

Senior Research Associate (SRA) promotion process

First step: discuss with PI/HoD. Also SRAs in the Department who have been through the process.

SRA is grade 9, equivalent to Lecturer. Salary starts at £40k. Funds need to be available for the salary increase.

Documents needed for application (collated by Catherine Butler, Department Administrator):

- Full CV, including publications list
- HoD letter of support
- Three references - at least 1 should be external to Cambridge

There is no deadline, applications can be submitted at any time. Decision is made by the SBS Heads of Department Committee, which meets after Council of the School meetings, approximately every 8 weeks. If approved, the promotion is with immediate effect.

Criteria for promotion

To be discussed fully with PI/HoD, for general guidance:

SRA role profile available <https://www.hr.admin.cam.ac.uk/files/seniorresearchassociate.pdf>

- 3 years+ experience at PDRA level
- Experienced and skilled researcher demonstrating a high level of competence and an independent standing in research
- May have operational responsibility for a research project/facility
- May hold grants in his/her own right, and contribute to the process of identifying and securing funding
- Contribution to teaching, supervision of graduate students, training/mentoring colleagues
- Strong track record and publications list