 The Application Form consists of 6 parts:
  - Part A: Administrative Summary
  - Part B: Education and Appointment Details (Including EER/career interruptions)
  - Part C: Project Description
  - Part D: Proposed Budget
  - Part E: Curriculum Vitae and Research Outputs
  - Part F: Referees and Declaration

5.3 All questions must be answered or marked ‘not applicable’. No sections of the Application Form are to be left blank. Ineligible or incomplete applications will be excluded and not considered by the Committees.

5.4 The application must be written in English and comply strictly with the format and submission requirements. Applications submitted will not be checked by RIC for completeness or eligibility prior to final lodgement; this is the responsibility of the applicant.

5.5 The application must contain all the information necessary for assessment of the project without the need for explanation or reference to further documentation, including reference to external websites.

5.6 As applications are reviewed by a multi-disciplinary committee, applicants should ensure that their application, including the project description, is clearly written and accessible to an expert in another discipline.

### 6 APPLICATION PROCESS

6.1 Applicants should review the administrative contact details and any specific requirements of their proposed host Faculty under the ‘How to Apply’ section of the scheme website.
6.2 All applicants must establish an academic contact at the University of Melbourne and the academic contact must be listed in Part A2 of the Application Form. Applicants should use the University’s Find an Expert search tool to find academics in their field and liaise with the relevant Faculty administrative contact on how best to connect with academic staff members.

6.3 Applicants who have an approved EER must indicate this in Part A of the Application Form. All EERs must be submitted using the EER Form via SmartyGrants and be received by RIC by 3pm (AEST) Monday 15 May 2023. The link to the EER Form will be published on RIC’s Scheme Webpage.

6.4 Outcomes of EERs will be provided to applicants by Friday 2 June 2023. Where an EER has been approved, prospective applicants will be invited to submit a full application by the closing date.

6.5 Applications are to be completed via the University of Melbourne’s SmartyGrants Portal. The link to the application form will be published on the scheme webpage. Applications close at 3pm (AEST) Monday 26 June 2023.

Each application must be supported by the relevant host Head of School/Department. The certification is managed at the School/Faculty level. Once your prospective host department is aware that you will be applying to the program, they can arrange to certify their support of your application.

6.6 Applicants must ask two referees to each complete a reference letter as a written testimonial to be submitted in their application. Referees are requested to address the following points:
- Relationship with applicant (in what capacity they know the applicant and how long),
- Comment on the quality of their research outputs (within the context of the discipline),
- Comment on their overall achievements relative to their opportunities.

6.7 The referees must submit the written reference letter via email by no later than 3pm (AEST) Monday 26 June 2023.

Email: mckenzie-application@unimelb.edu.au
Subject: Confidential Report – SURNAME OF APPLICANT

7 BUDGET ITEMS

Research budget items supported under the Fellowship.

7.1 Items that directly support the research program may be funded, including:
- a) Personnel,
- b) Relief from other duties,
- c) Equipment,
- d) Maintenance,
- e) Travel,
- f) Other.
Research budget items not supported under the Fellowship.

7.2 Funds will not be provided for the following purposes:
   a) Fees for international students or Higher Education Contribution Scheme (HECS) or Higher Education Loan Program (HELP) liabilities.
   b) Funding for postgraduate studies.
   c) Costs not directly related to research or the project.
   d) Funds that duplicate or supplement another current internal University grant, external grant, or research contract.
   e) Non-specialist equipment available readily to University staff through Faculties, such as desktop computers or laptops;
   f) Salaries for research collaborator(s). This does not include salaries for research support staff or technical support staff.
   g) Article Processing Charges, Chapter Processing Charges or Book Processing Charges (APCs, CPCs or BPCs – sometimes called open access fees) to make a work openly accessible where the University already has an institutional subscription to the journal (hybrid journals) or Read and Publish agreement with the publisher. Researchers who wish to publish in subscription journals can make their work openly accessible through the deposit of a copy of their work in the institutional repository, Minerva Access. Applicants are also encouraged to take advantage of the University’s Research and Publish agreements to support. Applicants should contact their local liaison librarians for further advice.
   h) Society membership fees.
   i) Visa or relocation expenses.

8 SELECTION CRITERIA

8.1 All applications will be assessed on the following criteria:
   a) Proposed Research Project (40%)
      This includes its appropriateness to the area in which it would be located; feasibility; anticipated project outcomes; and contribution to the creation of strong opportunities for the fellow to gain further externally funded fellowships or academic employment.
      Note on research that proposes to engage with Indigenous knowledge, people or communities; applicants should take account of the advice provided by the AITSIS Code of Ethics for Aboriginal and Torres Strait Islander Research and the NHMRC Ethical guidelines for research with Aboriginal and Torres Strait Islander Peoples.
   b) Track Record (40%)
This includes an evaluation of the research experience and publication record of the applicant relative to opportunity, as well as the relationship between the research proposed and existing research in their discipline.

c) **Strategic alignment with University and faculty research priorities (20%)**

This includes how the proposed research will contribute to strategic research directions and how it will foster broader collaboration and linkages in the University of Melbourne.

