



Commonwealth Scholarship Commission in the UK

Business plan – April 2016

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1. Foreword

For over 50 years, Commonwealth Scholarships have provided opportunities for exceptional students and mid-career professionals to study and learn in other Commonwealth states. The Commonwealth Scholarship Commission in the UK (CSC) was established by the Commonwealth Scholarships Act, 1959. The constitution and responsibilities of the CSC are set out in Chapter 6 of that Act and successor legislation, most notably the International Development Act, 2002. The practical operation of the CSC is guided by a framework document and associated financial memorandum, copies of which can be found at www.gov.uk/government/organisations/commonwealth-scholarship-commission-in-the-uk/about. The strategic direction of the CSC is detailed in its corporate plan, which can also be found at the link above.

Our work remains guided by the five principles of the Commonwealth Scholarship and Fellowship Plan (CSFP). These were established by Commonwealth education ministers at their first conference in 1959, and were reaffirmed by their successors at the 19th such conference in 2015. Within these, our stated mission is as follows:

The Commonwealth Scholarship Commission in the UK seeks to provide the main HMG scholarship scheme led by international development objectives, and offer a vivid demonstration of the UK's enduring commitment to the Commonwealth. We also contribute to UK public diplomacy aims, as well as attracting high quality talent to Britain's universities. We pursue these objectives through rigorous procedures which reward merit and provide widespread access, and within the framework of the international Commonwealth Scholarship and Fellowship Plan.

The CSC's principal sources of funding remain the Department for International Development (DFID), which funds candidates from developing Commonwealth countries, and UK universities, which share the cost of awards. The Department for Business, Innovation and Skills (BIS) and the Scottish Government support a small number of awards for candidates from developed countries. A cross-government review in 2015 has highlighted the importance of government departments and their scholarships working together to mutual benefit. The CSC welcomes this finding, and looks forward to implementing many of the review proposals in the coming year.

The past decade has seen significant diversification in the type of awards that the CSC offers, as we seek to meet a wider range of needs. Although 'conventional' scholarships at doctoral and Master's level are still prominent, large numbers of award holders study by distance learning, many of whom never visit the UK. New models have also included awards for professional staff in key development occupations to spend time in the UK. We have also sought to strengthen our evaluation of awards, to ensure that funds are used in the most effective way possible, and to maintain much stronger contact with alumni. The CSC has constantly sought to keep its administration costs low, so that maximum funding can be devoted to student-related activities.

This business plan indicates the ways in which the CSC will pursue its role during the 2016-2017 financial year, and its budget for the year. It should be read in conjunction with the corporate plan, which embeds this activity in our longer term priorities. Both plans were approved by the Commission at its meeting in December 2015, and endorsed by DFID in January 2016.

2. Membership of the Commonwealth Scholarship Commission

Under the terms of the Act, the Commission comprises up to 14 members, in addition to the Chair. The Commission aspires to an equal number of female and male members.

Membership of the Commission during 2016 will be:

Name	Appointed	Appointed to	Comments
Mr Richard Middleton	Jan 2015	End Dec 2017	Chair
Professor Graham Furniss	Jan 2011	End Dec 2016	2nd term, Deputy Chair
Professor Anne Anderson	Jan 2015	End Dec 2017	
Mr Sandy Balfour	May 2014	End April 2017	
Dr Nick Brown	Nov 2013	End Oct 2016	
Mr Richard Burge	July 2012	End June 2018	2nd term
Mr Anthony Cary	July 2012	End June 2018	2nd term
Professor David Cope	Nov 2013	End Oct 2016	
Professor Brian Faragher	Jan 2015	End Dec 2017	
Professor David Francis	Jan 2015	End Dec 2017	
Ms Sarah Laessig	May 2014	End April 2017	
Dr Joanna Newman	June 2015	End May 2018	
Mr Mark Robson	May 2014	End April 2017	
Dr Mary Stiasny	Jan 2015	End Dec 2017	
Professor Jeff Waage	Jan 2011	End Dec 2016	2nd term

Members and the Chair are normally permitted to serve up to two three-year terms, depending on renewal by the Secretary of State for International Development. It will be noted that one member will retire, one will take up an appointment, and two members will reach the end of their first term during the year.

