

## **Staff Career Development Program Guidelines and Conditions of Award**

Stephen Sanig Research Institute (SSRI) is committed to supporting its staff in their career development by providing financial support towards undertaking a PhD project in one of the areas relevant to SSRI's research. The support is for four years part-time work/study.

### **1. ELIGIBILITY**

An applicant must:

1. Be an Australian citizen or hold a permanent residency visa in Australia.
2. Be employed by SSRI for at least a year prior to expression of interest.
3. Be willing to undertake a research project directly related to SSRI's areas of interest.
4. Have an agreement with a tertiary institution to enrol in PhD program.

### **2. EXPRESSION OF INTEREST**

During their annual performance review, members of the staff are invited to express interest in undertaking further studies towards a higher degree. The applicant is then encouraged to provide an outline of the project he or she believes would further knowledge in the area of SSRI's research interest.

### **3. ASSESSMENT**

The assessment of expression of interest will include at least the following steps:

1. Recommendation from the direct supervisor whether the applicant should be offered a support.
2. Review and ranking of all applications by Scholarship Review Support Committee, consisting of three members of the Board.

### **4. TERMS OF FUNDING**

The financial support is for a period of four years. The support includes two components, retention of part-time employment with SSRI for 2 days a week and payments of PhD study allowance of \$25,400 per annum.

SSRI will provide primary resources in terms of expertise, facilities, funding and travel expenses required for proposed project. Laboratory facilities, including equipment, consumables, and cell lines, will be provided primarily by SSRI.

## **5. PATENTS AND/OR COMMERCIALISATION**

The recipient of support under the Staff Career Development Program acknowledges that intellectual property may be generated during the conduct of work funded by SSRI. The recipient also acknowledges that ownership and commercialisation rights to this intellectual property belong to SSRI. This is a requirement under SSRI's constitution and IP policy.

## **6. REPORTS AND PUBLICATION**

The recipient of the support must comply with all reporting requirements of the awarding institution with a copy of the report forwarded to SSRI.

Any publications resulting from research carried out under the Staff Career Development Program from SSRI must acknowledge the financial support provided and state prominently that the study has been supported by the Stephen Sanig Research Institute. SSRI must be provided with a copy of each publication (preferably a PDF).

The authors of the publications are solely responsible for the veracity of the published data.

## **7. TERMINATION OF THE SUPPORT**

SSRI may terminate the support under the Staff Career Development Program by notice in writing to the support holder and the awarding institution in the event of any of the following circumstances occurring and not being rectified within 30 days of notice from SSRI:

1. The support holder engaging in any conduct which brings the good name and reputation of SSRI into disrepute.
2. The specified progress reports not being provided to SSRI.
3. A review and evaluation by SSRI determining that the performance is unsatisfactory.

In any of the above circumstances, SSRI may, in lieu of terminating the support, suspend or vary it in such a manner as it, in its absolute discretion, considers necessary or desirable.