

RESEARCH LEADERSHIP COMPETENCES	Year 1	Year 2	Year 3
Research skills			
Own independent research project – training through research <b>M</b>			
Individual plan for theoretical and technical training <b>M</b>			
Research leadership			
• Scientific communication			
○ Conference participation with presentation (oral/poster) <b>M</b>			
○ Publishing strategies (seminars with editors ( <b>E</b> )) <b>O</b>			
• Management and leadership (course ( <b>E</b> )) <b>M</b>			
• Collaborations/partnership brokering (negotiation course <b>O</b> ( <b>E</b> ) and hands on experience building collaborations in own research <b>M</b> )			
• Supervision/teaching (course <b>O</b> , involvement in teaching at pre-graduate level <b>O</b> and hands-on supervision of master student <b>M</b> )			
• Grant writing: Obtaining starting grants (course and hands on training based on own project and profile) <b>M</b>			
<input type="checkbox"/> Seminar series: From postdoc to PI (academic track ( <b>E</b> )), industrial leadership and career ways in industry (industry track ( <b>PO</b> )) <b>O</b>			
Research governance			
• Good Scientific conduct, ethics, research integrity, RDM/DMP, FAIR principles, GDPR (course, online module and hands on training) <b>M</b>			
• Gender and sex in research (seminar at BRIC) <b>O</b>			
• Open access publishing <b>M</b>			

***M**: Mandatory for LEAD fellows. **O**: optional depending on each fellow's earlier experiences and relevance for their project development and career progression. **PO**: Activities organised by partner organisations and **E**: activities organised by external experts. Remaining activities are offered by BRIC or UCPH*