All appointments to the Commission are publicly advertised, in accordance with the regulations of the Office of Public Appointments.

3. Priorities for the year

In accordance with the corporate plan, the priorities for the CSC during 2016-2017 will be to:

1. Ensure that awards take full account of the objectives of DFID, other sponsoring organisations, and the 2015 Sustainable Development Goals, while maintaining academic and professional integrity
2. Ensure that our provision of awards remains relevant, accessible, and good value for money
3. Ensure that our monitoring and evaluation activity is at the cutting edge of international practice, and continues to provide evidence of the impact of our awards on recipients and the wider objectives of the scheme
4. Further enhance our portfolio of activities that encourage award holders and alumni to maintain closer links with the scheme, and thereby contribute more effectively to development
5. Develop new collaboration with other HMG scholarship schemes and departments, in response to the recommendations of the 2015 cluster review
6. Continue a rigorous focus on the proportion of our administration costs, thereby maximising the proportion of resources devoted to scholarships and fellowships, and other directly related activities
7. Contribute to the development of a vibrant Commonwealth-wide CSFP, and the implementation of the CSFP review instigated by Commonwealth education ministers at their 2015 conference
8. Further highlight and encourage the contribution of our doctoral students to research, by developing new links and identity for this category of students, and reviewing the case for four-year doctoral funding
9. Adapt current provision and recruitment methods to ensure that awards are fully accessible to those qualified to benefit from them
10. Continue to develop stronger links with national nominating agencies and governments, and continue the review of national agencies and universities as nomination routes
11. Analyse our portfolio of programmes with respect to their potential for impact and cost effectiveness, and propose modifications that improve this

4. Planned activities for 2016-2017

The CSC will address these priorities through three distinct objectives, as follows:

1. To enhance individual research and teaching capacity and to strengthen capacity development of academic and non-academic professionals through scholarships and fellowships awarded to people from all Commonwealth countries
2. To expand the involvement of all award holders and alumni in CSC activities, and to maintain a coherent network that benefits international development, and UK and Commonwealth interests
3. To maintain an informed, effective, efficient, and transparent Commission that provides value for money in delivering its objectives

These objectives will be advanced through a number of specific measures, as follows.

Objective 1

To enhance individual research and teaching capacity and to strengthen capacity development of academic and non-academic professionals through scholarships and fellowships awarded to people from all Commonwealth countries

In pursuing **Objective 1**, the CSC will undertake the following **activities**:

- a) Monitor the balance of awards provided by the CSC, taking account of both costs and benefits, to report to the May 2016 meeting of the Commission, in time for any changes to be implemented in the following year (details of current awards can be found in Appendix 2)
- b) Select candidates nominated to the CSC for scholarships and fellowships, based on the criteria of academic excellence, development potential (for those from developing Commonwealth countries), research and impact potential (for those from developed Commonwealth countries), and the quality of their research or study plans
- c) Undertake a review of the ways in which research undertaken as part of CSC awards contributes to the Commission's objectives, and whether this would be enhanced by increasing the period for which funding is available for doctoral studies
- d) Assess award publicity, nomination arrangements, and selection criteria, to ensure that awards are fully accessible to candidates from all areas of society who are qualified to benefit, with the establishment of a working group of Commissioners to report in time for any changes to be implemented in the 2017 or 2018 competition
- e) Publicise and make new awards of Professional Fellowships and appropriate Master's programmes to deliver on the commitment to support capacity development in non-academic professions
- f) Produce a paper, for consideration by the Commission, on the implications of the 2015 Sustainable Development Goals for our work, and any changes that might be introduced in light of these
- g) Consider the balance of awards between low and middle income countries, and whether new forms of award and partnership funding could be developed for those in the middle income category
- h) Ensure, through ongoing monitoring, that the CSC's selection procedures and criteria, and support to award holders remain fair, open, transparent, and able to draw on independent, expert advice from the UK academic community

The details of the award programmes can be found in Appendix 1.

