

PIIVeC Fellows: Interview Guide for FGD 1 ('Early stage')**1. Application & Interview**

- 1.1. Why did you choose to apply for the PIIVeC fellowship?
Probe: specific 'points of appeal', other (competing) opportunities, what they would be doing now if they hadn't applied/been successful
- 1.2. How did you experience the application process?
Probe: how did they find out about the opportunity, what did the application process consist of, challenges, any support provided (e.g. advice, proof reading etc), timeliness of response, clarity of instructions.
- 1.3. How did you experience the interview process?
Probe: preparation/support prior to interview, interview itself (in-person or skype), post-interview response.

2. Acceptance

- 2.1. How did you feel when offered the PIIVeC fellowship?
Probe: emotion, decision-making process (other options, seek support/advice, family lifestyle considerations), points of excitement or concern
- 2.2. What was your employment situation at that time?
Probe: what were they working on, what was their role/position, what would have happened if they didn't take up the offer
- 2.3. How have you managed the transition from your past role to the PIIVeC fellowship?
Probe: what roles/activities relinquished or retained, transition process, challenges or concerns (esp. re relinquishing roles or retaining roles on workload)

3. Initial Training & Support

- 3.1. How have you experienced the past 3 weeks (training)?
Probe: Most & least useful, challenges, unmet needs, format/length/structure, recommendations for future training events, one word to summarise the experience
- 3.2. What aspect of the PIIVeC fellowship do you feel might be the most challenging?
Probe: research, train/supervise junior scientist, leadership/secondment – which aspects of these most challenging
- 3.3. What level and type of support do you feel would be necessary to ensure successful completion of your PIIVeC fellowship?
Probe: level and type of supports, in-country v UK support, willingness/ability to access wider support, concerns & challenges, thoughts on support provided to date

4. Career Advancement

- 4.1. In what ways do you expect the PIIVeC fellowship to enhance your career development?
Probe: expectations - research, training, supervision, leadership, advantages of being a PIIVeC fellow (compared to peers at home institute)
- 4.2. What would 'successful' completion of the fellowship look like to you?
Probe: professional, personal
- 4.3. What would be the next steps for you following completion of the fellowship?
Probe: position, responsibilities, capacity, further professional development, location, research focus

5. Other

- 5.1. Any other comments you'd like to make re your experience as a PIIVeC fellow to date?

End.

PIIVeC Fellows: Interview Guide for FGD 2 ('Mid stage')**1. IRB process**

1.1. How did you experience the ethics application process?

Probe: comparison in-country vs UK process, challenges, any support provided (e.g. advice, proof reading etc), timeliness of response, clarity of instructions, key learning, level of preparedness to submit another application today

1.2. What would be your advice, in terms of supporting the ethics submission process, if PIIVeC were to recruit a new cohort of fellows?

Probe: what kind of support, how/when

2. Data collection

2.1. How are you progressing in your data collection to date?

Probe: current pace of progress vs expectations, support received/desired, challenges & concerns

3. Training

3.1. How have you applied your learning from the 3-weeks training last year in Liverpool?

Probe: most/least helpful, examples of applied learning

3.2. What additional training have you received since last October to date?

Probe: type of training, format/structure, level of satisfaction, how it has been planned

3.3. Is there any additional training that you would like to receive over the next 12-months?

Probe: type of training, preferred format/structure

4. Advisory support

4.1. What level and type of support have you received from your advisors (primary and secondary) to date?

4.2. How would you assess the support you've received from your advisors (primary and secondary)?

Probe: general experience, most/least helpful, content/frequency/quality of the advisory meetings

4.3. Have you received any form of support from individuals other than your advisors (PIIVeC or non-PIIVeC)?

Probe: what support, from where, access through what means

4.4. Have you ever used any of the LSTM 'focal points' (e.g. PIIVeC GIS, data management, social science and statistics leads) to help you complete your work?

