

Academic Fellow Requirements

What we're looking for

Academic Fellows (Academic FCIPD) lead and shape HR thinking, knowledge and practice nationally and internationally. To achieve Academic Fellowship, you'll be a leading academic in the field of HR teaching, research or thought leadership, regularly sought out by leaders and experts for your professional views. You'll be providing insight, direction and leadership in an academic environment, and are a key strategy contributor in your division and institution.

You're typically:

- **Leading and shaping** HR thinking and knowledge
- **Advancing HR practice** across the profession
- Leading the **promotion of great people** practice internationally
- Leading the **overall planning and delivery** of HR teaching or research in your institution
- **Leading and championing** academic or research standards
- Building a **strong international network** across the profession and academic community
- Coaching and mentoring others, **identifying talent** across the division

Your work will be across a number of HR subject areas, and your professional contribution will be both national and international. You'll need to demonstrate how your work has directly impacted HR practice in the workplace and / or the HR profession. It's likely that all your work will be at post-graduate and Doctorate level.

You'll also:

- Be recognised as an **influential member of your institution** in a leadership role
- Be **known as a leading specialist**, sought out for your professional expertise
- Be a **key contributor to the strategic direction** of your division / institution
- **Actively plan your CPD**, keeping ahead of emerging people trends and industry insights
- **Comply** with the CIPD ethical Code of Professional Conduct

What types of roles do Academic Fellows hold?

There isn't a particular role that you should hold. However, in order to meet the membership requirements you are likely to have had at least 8-10 years working in the field of HR teaching or research, and therefore are likely to hold a role commensurate with the following positions:

- Professor, Reader or other senior academic position
- Research Director or Professional Research Fellow or equivalent

Education Requirements

Ideally you will have or be working towards a PhD or Doctorate qualification. However, it is more important that you can demonstrate the requirements and thinking at this level, so this is not a pre-requisite for applying for Academic Fellowship.