### 9 EVALUATION AND ASSESSMENT

9.1 A panel of senior researchers in each Faculty will review and rank all applications where they have been nominated as the host Faculty.

9.2 Faculty-ranked applications will then be assessed on a competitive basis by the McKenzie Fellowships Selection Committee comprising senior members of the University research community and chaired by the Pro Vice-Chancellor (Research Capability) or other as nominated by the Deputy Vice-Chancellor (Research). Faculties’ rankings of candidates are provided as non-determinative advice to the McKenzie Fellowships Selection Committee. This University-level Selection Committee assesses the full range of ranked applications with reference to scheme objectives and selection criteria, and recommends a final ranking of all applicants.

9.3 If candidates are equally ranked, the candidate who has had no prior competitively-funded research opportunity will be preferred.

9.4 Assessment of applications will align with the University’s [Diversity and Inclusion strategy](#) and underpinning principles.

### 10 TIMETABLE

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>Thursday 6 April 2023</td>
<td>Release of Scheme Guidelines and application portal.</td>
</tr>
<tr>
<td>Monday 15 May 2023, 3pm</td>
<td>Eligibility Exemption Requests submitted via SmartyGrants</td>
</tr>
<tr>
<td>2 June 2023</td>
<td>RIC to provide outcomes of Eligibility Exemption Requests</td>
</tr>
<tr>
<td>Monday 26 June 2023, 3pm</td>
<td>Completed applications to be submitted via SmartyGrants. Referees to email completed written testimonials to <a href="mailto:mckenzie-application@unimelb.edu.au">mckenzie-application@unimelb.edu.au</a>.</td>
</tr>
<tr>
<td>End September 2023</td>
<td>Notification of results to Faculties</td>
</tr>
<tr>
<td>October 2023</td>
<td>Outcomes announced and successful applicants notified. Successful applicants should discuss their contract, start date, and visa (if applicable)</td>
</tr>
</tbody>
</table>
with their respective faculties (contact the Faculty Research Managers [FRM]). Awardees are to return the signed acceptance form to res-devschemes@unimelb.edu.au (coordinate with FRMs for the required Head of Department/School signature).

<table>
<thead>
<tr>
<th>Date</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>October - December 2023</td>
<td>Facilities to issue formal offer letters and employment contracts</td>
</tr>
<tr>
<td>End of January 2024</td>
<td>Funds made available to Faculties</td>
</tr>
<tr>
<td>30 June 2024</td>
<td>Latest commencement date for Fellowship</td>
</tr>
</tbody>
</table>

11 EMPLOYMENT AND FUNDING CONDITIONS

Funding expectations

11.1 Applicants who are awarded a McKenzie Postdoctoral Fellowship cannot apply for any other University of Melbourne researcher development schemes while holding the McKenzie Postdoctoral Fellowship appointment.

11.2 A researcher may only ever be awarded one McKenzie Postdoctoral Fellowship.

11.3 Funding is contingent upon achieving satisfactory performance in the annual academic performance review meeting. Funding will be provided to the host Faculty as an annual transfer, with the Fellowship itself to be managed via the relevant Department/School.

11.4 McKenzie Fellows will be employed by the University of Melbourne and be responsible to their host Faculty. Once accepted, Fellowships are transferred to the host Faculty and any further questions relating to funding opportunities or reimbursement need to be taken up with the Faculty concerned. Any additional requests for reimbursement that do not form part of this Program should be referred to the host Faculty.

11.5 McKenzie Fellows who apply for, and are successful in, gaining externally-funded fellowships prior to the end of the appointment of the McKenzie Fellowship can retain any balance of the $25,000 project costs if the Fellow remains at the University of Melbourne for the externally funded fellowship. The salary component of the McKenzie Fellowship will cease.

11.6 Otherwise, any salary or project funds remaining at the cessation and or completion of the Fellowship may be recovered by the relevant contributing unit (i.e., Chancellery Research and Enterprise, or Faculty).
Appointment structure and length of Fellowship, and variations

11.7 McKenzie Fellows must take up the Fellowship no later than 30 June 2024. The Head of Department or School must approve the commencement date.

11.8 Fellows will report to their Head of School, or nominee as part of their annual performance review process.

11.9 The McKenzie and Indigenous Research McKenzie Fellowships are, as default, a three-year researched focused appointment (1.0 FTE).

11.10 The McKenzie Fellowship may be held by a full-time or part-time research employee (ordinarily no less than 0.8 FTE) of the University, but cannot be held in conjunction with any other University of Melbourne appointments, outside work or remuneration that imposes commitments that conflict with the Fellowship. Requests for part-time appointment of less than 0.8 FTE will be considered on case-by-case basis through request via RIC, and will be assessed in line with scheme objectives and the University’s workplace policies and entitlements under enterprise bargaining.