Objective 2

To expand the involvement of all award holders and alumni in CSC activities, and to maintain a coherent network that benefits international development, and UK and Commonwealth interests

In pursuing **Objective 2**, the CSC will undertake the following **activities**:

- a) Communicate regularly with existing award holders, through written and electronic means, and meetings in the UK, whether organised by the CSC or jointly with others
- b) Continue to improve mechanisms to ensure that all award holders have opportunities to engage fully with the CSC's activities, paying particular attention to those on distance learning awards and those who are administered jointly with host universities
- c) Develop specific activities and events for research students, as part of the CSC's intention to forge a common identity within this group
- d) Expand post-award activities (profile updates, events, receptions at British High Commissions/British Council offices) to support the engagement of alumni in activities contributing to development, UK interests, and Commonwealth values
- e) Work with the FCO to increase the role of British High Commissions in Commonwealth Scholarships, for example, through pre-departure and alumni activities, in accordance with the recommendations of the 2015 cluster review of HMG scholarships
- f) Increase the proportion of alumni with whom the CSC is in contact, through enhanced tracing activity by the Secretariat, as well as the British Council in those countries where they work on the Commission's behalf
- g) Effectively manage and support networks for the continued professional development of alumni, thereby enhancing the development impact of the CSC
- h) Promote opportunities for alumni to become engaged in relevant development, Commonwealth, and UK-related activities, including establishing alumni associations with the capacity to be self-sustaining, encouraging contact between alumni across national borders, and involving alumni in promotion of the CSC's programmes
- i) Engage with Commonwealth organisations and other member states to promote and develop the CSFP as a Commonwealth-wide scheme, including participation in the review of the CSFP approved by Commonwealth education ministers at their 2015 conference, and further development of awards offered under the CSFP endowment fund

Objective 3

To maintain an informed, effective, efficient, and transparent Commission that provides value for money in delivering its objectives

In pursuing **Objective 3**, the CSC will undertake the following **activities**:

- a) Monitor procedures and actively benchmark activities against other relevant scholarship providers, to ensure a robust value-for-money administration that is efficient, transparent, and accountable, so as to maximise funding available for awards
- b) Consider arrangements with current service providers, to establish whether these represent the most efficient and effective means of meeting the CSC's requirements, in light of the cluster review findings, practice in other NDPBs, and legal requirements, and to instigate any new procedures that might be required
- c) Consider current sources of partnership and other external funding accessed by the CSC, and identify any opportunities for increasing this, where compatible with other policies of the Commission and avoiding undue competition with other HMG scholarship programmes
- d) Ensure, through regular monitoring, that the CSC's governance and committee structures are fit for purpose, with provision for issues of sufficient strategic importance to be addressed between regular Commission meetings, including developing the role of Lead Commissioners to provide an overview of work in specific areas
- e) Expand the reach of the CSC's programme of evaluation and monitoring, including developing new survey frameworks, undertaking studies relating to themes emerging from the doctoral award review, and maintaining relations with other scholarship providers to ensure that the Commission remains at the cutting edge of practice in this area
- f) Monitor regulations and procedures to ensure that these do not disadvantage any group of potential applicants, drawing, where possible, on comparison with good practice from other scholarship and fellowship programmes
- g) Develop closer working relationships with UK government departments and relevant Commonwealth organisations to ensure that the CSC delivers on their intentions and values
- h) Support DFID to ensure selection of an effective balance of Commissioners, providing the expertise, skills, and continuity necessary for effective decision-making
- i) Coordinate an external review of the CSC's activities for the period 2011-2015

