



ASE to ASER Process

It is assumed that a person will successfully transition to an ASER career pathway in this workflow. However, if concerns are raised in the review meetings that an individual is unlikely to deliver the Research Transition Plan or Research Plan and meet all the requirements of an ASER career pathway, then the level of support will be reviewed and a decision to continue, enhance or stop the additional support will be agreed by the DVC following a recommendation from the HoD endorsed by the Executive Dean and PVC-Research.

Workflow

Colleague identified with potential to be a successful ASER member of staff and aspires to have a career pathway change.

Does the colleague evidence all requirements for an ASER career pathway at an equivalent grade of their existing contract?

[Yes](#)

[No](#)

Click the relevant answer to navigate to the next section of the workflow.

Yes

Transition Pathway

Colleagues able to evidence all requirements for an ASER career pathway at an equivalent level of their existing career pathway following engagement with a Transition Plan (typically 12-36 months).

Individual prepares a Transition Plan that will enable them to demonstrate evidence of all requirements of an ASER career pathway at their existing grade, normally including the production of at least two REF submissible outputs.

Feedback received from appropriate colleagues such as mentors, Directors of Research, Unit of Assessment leads and Faculty Deans Research. The plan should include details of any agreed support for the Transition Period.

HoD sends Transition Plan to ED for consideration.

ED sends Transition Plan to PVC-Research for consideration.

Transition Plan implemented until the objectives are implemented or timeframe is complete (typically 12-36 months).

HoD regularly reviews Transition Plan progress with the individual, reviewing progress at least quarterly and usually more frequently during the first six months.

Transition Plan objectives implemented or timeframe is complete.

Progress Report prepared by HoD with a recommendation to transition from an ASE to ASER career pathway including evidence of appropriate REF submissible output(s), as well as a Research Plan outlining research objectives that will include future research outputs.

HoD sends recommendation and Research Plan to ED for consideration.



ED sends recommendation and Research Plan to PVC-Research for consideration.



PVC-Research sends recommendation and Research Plan to DVC for approval.



DVC supports the recommendation for a career pathway change.



Career pathway changed. Individual and decision makers notified.



Research Plan is implemented and monitored by HoD.

No

Fast Track Pathway

Colleagues able to evidence all requirements for an ASER career pathway at an equivalent grade of their existing career pathway.

HoD prepares a recommendation to transition from an ASE to ASER career pathway including evidence of a 3*-4* output, as well as a Research Plan outlining research objectives that will include future research outputs.

HoD sends recommendation and Research Plan to ED for consideration.

ED sends recommendation and Research Plan to PVC-Research for consideration.

PVC-Research sends recommendation and Research Plan to DVC for approval.

DVC supports the recommendation for a career pathway change.

Career pathway changed. Individual and decision makers notified.

Research Plan is implemented and monitored by HoD.