



Office of the Vice President for Research

Research Sector



Postdoctoral

Research

Fellowship

2014



Kuwait University

*Office of the Vice President for Research
Postdoctoral Research Fellowship
2014*



Postdoctoral Research Fellowship

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Research Sector

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Postdoctoral Research Fellowship

Introduction

Scientific research at Kuwait University (KU) essentially depends on faculty members. The institution provides a congenial environment, infrastructure and resources necessary for the pursuit of scientific research, with the Research Sector (RS) providing the needed grant support. However, since faculty members' multitude responsibilities include teaching, research and community services, it becomes imperative that the researchers be provided with the human resource support for encouraging them to pursue distinguished research, and effectively contribute to scientific advancement. In fact, well recognized and reputed international universities heavily rely on postgraduate students and scholars for accomplishing scientific research activity.

Since, KU is committed to develop and advance high quality research, encouraging researchers to develop their scientific capabilities is essential to ensure their active involvement in research. This objective was the fundamental driving force for RS to envision a new program that would effectively utilize the skills and talent of newly graduated doctoral students, to render the much needed human support to faculty researchers

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to pursue advanced research, as well as provide an opportunity to those postgraduate Ph.D. scholars, keen on building their careers in research. RS proposal to establish Postdoctoral Research Fellowship program at KU, is centered on the accomplishment of this objective. The purpose being to open the door for appointing newly graduated Ph.D. holders on approved projects as postdoctoral research fellows.

For achieving this purpose, Kuwait University Council approved RS proposal, and specified the legal, administrative, financial and employment implications governing all aspects of the program, as well as the role and responsibilities of the new position, based on the specialization of the concerned sector, including delegation of the supervisory authority.

Objectives

Attracting the needed scientific expertise in diverse specializations and fields for supporting faculty researchers in pursuing high quality research, enhancing research culture, and elevating the quality of research at Kuwait University. The ultimate objective is to boost KU's reputation, image and international standing nationally and worldwide.

Definition

A Postdoctoral Fellow is defined as a newly graduated Ph.D. holder, who intends to develop his/her research and professional abilities and talents, learn new techniques by participating in approved projects, and effectively contributes to enhancing institutional research. A postdoctoral fellow works under the supervision of a faculty member by participating in research projects, and offering the requisite support.

Authorized Sector

The Research Sector is the authorized sector responsible for the selection and hiring of postdoctoral fellows.

Employment Conditions

The position of postdoctoral research fellowship is purely non-academic in nature. A postdoctoral fellow participates in conducting research, and accomplishes assigned research-related responsibilities.

Conditions applicable to Postdoctoral Research Fellowship at KU:

- A. A potential candidate should have good credentials, and be of sound health for performing work responsibilities.

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- B. The candidate should hold a Ph.D. degree (*as a full time registered student, not part-time*) in the concerned specialization. A candidate is considered part-time, if his continuous stay in the university, from which he obtains his degree, is less than three consecutive academic years.
- C. The candidate should not have completed more than five years, since obtaining his/her Ph.D. degree.
- D. All degrees and certificates must be from accredited and approved universities.
- E. Should have a very good grade, not less than 3.00 GPA in Bachelor's degree, or its equivalent from a well recognized university.
- F. The Ph.D. degree should be from a University approved for Kuwait University scholarship, with the exception of those who obtained their Ph.D. from Kuwait University.
- G. Have published research papers, or research papers accepted for publishing in a refereed scientific journal, and especially international journals.

Nomination Procedures

- The postdoctoral research fellows are nominated by the faculty members, who have funded projects at KU. The faculty member should be professor with distinguished scientific research.
- The nominated candidate is employed on an approved and granted research project as a co-investigator (*CoI*).
- Nomination is allowed on General Facility (*GF*) projects, on the condition that the nominee submits a work plan and suggestions for research projects, in coordination with the Vice Dean for Research (*VDR*), or anyone on his behalf.

Employment Procedures

- Requisite nomination form is filled by the Principal Investigator (*PI*), or the concerned faculty VDR (*in case of nomination for GF projects*).
- The nominee's application is submitted to the Departmental Research Committee (*DRC*).
- The DRC forwards the nominee's application to the Faculty Research Committee (*FRC*).
- The VDR forwards the nomination(s) to

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the Vice President for Research (VPR).

- The application is reviewed by RS Implementation Committee to ensure adherence to the set criteria and conditions of employment, and its preference could depend upon the requirements of developmental plan and research priorities.
- The shortlisted nominees are forwarded to the KU President for approval, following which the applications are transferred to the Administrative Affairs for issuing the employment decree by the Secretary General.

Organizational Procedures

- The employment starts from the beginning of the fiscal year. A postdoctoral research fellow is employed for a maximum period of two years, renewable for a third year under exceptional circumstances, and after evaluation of the appointee's performance by RS Implementation Committee.
- The period for accepting nominations and applications from faculties is from May 1st to October 15th of each year.
- A total of 10 positions of postdoctoral research fellowships are available each

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fiscal year, this number could change, if necessary, by RS Implementation Committee.

Financial Package

- A Postdoctoral Research Fellow is entitled to receive a monthly salary of KD 1800/-.
- 30 days paid annual leave.
- The salary of postdoctoral fellows are not included in the research project budget.

General Regulations

- It is not permissible for a postdoctoral research fellow to do temporary work, or be seconded for teaching.
- Kuwait University regulations are applicable as regards any aspect(s), not mentioned in the article, without contradicting the nature of work of the postdoctoral fellow.

Budgetary Requirements

- Expenditure on postdoctoral research fellows salaries is included in RS budget.