5. Key performance indicators

The CSC has agreed 14 key indicators with DFID, which will be used to measure success in meeting the above objectives. These are as follows:

1. Take up of at least 125 recipients from developing Commonwealth countries to commence doctoral study at UK institutions
2. Take up of at least 550 recipients from developing Commonwealth countries to commence Master's level study at UK institutions
3. A selection breakdown that comprises at least 45% of each gender
4. Confirmation that all applications for doctoral and Master's programmes in the UK selected by the CSC are possible through electronic means, and that 99% of intended applications are received via the Electronic Application System
5. Confirmation, through an anonymous survey open to all Scholars and Fellows in the UK, that at least 90% of Scholars responding regard support from the CSC to be 'good' or 'very good' (the top two categories available)
6. Take up of at least 125 recipients from developing Commonwealth countries to commence professional or academic fellowships at UK institutions
7. Addition of a further 850 alumni to the CSC alumni database, with contact details being maintained for at least 9,500 alumni in total
8. A package of alumni activities including at least two hard copy magazines, membership of the Commonwealth Scholarships LinkedIn group to exceed 4,000 people, at least 14 alumni events to be held in different countries.
9. Evidence from alumni surveys that at least 90% of alumni from DFID-sponsored countries completing awards are living/working in developing countries, and/or development related organisations
10. Collection of at least 150 new examples of alumni who report a personal contribution to government policies or wider socioeconomic impact in key development fields
11. Generation of matching contributions of at least £3.5 million from UK universities or other donors to the cost of CSC awards
12. Demonstrably increased collaboration with other HMG scholarship schemes, reflecting proposals in the HMG cluster review of scholarships, which reported in 2015; development of materials for common marketing and proposals for joint alumni activity, to involve British High Commissions and others
13. Production of a report by a working group of Commissioners on the issue of access, and consideration by the Commission of any changes proposed in time for 2017 or 2018 entry
14. Production of a review of doctoral length, and staging at least one event that focuses on doctoral students

6. Budget and resources

The budget for the CSC in 2016-2017 was agreed at its meeting on 1 December 2015. The programme budget is based on a firm commitment of support from sponsoring departments. Confirmation of the CSC's allocated administration resource is awaited. The CSC framework document and financial memorandum outline the procedure and timetable for agreeing budgets for future years.

Table 1 shows the budget for 2016-2017, approved in December 2015. Detail of the programme budget is presented in Table 2.

Table 1: All costs 2016-2017, approved December 2015

Year	Allocation 2016-17, December 2015, £000s
Awards programmes (DFID)	22,670
Awards programmes (BIS)	280
Awards programmes (Scotland)	25
Administration ¹	1,624
Other programmes	1,180
Health levy costs	150
Expenditure/allocation	25,929

Award expenditure 2016-2017

Table 2: DFID programme (awards) budget 2016-2017, approved December 2015

Programme	Allocation / £000s (all awards)	Committed costs/£000s	New award costs	2016 intake (projected)	2016 intake vs 2015	Allocation / % programme
Agency Master's	5,110	1,040	4,070	172	+1	22.4%
Shared Scholarships	3,890	0	3,890	214	-5	17.0%
Distance Learning	2,100	1,000	1,100	185	-13	9.2%
PhDs	9,760	6,700	3,060	120	+1	42.8%
Split-site PhDs	600	150	450	19	-4	2.6%
Academic Fellows	485	10	475	24	+6	2.1%
Medical Fellows	225	0	225	14	+7	1.0%
Professional Fellows	650	0	650	100	-43	2.8%
	22,820	8,900	20	848	-50	100% of £22.82m

¹ Confirmation awaited

7. Published information

As laid out in its publication scheme,² the CSC publishes the following information:

