



Australian Government
Australian Research Council

FREQUENTLY ASKED QUESTIONS
Early Career Industry Fellowships
for funding commencing in 2024 (IE24)

Version 1.0

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- All participants should read the *Industry Fellowships Program (IFP) Grants Guidelines* and specific *Instructions to Applicants* documents available on GrantConnect as they contain important information for Research Office staff and individual participants preparing applications.
- The Australian Research Council (ARC) does not respond to queries from individual participants. Individual participants should direct all queries regarding ARC grant opportunities to their Administering Organisation's Research Office (or equivalent). If further information regarding the National Competitive Grants Program (NCGP) is required, the Research Office should contact ARC at arc-ncgp@arc.gov.au
- Information regarding the Research Management System ([RMS](#)) is available at the [ARC website](#), or by contacting arc-systems@arc.gov.au for assistance.

This Frequently Asked Questions document will be updated as required.

1. How does the Early Career Industry Fellowship differ from the ARC Discovery Early Career Researcher Awards (DECRA) and other NCGP schemes?

The key difference between Industry Fellowships Program (IFP) schemes and other National Competitive Grant Program (NCGP) schemes and Fellowships is that the primary goal of the IFP is to create a pathway to support academic researchers in establishing careers in industry, and industry-based researchers to work in university settings, with the aim of increased two-way mobility and skill-building in research collaboration, translation and commercialisation.

In addition, the IFP schemes also aim to drive research collaboration, translation, and commercialisation outcomes across a range of industry settings.

This is further reflected in key differences between the assessment criteria of the IFP schemes and other NCGP schemes. For example, the emphasis in the Linkage Projects scheme is on the strength of the proposed research alliance between the administering organisation and the partner organisations, while in the IFP schemes the emphasis is on the integration of the fellow in the industry setting with a focus on the strength of the engagement between the industry fellow and the industry partners.

2. I am currently completing a Higher Degree by Research (or equivalent), can I apply?

No. Candidates must hold a HDR at the time of submission of the application, as HDR is an eligibility requirement for IE24.

3. I am on a fixed-term contract. Would I be eligible to apply?

Candidates can apply if they are currently on a fixed-term contract. If the candidate is successful and awarded an Early Career Industry Fellowship, the candidate must be employed by the Administering Organisation for the duration of the grant as per the draft Grant Agreement Linkage Program – Industry Fellowships on [GrantConnect](#).

4. I am a non-Australian Citizen, can I apply?

Yes. Foreign nationals can apply and if successful need to obtain a legal right to work and reside in Australia, prior to the commencement of the project.

5. I work in industry and want to apply. Do I need to be employed at an Australian university before applications close?

Candidates who are working in industry do not need to be employed at an Eligible Organisation (an Australian university that submits the application - known as the Administering Organisation) at the time they apply. If the candidate is successful and awarded an Early Career Industry Fellowship, the candidate must be employed by the Administering Organisation for the duration of the grant.

6. I am currently employed by the Key Industry Partner. If I am successful, can I continue to be employed by the Key Industry Partner with a transfer of the Industry Fellowships Program salary to the Key Industry Partner?

Funding (including the ARC salary contribution) for the successful Fellow will be provided to the Administering Organisation (an Australian university who submits the application and is an Eligible Organisation). ARC funding cannot be transferred to the Key Industry Partner. If a candidate is successful, they are to be employed by the Administering Organisation for the duration of the Fellowship.

The ARC recognises that flexibility is required in relation to employment conditions and remuneration arrangements. The ARC recommends that in preparing to submit an application, the Administering Organisation and Key Industry Partner agree on an arrangement that appropriately supports the Fellow. Although ARC funding cannot be transferred to the Key Industry Partner, possible arrangements may include secondments, fixed-term appointments, or joint appointments.

7. Are candidates from Industry disadvantaged given that they may have less time to spent on research and supervision than candidates with university-based appointments?

ARC assessors take into consideration research opportunities when assessing candidates' individual track-records, supervision, and research experience, and recognise that indicators of esteem for candidates from industry might differ to those from academia. As a result, industry researchers are not disadvantaged in the assessment process.

8. The candidate is the owner/Director of the Key Industry Partner – can they still apply?

There is nothing precluding a candidate from applying for a fellowship whereby they are also in the position of owner or Director of the Key Industry Partner. Noting, the candidate must declare the potential for conflicts of interest to their Administering Organisation and the DVCR or their delegate must certify to the ARC that all potential conflicts of interest will be managed in accordance with the Australian Code of Responsible Conduct of Research (2018), the ARC Conflict of Interest and Confidentiality Policy and any relevant successor documents.

