

## **Annex A**

### **LSE NEW RESEARCH STAFF CAREER STRUCTURE**

#### **Introduction**

The New Research Staff Career structure (NRSC) will be introduced at LSE on 1 August 2015. The new structure seeks to give prominence to research excellence at LSE and to provide greater reward and support for members of the research community.

#### **The new structure**

A new three-tier job family will be introduced with refreshed job titles, new role profiles and higher starting salaries. Existing research staff on Band 7 and above will be eligible for migration to the new structure on the following basis:

<b>Current Role</b>	<b>Upon migrating to the NRSC</b>
<b>Research Fellows (band 7)</b>	<ul style="list-style-type: none"> <li>May take the title Assistant Professorial Research Fellow</li> <li>Salary minimum £51,908 (step 39.5)</li> </ul>
<b>Senior Research Fellows (band 8)</b>	<ul style="list-style-type: none"> <li>May take the title Associate Professorial Research Fellow</li> <li>Salary minimum £61,895 (step 45.5)</li> </ul>
<b>Principal Research Fellows (band 9)</b>	<ul style="list-style-type: none"> <li>May take the title Associate Professorial Research Fellow</li> <li>Salary minimum £67,589 (step 48.5)</li> </ul>
<b>Professorial Research Fellows (band 10)</b>	<ul style="list-style-type: none"> <li>Job title stays the same</li> <li>Salary minimum £83,002 (step 55.5)</li> </ul>

The majority of existing research staff will be eligible to automatically migrate to the NRSC, if they wish to work to the new role profile to which their existing role is mapped. However, some staff will be assessed by the School's Promotions Committee before being able to take up an NRSC role. Both categories of research staff can opt-out of migrating to the NRSC.

The new role profiles place a greater emphasis on the quality of research outputs, as well as placing renewed emphasis on research impact and engagement with a wider audience; the role profiles also serve to capture the high standards expected of research staff on the NRSC. As part of the NRSC, progression through the new pay bands will be based on contribution and performance only, subject to the availability of funding.

It is recognised that not all research staff are in roles that are oriented towards publishing in peer-reviewed outlets – it is for this reason that the existing career track will remain open for those who wish to remain on it. This twin-track approach will be reviewed 12 months after the implementation of the NRSC for its efficacy.

#### **Underwriting**

As well as developing a new career and reward structure, the NRSC package includes the opportunity for research contracts to be underwritten by the School for periods longer than the duration of the grant. This will be on the basis of appropriate business cases being made and the availability of funding. This will mainly apply to NRSC staff, though research staff who remain on the current Band 7-10 pay scale may also be considered. Through this scheme, it is anticipated that the School can support research staff to make more innovative, and risky, funding bids, as well as helping us to retain key staff who are making significant contributions to the research profile of the School.