Probe: if yes, examples of support (e.g. GIS, data management, social sciences, stats), ease of communication, benefits. If not, why, challenges to access this support

4.5. How have you experienced the panel assessment sessions to date?

Probe: type of feedback, quality and coherence of the recommendations, use of the recommendations.

4.6. Do you feel additional support would be necessary to ensure successful completion of your PIIVeC fellowship?

Probe: level and type of supports, from whom/where, willingness/ability to access wider support, concerns & challenges

5. PIIVeC workload and performance

5.1. How well do you feel you are progressing according to your project timelines?

Probe: research, PIIVeC time management, any threat to completion, desired support to alleviate challenges

5.2. Are you satisfied with your level of performance to date? What has helped/hindered you most?

5.3. How have you experienced the supervision role of your PhD student to date? What level and type of support do you feel would be necessary to fulfil your supervisory role?

Probe: announcement, challenges/concerns, support received, support provided, personal and professional benefits.

6. Career Advancement

6.1. In what ways has the PIIVeC fellowship advanced your career development to date? What could PIIVeC do better to support your career advancement?

Probe: key professional benefits, dissatisfaction, practical solutions

6.2. What would 'successful' completion of the fellowship look like to you?

Probe: professional, personal

7. Other

7.1. Any other comments you'd like to make re your experience as a PIIVeC fellow to date?

End.

PIIVeC Fellows: Semi-Structured Interview Guide ('Late stage')

1. Data collection, analysis, reporting and dissemination

1.1. How have you progressed in your data collection to date?

Probe: pace of progress vs expectations, support received/desired, challenges & concerns

1.2. How are you progressing in your data analysis to date?

Probe: pace of progress vs expectations, support received/desired, challenges & concerns

1.3. How are you progressing in your data reporting and dissemination to date?

Probe: manuscript preparation and writing, opportunities to share findings

2. Advisory support

2.1. What level and type of support have you received from your advisors (primary and secondary) since last year?

Probe: support to cope with covid, UKRI cuts

2.2. How would you assess the support you've received from your advisors (primary and secondary) since last year?

Probe: accessibility, most/least helpful, quality of the advisory meetings

2.3. Have you received any form of support from other individuals (PIIVeC or non-PIIVeC)? If yes, what support?

Probe: level and type, from where, access through what means

2.4. How have you taken advantage of any of the LSTM 'focal points' (e.g. PIIVeC GIS, data management, social science and statistics leads) to help you complete your work?

Probe: if yes, examples of support (e.g. GIS, data management, social sciences, stats), tangible benefits. If not, why, challenges to access this support

2.5. How synergistic is the support provided by your in-country advisor, LSTM advisors and the LSTM support team?

2.6. How have you experienced the panel assessment sessions since last year?

Probe: quality and coherence of the recommendations, application of the recommendations.

2.7. What additional support would be necessary to ensure a successful completion of your PIIVeC fellowship this year?

3. Training

3.1. What additional training have you received since the last annual scientific meeting in Sept 2019?

Probe: type of training, format/structure, level of satisfaction, how it has been planned

3.2. How have you applied these trainings?

4. Working environment

4.1. How would you assess the institutional environment you're working in? What support is and isn't available for you to complete your work?

Probe: peer/senior support, infrastructure, institutional processes

4.2. What factors have helped/hindered you most to complete your project?

5. Workload and performance

5.1. How has the covid-19 pandemic impacted your capacity to progress your project?

Probe: major impact on timelines, identification of alternatives, work-life balance

5.2. How well do you think you are progressing considering these exceptional circumstances?

Probe: satisfaction, any threat to completion, desired support to alleviate challenges

5.3. How have you experienced the supervision role of your PhD student since last year?

Probe: challenges/concerns, capacities and confidence development, support needed

6. Career Advancement

6.1. In what ways has the PIIVeC fellowship advanced your career to date? What could PIIVeC have done / do better to support your career advancement?

Probe: key professional and personal successes, capacities developed, professionalism, dissatisfaction, post-PIIVeC

6.2. How are you preparing your post-PIIVeC professional path? OR How did you manage to secure a position after the fellowship?

