

SNOW FELLOWSHIP 2025 APPLICATION ROUND

FUNDING RULES

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1. KEY DATES

Please find below key dates relating to the Snow Medical Fellowship program. Please note that late applications will not be accepted.

Date	Milestone
31 March 2025	Expression of Interest Application (EOI) opens
22 May 2025	Stage 1: EOI Application closes
4 August 2025	Notification of successful and unsuccessful applicants Stage 2: Full Applications invited
2 October 2025	Full Applications close
Early December 2025	Notification of successful and unsuccessful applicants Stage 3: Interviewees invited
Early February 2026	Stage 3: Interview period, applicants notified of outcomes
March 2026	Contractual and institutional arrangements finalised
March 2026	Fellowship(s) publicly announced

2. ABOUT US AND THE SNOW FELLOWSHIP

At the Snow Medical Research Foundation (Snow Medical), we believe in advancing health through research and discovery, human endeavour, leadership and collaboration. Our vision is to empower emerging biomedical research leaders to make breakthrough discoveries with global impact.

Through the Snow Fellowship we are investing in the next generation of exceptional, visionary, biomedical research leaders. Our mission is to support outstanding early-mid-career researchers to build exceptional, high impact multidisciplinary research programs and teams. The program targets emerging global research leaders that show the potential to lead, manage and influence the next generation of health and medical innovation. The Snow Fellowship provides the independence and latitude to focus on an ambitious and visionary research program, build a high performing research team, and establish leadership experience.

Through provision of long-term funding security Snow Medical wants to accelerate the careers, research success and leadership of emerging biomedical researchers in ways that would not be possible through traditional shorter-term grants.

Applications for the Snow Fellowship are highly competitive and full applications are assessed according to the criteria outlined below and in the broader context of the Snow Driving Philosophy and Values.

Research Track Record: Quality and impact of research and publications to date, relative to career stage and taking into consideration any Career Disruptions and any other relevant career considerations in accordance with item 5 of these Funding Rules. Quality of the research environments contributing to the candidate's training and experience.

Research Proposal: Quality and feasibility of the proposed research program. Snow Medical seeks bold proposals only achievable through long-term (8 year) funding. The proposal should articulate the significance of the scientific area and a sound conceptual basis for the proposed scientific approach. Noting that the scientific merit of the proposal is critically assessed by international experts recognised in the field, the approach and techniques to be utilised in the research program must be appropriately justified and substantiated. The research and scientific approach should be novel and ambitious, yet scientifically plausible over an 8-year term. An element of measured risk relative to traditional funding programs is acceptable.

Capability: The appropriateness of the applicant and their team's scientific skills and expertise, and access to relevant personnel and collaborators to perform the research program must be evident.

Vision and Innovation: The extent of the contribution/s the research will make to important new knowledge and discovery in biomedical research and beyond. Noting we fund both basic and applied research, the proposed research program should clearly set out the innovative concepts, approaches, methodologies or interventions and provide justification that they are achievable.

Impact: The detail and appropriateness of the proposed path to translation and claimed impact of the research program, through contribution of new scientific knowledge, and / or through specific biomedical, clinical, or commercial applications. Snow Medical is seeking to fund research and individuals that will contribute at a significant level. The primary elements of the pathway to impact should be clearly defined as part of the research program. Any aims and associated project plans regarding commercialisation and / or clinical application should be well set out and justified.

Independence and Leadership: The extent of evidence of emerging scientific independence, distinct from previous training environments, including evidence of broader leadership qualities, for example as a supervisor, manager, mentor, reviewer or other roles of responsibility, entrepreneur, communicator, or by involvement with industry or the broader community.

Institutional Environment: The evidence not only of outstanding research infrastructure and environment but also, importantly, the quality of professional and personal development support and training program access that will be provided to Fellows and teams to ensure development in leadership, management, integrity, equity, entrepreneurship, industry engagement and communication.

Initial 5-year Budget: The viability of the research program in terms of the requested budget. Please note that while the application requires an 8-year project proposal, requested budget information is limited to the first 5 years of the program. It is assumed that individual budgets will change and be monitored as the program develops.

