

Criteria for R5 and R6 appointments, promotions, and contract extensions

The R5 (Senior Research Scientist/Engineer) and R6 (Principal Research Scientist/Engineer) grade codes are utilized for senior researchers at the University. To gain appointment or promotion to R5 or R6, candidates should have a PhD and a minimum of 8 or 12 years of relevant post-PhD experience, respectively. Candidates for appointment, promotion or contract extension are evaluated on key characteristics based on the below tracks and the candidate's field of expertise.

Track	Key Characteristics
Academic Track	Scholarship and Independence
Translational Track	Transferability and Independence
Leadership Track*	Leadership and Independence

**Senior (full) Professors with substantial administrative workload may have one research scientist applying for the "Leadership track". Research Scientists working under an assistant or associate professor are not eligible to apply under the "Leadership track".*

The below evaluation criteria are general to be applicable to the different fields at KAUST.

The minimum standard of independence is the demonstration of leadership of substantive and unique research. Research independence comes through the initiation of research ideas, projects, developments, and pathways within the PI's program of research. Research Scientists are not expected to develop their own independent research program.

For more information about the research tracks and the expected activities and outputs for each track, please check the "Researcher Functions Guidelines" excel file. The guidelines will provide you with information on the role expectations per track as well as examples of activities and outputs responding to the evaluation criteria.

The below are guiding criteria to consider when evaluating a package for appointment, promotions, and/or contract extension. The criteria can expand beyond what is measured by the below if needed based on the field and the achievements of each applicant.

Candidates seeking appointment/promotion to R5 should meet the following general criteria:

Academic Track

Scholarship:

- Substantial research productivity as measured for example by a sustained number of peer-reviewed publications and/or patents granted.
- Research contributions that are for example well recognized by the research community within the candidate's research area.
- Substantial participation in relevant academic or professional meetings and conferences.

Independence:

- Leadership in developing and managing a research project as demonstrated for example by (i) either senior or corresponding author status on peer-reviewed publications, (ii) contribution to the generation of the research ideas, (iii) formulation/ conceptualization of research problems, (iv) development of methodologies, and/ or (v) taking an important role in the implementation of the project.
- Independent scholarship as demonstrated for example by serving as a co-investigator of sponsored research projects and/or by making substantive contributions to the writing of successful grant applications.
- Leadership in developing and managing collaborations and partnerships with academic, industry and government partners as demonstrated for example by joint projects, reports and publications.
- Leadership in supervising and mentoring students, postdocs, and junior research staff.

Translational Track

Transferability:

- Research contributions that are (potentially) applicable and well recognized by the research community within the candidate's research areas with direct or indirect (potential) impact to the broader society.
- Substantial translational research productivity as measured for example by a sustained number of commercial applications, or patents granted, or translate to government policy, or to other outcomes that have direct or indirect (potential) application or impact to the society.

Independence:

- Leadership in developing and managing collaborations and partnerships in targeted areas of interest with academic, industry and government partners as demonstrated for example by joint projects, reports, and publications.
- Independent scholarship as demonstrated for example by serving as key/senior personnel, co-investigator, or PI of sponsored research translation projects and/or by making substantive contributions to the writing of successful research translation grant applications.
- Leadership in developing and managing a research translation project as demonstrated for example by project results progressing beyond typical research funding opportunities e.g., Technology Readiness Level (TRL), technology advancement, IP, patent granted, etc.

Leadership Track

Leadership:

- Leadership in developing and managing a research project as demonstrated for example by (i) either first, last (senior), or corresponding author status on peer-reviewed publications or patents, (ii) contribution to the generation of research ideas, (iii) formulation/ conceptualization of research problems, (iv) development of new methodologies, and/ or (v) taking an important role in the implementation of the project.

- Leadership in developing and managing international collaborations and partnerships with academic, industry and government partners as demonstrated for example by joint projects, reports, and publications.
- Leadership in supervising, mentoring, and training of students, postdocs, and junior research staff.
- Leadership in providing strategic direction and helping to create and manage the research agenda/direction of the PI's research group, as demonstrated for example by grant applications, research initiatives, projects, and publications.

Independence:

- Independent scholarship as demonstrated for example by serving as a co-investigator of sponsored research projects and/or by making substantive contributions to the writing of successful grant applications.
- Substantial involvement in the coordination of the group research activities as measured for example by the number of projects managed.
- Substantial contribution in developing research standards and handling complex equipment and platforms as demonstrated for example by reports and publications.
- Research contributions or expertise that are well recognized by the research community within the candidate's research area.

Candidates seeking appointment/promotion to R6 should meet the following general criteria:

Academic Track

Scholarship:

- High research productivity as measured for example by a sustained number of peer-reviewed publications and/or patents granted.
- Research contributions that are internationally recognized.
- Substantial participation in international-level academic or professional meetings and conferences.