Class of information	Location
Who we are and what we do	
List of all Commission members	www.gov.uk/cscuk
Location and contact details	www.gov.uk/cscuk
Annual Report: Governance statement	www.gov.uk/cscuk
What we spend and how we spend it	
Financial memorandum	www.gov.uk/cscuk
Annual Report: Statement of income and expenditure	www.gov.uk/cscuk
How we make decisions	
Award eligibility and selection criteria	www.dfid.gov.uk/cscuk
Minutes of Commission meetings	Available for inspection on request
What our priorities are and how we are doing	
Business plan	www.gov.uk/cscuk
Corporate plan	www.gov.uk/cscuk
Annual Report: Statement of income and expenditure	www.gov.uk/cscuk
Evaluation and Monitoring programme results	www.dfid.gov.uk/cscuk
Our policies and procedures	
Award prospectuses	www.dfid.gov.uk/cscuk
Handbook for Commonwealth Scholars and Fellows	www.dfid.gov.uk/cscuk
Guidance on how to apply, including guides to using the Electronic Application System	www.dfid.gov.uk/cscuk
Information to be published	
FAQs for selected candidates	www.dfid.gov.uk/cscuk
Commission code of conduct	www.gov.uk/cscuk
Rules on conflicts of interest	www.gov.uk/cscuk
Complaints procedure	www.gov.uk/cscuk
Anti-fraud policy and procedure	www.gov.uk/cscuk
Travel policy	www.gov.uk/cscuk
Lists and registers	
Register of interests	Available for inspection on request
Risk register	Available for inspection on request

² www.gov.uk/government/organisations/commonwealth-scholarship-commission-in-the-uk/about/publication-scheme

The services we offer

The awards we offer and how to apply	www.dfid.gov.uk/cscuk
Information for current award holders	www.dfid.gov.uk/cscuk
Information for alumni	www.dfid.gov.uk/cscuk

Organisations that we work in partnership with

Department for International Development	www.gov.uk/dfid
Department for Business, Innovation and Skills	www.gov.uk/bis
Scottish Government	www.scotland.gov.uk
National nominating agencies	www.dfid.gov.uk/cscuk
UK universities	www.dfid.gov.uk/cscuk

Appendix 1: CSC scheme descriptors, December 2015

The Commission's eight programmes are set out in the Scheme descriptors with objectives identified for each. 'Development' is viewed as being associated with the next level of 'Impacts'.

Objectives of all schemes – common desired outcomes

- Implementation of new skills and content knowledge, and skills and technology transfer in the workplace (new or better practices, methods and tools and increased individual productivity and efficiency)
- Professional development (higher standards and ethics, external recognition, promotion, increased earnings, further study or career development)
- Leadership and the capacity to influence and disseminate knowledge
- Improved teaching quality, capacity and outputs
- Improved research quality, capacity and outputs (critical thinking, awareness of current research challenges, capacity to develop new content knowledge)
- Improved networks, partnerships and international links

Commonwealth PhD Scholarships

Purpose: To enhance individual teaching and research capacity leading to increased institutional capacity in academic and other sectors in nominating countries and to contribute to UK higher education and research by attracting high calibre international candidates and encouraging links and collaboration

Intended beneficiaries: High quality graduates who have the potential to become influential leaders, teachers or researchers in their home countries and whose proposed research topic has been described to the satisfaction of the selection committee as having a developmental and leadership focus

Focus sector(s): All sectors. A number of awards are specifically offered to academic staff, in all disciplines, from selected Commonwealth universities

Award duration: Typically three years, with awards offered for an initial tenure of 22 months and extended following confirmation of upgrade to PhD status

Invitation/application process: Applications are accepted directly from national nominating agencies, invited NGOs and from selected developing country universities. Nominating institutions and agencies are encouraged to identify their own priority areas and nominate accordingly

Objectives of the scheme (desired outputs):

- Gain of research skills for future application
- Gain of technical and other skills relevant to Scholars' work
- With:
 - Increased numbers of highly qualified and skilled researchers working in home country universities, or
 - Increased numbers of highly qualified and skilled researchers working in home country research institutes or industry, or
 - Increased numbers of highly qualified and skilled research graduates working in a policy or implementation role in their home countries
- Networking and links made with UK institutions

