Dear Colleagues,

I am delighted to announce that we are inviting applications to the University of Glasgow Crucible programme. This leadership and development programme is designed to support motivated Early Career Researchers in taking the next step in their career — by helping you be bolder and more ambitious in your funding applications and publications, get to grips with the knowledge exchange agenda, and develop meaningful collaborators within and outside the institution.

All four Colleges are involved in the development and delivery of this programme and we intend it to be an inspirational and valuable event.

The programme, which runs over four days, including a residential trip — will include external speakers, workshops, facilitated sessions, informal discussions, and interactions with representatives from Scottish industries and government. A benefit of this scheme is the relationships you will build with a network of peers from other disciplines.

**Who is it for?**
The programme is aimed at senior postdocs, Research Fellows and new Lecturers from any academic area. You must have submitted at least one external funding application, which may or may not have been successful. Past participants on the Scottish (or other) Crucible are not eligible to apply. If you are currently part of the University's Early Career Development Programme, participation in the Crucible will be counted as equivalent to the knowledge exchange and commercialisation aspects of the development framework. Please let us know in your application if this applies to you.

**How to get involved**
Email Elizabeth.adams@glasgow.ac.uk by **9am 22nd July 2015** with your CV and a cover email that explains in no more than 300 words:
- Why you are at the right stage for this programme: e.g. a commitment to a research career in academia; an interest in areas outside your research; evidence of broad, creative thinking.
- What your expectations are of the programme; for example, the challenges you are currently facing that you hope this programme can help you with.

The responses will help us to finalise the content for the sessions.

**Topics to be covered**
- Expanding your creativity
- Powerful communication and clear strategies for research dissemination
- Enhancing your profile as a researcher
- Research leadership and building the culture of your collaborations or group
- Knowledge exchange, including how to find industrial collaborators, working with Government, and public engagement

**Dates and Times**
Monday 24th and Tuesday 25th August, residential (at the Westerwood hotel, departing the University at 9.30am on the 24th, arriving back at 4.30pm on the 25th)
Monday 9th November (9.30-4.30pm at the Glasgow Science Centre)
Wednesday 9th December (9.30-4.30pm at Garscube Campus)

You must be available to attend all of these dates as they are part of a continuous process rather than standalone sessions. All costs will be covered.

**Selection process**
Applications will be assessed by a cross-College panel. Successful applicants will be informed as quickly as possible on or after the closing date.

**Questions?**
The Glasgow Crucible is led by the University’s Research Strategy and Innovation Office (RSIO). If you have any questions, please contact Elizabeth Adams (Researcher Development Manager): Elizabeth.adams@glasgow.ac.uk