Faraday Institution – Induction Guide and Researcher Handbook

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Welcome to the Faraday Institution from CEO Professor Martin Freer

The battery sector continues to evolve at an extraordinary pace, spurred on by advances in research, a progressive policy landscape and the relentless growth of global markets. Against this dynamic backdrop, the UK Government's Modern Industrial Strategy has made clear the scale of its ambition, designating batteries as one of six 'frontier industries' within Advanced Manufacturing, reflecting the importance of batteries as underpinning the growth of multiple sectors. This priority is backed with Government funding to 2030 for the Battery Innovation Programme, for which the Faraday Institution is a key delivery partner.

The new wave of investment for battery research and development recognises both urgent need and genuine opportunity. The need to electrify transport, which underpins a major part of the UK economy via OEMs and their substantial supply chains. The need to transform the UK's power grid and the vital role that storage will play in its stability. The need for capability development and supply chain resilience in the defence sector. The need to propel emerging applications such as electrified aviation. And the need to drive towards decarbonisation targets across all sectors.

These opportunities are enabled by the UK's thriving research and innovation ecosystem – spanning industry leaders, agile start-ups, and academia. The Faraday Institution sits at the heart of this network, coordinating lower to mid-range technology readiness level activity.

You are therefore joining the Faraday Institution community at an exciting time.

At the Faraday Institution, we are leading the charge to break down the fundamental scientific barriers that hinder the commercial realisation of future battery technologies. For us, incremental improvements in scientific understanding, while welcome, are not enough. It is our collective mission to accelerate scientific breakthroughs to benefit the UK in the global race to electrification. In doing so we will contribute to economic prosperity, the lowering of carbon emissions, improvements in air quality, the creation of new industries and the securing of high-quality jobs for the UK.

To achieve these ambitious goals, the Faraday Institution brings together academics—scientists and engineers from fields as wide-ranging as electrochemistry, physics, maths, computer science, biology, law, robotics and engineering—to collaborate with one another and our industrial partners. These actively managed, co-ordinated, multidisciplinary research teams work quickly and at scale. By drawing on the UK's strong scientific research base, infrastructure and national facilities, we aim to make use of every capability available to the UK.

We ask a lot of our researchers, and we offer a lot in return.

With the Government's sustained investment comes great responsibility. We ask our programmes and researchers to maintain a sharp focus on where the UK has science leadership, to deliver research aligned with industrial and global needs, and to maintain a constant sense of urgency, agility and responsiveness to global challenges and developments.

In return you will be part of our vibrant researcher community and as such will have access to a huge pool of talented scientists with a broad and deep set of competencies across the UK who could help with problems your research might be facing. We give our researchers every opportunity to network, build collaborations, develop professionally and advance their careers. Through being part of the Faraday Institution, you will have access to training courses and opportunities to advance your knowledge and reputation and accelerate your research.

I encourage you to make the most of the opportunities being part of the Faraday Institution entails.

Professor Martin Freer
CEO
The Faraday Institution

Forward

This document is intended to form part of the induction of every researcher working on Faraday Institution research programmes – main project, Industry Sprints, Industry Fellowships, Research Sprints, concept-to-demonstrator projects and Entrepreneurial Fellowships. Its aim is to familiarise researchers with Faraday Institution initiatives and systems. It lays out the main things that every Faraday Institution researcher should know and is intended to complement induction by the university or at Faraday Institution project level.

It is also intended to act as a reference document to be referred back to during the course of employment on Faraday Institution projects funded through UK universities. It will be updated from time to time, and an up-to-date copy can be found on www.faraday.ac.uk/researcher-resources/.

It is our intention to hold two webinars to complement this written guide. Watch out for dates later this autumn:

- "Welcome to the Faraday Institution"
- "Introduction to IP and technology transfer – a guide for Faraday Institution researchers"

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1. Our Mission, Vision and Values & Strategic Priorities

1.1 Introducing the Faraday Institution

The Faraday Institution is the UK's independent institute for electrochemical energy storage research, skills development, market analysis, and early-stage commercialisation. Bringing together expertise from universities and industry, the Faraday Institution endeavours to make the UK the go-to place for the research and development of new electrochemical energy storage technologies for the transport and energy sectors. Headquartered at the Harwell Science and Innovation Campus, Oxfordshire, the Faraday Institution is a registered charity with an independent board of trustees.