We believe the Snow Fellowship is unique in Australia, due to the unprecedented level of support for mid-career researchers, the long term and degree of research freedom. Our funding is intended to support creative, original, and unique research that leads to discoveries and impacts that evolve throughout both the programs we fund, and the careers of the individuals we support. We are confident that the Snow Fellows and the environment they build will achieve local and global impact across a wide array of fields. They will be the next generation of leaders in research organisations, industry and government and they will bring outstanding new discoveries, policy and commercial innovations to the fore.

The Snow Fellowship supports ambitious research and high performing teams, and we believe that these are based on diversity, inclusivity and gender equality. We encourage women to apply. We want

the teams we support to interface and collaborate broadly - across biomedical sciences, engineering, information technology, economic, regulatory and policy areas. We will support them to do this.

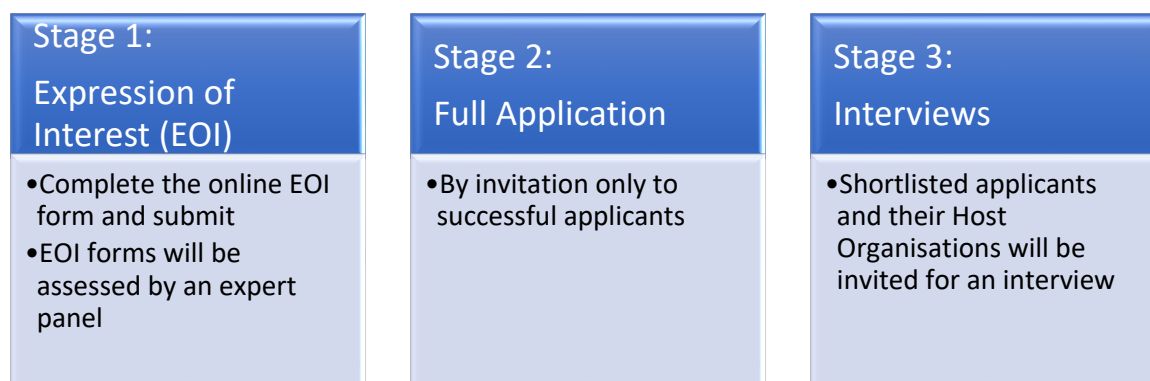
We envisage that they will make significant discoveries and big contributions in health and across society - contributions that will be realised through outstanding research, valuable new knowledge, collaboration and inspiring leadership.

3. APPLICATION PROCESS

The Snow Fellowship application process consists of the three stages outlined below. The EOI application form must be submitted via our grants management system ([Snow Medical Grants](#)) by 5pm (AEST) 22 May 2025 (the **EOI Closing Date**).

Should you be successful at the EOI stage and invited to submit a full application, the full application form and supporting documentation must be submitted via our grants management system ([Snow Medical Grants](#)) by 5pm (AEST) 2 October 2025 (the **Full Application Closing Date**).

Please note the Key Dates as late applications will not be accepted.



Assessment and International Peer Review: The Fellowship assessment process is carried out by a selection committee chaired by Professor Stephen Simpson AC FRS FAA. Members of the committee include Professor Jane Visvader FRS FAA FAHMS, Professor Chris Goodnow FRS FAA and Professor Gordon Wallace AO, FAA, FTSE, FIOP, FRACI. Assessment of applicants' scientific track record and proposed research program is subject to strong peer review. Proposals are reviewed by Australian and international experts matched to applicants' fields of research.