Independence:

- Advanced leadership in creating and independently managing a research project or theme as demonstrated for example by (i) either senior or corresponding author status on peer-reviewed publications, (ii) contribution to the generation of research ideas, (iii) formulation/ conceptualization of research problems, (iv) development of new methodologies, and/ or (v) taking a leading role in the implementation of the project.
- Independent scholarship as demonstrated for example by serving as a principal investigator of sponsored research.
- Leadership in creating and independently managing international collaborations and partnerships with academic, industry and government partners as demonstrated for example by joint projects, reports and publications.
- Strong leadership in supervising and mentoring students, postdocs, and junior research staff.

Translational Track

Transferability:

- High translational research productivity as measured for example by a sustained number of commercial applications, or patents granted, or translate to government policy, or to other outcomes that have direct or indirect application or impact to the society.
- Research contributions that are applicable and internationally recognized with direct or indirect impact to the broader international society.

Independence:

- Leadership in developing and independently managing international collaborations and partnerships in targeted areas of interest with academic, industry and government partners as demonstrated for example by joint projects, reports, and publications.
- Independent scholarship as demonstrated for example by serving as a principal investigator of sponsored research translation projects.
- Advanced leadership in developing and independently managing a research translation project as demonstrated for example by the project results that have progressed beyond typical research funding opportunities e.g., Technology Readiness Level (TRL), technology advancement, product commercialization, start-up creation, patent granted, fundraising, etc.

Leadership Track

Leadership:

- Advanced leadership in developing and independently managing a research project or theme as demonstrated for example by (i) either senior or corresponding author status on peer-reviewed publications or patents, (ii) contribution to the generation of research ideas, (iii) formulation/conceptualization of research problems, (iv) development of new methodologies, and/ or (v) taking a leading role in the implementation of the project.
- Leadership in developing and independently managing international collaborations and partnerships with academic, industry and government partners as demonstrated for example by joint projects, reports, and publications.
- Strong leadership in supervising, mentoring, and training of students, postdocs, and junior research staff.
- Leadership in providing strategic direction for the creation and management of the research agenda/direction of the PI's research group, as demonstrated for example by grant applications, research initiatives, projects, and publications.

Independence:

- Independent scholarship as demonstrated for example by serving as a principal investigator of sponsored research projects and/or by writing successful grant applications.
- Involvement in the coordination of the group research activities with limited input from the PI as measured by the number of projects managed.
- Expert contribution in developing research standards and handling complex equipment and platforms as demonstrated for example by reports and publications.
- Research contributions and expertise that are internationally recognized by the research community within the candidate's research area.

Candidates seeking extension to their R5 or R6 contracts should meet the following general criteria:

Academic Track

Scholarship:

- Ongoing substantial research productivity as measured for example by a sustained number of peer-reviewed publications and/or patents granted.
- Ongoing recognition of research contributions by the candidate's research community.
- Ongoing substantial participation in relevant academic or professional meetings and conferences.

Independence:

- Ongoing leadership in managing a research program or theme as demonstrated for example by senior or corresponding author status on peer-reviewed publications.
- Ongoing development and management of funding opportunities, collaborations and partnerships with academic, industry and government partners.
- Ongoing successful leadership in supervising and mentoring students, postdocs and junior research staff.

Translational Track

Transferability:

- On-going substantial research productivity as demonstrated for example by a sustained number of commercial applications, or patents granted, or influenced government policies, or other outcomes that have direct or indirect application or impact to the society.
- On-going recognition of research contributions by the candidate's research community

Independence:

- On-going leadership in managing a research translation program as demonstrated for example by the project results progressing beyond typical research funding opportunities.
- On-going development and management of funding opportunities, collaborations, and partnerships in targeted areas of interest with academic, industry, and government partners.

Leadership Track

Leadership:

- On-going leadership in developing and managing a research program or theme as demonstrated for example by senior or corresponding author status on peer-reviewed publications or patents.
- On-going development and management of funding opportunities, collaborations, and partnerships with academic, industry and government partners.
- On-going successful leadership in supervising, mentoring, and training of students, postdocs, and junior research staff.
- On-going leadership in providing strategic direction and helping to create and manage the research agenda/ direction of the PI's research group, as demonstrated for example by grant applications, research initiatives, projects, and publications.

Independence:

- On-going substantial involvement in the coordination of the group research activities, sponsored research projects, and the writing of successful grant applications.
- On-going contribution in developing research standards and handling complex equipment and platforms related to the group's research activities.
- On-going recognition of research contributions or expertise by the candidate's research community.