1.2 Our Mission and Vision

Our mission is to advance energy storage research and innovation that directly addresses the UK's most pressing challenges: delivering clean energy, ensuring energy security, and fostering sustainable economic growth.

Our vision is to secure the UK's position as a global leader in battery research and innovation, enabling a sustainable, competitive and resilient frontier industry.

1.3 Our Values

Given that our aspirations are bold, we are fostering a culture that values the behaviours that will help us achieve them. Our values are:

We collaborate
We actively collaborate to achieve shared and focused objectives.
We build connections, within and between project teams, and externally with industry, government and other influencers. We foster a sense of belonging. We work together to develop a diverse pool of talent.

We are pioneering
We are pioneering, visionary and resilient.
To make game-changing breakthroughs our aspirations are bold. We challenge conventional thinking. We strive to work in new and smarter ways. Our operating model is progressive and agile, and we adapt quickly to research results.

We make a difference
We are driven to leave a legacy.
Our research is cutting edge and mission driven. We are energetic, tenacious and creative in the way we make discoveries that turn research into reality. We feel a strong sense of urgency to improve the world's economic and environmental future.

We would encourage researchers to discuss these values with their colleagues and decide what actions individuals, departments or projects can take to live these values in a way that is appropriate for each individual role.

1.4 Strategic Priorities

To achieve its mission and vision, the Faraday Institution is guided by a set of strategic priorities that both draw on the organisation's established strengths and signal its ambitions for the years ahead.

- **Drive discovery in application-inspired research** – pushing the boundaries of science to unlock next-generation battery materials, systems, and manufacturing processes.
- **Build and convene a world-class global research community** – fostering international collaborations that position the UK at the forefront of global innovation.

- **Accelerate research to commercial outcomes** – bridging the gap between discovery and deployment through focused industry engagement and translational projects.
- **Support policy makers through evidence-based insights and analysis** – delivering independent, objective reports and strategic intelligence to shape effective policies for a sustainable battery ecosystem.
- **Create and curate a diverse and dynamic pool of talent** – investing in skills development and creating pathways for the next generation of scientists, engineers, and innovators.

1.5 The wider UK battery ecosystem

1.5.1 Introduction

The Faraday Institution is a significant part of the Battery Innovation Programme and serves as the programme's leading academic and research hub. The Battery Innovation Programme (2018 to 2030), formally branded as the Faraday Battery Challenge, is funded by the Department of Business, Innovation, Science and Trade (BIST). This is part of a wider UK battery ecosystem that includes the Advanced Propulsion Centre delivering DRIVE 35. The Faraday Institution is primarily funded by the Battery Innovation Programme alongside the UK Battery Industrialisation Centre (UKBIC), the scale-up arm of the programme. The Battery Innovation Programme is designed to grow the UK economy by accelerating battery innovation and enhancing the nation's global competitiveness across automotive, aerospace, off-highway, storage and maritime.

As a key delivery partner for this national programme, the Faraday Institution focuses on bridging academic excellence and industry implementation, harnessing scientific discovery to accelerate the adoption of batteries and energy storage solutions at scale.

1.5.2 Battery Innovation Programme

The Battery Innovation Programme has been designed to grow the UK economy by accelerating battery innovation and enhancing the nation's global competitiveness across automotive, aerospace, defence (dual), off-highway, storage and maritime.

The Battery Innovation Programme turns breakthrough ideas into commercial success, accelerating the journey from discovery to deployment. By hot housing innovation, nurturing excellence in academia and unlocking investment, it helps build the businesses, technologies, skills and industrial capability across the value supply chain that powers the UK's battery future.

Battery Innovation Programme Mission

The Battery Innovation Programme mission is to accelerate the UK's battery future by investing in people, ideas, and industry by turning innovation into commercial success and industrial impact.

Strategic Priorities

The Battery Innovation Programme's priorities are to create a value chain of interventions:
People → Ideas → Investment → Industry → Impact

- **Inspire and develop talent** to build a world-class battery workforce and innovation community.
- **Accelerate breakthrough innovation** by supporting the most promising battery technologies from concept to commercialisation.
- **Unlock private investment** to de-risk innovation, crowd in capital, and accelerate business growth.
- **Strengthen UK industrial capability** by enabling scale-up, manufacturing, and supply chain development.
- **Connect the ecosystem** by fostering collaboration across industry, government, academia, investors, and regions.