9. How do I determine whether I am eligible to apply regarding the requirement of 5 or less years industry and/or academic research experience? Does research undertaken during a Higher Degree by Research, PhD or Master's degree count as 'research experience'?

The 5 or less years of research experience requirement is a guide to Fellowship level, not a prescriptive eligibility requirement and it does not include those periods undertaken during study. When assessing the length of research experience, candidates should consider the number of years they have spent in research-based employment (whether this be in an academic, industry, or other setting), their research opportunities in terms of their full time equivalent (FTE), and career interruptions.

The *following* are examples (based on close of submission for applications of 3 November 2022):

No Career Interruptions Example:

Candidate A, as of 3 November 2022, has 3 years research experience and may apply as the candidate is within the 5 or less years' timeframe.

Career Interruptions Example:

Candidate B, as of 3 November 2022, has 7 years research experience that includes a combined total of 3 years allowable career interruptions during this 7-year period. The candidate may apply as the total research experience, minus the total career interruptions (which equals 4 years), places the candidate within the 5 or less years' timeframe.

0.3 FTE Example:

Candidate C, as of 3 November 2022, has been working in an industry setting for 10 years with only limited research opportunities (for example, some years their role involved no research work) that averages to 0.3 FTE. The candidate may apply as the total research experience measured by FTE is 3 years (30% of 10 years) and places the 5 or less years' timeframe.

When determining whether the candidate should apply for an Early Career Industry Fellowship as opposed to Mid-Career Industry Fellowship, they should take into consideration other factors in addition to their research experience measured in FTE, such as their career stage, salary level, academic ranking or professional status, national and/or international research standing, postgraduate supervision and/or management experience, and proposed research project. As a result, whilst a candidate with less than 5 years of research experience measured by FTE might be eligible to apply for an Early Career Industry Fellowship, applying for a Mid-Career Fellowship might be more suitable to their career position.

10. How do I enter my career interruptions in the Application Form? Will assessors be able to see the details of my interruptions?

Information on how to enter the candidate's career interruptions can be found in Question E8 'Research Opportunity and Performance Evidence (ROPE) – Career Interruptions' of the Instructions to Applicants (ITAs). Examples of how career interruptions can be entered can be found in Appendix B of the ITAs.

Assessors will not be able to see the details of the entered career interruptions, nor will they be made visible in the PDF.

Assessors will only see the total period which RMS will automatically calculate using the entered career interruptions. The following question and answers from Question E8 will be viewable:

Question: Has the candidate experienced an interruption that has impacted on research opportunity?

Answer: 'Yes' or 'No'

If answered 'Yes' and career interruptions are entered:

Question: Total Period of Career Interruptions

Answer (auto-fill): ‘Researcher [Participant Name] has reported a career interruption of [duration] since [Year of earliest interruption].’

11. What are the allowable career interruptions?

The ARC’s Research Opportunity and Performance Statement available on the [ARC website](#) provides a list of career interruptions that can be included. These include (but are not limited to) the following:

- unemployment
- non-research employment
- limited or no access to facilities and resources—such as through workplace interruptions
- disaster management and recovery
- misadventure
- medical conditions
- disability
- caring and parental responsibilities, and
- community obligations, including Aboriginal and/or Torres Strait Islander cultural practices and protocols.

If they have career interruptions, candidates are asked to complete the career interruption question in the application form. They will be asked to provide information regarding the dates of the interruption, the relevant Full-Time Equivalent of research time, and the nature of the interruption. In-depth details of the candidate’s career interruptions are not required.

12. Discovery Fellowships like DECRA have a minimum FTE requirement of 0.8. Does this apply to Industry Fellows?

There is no minimum FTE requirement stipulated in the IFP Grant Guidelines.

13. There is a requirement for the fellow to spend a minimum of 20% but not more than 80% of the project working in an industry setting. How is this affected by part-time arrangements?

If the Fellowship is extended through conversion to part-time arrangements the 20% minimum requirement must be applied pro rata.

14. Does the industry setting have to be provided by the Key Industry Partner? What is an industry setting?

The placement could occur at a mix of industry settings with the agreement and support of the Key Industry Partner.

The industry setting does not have to be located on premises owned by the Key Industry Partner. For example, it could be on the premises of an Other Industry Partner.

The kind of industry setting will be determined by the nature of the business of the Industry Partner. It may encompass industry-specific laboratories or workplaces, industry related fieldwork, or remote work where remote working is standard practice for other employees at that industry partner.

15. What is an example of a ‘controlled entity’ (that is ineligible to be an Industry Partner as per Grant Guidelines 4.10c)?