Probe: self-preparation, support received, support needed, advice to peers

7. Other

7.1. Any other comments you'd like to make re your experience as a PIIVeC fellow to date?

End.

PIIVeC Advisors: Semi-Structured Interview Guide ('Early stage')

1. Application & Interview

1.1. How did you experience the PIIVeC selection process of fellows?

Probes: from selection to interview to acceptance, clarity of the process, preparation support provided, challenges, what could have been done better.

2. Fellow workload

2.1. How is PIIVeC time managed by fellows?

Probe: time spend on PIIVeC vs other project vs institutional commitment, potential application to other opportunities.

2.2. How do you evaluate the current workload of fellows within PIIVeC?

Probe: level of expectations, main successes and challenges, trainings.

2.3. What did you think about the helpfulness of the training held last year? What is the added value of this training for the fellows?

2.4. How do you foresee the capacity of fellows to supervise PhD students in the near future?

3. Fellow support and management processes

3.1. How have you been allocated fellows within PIIVeC?

Probe: process, similar research area of expertise or not, supervision of non-PIIVeC fellows.

3.2. How has been the start of the fellowship for new fellows and fellows already based in your institution?

- 3.3. How has your relationship evolved with fellows since the beginning of PIIVeC?
- 3.4. How have you experienced the fellowship as an advisor?
Probe: clarity of role and responsibilities, communication and interaction, support provided for research and beyond, main challenges, fellows' expectations unmet, incentives to supervise.
- 3.5. What kind of support do you receive as an advisor or you would need to get?
- 3.6. What level and type of support do you feel would be necessary to ensure fellows' successful completion of the fellowship?
Probe: level and type of supports, thoughts on support provided to date (in-country vs LSTM, e.g. ethics), wider support needed, concerns.
- 3.7. How are funds for each fellowship managed in-country?
Probe: who, how, challenges.

4. Fellows Assessment

- 4.1. How do you evaluate the reporting expectations from both fellows and advisors?
Probe: Most & least useful, challenges, format/length/structure.
- 4.2. How is fellows' progress assessed? How do you experience the panel assessment process?
Probe: clarity of instructions for both fellows and advisors, most & least useful, challenges, unmet needs, format/structure, thoughts on assessment criteria used, solutions.
- 4.3. As a primary advisor, how do you feel fellows experience this assessment process?
Probe: most & least useful, quality of feedback, challenges, unmet needs.

5. Career Advancement

- 5.1. What would 'successful' completion of the fellowship look like to you?
Probe: professional, personal.
- 5.2. How might this programme advance fellows' career? Is there anything unique about this PIIVeC fellowship programme to highlight?

6. Other

- 6.1. Any other comments you'd like to make re your experience as an advisor to date?

End.

PIIVeC Advisors: Semi-Structured Interview Guide ('Mid stage')

1. Fellow assignment, support and management processes

- 1.1. When were you assigned a fellow to advise? What did this process involve? Why were you selected as an advisor? In what way could the assignment process have been improved?
- 1.2. How have you experienced the advisory role to date?
Probe: clarity of role and responsibilities, communication and interaction with fellow, main challenges, fellows' commitment, effort required, benefits of being an advisor.
- 1.3. How would you assess your engagement in supporting your fellow?
Probe: availability, quality of interaction, examples of guidance provided, progress follow-up.
- 1.4. Where do you feel you have been most helpful in your role as an advisor? Where do you feel you have been least helpful?
- 1.5. How is your institution supporting the fellows to conduct their research?
Probe: RMSS available, working environment characteristics

- 1.6. How would you assess the use of the LSTM support team by fellows? How synergic are the support provided in-country, by the LSTM advisors and by the LSTM support team to fellows?