- **Create pathways to market** that help innovators move faster from discovery to deployment.
- **Champion UK leadership** in batteries by supporting globally competitive businesses and technologies.
- **Drive economic and societal impact** through growth, productivity, resilience, and the transition to net zero.

Battery Innovation Programme Objectives
The Programme's objectives are to maintain the agility to respond to both current challenges and emerging opportunities across the battery ecosystem. This flexibility is enabled by strong partnerships and engagement across industry, government, academia, investors, and the UK's regions and nations. The Programme is committed to accelerating innovation, growth, and industrial impact by investing in what matters most:

- **Investing in people**: developing the talent, skills, leadership, and networks needed to build a world-class battery sector.
- **Investing in ideas**: supporting breakthrough innovation and transforming cutting-edge research into commercial opportunities.
- **Investing in industry**: strengthening UK industrial capability, unlocking private investment, and accelerating scale-up, manufacturing, and deployment.

1.5.3 UKBIC

UKBIC is the UK's national battery manufacturing development facility, helping innovators scale from research to industrial production. It provides advanced equipment and facilities, laboratory expertise, and specialist training and skills development to support the UK's transition to net zero. UKBIC is a delivery partner for the Battery Innovation Programme, funded by BIST and delivered by Innovate UK.

1.5.4 Advanced Propulsion Centre

The Advanced Propulsion Centre UK (APC) collaborates with the UK government, the automotive industry, and academia to facilitate research and investment in zero-emission vehicle manufacturing. Established in 2013 and jointly funded by BIST, and the automotive industry, the APC accelerates the development and industrialisation of technologies that enable the transition to zero-emission vehicle manufacturing and a net-zero automotive supply chain in the UK.

Launched in July 2025 and delivered by BIST in partnership with the APC and Innovate UK, the DRIVE35 (Driving Research & Investment in Vehicle Electrification) programme forms a core part of the UK Government's Advanced Manufacturing Sector Plan. It underpins the UK's commitment to a zero-emission future, backed by £4 billion in grant funding to 2035 for automotive R&D, scale-up, and transformation.

Through DRIVE35, the APC has facilitated funding for 101 zero-emission projects involving 201 partners, strengthening the UK's long-term automotive capability through collaboration, knowledge-sharing, and innovation. Focus across three funding pillars – Innovation, Scale-up, and Transformation – is helping to build a globally competitive zero-emission vehicle supply chain and deliver safer, smarter, more sustainable, and affordable mobility.

2. Faraday Institution Research Programmes

2.1 Faraday Institution's Research Portfolio

The Faraday Institution research portfolio spans ten major research projects, two nascent Transformational Challenges, and focused research and demonstration efforts. This comprehensive

portfolio aligns with the UK's strategic battery objectives outlined in both the UK Battery Strategy and the Advanced Manufacturing Sector Plan, applying world-class research capabilities across cross-cutting research strands, next-generation technology demonstrations and transformational research that pushes beyond today's scientific boundaries. The research programme is multidisciplinary, highly collaborative, and draws together the best of UK university research groups and industrial partners.

More details about the Faraday Institution's research projects can be found on the website.

Additionally, research with international collaborators sits across each strand. For example, research under the Ayrton Challenge on Energy Storage is demonstrating the performance of battery technologies for use in emerging economies in Sub-Saharan Africa, South Asia and the Indo-Pacific Region.

Strand 1: Materials Development to Pack Design and Performance
Projects within this strand harness world-class research to deliver advances in battery chemistries, materials systems, and engineered components by integrating advanced computational and experimental approaches to address challenges in battery performance, safety and reliability.

Projects under this strand:
- LEAP: Lithium-ion: Enhancing and Accelerating Performance (formerly the Battery Degradation Project)
- Multiscale Modelling
- SafeBatt: The Science of Battery Safety
- 3D-CAT: Accelerated development of next generation Li-rich 3D cathode materials

Strand 2: Sustainable Manufacture, Scale-up and Recycling
These projects target high impact areas to improve battery manufacturing cost, time and energy usage, by improving the fundamental processes of key manufacturing processes including electrode manufacture. Research is embedding design-for-recycling principles into industry thinking and providing a UK EV battery recycling industry with a pipeline of scalable technologies.