A ‘controlled entity’ is an entity that is controlled by an Eligible Organisation and may include spin-off companies, institutes, and centres where financial and operating or policy decisions are determined by the Eligible Organisation. Please also refer to the definition given in the Grant Guidelines.

16. Can CSIRO or other Australian Government Entities that undertake research be a Key Industry Partner?

Yes. As per clause 4.8.b of the IFP grant guidelines, a Key Industry Partner can be an Australian Government entity (Commonwealth, State/Territory or Local). However, cash contributions being made must not breach clause 4.11:

Key Industry Partner and Other Industry Partner cash contributions cannot be sourced from funds awarded or appropriated by the Commonwealth or an Australian State or Territory or Local Government for the purposes of research, nor funds used to leverage any other government research or research infrastructure funding.

17. Does the Deputy Vice Chancellor Research/Pro-Vice Chancellor Research or equivalent need to certify my career interruptions, in addition to the ‘Delegate’ certification that occurs in RMS when the application is submitted to the ARC?

No. The Deputy Vice Chancellor Research/Pro-Vice Chancellor Research or equivalent of the Administering Organisation who will submit your application to the ARC will not be required to provide any additional certification.

18. Will there be a rejoinder process for the Industry Fellowships Program?

The IFP assessment does not include a rejoinder process. Please refer to the Industry Fellowships Program Process on Page 3 of the Industry Fellowships Program Grants Guidelines for further details on the assessment process. Please note that unsuccessful eligible candidates will receive their scores, rankings, and assessments from peer review at funding announcement.

DEVELOPING THE APPLICATION:

19. Can I use generative Artificial Intelligence (AI) tools in writing my application?

Please see the advice to applicants in ARC’s *Policy on Use of Generative Artificial Intelligence in the ARC’s grants programs* available on the [ARC website](#).

20. For Question B1 “Australian Government Priority areas” can only policy/ies be included or can other initiatives, agendas, investments etc. be included, as long as it is an area of priority for the Australian Government? Does it have to be an existing policy/ies or can it be forthcoming?

The response to Question B1 should include policy/ies that are a priority for the current Australian Government (examples: National Reconstruction Fund, Digital Economy Strategy, Powering Australia Plan, Closing the Gap). These

policies may include initiatives, agendas, and investments (e.g., Deregulation Agenda, Snowy Mountains Hydro-electric Scheme, Developing Northern Australia). The policy/ies should be a priority area of the current Australian Government. This could be a policy introduced by the current Government (e.g., Powering Australia Plan) or a policy of a former Government that has been continued by the current Government (e.g., Closing the Gap).

21. What are the eligible research costs that can be requested from the ARC?

The eligible research costs are costs that are directly related to the research activities proposed in your application. Please refer to the Industry Fellowships Program Grant Guidelines available on [GrantConnect](#).

22. Can the project costs requested include requests for travel both domestically and international?

You can include relevant domestic and/or international travel in the total costing being requested per year. Justification of the travel and travel costs can be provided at Question F2 in the application form.

23. Can further salaries (for example, PhD stipends) be included in the Project Costs?

Yes. Additional salary support can be provided as part of the project costs, and this should be included in the budget justification as part of the application.

24. Can administering organisations use their own internal rates for HDR stipends being requested from the ARC?

Yes. Additional requests for ARC funding for HDR stipends can be requested at the appropriate salary/stipend level for your organisation.

25. Can multiple budget lines be entered under project costs in Question F1?

The Instructions to Applicants state that a one-line budget is to be entered in Question F1. Please refer to the example budget screenshot in the Instructions to Applicants on Page 20. Please note that although the RMS budget question does not prevent candidates from entering additional lines of information, this is not the format that is required for Industry Fellowship budgets. Justification for project costs and non-ARC contributions must be provided in Questions F2 and F3 respectively in the format prescribed in the Instructions to Applicants.

26. If additional personnel are being requested as part of project costs (requested from the ARC or being funded by administering or partner organisation), should these be entered as separate line items?

If additional personnel costs are being requested from the ARC or are contributions from the administering organisation or industry partner organisations, these should be included in the project costs and included under the relevant columns in Question F1. Please refer to the example budget screenshot in the ITAs on Page 20.

27. How many years of funding can I request from the ARC for an Early Career Industry Fellowship?

Candidates can apply for a duration of 1 to 3 years (on a full-time basis). Salary contribution and project costs must be for the same duration.

28. Can I apply for funding at a part time rate?

No. Candidates must apply at the full-time rate. If successful, the Fellowship can be converted to part-time as per the Grant Agreement Linkage Program – Industry Fellowships on [GrantConnect](#).