4. ELIGIBILITY

To be eligible for the Snow Fellowship, the following eligibility criteria must be met:

- For the 2025 Snow Fellowship program, applications will only be accepted from our list of [approved host university/ medical research institutions](#) (**Host Organisation**).
- Applicants must have a minimum tertiary qualification of a PhD from an Australian or international university.
- At the 1st of January of the application year, applicants must have held their PhD for no more than 10 years and no less than 5 years from the date that their PhD thesis was conferred OR for applicants that have other relevant post PhD experience, for example an MD/PhD, applicants must have held their PhD for no more than 12 years and no less than 5 years from the date their PhD thesis was conferred unless they have had a Career Disruption. Please refer to item 5 for more information on Career Disruption.
- International applicants are encouraged. To be considered an international applicant, you must not hold an employment contract with an Australian institution at the time of EOI submission. However, applications need to be submitted through an [approved Australian host organisation](#) via our online grant management system. At the time of commencement of the Fellowship, applicants must be an Australian citizen, permanent resident or hold a relevant work visa.
- Upon commencement of the Fellowship, the Applicant must have an employment agreement with the Host Organisation for the duration of the Fellowship.

5. CAREER DISRUPTIONS AND OTHER CAREER CIRCUMSTANCES

5.1 Career Disruptions and eligibility

‘Career Disruption’ means a prolonged interruption to an applicant’s capacity to work, due to pregnancy, major illness/injury, parental or carer responsibilities. A Career Disruption must involve either a continuous absence from work for periods of 28 calendar days or more and/or a long-term partial return to work that has been formalised with the applicant’s employer.

The period of Career Disruption may be used to determine an applicant’s eligibility for a Snow Fellowship and for consideration of an applicant’s track record relative to opportunity by the Snow Medical Scientific Committee and peer reviewers. In determining the eligibility of Snow Fellowship applicants, the 10-year limit (PhD) and 12-year limit (MD/PhD) on the number of years post-PhD may be extended commensurate with the period of the Career Disruption.

Other candidate career circumstances will not be considered in determining a candidate’s eligibility.

5.2 Consideration of other career circumstances during assessment of applications

Career Disruptions and other researcher career circumstances will be considered during assessment of an applicant's track record.

Other candidate career circumstances considered during the assessment of a candidate's track record include, but are not limited to:

- career stage;
- clinical, teaching and/or administrative workload;
- non research positions held not concurrent with research employment;
- limitations on access to resources and facilities;
- caring responsibilities that do not meet the definition of a Career Disruption but still affect research productivity;
- disability;
- relocation of an applicant and their research laboratory;
- periods of unemployment; and
- natural disasters and pandemics (including COVID 19).

6. THE FELLOWSHIP

The Fellowship will commence on 1 January or 1 April 2027, unless approval for a different commencement date is sought and granted. The duration of the Snow Fellowships is up to 8 years subject to a mid-term review conducted in the fourth/fifth year of funding.

6.1 Fellowship Funding

Snow Fellows may receive up to \$1,000,000 per year in funding based on the assumption that the level of funding in the initial years of the grant will be lower than that required for years in which the research program has become established. Fellowship funds will be paid to the Host Organisation subject to receipt of satisfactory grant activity, annual budget approval and financial reporting.

6.2 Budget Items Supported

The grant is available to support a research team and infrastructure to develop an outstanding outcome driven research program. Fellowship funds are available for the actual annual salary costs of the fellow (capped at up to \$220,000 per year including salary on-costs), salaries for the research team, research technicians and laboratory/program manager, PhD top-up scholarships for help with the costs of living, research project costs, equipment, consumables, travel for conferences, including to Snow Medical organised events and presentations, and open access research publication costs. Indirect research costs are not funded. Snow Medical strongly discourages the employment of postdoctoral researchers on

short term and/or casual contracts. Snow Medical will allow you flexibility to spend research funds to best benefit your research. However, we will assess your budget to make sure it is appropriate.

6.3 Budget Items not Supported

PhD and Masters Student Stipend and Scholarships: PhD and masters student stipends are considered the responsibility of the Host Organisation and our expectation is the Host Organisation will award Australian Government Research Training Program (RTP) Scholarships or equivalent scholarships to individual higher degree research candidates and students. Top-up scholarships to help with costs of living expenses may be paid from Snow funds.

Retrospective Funding: Our grants are for new innovative biomedical science and Snow Medical will not fund research projects that have commenced prior to the commencement of the grant.