Projects under this strand:
- Nextrode: Next generation electrode manufacturing
- FAST: Formation and ageing for sustainable battery technologies
- ReLiB: Recycling and reuse of EV lithium-ion batteries

Strand 3: Next-generation Technology Demonstrators and Transformational Challenges
These projects accelerate the real-world validation of breakthrough battery chemistries by bridging fundamental research and practical demonstration. This strand advances research into, for example, solid-state, lithium-sulfur and sodium-ion batteries, from laboratory concept to practical use.

Projects under this strand:
- SOLBAT: All-solid-state Lithium-metal Anode Batteries
- SODA: Sodium-ion Batteries (building from the NEXGENNA project)
- LiSTAR: The Lithium-Sulfur Technology Accelerator

Transformational Challenges
Transformational Challenges are designed to accelerate progress in areas with extraordinary impact potential and target energy storage applications where only the most conceptual ideas and early-

stage research currently exist. They aim to unlock breakthrough science and solutions for a range of sectors.

The **UltraStore** Transformational Challenge is developing ultra-low-cost, long-duration energy storage technologies capable of storing energy for months and discharging to the grid for over 100 hours. The programme targets radical new approaches and step changes in cost and performance, opening up technology areas that remain largely unexplored. The Faraday Institution is running a series of Research Sprints to rapidly advance aqueous aluminium-ion battery technology. Further calls in additional technology areas will follow. This work is complemented by a broad programme developing manufacturing, commercial and deployment capability to enable mass production.

The **HighPerCell** Transformational Challenge will push the performance boundaries of electrochemical technologies. It aims to achieve a more than three-fold increase in energy density over current best-in-class lithium-ion batteries, along with dramatic improvements in power density, whilst ensuring the highest levels of safety. It is primarily focused on addressing aerospace use cases but will also be of interest and relevance to other markets such as defence and motorsport. The institution is working closely with the Aerospace Technology Institute (ATI) on this initiative.

Read the latest on the Transformational Challenges.

2.2 Project Managers

Got a question about your project or want to collaborate with a researcher in another project? Contact the following Project Managers in the first instance:

Project	Project Manager
FAST	Jeneefa Haleem (m.h.j.jeneefahaleem@bham.ac.uk)
LEAP	Dr Alex Kersting (alk53@cam.ac.uk)
LiSTAR	John Hooper (john.hooper@ucl.ac.uk)
Multi-scale Modelling	Dr Saira Naeem (s.naeem09@imperial.ac.uk)
Nextrode	Dr Leigh Mapledoram (leigh.mapledoram@materials.ox.ac.uk)
ReLiB	Paul Cornick (P.A.Cornick@bham.ac.uk)
SafeBatt	Dr Julia Weaving (j.weaving@ucl.ac.uk)
SOLBAT	Neil Cadman (neil.cadman@materials.ox.ac.uk)
3D-CAT	Joanna Lopusinska
SODA	Craig Burdis (c.burdis22@imperial.ac.uk)

2.3 Governance for the Major Projects

Led by the Faraday Institution Chief Scientist, Peter Bruce, the Expert Panel brings the UK's leading battery experts across academia and industry together. Details of the members of the Expert Panel can be found here. The Expert Panel acts in an advisory role to the Faraday Institution CEO and Board to:

- scope future calls for research projects;
- contribute to peer reviews;
- refine the research plans with the Principal Investigators of the research projects; and
- review progress of projects and advise the organisation on redeployment of resources between projects.

Twice a year, in March and September, the Faraday Institution's Expert Panel meets with the Principal Investigators and Project Leads of the main research projects. The meetings typically include a deep dive into the science. The meetings also enable teams to leverage the Expert Panel's wealth of experience to collectively aid the projects going forward. Finally, the meetings include a

closed-door session (with FIHQ and Expert Panel members but without academics working on the projects) to discuss IP-sensitive matters.

More details about the Expert Panel process can be found in the Project Management Plan.

