## Flexible entry with increasing degree of Independence, Leadership & Research Experience

Phase 1	Phase 2	Pha	ase 3	Phas		Phase 5
Pre-doctoral	PhD	Early Pos	Early Post-Doctoral		Later Post-Doctoral	
TR	AINING	CONSOLIDATION	EXPLORATION	PROGRESSION	INDEPENDENCE	LEADERSHIP
Acquire research skills		Consolidation of research skills and confirmation of research as a personal career choice	Exploration of personal capacity and aptitude for independent thought leadership	Leading independent research plans and establishment of thought leadership and niche	Leadership and management of own programme, team and resources	Setting strategic direction, and/or leadership and management of multiple programmes, team and resources
Undergraduate Internships	PhD Studentships	Post-doctoral awards				
Research degree (inc. intercalated)	Doctoral Fellowships		First independence			
					Transition to independence	
						Awards for research leaders