Please note that the salary contribution is supplied on a full time (five days per week) basis and any variation on this arrangement must be approved by the ARC.

29. Does my application have to include a Key Industry Partner or Other Industry Partners?

The application must list the Administering Organisation that will be submitting the application and one Key Industry Partner. It is not mandatory to include any Other Industry Partners, nor is there a maximum number of Other Industry Partners per application.

30. Is there a minimum cash contribution required from the Key Industry Partner or Other Industry Partners?

There is no minimum cash contribution requirement. Contributions, cash and/or in-kind, can be entered into the budget and further details provided at Question F3 for the Key Industry Partner and Other Industry Partner/s listed on the application. Please see the Industry Fellowship Program Grant Guidelines for further information on the eligibility requirements for Key Industry Partner or Other Industry Partner.

Key Industry Partners and Other Industry Partners can provide evidence of their commitment (including cash and in-kind contributions as well as other commitments) in their Letter of Industry Partner Certification.

31. The application asks for a 2-page CV to be provided. What is required to be included?

It is up to the candidate to include the most appropriate information, noting the points below. Candidates do not need to include their Qualifications or their Current and Previous Appointments/Position(s) as this will be automatically populated from the candidate's RMS profile for these 2 questions. Candidates should include:

- Up to 10 research, innovation, translation or commercialisation outputs, or outcomes most relevant to the project. For example, publications, patents, policy documents, process changes, datasets, or copyrights.
- Activities undertaken that have supported research translation and impact (this may include actions to achieve translation and impact directly, or to build related skills in others).

The remaining information to include in the CV is up to the candidate.

32. Can you provide me with further detail regarding the appropriate means to address relative to opportunity considerations in the proposal? In the Discovery scheme there are extensive opportunities to develop a ROPE statement. In this scheme, relative to opportunity is mentioned in the capability criterion but the space available there and with the two-page CV is limited?

Candidates should address the capability criterion in the 5-page 'Response to the Assessment Criteria' statement, and provide further evidence of their capabilities in the two-page CV.

LIMITS:

33. If I have a current Discovery Early Career Researcher Award (DECRA), can I apply for an Early Career Industry Fellowship?

There are no cross-scheme limits applicable to the Industry Fellowships Program. A candidate can apply for an Early Career Industry Fellowship if their research experience places them within the 5 years or less timeframe (see Q.9). However, if successful, they will not be able to commence the Early Career Industry Fellowship until the DECRA is completed. Candidates should only consider applying if their DECRA is due for completion within the timing commencement requirements of the Early Career Industry Fellowship.

As per the Grant Agreement Linkage Program – Industry Fellowships for funding commencing in 2024, the project start date for Early Career Industry Fellowships must be between 1 July 2024 and 30 June 2025.

34. Can I apply for both an Early Career Industry Fellowship and a DECRA?

Candidates can submit applications for both schemes if applications are distinctly different and are aligned with the specific outcomes of each scheme. There are no cross-scheme limits for submission of applications between the Discovery Program Fellowships and the IFP.

Important: You cannot hold two concurrent Fellowships. If awarded in both schemes, only one can proceed.

35. If I have two current Discovery Projects (DP), can I apply for the Early Career Industry Fellowship?

There are no cross-scheme limits applicable to the Industry Fellowships Program. As such, a researcher named on two DPs can apply for and hold an Early Career Industry Fellowship.

However, an Early Career Industry Fellow must meet all their Fellowship obligations as per the Grant Guidelines and the Grant Agreement, including the requirement to spend significant time working in industry settings (at least 20%). They also must ensure that they can complete all the research objectives as described in their grant application within the proposed timeframe.

36. I have a current Commonwealth Fellowships grant (non-ARC grant). Can I apply for the Early Career Industry Fellowship?

A candidate can apply whilst currently holding a non-ARC Commonwealth Fellowship, but if successful, cannot commence an Early Career Industry Fellowship until the current Fellowship is completed or relinquished.

37. Can I submit 2 applications in the Early Career Industry Fellowships (IE24) round?

No. Candidates can only submit one application in the IE24 round.

38. Is there a limited number of times that a candidate can apply for an Early Career Industry Fellowship?

Yes. An individual may only submit a maximum of 2 Early Career Industry Fellowship applications. Please note that an application that is deemed ineligible or is withdrawn counts towards the maximum.

39. Can I apply for an Early Career Industry Fellowship as well as a Mid-Career Industry Fellowship or an Industry Laureate Fellowship?

No. Although some candidates may meet eligibility requirements for more than one kind of Industry Fellowship, only one can be applied for during a program round (i.e. one application each year), as per the clause 4.3 of the IFP Grant Guidelines.