Additionally, project teams provide regular project updates to the Faraday Institution through bi-monthly meetings that include:

- Members of the Faraday Institution project management team
- Expert Panel members assigned to the project
- Project Principal Investigator, Project Lead and Project Manager
- Relevant investigators from the project

The meetings follow a general format of 30 minutes of project management and delivery review, followed by 1-1.5 hours of deep dive into specific technical topics. The aim of the meetings is for the projects to update the Faraday Institution on progress towards their objectives, the assigned Expert Panel members to provide steering and guidance, and to align on topics of interest across the UK battery ecosystem and wider industry.

3. Commercialisation of Faraday Institution Research

3.1 Introduction to Commercialisation Activities at the Faraday Institution

The Faraday Institution has a mission to not only sponsor fundamental world-class battery research, but also to accelerate the development of resulting discoveries and know-how towards products with the potential to deliver significant competitive and commercial advantage for British industry. It proactively develops new routes to translate the results of university battery research into design, technical and engineering advances to commercial outcomes.

The Institution's core commercialisation tools include:

- Industry Fellowships, Industry Sprints and Entrepreneurial Fellowships, which provide agile, targeted early-stage commercialisation funding, introductions, and access to tailored expertise and support.
- TSCAN assessments, through a proprietary methodology to assess early-stage commercialisation potential for each of the Faraday Institution's research project.
- Market and innovation opportunity analysis, especially from the perspective of UK economic impact, which helps to inform the Faraday Institution's commercialisation priorities, the Transformational Challenges and refine its research focus.

3.2 Protecting Intellectual Property

The Faraday Institution has a responsibility to ensure it maximises the benefits from funded research in accordance with its charitable charter as set out in its articles of association. Specifically, it aims to ensure that Intellectual Property (IP) arising from the Faraday Institution programme is:

- Generated, identified and recorded
- Appropriately protected
- Exploited to provide the best possible outcomes

All researchers funded through Faraday Institution programmes should understand the IP strategy and, in their day-to-day work, make full use of the IP support available through their home institution, including knowing whom to contact for advice. See: Faraday Institution IP strategy.

Researchers must take care **not to disclose details of patentable inventions** through talks, papers or discussions. Researchers may find it helpful to download these slides on IP protection, presented by patent lawyers, Withers and Rogers, at a Faraday Institution Review Meeting.

Project teams are encouraged to develop links with industrial organisations to help ensure that research remains application inspired. Please make Ian Ellerington, Technology Transfer Director at the Faraday Institution, aware of any industry enquiries regarding potential collaborations. Discussions with industrial partners may identify opportunities for Industry Sprint projects that accelerate or redirect elements of the research programme to meet short-term needs. Researchers must not discuss non-public details of their research with third parties unless a collaboration or confidentiality agreement is in place, as disclosure could hinder the future protection or exploitation of intellectual property.

If any group working on Faraday Institution workstreams believes that its research has generated, or is likely to generate, patentable IP please inform Ian, the project's IP contact and the university's technology transfer office. If researchers are unsure who their IP contact is, they should ask the relevant co-investigator. Maintaining a broad overview is important as inventions arising across different teams may have greater impact when combined than when considered individually.

Potential IP will be discussed with Principal Investigators during regular project reviews. Where valuable IP is identified, an exploitation team will be established, comprising the research group, the relevant Technology Transfer Office, the project IP contact and the Faraday Institution. The team will agree an appropriate exploitation strategy.

For IP-related questions, please contact Ian Ellerington, Laura Goodsir or Will Richardson.

3.3 Research security

Research security is a shared responsibility. As part of planning and delivering research, all researchers should consider whether their work, data, technology, expertise or collaborations could create security risks or be vulnerable to misuse, exploitation or unwanted transfer. Researchers are encouraged to apply the principles of Trusted Research and Secure Innovation to identify and manage risks proportionately, enabling open, collaborative and internationally connected research while protecting people, knowledge, intellectual property and national interests. Further guidance is available through the Trusted Research and Secure Innovation frameworks.