Other Grant Funding: If an Applicant receives a component greater than 25% of their salary (the **Salary Component**) from another grant or fellowship, Snow Medical will reduce the Fellowship funding for their salary equivalent to the Salary Component for the period they are in receipt of the Salary Component from the other grant. In this case, other Snow program components can be increased proportional to the salary reduction, with the total Snow budget remaining unchanged.

Indirect Costs: As a charitable foundation, Snow Medical will not permit the charging of indirect (infrastructure) costs.

As we do not stipulate a cash contribution from the Host Organisation, we regard the funding of indirect costs as a contribution of the Host Organisation, as is provision of a strong and material research environment that will enable the Snow Fellows and their groups.

We do not provide funding for general office supplies and equipment.

6.4 Annual Budget Review

Annual budgets will be specified in the full Fellowship application. The year 1 budget will be in accordance with this specification. Thereafter, we will assess and approve the annual operating budget for the grant activities for the upcoming financial year to make sure it is appropriate on an annual basis.

6.5 Non-research Responsibilities of Fellowship Holders

The Host Organisation must ensure that the grant holder is able to dedicate at least 80 per cent of their working hours to research under the grant activities and no more than an average of 20 per cent of their working hours must be spent on non-research activities which includes clinical activities. Part of the Snow Fellows' remit is to inspire future scientists and engage with the broader community. Therefore,

teaching is acceptable as long as it does not detract from the Fellow's ability to focus on their research, research team, and developing their leadership capabilities.

6.6 Ethics and Other Approvals

Research funded by our grants cannot commence until the relevant ethics, biosafety or other statutory approvals are obtained.

6.7 Protection of Personal Information

All information (including any personal information) shared with Snow Medical in connection with the application will be collected and handled in accordance with Snow Medical's Privacy Policy. Snow Medical may disclose the Applicant's personal information to Australian and/or overseas organisations or individuals where necessary to assess the application.

6.8 Confidentiality of the Application

Snow Medical will treat information contained in a grant application as confidential. However, we may disclose (under confidentiality conditions) information contained in an application, or otherwise provided to Snow Medical, to our peer review panels, assessment committees, officers, employees or other third parties for assessment purposes, or to comply with any applicable law or requirement of any government agency or regulatory body.

Successful applications must not be shared in whole or in part without the prior written permission of Snow Medical.

6.9 Publishable Abstracts

Communication and public engagement are important to Snow Medical. Therefore, if requested by Snow Medical, grant applicants will provide publishable information about the proposed research including images which, for successful applicants, may be published on our website, media releases, or otherwise used to publicise and promote Snow Medical, the Snow Fellowship program and the science it funds.

6.10 Conflicts of Interest

The Host Organisation and Applicant must avoid any conflicts of interest in relation to the grant application and the activities funded by the grant and immediately notify Snow Medical of any actual, perceived or potential conflict of interest exists or arises. The Host Organisation must have effective documented policies and procedures in place to manage conflicts of interest.

6.11 Funding Agreement

If the application for funding is successful, the Host Organisation will be required to enter our standard Fellowship funding agreement with Snow Medical before commencement of the grant.

6.12 Reporting

Concise annual grant activity, financial reports and year ahead budgets will be required by Snow Medical. A major review of the Fellowship, including research program, leadership and engagement activities, will be held at the year 4-5 stage, at which allocation of a further up to 3 years funding will be decided.

6.13 Intellectual Property

Intellectual property created or developed as a result of Snow Medical funded research will vest in the Host Organisation. The Host Organisation and its research personnel will co-operate fully with Snow Medical in all matters relating to this intellectual property.

6.14 Co-Investment Rights

Snow Medical (or its nominee) will be entitled to invest in Funded IP and its commercialisation on terms and conditions no less favourable than those agreed by the Host Organisation or its technology transfer office (as relevant) with a third party.

6.15 Commercialisation of Intellectual property

To further its charitable purposes, Snow Medical (or its nominee) will be entitled to a proportion of net income received by the Host Organisation or its technology transfer office (as relevant) from the commercialisation of Funded IP.