2. Fellow workload and performance

- 2.1. How do you monitor the current workload and performance of the fellows you advise?
- 2.2. How well do you think the fellows you advise are progressing?
Probe: concerns/challenges limiting progress, time management, resilience.
- 2.3. How much leeway do fellows have to conduct their research? As an advisor, how do you balance between fellows' freedom and your directive?
- 2.4. What level and type of support do you feel would be necessary to ensure fellows' successful completion of the fellowship? What should PIIVeC focus on in its last year to meet the objective of having a cohort of highly skilled researchers? Similarly, what should your institution focus on?
Probe: level and type of supports, thoughts on support provided to date (in-country vs LSTM), wider support needed, concerns.
- 2.5. To date, how helpful has the training provided by PIIVeC been to the fellows you advise? Have you seen any evidence of PIIVeC training being applied in practice? What, if any, additional training would you consider useful for the fellows you advise (if not already stated)?
Probe: stats, GIS, scientific writing, policy engagement.
- 2.6. How would you assess the ability of fellows to supervise their PhD students so far? What support would have been necessary or is needed to support them fulfilling this role?
Probe: benefits, challenges, potential support that may be required.

3. Fellows Assessment

- 3.1. What are your thoughts in regard to PIIVeC reporting expectations for both fellows and advisors? E.g. progress reports, advisory bimonthly meeting minutes, fellowship narrative.
Probe: clarity, benefits, challenges, format/length/structure.
- 3.2. How have you experienced the fellows' panel assessment process?
Probe: most & least useful, challenges, unmet needs, format/structure, thoughts on assessment criteria used, solutions.

4. Career Advancement

- 4.1. What would 'successful' completion of the fellowship look like to you? (advisor perspectives)
Probe: professional, personal.
- 4.2. In what ways has the PIIVeC programme advanced fellows' career so far? Is there anything unique about this PIIVeC fellowship programme to highlight? What more could PIIVeC do to support career advancement?

5. Other

- 5.1. Any other comments you'd like to make re your experience as an advisor to date?

End.

PIIVeC Advisors: Semi-Structured Interview Guide ('Late stage')

1. Fellows' assignment, support and management processes

- 1.1. How have you experienced the advisory role to date?

Probe: clarity of role and responsibilities, main challenges, fellows' commitment, effort required, benefits of being an advisor.

1.2. How would you assess your engagement in supporting fellows?

Probe: availability, quality of interaction, guidance provided, progress follow-up.

1.3. Where do you feel you have been most helpful in your role as an advisor? Where do you feel you have been least helpful?

1.4. How is your institution supporting the fellows to conduct their research?

Probe: RMSS available, working environment characteristics

2. Fellow performance

2.1. How well do you think the fellows you advise have progressed since 2018?

Probe: concerns/challenges limiting progress, project management, resilience.

2.2. How much leeway do fellows have to conduct their research? As an advisor, how do you balance between fellows freedom and your directive?

2.3. To what extent does the fellows' institutional environment influence their performance?

Probe: institutional drive, working culture, support (not) available

2.4. How would you assess the ability of fellows to supervise their PhD students so far?

3. Career Advancement

3.1. How have fellows attitudes or professionalism towards the goal of being an independent researcher evolved?

Probe: evidence of changes, differences between fellows

3.2. In what ways has the PIIVeC programme advanced fellows' career so far? Is there anything unique about this PIIVeC fellowship programme to highlight?

3.3. Reflecting on the fellowship management to support fellows career advancement from the selection phase to now, what would be your key lessons learnt?

Probe: things (not) to continue doing, takeaway on management processes

4. Fellowship management experience

4.1. How has the fellowship met (or not met) your expectations? In what ways?

Probe: main challenges and successes in managing the fellowship, balance of support, decision making processes

4.2. What were the main challenges and successes in managing the fellowship? How did the co-leads and the PMT overcome these challenges?

Probe: covid-19, UKRI cuts, training delivery.

4.3. How did the co-leads find the balance in the provision of equitable and specific support according to fellows' needs?

Probe: decision making processes, support to the top performing fellows vs the struggling ones

4.4. Reflecting on the fellowship management to support fellows career advancement from the selection phase to now, what would be your key lessons learnt? On what aspects could PIIVeC have paid more attention to support fellows career advancement?