3.4 Industry Sprints, Industry Fellowships and Entrepreneurial Fellowships

We encourage approaches by any UK battery researcher (from within or external to current Faraday Institution battery projects and at any career stage) to reach out to FIHQ or their principal investigator if they have identified a research area that could be developed into a sprint or fellowship. These short, focused projects focus on commercialisation of research. Sprints and fellowships can give early career researchers an opportunity to lead a focused team across multiple institutions and to connect with leaders from industry and academia.

3.4.1 Industry Sprints

Industry Sprints dedicate small multidisciplinary teams of researchers to solve a commercially relevant research opportunity identified from within the research programme and prioritised by an industrial partner. Over a period of 6 to 18 months, researchers work closely on the challenge, meeting frequently to review progress and hone plans.

Current Sprint Projects. Application process and timetable. Contact Will Richardson with any questions.

3.4.2 Industry Fellowships

The Industry Fellowship programme fosters relationships between industry and academic researchers. It strengthens ties between industry and academic battery researchers in the UK with the aim of establishing or enhancing collaborative research with the potential for near- and longer-term benefit to the UK battery industry. The Fellowships enable academics and industrialists to undertake a mutually beneficial and collaborative energy storage research project.

Current Industry Fellowships. Application process and timetable. Contact Will Richardson with any questions.

3.4.3 Entrepreneurial Fellowships

The Faraday Institution Entrepreneurial Fellowship programme supports researchers across the UK looking to create new businesses and commercialise battery technologies. These fellowships have been set up to facilitate the creation of new business opportunities that have emerged from Faraday Institution research programmes and elsewhere from the broader UK battery research community. The programme provides seed funding, business support and mentoring to maximise the potential of start-up success and accelerate the spin-out process.

Recent Fellowships. Application process and timetable. Contact Laura Goodsir with any questions.

4. The Faraday Institution Community

4.1 Introduction to the Community

The Faraday Institution has built a distinctive community of university researchers from many disciplines, committed industry partners, technology business development specialists and emerging student talent. The organisation's model for conducting strategic national research utilises the strengths of leading UK university research groups that collaborate in multi-disciplinary projects while nurturing leading energy storage scientists and engineers of the future. Through cross-project collaboration and knowledge exchange, this diverse group, which now spans 500+ researchers across 25 UK universities, can be utilised to help individuals deliver impactful research.

4.2 Equality, Diversity and Inclusion (EDI)

The Faraday Institution is committed to creating and sustaining a diverse and inclusive environment as it builds and supports a world-class energy storage research community. Through interdisciplinary collaboration and celebrating a diversity of ideas, perspectives, and backgrounds, the institution enables research excellence to flourish.

The Faraday Institution's EDI Charter outlines the EDI responsibilities that all members of our community share. We encourage everyone to engage with the types of everyday actions that contribute to building the welcoming, supportive, diverse and productive UK battery research community we seek to create:

- Actively promoting inclusion
- Advocating for others
- Adopting practices that support fairness and equal opportunities for all
- Embracing and championing diversity in all its forms
- Following best practice chargers and initiatives within the relevant university
- Challenging non-professional and inappropriate behaviour

The EDI Working Group helps to develop, lead and monitor EDI strategy across our community. If researchers would like to suggest a topic for consideration by the working group or would like explore the possibility of joining the group, they should contact their project's EDI Working Group member in the first instance. Researchers working outside one of the 10 core projects should contact the Working Group Chair Alex Kersting (University of Cambridge), Catherine Callow or Vicki Harper at FIHQ.

4.2.1 Recruitment onto Faraday Institution programmes
We ask that people recruiting into PhD and PDRA positions follow best practice with respect to equality, diversity and inclusion.

We ask the following:
- Advertise positions broadly
- Use gender-neutral language in job descriptions and adverts and including a statement that applications are encouraged from specific under-represented groups (e.g. women and minority ethnic groups)
- Adopt best practices in accessibility to ensure equal opportunities
- Employ diverse appointment panels (e.g., consider gender, ethnicity, career stage).
- Monitor recruitment data and the delivery of commitments related to adverts, training and panel composition
- Consider diversity when selecting images to be used in adverts

To help us help project teams attract the highest quality candidates to Faraday Institution research positions, please send all job adverts for vacant PhD and PDRA positions to Giorgio Graffino. He will upload them to the jobs page of the Faraday Institution website and post them on LinkedIn.