11.11 After offer and acceptance of a Fellowship under this scheme, Fellows and their host Faculty have the option to negotiate and agree to structure the fellowship appointment, based on 1.0 FTE, as a four-year fellowship with the following conditions:

- **No less than** 0.75 FTE on their McKenzie research project and;
- **Up to** 0.25 FTE for other work directly aligned with their research, which may include teaching related to their Fellowship research, or activities that are strategically aligned to the Fellow’s academic career path and faculty priorities.

The four-year appointment should only be considered where it offers benefits to both the Fellow and Faculty and is mutually agreed by both. It will require the Faculty to cover the full cost of the 0.25FTE per annum. If opting for a four-year appointment:

- The Fellow’s supervisor should be consulted and sign off must be provided by the Head of Department/School; and
- Chancellery and RIC must be advised of the Fellows’ appointment arrangement (i.e., three or four years) after the Fellow is formally appointed; and be advised by the end of year one of any proposed changes to FTE for the remainder of the Fellowship.

11.12 Permission from Chancellery Research and Enterprise to vary the Fellowship time fraction in any way other than described above is only approved where exceptional circumstances apply and on case-by-case request to Chancellery (via RIC).

11.13 It is the intent of the scheme that McKenzie Fellows will actively contribute to collaboration and research building in the University. Fellows cannot spend more than six months of the duration of the Fellowship overseas and/or away from the University of Melbourne, except where extensive fieldwork is required for the purposes of the research and only with the explicit prior approval of their Head of Department/School. Fellows should refer requests to work on their research away from the University to their Head of Department/School and provide information on this in their annual report.
11.14 McKenzie Fellows must be employed through a Department/School of the University of Melbourne upon commencement of the Fellowship. This includes Fellows who are performing a portion, or all, of their research in an affiliated medical research institute or a non-medical affiliated institute while employed by a Department/School of the University. In this scenario, approval of the Head of the employing Department/School must be provided at the time of application and the intended research arrangements outlined in the applicant’s research proposal. McKenzie Fellows cannot be directly employed by an affiliated medical research institute or non-medical affiliated research institute.

**Supports and resources**

11.15 To support their work, McKenzie Fellows are provided access to a suite of specific researcher development workshops, seminars and early career researcher supports offered by the University's Researcher Development Unit.

11.16 The $25,000 project funding is intended to support core project costs that are not otherwise provided by Faculties or the University (See Budget Items – Part 7).

11.17 Academic Contacts nominated in the application are expected to be a regular point of contact at the University of Melbourne, and to either provide informal mentoring to the successful Fellow throughout the period of their Fellowships or to nominate an appropriate mentor.

**Visas and relocation expenses**

11.18 It is the responsibility of awarded McKenzie Fellows to apply for and satisfy the requirements for the issue of an appropriate entry visa to Australia, and to maintain their eligibility throughout the McKenzie Fellowship period. Fellows will be able to access the University’s Talent Acquisition team and Human Resources support for guidance through the visa process.

11.19 The offer of a Fellowship does not guarantee that a visa will be granted and any offer of funding or employment is conditional upon the Fellow gaining an appropriate visa. Where there are delays in securing visas, the host Faculty needs to be kept informed of developments by the Fellow. Ordinarily, Fellowship offers and approved variations are valid for one year only and after that time may be rescinded, unless there are exceptional circumstances approved by Chancellery.

11.20 Any costs associated with obtaining the visa and relocation expenses are the responsibility of the Fellow, in negotiation with their Host Faculty.

**Leave**

11.21 In the case of parental or extended personal leave (requiring leave of absence from the Fellowship) being taken during the Fellowship, the completion date of the Fellowship will be extended by the length of the leave taken. Fellows should advise both their Faculty and RIC when the leave is approved. It is the responsibility of the Fellow to liaise with their Head of Department or School and relevant Human Resources business partner to ensure their employment contract is modified accordingly.
11.22 Any additional costs associated with a variation of the Fellow’s employment contract or leave under industrial agreement are the responsibility of the Faculty and/or host Department/School.

**Annual progress reports**

11.23 Continuation of the award into the second and third years is dependent on the Fellow having demonstrated satisfactory progress through annual performance review processes. Fellows are required to submit an annual progress report for the first two years of their Fellowship (i.e., one report at the end of their first year and one report at the end of their second year). Progress reports should be submitted one month prior to the annual anniversary of the Fellow’s start date and should demonstrate how Fellows are building their research and their broader research linkages across the University.

**Final report and financial acquittal report**

11.24 Fellows are required to submit a Final Report within three months of completing their Fellowship, and will include a financial acquittal. The Final report template is available on the Researcher Development Schemes website. Substantial variations from the budget proposed in the Fellowship application need to be explained. Any unspent DVCR strategic funds remaining at the conclusion of the Fellowship must be relinquished.

**12 ADMINISTRATIVE CONTACT**

12.1 All administrative enquires for the scheme should be directed via email to [mckenzie-application@unimelb.edu.au](mailto:mckenzie-application@unimelb.edu.au).