**The Plowright One Health Mentoring Scheme (POMS)**

**Application Form for Early Career Researchers from UK, Africa & South Asia**

**Please read these notes before completing the application**

**PRIVACY NOTICE**

We are committed to protecting and respecting your privacy. By completing the application form, you are giving consent for us to use the personal data that you provide. The privacy statement at the end of the form which sets out how any personal data that you provide will be processed by us.

**SOCIAL INCLUSION NOTICE**

We are committed to the principles of equity, diversity and inclusion. You can apply to join the POMS scheme irrespective of your gender, race, marital status, carer responsibilities, disability status, sexuality, gender identity, age, political conviction or religious belief.

If you are successful in your application and find that you need personal financial support to help with childcare or other caring duties whilst away from home on POMS business, you can apply for a responsibility allowance to cover essential costs.

**ABOUT THE SCHEME**

1. **Background and Funding**

RCVS Knowledge, the charity branch of the Royal College of Veterinary Surgeons, awarded the 2024 Plowright Prize to Professor Fiona Tomley from the Royal Veterinary College, London. She is using the prize to catalyse formation of a One Health mentoring network for veterinary infectious disease researchers. POMS will support career development of future research leaders from the UK and low- and middle- income settings. As well as the Plowright Prize funds, POMS is supported by a grant from the MRC-funded International Veterinary Vaccinology Network (IVVN).

1. **Purpose and Scope**

Veterinary infectious disease researchers have wide responsibilities, from promoting healthy pet ownership to improving animal welfare, enhancing livestock production and contributing to food security and safety. The COVID-19 pandemic was a stark reminder that public health is intimately linked to that of animals and the environment and emphasised the urgency for One Health approaches to tackle the underlying causes of pathogen emergence, adaptation and transmission. One Health recognises that drivers of zoonoses, emerging infections and antimicrobial resistance are linked to man-made impacts on climate, land use, global connectivity, health and food systems. Moreover, solutions to complex global challenges require interdisciplinary collaboration and communication across sectors. With a focus on One Health, the POMS network will connect experienced researchers from a range of disciplines and settings with earlier career researchers who are showing clear potential to become the research leaders of tomorrow.

Embracing One Health does not diminish our discipline-based skills or excellence, but it does require a lot more from us than to just ‘do the research’. We must communicate meaningfully across disciplines, respect the views of experts from different fields of endeavour and embrace the synergy that emerges when working together to tackle problems. We must go beyond our comfort zones to disseminate our findings to broader audiences than we may be used to, think deeply about how are findings can translate into real-life impacts, advocate for evidence-based science at the interface with stakeholders including policymakers and industry, and collaborate with people from different sectors, cultures and geographical settings.

Mentoring is a tool that can support people at all stages of their lives and is especially useful for those who are developing their careers. It can take many forms but in essence is about establishing networks and relationships between people who are not connected by line management, and providing a safe space for discussion, brainstorming and advice. In the POMS network we will support many mentoring activities which, in addition to traditional one-to-one pairings, will include group mentoring, peer mentoring and speed mentoring*.* The network will also host online lectures, workshops and small group sessions in interdisciplinary learning and One Healthfrom invited speakers and network members – which will generate a bank of resources available to subsequent cohorts in the network. Much of this will take place online, but there will also be opportunities for face-to-face meetings.

1. **Eligibility**

For this call we are prioritising applications from early career researchers working in the **UK, Africa and South Asia**. We expect to select ~20 people who will join the first POMs cohort from mid-August 2025 for 1 year. Successful applicants will be conducting high quality research that relates in some way to veterinary or zoonotic infectious disease. They will be able to demonstrate a strong research trajectory so far and have clear potential to be future research leaders. Importantly they will have the desire to develop interdisciplinary links with researchers from different disciplines and sectors and an understanding of the importance of One Health approaches. In terms of career, they will typically be at senior post-doctoral or junior faculty level and have had several years research experience at post-PhD level. In terms of discipline, we would like to finalise a cohort that encompasses skills and experiences from multiple disciplines drawn from humanities and sciences (including social, natural, applied and formal sciences). The unifying feature of successful applicants will be their desire to develop research leadership in One Health and interdisciplinary working.

1. **Reporting of outcomes**

There will be active monitoring of mentoring activities with all members of POMS registered and kept ‘on the books’ to track their future career development. Pre- and post- surveys will assess changes in participant knowledge of One Health and interdisciplinary research as well as network connectivity. New perspectives on both science and mentoring/career progression will be shared with the broader research community through published papers and perspectives and through appropriate online media.