4.3 The Faraday Institution Code of Conduct
The Faraday Institution is committed to ensuring that all researchers involved in its projects work in a safe, supportive and positive environment at all times. We are committed to building a Faraday community founded on collaboration, mutual respect, and a shared willingness to support colleagues. By promoting equality, inclusion and diverse teams in which everyone feels able to contribute, we will can deliver better science and build a stronger community.

To that end, we have developed a Code of Conduct: standards of behaviour that we expect all members of the Faraday community to adhere to while undertaking Faraday Institution research or related work, be it in a lab setting, connecting with group or project members and when interacting with other projects, with members of FIHQ, and externally, in person or in an on-line environment.

Researchers should also make themselves aware of our checklist to organise and run inclusive meetings.

4.4 Opportunities Open to Members of the Faraday Institution Community
The Faraday Institution regularly shares opportunities that are open to Faraday Institution researchers (and beyond) via:
- The opportunities page of the Faraday Institution website.
- The Faraday Institution LinkedIn channel. Please follow us on LinkedIn to get updates.
- A PowerPoint deck that is circulated monthly via the project managers of main projects. Please keep a look out for it.

Opportunities include:

- Funding in the battery space, through the Faraday Institution, other UK schemes (such as the Battery Innovation Programme) and international programmes (such as Horizon)
- The chance to present at or attend the annual Faraday Institution Conference, which attracts more than 500 participants and provides an excellent forum to share research and develop new collaborations. The call for abstracts opens each January and the conference is usually held the second week in September. Conference website.
- Other events, such as the Early Career Researcher Conference and webinars, including recordings of previous Faraday Masterclasses.
- UK-based battery-research job postings, across Faraday Institution projects and partner organisations, including industry.
- Nominations for the Faraday Institution Community Awards, typically open February to early June.
- Participation in committees that help shape Faraday Institution programmes.
- Advertising PhD studentships, both Faraday-Institution-funded and external, as well as undergraduate internships.
- External events and training courses.

If researchers have an item to promote - for example an event they are organising or a job vacancy - and would like us to include it in the deck, on a relevant Faraday Institution webpage, or in a LinkedIn post, please email Giorgio Graffino.

As well as undertaking scientific research, the Faraday Institution provides independent, evidence-based understanding of battery economics, societal issues, capabilities and competitive position through commissioned studies. The Faraday Institution publishes Faraday Insights, which are concise briefings that aim to help bridge knowledge gaps across industry, academia and government. To receive Insights, please sign up here.

4.5 Representing the Faraday Institution Community

We would like to empower all Faraday Institution researchers to represent our community at every available opportunity (including when presenting, attending conferences and submitting papers).

4.5.1 Dual Affiliations

We ask that all members of our community represent themselves by their Faraday Institution role, as well as university role, wherever it is appropriate to do so. This could include:

- when presenting Faraday Institution research at conferences,
- in LinkedIn profiles, and
- in email signature text.

Researchers might also consider adding a link to the project LinkedIn or website in their email signature text.

Examples of suggested formats of dual job titles are:

- Faraday Institution Research Fellow at the University of Birmingham
- Faraday Institution PhD Researcher at the University of Oxford
- Professor of Chemical Engineering at University College London and Faraday Institution Co-Investigator
- Reader in Chemistry at Imperial College London and Faraday Institution Principal Investigator

4.5.2 Representing the Faraday Institution in Scientific Publications

See the guide to representing the Faraday Institution in scientific publications, which gives details on:

- Affiliations to the Faraday Institution in the title block of papers
- Open access
- Funding statements
- Notifying the Faraday Institution when papers are in preparation
- What to do once papers are published

4.5.3 LinkedIn

We ask all members of the Faraday Institution community to update their LinkedIn profiles and other professional social media profiles they use, to include their affiliation to the Faraday Institution. Researchers should add their Faraday Institution role to the "Experience" section of their LinkedIn profile. This enables the Faraday Institution logo to appear at the top right-hand side of the page alongside their university.

Researchers are encouraged to follow the Faraday Institution on LinkedIn, to stay informed about relevant funding, events, jobs and other announcements. They are encouraged to share Faraday Institution social media posts with their networks where appropriate.