Commonwealth Split-site Scholarships

Purpose: To widen access to UK equipment and expertise for quality doctoral candidates from Commonwealth countries as well as to contribute to UK and Commonwealth higher education and research through collaboration and partnerships

Intended beneficiaries: High quality graduates who have the potential to become influential leaders, teachers or researchers in their home countries and whose proposed research has a developmental and leadership focus

Focus sector(s): All sectors. All awards are offered to students, in all disciplines, registered for PhDs in universities in developing Commonwealth countries

Award duration: 12 months, which can be taken as one twelve month period or separated into two six

month periods

Invitation/application process: Nomination has previously been by national agency and VCs in certain developing country universities, or by lead DelpHE partners. Direct application has been advertised in 2015

Objectives of the scheme (desired outputs):

- Gain of technical and other skills relevant to Scholars' work, and skills and knowledge transfer
- Use of resources (academic expertise, laboratory facilities and archive material) not available in the Scholar's home country
- With:
 - Increased numbers of locally trained, highly qualified and skilled researchers working in home country universities, or
 - Increased numbers of locally trained, highly qualified and skilled researchers working in home country research institutes or industries, or
 - Increased numbers of locally trained, highly qualified and skilled research graduates working in a policy or implementation role in home country universities

Commonwealth Master's Scholarships

Purpose: To contribute to development needs of Commonwealth countries by providing training for skilled and qualified professionals and academics. To contribute to UK higher education and foreign policy aims by encouraging collaboration and links.

Intended beneficiaries: High quality postgraduate students who have the potential to enhance the development of their home countries with the knowledge and leadership skills they acquire

Focus sector(s): All sectors. Courses provide knowledge and skills likely to have a significant development impact

Award duration: Typically 12 months, or the length of the specific qualification (exceptionally up to 24 months). Awards are wholly tenable at institutions in the United Kingdom

Invitation/application process: Applications are accepted directly from national nominating agencies and invited NGOs

Objectives of the scheme (desired outputs):

- Gain of technical, policy or other skills relevant to academic or non-academic career paths, or
- With:
 - Increased numbers of highly qualified and skilled doctoral level researchers working in home country universities or qualified to continue UK study, or
 - Increased numbers of highly qualified and skilled professionals working in home countries, or
 - Increased numbers of technical or policy experts working in home countries
- Links established or strengthened with UK institutions

Commonwealth Shared Scholarships

Purpose: To contribute to development needs of Commonwealth countries by providing training for skilled and qualified professionals and academics who would not otherwise have been able to study in the United Kingdom

Intended beneficiaries: High quality postgraduate students who have not studied extensively overseas before and who would not otherwise have the opportunity to study in the United Kingdom, and who have the potential to enhance the development of their home countries with the knowledge and leadership skills they acquire

Focus sector(s): All sectors. Courses provide knowledge and skills likely to have a significant development impact, and must be approved as having a development focus

Award duration: Typically 24 months or the length of the specific qualification (exceptionally up to 24 months)

Invitation/application process: Commissioners select those courses that will receive a scholarship. Institutions must agree to fund living cost component of scholarship. Successful UK institutions make initial selection of students, subsequently approved by the CSC. Applicants should not have studied in a developed country for a period of longer than one year previously and are explicitly asked to declare that

neither they nor their families have the funds to undertake the course without a scholarship

Objectives of the scheme (desired outputs):

- Increase in the number of students able to study in the UK by sharing the costs of their scholarships with UK HE institutions.
- Gain of technical, policy or other skills relevant to academic or non-academic career paths, or
- With:
 - Increased numbers of highly qualified and skilled doctoral level researchers working or studying in home country universities or qualified to continue UK study, or
 - Increased numbers of highly qualified and skilled professionals working in home countries, or
 - Increased numbers of highly qualified and skilled technical or policy experts working in home countries

