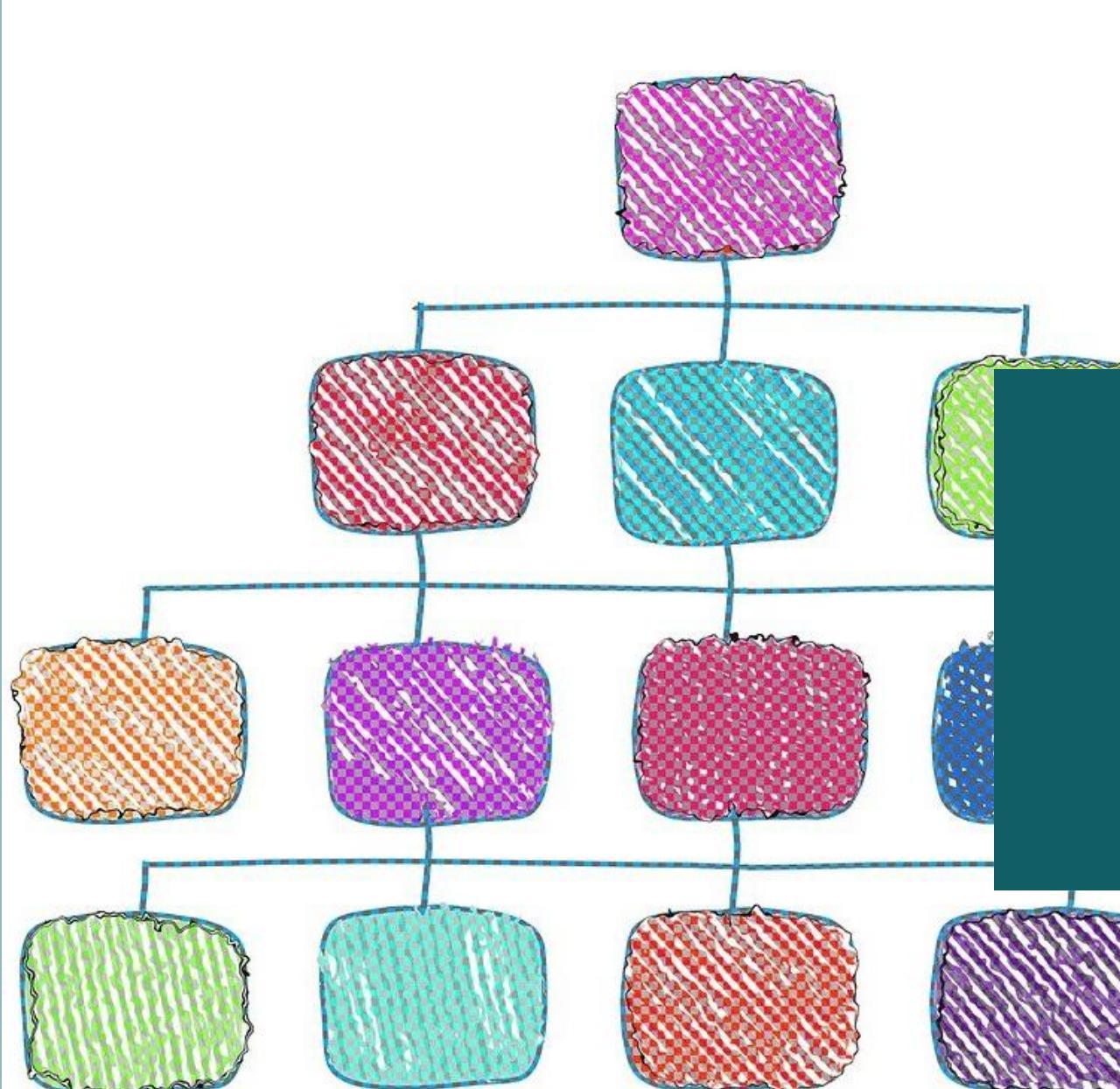




## New Academic Career Pathway for Researchers: Promotion and Pay Progression Processes



## Research role structure

	Current Job Title	Proposed Job Title
Grade 5	Research Assistant	No change
Grade 6	-	Senior Research Assistant*
Grade 7	Research Associate	No change
Grade 8	-	Senior Research Associate*
Grade 9	Senior Research Associate	Assistant Research Professor
Grade 10	-	Associate Research Professor*
Grade 11	Principal Research Associate	Research Professor
Grade 12	Director of Research	Research Professor

\* Roles will be available from October 2026

A collage of colorful sticky notes (yellow, purple, pink, white, blue) with black line drawings of people on a dark surface.

# Promotions

R&T, T&S and R

	<b>First review</b>	<b>Second review</b>	<b>Final review</b>	<b>Appeals</b>
<b>ACP (6-9)</b>	Faculty Board Panel (outcomes reported to ACP 10-12 SC)	N/A	N/A	Heard by Head of School, SC Chair and another senior academic
<b>ACP (10- 12)</b>	Faculty Committee	School Committee	Vice-Chancellor's Committee	Appeals Committee



# Pay Progression

Academic and Research Staff

## CRS for Academics and Researchers

- HRC approved a proposal to remove pay progression from ACP and create a new pay progression scheme for Academics and Researchers.
- Additionally, the University has removed the restrictions on contribution increments for academics in Grades 9, 10 and 11.
- The new scheme will be based on the existing Contribution Reward Scheme for Professional Services staff (previously named CRS for Academic-Related and Assistant staff in Grades 1-11).
- The new scheme will be named the Contribution Reward Scheme (Academic and Research).