Probe: selection and assignment to advisors/research implementation/closures, things (not) to continue doing, takeaway on management processes

4.5. If we were to partner again on a new initiative, what would change or do differently to advance postdocs' career?

5. Other

5.1. Any other comments you'd like to make re your experience as an advisor to date?

End.

PIIVeC Technical Research Support: Semi-Structured Interview Guide

1. General

1.1. Can you please describe your role within PIIVeC?

1.2. What are your responsibilities in relation to fellows?

Probe: examples of support (e.g. GIS, data management, social sciences, stats),

2. Fellow support and management processes

2.1. Through what pathways do you and the fellows interact?

Probe: methods of interaction, ease of communication

2.2. How often do you engage with the fellows (or how often do they engage with you)?

Probe: frequency of contact, most common forms of contact, most common reasons for contact, who initiates contact.

2.3. Do you believe you are well utilised by the fellows in terms of the potential support you could provide?

Probe: level of use by different fellows. If limited engagement, why? What could be done to increase engagement?

2.4. Where do you feel you have been most helpful in your role supporting fellows? Where do you feel you have been least helpful?

2.5. Have you seen any evidence of the support you have provided fellows being applied in practice?

Probe: specific examples and how they have come to learn about them.

2.6. What additional support from PIIVeC, if any, would be useful for you in your role supporting fellows?

2.7. Do you have any suggestions as to how PIIVeC may be able to increase the impact or benefit of the LSTM team on fellows?

3. Fellow performance

3.1. How well do you think the fellows are progressing?

Probe: concerns, challenges

3.2. What level and type of support do you feel would be necessary to ensure fellows' successful completion of the fellowship? On what aspect PIIVeC should pay more attention to?

Probe: level and type of supports, wider support needed, concerns.

3.3. What, if any, additional training would you consider useful for the fellows (if not already stated)?

3.4. What advice would you give to the fellows today to ensure continuous progress and a successful completion of their fellowship?

4. Career Advancement

4.1. What would 'successful' completion of the fellowship look like to you?

Probe: professional, personal.

4.2. In what ways might the PIIVeC programme advance a fellows' career? Is there anything unique about this PIIVeC fellowship programme to highlight? What more could PIIVeC do to support career advancement?

5. PIIVeC postdoc experience

5.1. What would you like to achieve through your postdoc within PIIVeC?

5.2. What level and type of support have you received from your advisors or the programme to date?

5.3. How would you assess the support you've received from your advisors or the programme?
Probe: general experience, most/least helpful

5.4. Do you feel additional support would be necessary to ensure successful completion of your postdoc?

Probe: training needs, level and type of supports, from whom/where, ability to access wider support, concerns & challenges

5.5. In what ways has PIIVeC advanced your career to date? What could PIIVeC do better to support your career advancement?

Probe: key professional benefits, dissatisfaction, recommendations

6. Other

6.1. Any other comments you'd like to make re your experience as a support staff for fellows or as a PIIVeC postdoc to date?

End.

PIIVeC Project Management: Semi-Structured Interview Guide (Early Phase)

1. Fellow selection

1.1. Were you involved in the selection of fellows? If yes: How did you experience the PIIVeC selection process of fellows?

Probes: from selection to interview to acceptance, clarity of the process, preparation support provided, challenges, what could have been done better

2. Fellow assignment, support and management processes

2.1. How were fellows assigned to an advisor? What did this process involve? In what way could the assignment process have been improved?

2.2. How is the fellowship managed? What works well about this system?

2.3. What kind of support or preparation were given to advisors prior to being assigned a fellow? What kind of support have been provided to them since then? What additional support/preparation, if any, would be useful?

2.4. What kind of support is available to the fellows? What additional support/preparation, if any, would be useful?

2.5. How have you experienced the project management role in relation to the fellowship to date?
Probe: clarity of role and responsibilities, communication and interaction with fellows and advisors, main challenges, fellows and advisors' expectations, effort required.

