

HMRI Research Career Stage and Career Disruption Definition

Definition	Research Career Start Date	Early Career Researcher – ECR	Mid-Career Researcher – MCR	Senior Researcher
<p>An Academic Researcher is a person who:</p> <ul style="list-style-type: none"> - has been awarded their PhD in a health-related field; and - is not a Health Practitioner or Clinician Researcher. 	<p>Date PhD is awarded in a health-related field, taking career disruption into consideration. For example: <i>For a PhD awarded in March 2010, with a career disruption of 16 months, the equivalent research career start date = July 2011</i></p>	<p>Research career start date must be 5 or less years as of 18 September 2023.</p>	<p>Research career start date must be more than 5 but less than 15 years as of 18 September 2023.</p>	<p>Research career start date must be more than 15 years as of 18 September 2023.</p>
<p>A Health Practitioner or Clinician Researcher is a person who:</p> <ul style="list-style-type: none"> - is qualified to practice in medicine, nursing, an allied health discipline, and/or holds a health service practitioner position in a health service delivery organisation; and - is currently practising as a health practitioner or clinician in their area of qualification no less than 0.2 FTE; and - can demonstrate that they have achieved at least one of the following: <ul style="list-style-type: none"> a. received competitive project funding of ≥ \$20k with the researcher as the lead investigator; or published an article in a peer reviewed journal as a lead or co-lead author; or b. been awarded their PhD in a health-related field. 	<p>The earliest of the dates on which the researcher:</p> <ol style="list-style-type: none"> 1. received competitive project funding of ≥ \$20k where the researcher was the lead investigator; or published an article in a peer reviewed journal as a lead or co-lead author; or 2. was awarded their PhD in a health-related field. <p>If relevant, add time for career disruption. e.g. <i>For an article published in March 2010, with a career disruption of 16 months. the equivalent research career start date is July 2011</i></p>	<p>Research career start date must be 5 or less years as of 18 September 2023.</p>	<p>Research career start date must be more than 5 but less than 15 years as of 18 September 2023.</p>	<p>Research career start date must be more than 15 years as of 18 September 2023.</p>

Career Disruption	Relative to Opportunity
<p>A career disruption involves a prolonged disruption to a researcher’s capacity to work, either due to absence (for periods of three months or greater) and/or long-term partial return to work, to accommodate:</p> <ul style="list-style-type: none"> - carer’s responsibilities including parental leave; and/or - illness; and/or - completion of health qualification in the area in which the researcher is currently practicing. <p>The HMRI Director has the discretion to make the final decision on career disruption.</p>	<p>Relative to opportunity takes into account the percentage a researcher is able to allocate to research e.g. 40% (2 days/week). If appropriate, clinical, teaching and administrative workloads can be shown. This information should be detailed in the relative to opportunity section on the application form (if relevant). Full time equivalent (FTE) should also be stated.</p>