Commonwealth Distance Learning Scholarships

Purpose: To contribute to development needs of Commonwealth countries by providing training for skilled and qualified professionals in key development areas

Intended beneficiaries: High quality postgraduate students who wish to access training not available in their country and who wish or need to remain in their home country whilst they study, and who have the potential to enhance the development of their home countries with the knowledge and leadership skills they acquire

Focus sector(s): All sectors. Courses provide knowledge and skills likely to have a significant development impact, and must be approved as having a development focus

Award duration: Awards are tenable for six years however the modular nature of the course means that awards are funded on an on-going basis

Invitation/application process: Commissioners select those courses that will receive a tranche of scholarships. Successful UK institutions make initial selection of students, subsequently approved by the Commission

Objectives of the scheme (desired outputs):

- Gain of technical, policy or other skills relevant to graduate career paths, for immediate application in the workplace
- Increased numbers of highly qualified and skilled technical or policy experts working in home countries.
- Access to CSC awards for high quality individuals who might otherwise have been unable to benefit.

Commonwealth Academic Fellowships

Purpose: To provide early career academics with the opportunity to plan, conduct or write research, to encourage applications from institutions where capacity building is a priority, and to enhance knowledge, skills and contacts in Fellows' given disciplines

Intended beneficiaries: Early career academics (no less than two years and no more than ten years post-doctoral academic experience) working in developing-country Commonwealth universities

Focus sector(s): Higher education, all disciplines

Award duration: Three to ten months

Invitation/application process: Nominations are invited from selected sub-Saharan African universities. CSC doctoral alumni from all countries may apply direct to the CSC

Fellows are selected based on the following criteria:

- Academic merit and career stage of the candidate
- The quality of the proposal, particularly the likelihood that valuable research outputs will be developed
- The strength of the existing and proposed collaborative partnerships with UK institutions
- The likely impact of the work on the development of the candidate's home country

Objectives of the scheme (desired outputs):

- Sabbatical leave enjoyed by Fellows from institutional commitments such as administration and teaching
- Research outputs developed, helping Fellows to build their CV
- Relevant skills and knowledge gained,

- Contacts made with colleagues in relevant disciplines

Commonwealth Professional Fellowships

Purpose: To provide professionals with the opportunity to enhance knowledge and skills in their given sector and to have catalytic effects on their workplaces

Intended beneficiaries: Mid-career professionals (defined by CSC as having five years' relevant work experience) working in development-related organisations in developing Commonwealth countries

Focus sector(s): agriculture/fisheries/forestry, economic growth, education, engineering/science/technology, environment, governance, and public health

Award duration: Typically three months (one to six months possible)

Invitation/application process: Applications from organisations in the UK willing to set up a programme of activity and either host the Fellow themselves or provide a link to a host. Organisations wishing to apply are required to set up a suitable programme and identify the Fellow(s) themselves

Objectives of the scheme (desired outputs):

- Gain of professional, technical and other skills relevant to Fellows' work
- Enhanced collaboration and links between UK hosts and overseas partners

Commonwealth Medical Fellowships

Purpose: To provide mid-career medics and dentists with the opportunity to enhance their clinical skills and to have catalytic effects on their workplaces

Intended beneficiaries: Mid-career medics and dentists working in developing-country Commonwealth universities or affiliated teaching hospitals

Focus sector(s): Health

Award duration: Typically six months

Invitation/application process: Applications are invited from nominating universities in selected Commonwealth countries, and from inter-university bodies in south Asia

Fellows are selected based on the following criteria:

- Academic merit of the candidate (including career achievements and publications)
- The quality of the proposal
- The likely impact of the work on the development of the candidate's home country

Objectives of the scheme (desired outputs):

- Gain of technical and other skills relevant to Fellows' clinical work
- Networking with others in the same or related specialties