6.16 Transfer of the Grant

In exceptional circumstances, a grant holder may move to a new Host Organisation and transfer the grant to the new Host Organisation subject always to (i) the prior written approval of Snow Medical; and (ii) the new Host Organisation entering into Snow Medical's standard funding agreement.

6.17 Ownership of Assets

Any assets purchased using the grant funding shall be owned by the Host Organisation. However, if the grant holder moves to another Host Organisation that has been approved by Snow Medical (**New Host Organisation**), the Host Organisation will promptly transfer ownership of the assets to the New Host Organisation upon our request.

6.18 Variation

Snow Medical may amend these funding rules and our policies at any time. If we do, we will publish any changes to the funding rules and policies on our website. Once published, any changes apply to the grant.

7. HOST ORGANISATION SUPPORT: RESEARCH ENVIRONMENT, PERSONAL DEVELOPMENT, EQUITY

The Host Organisation must provide an outstanding environment that strongly supports the Snow Fellows and their group members in both their research endeavour and leadership development, and which underpins the Snow values of excellence, integrity and equity. Diversity is essential to achieving innovation and excellence and a Host Organisation must demonstrate its commitment to achieving gender parity and accelerating change. Snow Medical will consider this support as part of the competitive assessment process and successful Host Organisations will be required to provide its data on gender equality, including without limitation, as part of Snow Medical's Gender Equality Benchmark and data on other forms of diversity and inclusion, when requested.

The Host Organisation may include a cash co-investment to support the professional development of the Fellow and their team. We expect the Host Organisation to provide access to excellent infrastructure, collaboration networks, professional and administrative support, and high caliber national and international students

Should the applicant be successful at the EOI stage and invited to submit a full application, the Host Organisation must provide a letter of Support (the **Support Letter**) (maximum of three pages), on the Host Organisation's letterhead and signed by the Deputy Vice-Chancellor (Research) or Head of research institute. The Support Letter should address the following:

- a) how the Host Organisation will ensure that a suitable and supportive research environment is provided for the Snow Fellow (including mentoring and peer support);
- b) what infrastructure and access to shared laboratory space is available for the Snow Fellow;
- c) what additional opportunities the Host Organisation will provide to ensure that the Snow Fellow and group members are supported and successful. This should include a statement committing to the contribution to the personal development in leadership, management, entrepreneurship or other relevant institutional or external support that will be provided to the Snow Fellow and their team specified in the full application form;
- d) the Host Organisation's gender equity and diversity strategy and the systems and specific initiatives in place to ensure and accelerate gender equality at all levels of leadership; and
- e) the mechanisms in place at the Host Organisation to foster and enable a culture of research integrity.

The Support Letter should include a formal recommendation of the applicant for the Snow Fellowship as follows:

(Select as appropriate)

For applicants currently employed by the Host Organisation:

“I confirm that, should [Applicant Name] be awarded a Snow Fellowship, [Institution Name] will provide appropriate support for [Applicant Name] to carry out the research project and develop their leadership skills as described in this Letter of Support and the attached application.”

Or for applicants not currently employed by the Host Organisation:

“I confirm that, should [Applicant Name] be awarded a Snow Fellowship, [Institution Name] will employ [Applicant Name] at the minimum academic level specified in the application for the duration of the Fellowship (subject to the terms of [Institution Name’s employment instrument]). [Institution Name] will provide appropriate support for [Applicant Name] to carry out the research project and develop their leadership skills as described in this Letter of Support and the attached application.”

Should the applicant be successful at the full application stage and invited for an interview, the Host Organisation will also be invited to attend a separate interview with Snow Medical management to ensure supporting infrastructure and access to training in leadership and management, integrity, societal impact and policy, entrepreneurship and engagement is available to the Fellow and their team.

8. CONTACT US

The Snow Medical Research Foundation welcomes questions to ensure research proposals meet the aims and criteria for the Fellowship Program.

Any specific questions should be referred to your host university/institution’s research office who will liaise with our office.