The Faraday Institution's social media strategy supports the organisation's high-level engagement and education/training goals. Its primary audiences are:

- The UK battery research community
- Funders and policy makers including MPs, government departments, and the Battery Innovation Programme
- Young people interested in pursuing STEM careers and moving into battery research, as well as the adults who influence them.

The strategy is delivered primarily by the organisation's Digital Communications Co-ordinator, Giorgio Graffino, working with a researcher or project manager who acts as a social media practitioner for each main project. Each main Faraday Institution project now has a LinkedIn channel.

Researchers are encouraged to follow their Faraday project's LinkedIn channel and to let the social media practitioner know if they have any relevant content (for example, new papers published or events) to share.

Project	**Project social media practitioner**
FAST	Jeneefa Haleem (m.h.j.jeneefahaleem@bham.ac.uk)
LEAP	Dr Alex Kersting (alk53@cam.ac.uk)
LiSTAR	John Hooper (john.hooper@ucl.ac.uk)
Multi-scale Modelling	Dr Saira Naeem (s.naeem09@imperial.ac.uk)
Nextrode	Dr Leigh Mapledoram (leigh.mapledoram@materials.ox.ac.uk)
ReLiB	Dr Laura Driscoll and Dr Alex Green
SafeBatt	Dr Peter Bugryniec (p.bugryniec@sheffield.ac.uk)
SODA	Craig Burdis (c.burdis22@imperial.ac.uk)
SOLBAT	Neil Cadman (neil.cadman@materials.ox.ac.uk)
3D-CAT	Joanna Lopusinska

Please note that the code of conduct applies to online environments including social media as well as in-person. If engaging with LinkedIn posts from the community, researchers should take a

supportive, constructive tone. They should also follow any university policies regarding use of personal social media accounts for certain purposes – e.g. political comment.

4.5.4 Project Logos, Presentations and Posters

The following can be found in the researcher resources page of the Faraday Institution website.

- The standard Faraday Institution introductory presentation
- A blank Faraday Institution PowerPoint template
- A consistent set of:
    - project logos
    - project PowerPoint templates
    - templates for scientific posters

We recommend all members of the Faraday Institution community use these templates at Faraday Institution meetings and elsewhere where research funded through the Faraday Institution is presented.

The researcher resources webpage also includes guidance documents to help materials generated by our community digitally accessible to all. Guidance documents include:

- Digitally accessible scientific posters
- Assistive technology
- Guide to checking digital content accessibility
- Instructions to designers designing documents like the annual report, PhD training guide and Faraday Insights
- Lectures
- Writing word documents for distribution as PDFs
- Digitally accessible procurement questions and guidance
- Social media checklist

4.5.5 Scientific Conferences

When researchers present Faraday Institution research at a scientific conference, they may like to consider informing their project's social media coordinator and/or the Faraday Institution comms team in advance by emailing events@faraday.ac.uk. In such cases the Faraday Institution will aim to raise the visibility of both the research and the researcher's participation in the event, for example through its social media channels.

To help raise the profile of the Faraday Institution, researchers presenting Faraday Institution research at external conferences should include a single introductory slide about the organisation. This slide can be accessed at www.faraday.ac.uk/researcher-resources.

Researchers involved in organising external conferences are invited to discuss with the Faraday Institution any sessions they are curating that align with Faraday Institution research. Such sessions may include Faraday Institution researchers or members of the HQ team and external participants as speakers or chairs. The Faraday Institution has a budget to sponsor events where such sessions are planned. For such opportunities we would need to define the objective of the Faraday Institution sponsorship (e.g., attract applications for PDRAs to new projects) and what branding opportunity it would enable. Please discuss with your project's Project Manager, at a project management meeting or email events@faraday.ac.uk.

4.5.6 Faraday Institution Branded Items

The Faraday Institution has a range of branded items: moleskin notebooks, pens, pin badges, umbrellas, travel mugs, and tote bags for use by our researchers to help to create a sense of belonging to our community. Researchers who would like to receive a supply, for example to use at a project kick off meeting, should contact Vicki Harper.

5. Education and Training

Talent development is fundamental to the goals of the Faraday Institution. The organisation is committed to developing a diverse and highly skilled talent pipeline to support future generations of battery scientists, engineers, and innovators.

To achieve this, the Faraday Institution delivers four key education programmes:

- