



## The Gunn National Fellowship for Career Development in Research - Women in Haematology

### *Executive Summary*

- In an Australian first, a female only fellowship specifically directed at Haematology career development in medical research, is being offered. The Snowdome Foundation and Maddie Riewoldt's Vision are passionate about supporting the advancement of women in medical research and are funding this fellowship together with the support of the Gunn Family.
- Women have well documented barriers to successfully attaining career aspirations for senior positions in medical research. This inaugural fellowship aims to reduce these barriers by offering a long- term commitment to funding, combined with a Mentorship program that will be spearheaded by some of Australia's best medical, research and business women.
- Total package up to \$130,000 per annum (depending on level of experience) for 2 years, with a further performance based 1 year option

### *Background on The Snowdome Foundation and Maddie Riewoldt Collaboration*

*"Making hope real in the fight against blood cancer and bone marrow failures"*

Two young girls, Chloe Rutherford and Maddie Riewoldt, in tragically losing their lives, have provided a determination and inspiration to fund world class medical research and funding cutting-edge clinical trials. Chloe died of Leukaemia in 2009 and following this, Snowdome formed in 2010, with a deliberate mission to improving outcomes for Australian men, women and children just like Chloe, with blood cancers. Since then, they have raised over \$23 million and been 'unlocking new treatments' by channelling private philanthropic investment into early phase human clinical trials of next-generation treatments. In February 2015, when Maddie Riewoldt lost her battle against Aplastic Anaemia, the Riewoldt family established 'Maddie Riewoldt's Vision' (Maddie's Vision) to fund a cure in Bone Marrow Failure and form a strategic collaboration with the Snowdome Foundation. This partnership has proven to be highly cost efficient and synergistic.

Both blood cancers and bone marrow failure are closely related in Haematology and the work of both organisations is fuelled by the legacy of these two strong girls – we don't want others to go

through what they and their families have, and this forms a thread through everything we do. Their families wanted to fill a medical 'gap' that claimed their daughters' lives and our highly skilled boards have ensured that this is being brought to reality in a very pragmatic, timely plan. The cutting-edge research is already resulting in new treatments and receiving national and global attention. Importantly, there is no overlapping or replicating of projects funded. Our plight is to fund the very best research in an urgent need for Australian patients with blood cancers (Myeloma, Lymphoma, Leukaemia and Amyloidosis) and Bone Marrow Failures (Aplastic Anaemia, Diamond Blackfan, Dyskeratosis Congenital and others) to access better, life saving treatments.

The work of the collaboration was recognised in 2016 in winning the National Telstra Business Award – Charity Division.

### *The Opportunity*

In recognition of the underrepresentation of women in senior academic medical research, the Snowdome Foundation and Maddie Riewoldt's Vision Collaboration, is funding 2 year fellowship in Haematological research for women, with a further performance based 1 year extension with a unique mentor and career development program. The fellowship will provide a more holistic approach to supporting the women-specific issues that currently create barriers to progressing to senior positions.

### *The Criteria for eligibility#*

- Postdoctoral Fellowship in Blood Cancer or Bone Marrow Failure for a female researcher.
- Currently undertaking or completed a post doc position but is not more than 5\* years post PhD (the 5 years does not include breaks from the workforce - see below)
- Applicants must be Australian citizens or applicants eligible for permanent residency and will be conducting research at an Australian research institute.
- Applicants must have a PhD and experience in haematology. The successful appointee will perform top quality, high impact research that involves new therapies that are part of the Snowdome/Maddie's Vision Foundation research pillars ie. epigenetics, precision medicine, genomics, immune therapies, monoclonal antibodies and/or pro-apoptotic agents and targeting the microenvironment of the bone marrow. Projects specifically applicable to or addressing the biology or treatment of plasma cell dyscrasias (myeloma, amyloid) are encouraged.
- Applications to extend an existing research project are also eligible providing that there is a clear description of how the award will enhance the career track of the applicant towards research independence.
- The research must NOT predominantly involve supportive care, psychosocial support, housing, or transport.
- Track record of successful completion of research projects
- Strong organisational skills and initiative in problem solving.
- Excellent written and verbal communication skills, demonstrated by presentation of research results at conferences, internal forums and through manuscript submissions.
- Total package up to \$130,000 per annum, including consumables (depending on level of experience) per annum for 2 years, with a further performance based 1 year option\*\*

\* 5 years is a guide. Submissions with rationale/justification to support timeframe will be considered

\*\*With the exception of applicants who request a salary at 1FTE where at least a 90% time

*commitment is acceptable, all other salary and time commitments must be equivalent. Part time positions (stipend pro rata) will be considered to a minimum of 0.8 EFT*

Pre-set milestones to be agreed upon in advance for both research and career development objectives.

Institutional commitment required to provide research space, resources (equipment) and mentoring to enable the research to be conducted.

- Well-articulated career plan is required in submission.

*NB: Time out of the work force for carer duties considered. A career disruption involves a prolonged interruption to an applicant's capacity to work, either due to absence (for periods of one month or greater) and/or long-term partial return to work, to accommodate carers responsibilities or illness. The career disruption must have occurred post the date of the letter advising that the thesis was passed and resulted in significantly reduced research productivity or nil research output.*

### *The Program – Research Support and Mentoring*

The inaugural National Fellowship will be launched to support a female researcher in science with a focus on haematology. The fellowship aims to bridge the gender gap in more senior academic positions through provision of qualified medical, research and business mentors that will enable the applicant to continue a strong research career – paving the way for promotion to a position of leadership.

The collaboration funding the applicant will leverage Board Directors, Committee Members, and donor networks to be a part of the mentor program. Formalised, quarterly meetings will be set to cover professional and personal development skillsets such as (NB: mentor time is in addition to research commitment time):

- Grant applications and the role of Grants Committees
- Preparing manuscripts for publication
- Presentation and communication skills
- Project management
- Teaching and training
- Team management/leadership development
- Financial advice
- Career development and goal setting
- Prioritisation for work/life integration

### *Timelines*

1. Advertising of applications open – 15 June 2018
2. Applications close – 27 July 2018
3. Interviews of short list begin – 13 August 2018
4. Decision announced – End of September 2018
5. Position to commence – February 2019