1. **Length of scheme**

This POMS cohort will launch at a two-day face-to-face meeting to be held Vienna, Austria on 15th/16th August, immediately following the International Veterinary Immunology Symposium which will also be in Vienna. In addition to all the POMs recruits and mentors attending, we will be joined by vaccinology fellows from the International Veterinary Vaccinology Network. The POMS activities for this cohort will then continue for 12 months.

1. **To make an application**

Please complete each section of the following form and send together with CV as detailed at the end of the application. Please note that the number of words indicated for each section must be strictly adhered to and indicate the level of detail required.

**Call for Applications: closes midnight (UK) 30th May 2025**

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| **1. Your information** | |
|  | |
| Name |  |
| Gender |  |
| Date of Birth |  |
| Email |  |
| Nationality |  |
| Country of residence |  |
| Mobile/WhatsApp |  |
| Personal statement highlighting your discipline-based expertise  (100 words maximum) | |

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| **2. Education** |
| Summarise your undergraduate and post graduate qualifications including dates and institutions  (100 words maximum) |

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| **3. Career** (200 words max) |
| Summarise your employments to date, most recent first, including dates and institutions  (200 words maximum) |

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| **4. Outputs** |
| List your publications or other professional outputs that are most relevant to this scheme  (200 words maximum) |

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| **5. Training, coaching, mentoring** |
| List courses, workshops and other activities you have completed that are relevant to this scheme  (200 words maximum) |

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| **6. Career vision** |
| Do you have a long-term vision for your career? what are the short- and medium-term goals that will help you realise this vision?  (200 words maximum) |

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| **7. Motivation to join** |
| Why do you want to join the Plowright One Health Mentoring Scheme?  (100 words maximum) |
| **8. Interdisciplinary working** |
| How do you think interdisciplinary approaches enhance the study of veterinary infectious diseases?  (200 words maximum) |

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| **9.One Health** |
| What do you understand by the term ‘One Health’ in the context of your own research area?  (200 words maximum) |

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| **10. Confirmations:**  Applicants should provide confirmation that have the support of a senior authority/head of department from their home institution. A letter of support is optional  Applicants can attach a CV to this application, this is optional and limited strictly to 2 pages | |
| **Research Organisation Senior Authority** | **Is there a letter of support attached?** |
| **Name:** | **Yes/No** |
| **Signature:** |  |
| **Applicant** | **Is there a CV attached?** |
| **Name:** | **Yes/No** |
| **Signature:** |  |

Please submit completed forms with attachments to [ftomley@rvc.ac.uk](mailto:ftomley@rvc.ac.uk)

Applications that do not adhere to the maximum word count will be disqualified.

**PRIVACY STATEMENT**

**Information about you: how we use it and with whom we share it**

The information you provide will be held and used by the Royal Veterinary College (“RVC”). The RVC will use this information about you to assess your application to join the Plowright One Health Mentoring Scheme (“POMS”), to process any future reimbursements of costs we may make to you, and for the maintenance and administration of POMS. By completing this form, you consent to the use of your personal information by the University for these purposes.

Information about you may be shared with the network management team of the MRC-funded International Veterinary Vaccinology Network, as part of administration and organisation of mentoring, coaching and training activities.

The RVC will hold your personal information in accordance with the following retention schedule, upon the expiry of which we will destroy your personal information. However, as the objective of POMS is to foster career progression, we may contact you again in future to provide anonymised information, which it will be at your discretion to provide.

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| **All applicants**: application form, CV, offer and acceptance letters, financial reports, scientific reports, correspondence and any other papers related to POMS | 5 years | After completion or termination of the project funded by the grant award |

We do not use profiling or automated decision-making processes. Some processes are semi-automated (such as anti-fraud data matching) but a human decision maker will always be involved before any decision is reached in relation to you and the use of your data.

**Your rights**

You have the right to request access to, copies of and rectification or (in some cases) erasure of personal data held by the University and can request that we restrict processing or object to processing as well as (in some cases) the right to data portability (i.e. the right to ask us to put your data into a format that it can be transferred easily to a different organisation). If you wish to make use of one of these rights, please email your local contact.

You can withdraw your consent in whole or part at any time. To withdraw consent, please email [ftomley@rvc.ac.uk](mailto:ftomley@rvc.ac.uk) who will explain the consequences of withdrawal in any case and initiate proceedings for withdrawing consent.

**Complaints**

If you are unhappy with the way we have processed your personal data you have the right to complain to the Information Commissioner’s Office at [casework@ico.org.uk](mailto:casework@ico.org.uk) but we ask that you first raise the issue with [ftomley@rvc.ac.uk](mailto:ftomley@rvc.ac.uk)