

## FMBA List of Criteria

*Below examples are indicative contributions to the field of marine biology*

1. Outstanding contribution to field with external recognition.
2. Sustained and impactful leadership at an organisational level or within subject area to support excellence in relevant discipline.
3. Established and maintained profile within the subject community.
4. Significant contribution to leading regional, national or international initiatives (e.g. with a research, education, conservation, policy, or civic focus), including those with other teams/institutions.
5. Sustained track record of income generation including leadership of a wider team where this is appropriate to the discipline context, including major multi-group collaborative funding opportunities.
6. A sustained and successful track record in mentoring and supporting other staff or collaborators in area of expertise.
7. Recognised support, mentoring or management of others, such as students, early career researchers, technical specialists, conservationists.
8. Leading a research group/centre/department/team and/or committee, convening a network, or directing activities as appropriate to the discipline.
9. Leading strategic innovation, impact, or knowledge exchange activities.
10. Sustained leadership of communicating marine biology with expert and lay audiences through a range of media.
11. Regular invited speaker at conferences, seminars, policy events, and/or communication events and workshops at national or international level.
12. Senior advocate for public engagement with significant innovative examples in public engagement practice.
13. National and international recognition of success in innovation, impact, knowledge exchange and commercialisation e.g. accreditation, prizes, awards, or fellowships.
14. Sustained and externally recognised leadership of an external body or network.
15. Positive leadership and contribution to developing a supportive, collegiate, and compassionate work culture with a demonstrated commitment to equity, diversity and inclusion initiatives.
16. Evidence of commitment to continuing development such as participation in higher level leadership or management training/coaching/mentoring.