

Problem	<i>Emerging researchers lack specialist research capabilities and the transferable skills, networks and mentorship essential to winning competitive funding for their research and progressing towards leadership</i>			
Barriers	Individual	Institutional	Societal	Knowledge Economy
Responses	Address shortage in female fellows, ensure applicants from all backgrounds and age groups are eligible. For ECRs, promote a flexible environment and considerations for childcare	Provide institutions with mechanisms to harness research culture, including incentives to allow ECRs to prioritise research. Through this, institutions can transform the research landscape in Africa through collaboration, advocacy and influence.	Provide opportunities for ECRs from Francophone and Lusophone countries, as well as from countries experiencing instability. To build on individual & institutional responses to build on a cohort of scientists who are equipped to influence governments, policies and donors	Address the barriers in lack of funding, opportunities for research by providing ECRs with funding, skills and knowledge. Build a portfolio of African based funders as well as international donors
Assumptions	Through intervention, African research scientists will be able to navigate the complexities of competitive funding systems, enabling them to continue contributing to ground-breaking scientific research whilst developing a collective 'critical mass' among research institutions			
Programmes	<i>Awards</i>		<i>Academy</i>	
	Towards Leadership Programme, Research Development Fellowships, SEED		Excell, Essential Grant Writing Skills Workshop	
Activities	Coaching and Mentorship, Workshops, Problem Solving activities			
	Grant Writing Sessions Grant Proposal Development		Online Training and Resources Webinars	
	Role Play Activities, Placements (3, 6, 12 months), Information Sessions, Research Network Opportunities, Skills Training		Tutorials	
Outputs	Number of successful applicants (workshop) Number of ECRs who have completed a grants proposal within 6 months of the workshop Number of ECRs who were successful in their grant proposal one-year post workshop 80 % of 2015 Cohort of Fellows rate AREF support as 'very good' or 'excellent' Double the size of the college of experts	Fellowships granted (to include mapping of countries) Length of fellowships Fellows contributing towards ground-breaking scientific findings Fellows transitioning to established researcher positions Number of ECRs publishing policy briefings, peer reviews, articles in medical journals	Recruit 20 African global health researchers from up to six institutions Develop partnerships with six institutions 80 % of Fellows rated 'very good' or 'excellent' by host institutions against Fellow-specific targets Number of partnerships developed with home institutions Home institutions are awarded research funding, income generation	Deliver one workshop per quarter % of ECRs enrolled in programme % of ECRs who have gone on to complete webinars, tutorials and online courses
	Through capacity building, providing stepping stones for ECRs to develop skills, knowledge and experience to win competitive research grants, fellowships and awards	To develop and harness research capacity to attract new and sustained funding to strengthen ongoing research	Through partnerships, leveraging knowledge and resources to enable opportunity, innovation and excellence at an individual, organisational and institutional level	To equip African global health researchers with the knowledge, skills and behaviours essential for successful careers and leadership roles
Long Term Outcomes	Increase knowledge of ECRs of how to win competitive research grants, fellowships and awards, thus enhancing their career and research opportunities.	To support future scientists in influencing health outcomes and research with the potential for greater impact on healthcare policies and practice	To build on a growing community of African researchers who deliver excellent research that benefits patients and populations across the continent and globally	To invest in talented African scientists in Sub-Saharan Africa, enhancing their global health research and leadership potential
Impact	<i>African researchers working in Africa, who lead and partner excellence, collaborative health research that benefits patients, populations, policy makers and practitioners throughout the region and globally</i>			
Aims	<i>Confronting Africa's public health crisis</i>			
	<i>Accelerating development of research excellence and leadership</i>			
	<i>Strengthening Africa's health research</i>			