2.6. Where do you feel you have been most helpful in your role? Where do you feel you have been least helpful? Do you have any suggestions as to how PIIVeC may be able to increase the impact or benefit of the fellowship?

3. Workload and performance

3.1. How do you monitor the current workload and performance of the fellows?

How well does this work in practice? Do you feel sufficiently informed/engaged? If not, why not?

3.2. How well do you think the fellows are progressing?

Probe: concerns, challenges

3.3. What level and type of support do you feel would be necessary to ensure fellows' successful completion of the fellowship?

Probe: level and type of supports, thoughts on support provided to date (in-country vs LSTM, e.g. ethics), wider support needed, concerns.

3.4. How are funds for fellows managed in-country?

Probe: who, how, challenges.

4. Fellows Assessment

4.1. What are your thoughts in regard to PIIVeC reporting expectations for both fellows and advisors? E.g. progress reports, advisory bimonthly meeting minutes, fellowship narrative.

Probe: clarity, benefits, challenges, format/length/structure.

4.2. Have you participated in a PIIVeC fellow panel assessment? If yes: How have you experienced this process?

Probe: clarity of instructions for both fellows and advisors, most & least useful, challenges, unmet needs, format/structure, thoughts on assessment criteria used, solutions.

5. Career Advancement

5.1. What would 'successful' completion of the fellowship look like to you?

Probe: professional, personal.

5.2. In what ways might the PIIVeC programme advance a fellows career? Is there anything unique about this PIIVeC fellowship programme to highlight? What more could PIIVeC do to support RCDF career advancement?

6. Other

6.1. Any other comments you'd like to make re your experience as project manager to date?

End.

PIIVeC Project Management: Semi-Structured Interview Guide (Late Phase)

1. Fellow support and management processes

1.1. How often do you engage with the fellows (or how often do they engage with you)?

Probe: methods of interaction, frequency of contact, most common reasons for contact, who initiates contact.

1.2. Where do you feel the PMT has been most helpful in supporting the cohort? Where do you feel the PMT has been least helpful?

2. Fellows performance

2.1. How well do you think the fellows have been progressing since the beginning of the fellowship?

Probe: concerns, challenges, covid-19

2.2. What factors could explain performance disparities between fellows?

Probe: type of research, past experiences, advisory quality, resilience,

2.3. To what extent has the fellows' institutional environment influenced their performance and attitude?

Probe: institutional drive, working culture, institutional support as a booster or barrier, fellows leeway in their research implementation

2.4. What additional support would you consider useful to ensure fellows' successful completion of the fellowship? On what aspect PIIVeC should pay more attention to?

Probe: publications, applications for further funding/ job, concerns.

3. Career Advancement

3.1. What would 'successful' completion of the fellowship look like to you now?

Probe: professional, personal.

3.2. In what ways has the PIIVeC programme advanced fellows' career so far? Is there anything unique about this PIIVeC fellowship programme to highlight?

Probe: comparison to other fellowship programmes.

3.3. How have fellows' attitudes or professionalism towards the goal of being an independent leading researcher evolved?

Probe: evidence of changes, differences between fellows

3.4. How is the programme preparing fellows to pursue their post-PIIVeC professional pathway?

Probe: support provided/planned, limitations

4. Fellowship management experience

4.1. What were the main challenges and successes in managing the fellowship? How did the PMT overcome these challenges?

Probe: covid-19, UKRI cuts, training delivery.

4.2. How did the PMT find the balance in the provision of equitable and specific support according to fellows' needs?

Probe: decision making processes, support to the top performing fellows vs the struggling ones

4.3. Reflecting on the fellowship management to support fellows career advancement from the selection phase to now, what would be your key lessons learnt? On what aspect PIIVeC should have paid more attention to support fellows career advancement?

Probe: selection and assignment to advisors/research implementation/closures, things (not) to continue doing, takeaway on management processes

4.4. What advice would you give (if not stated already) to a programme aiming at advancing postdocs' career?

7. Other

7.1. Any other comments you'd like to make re your experience as a PMT member to date?

End.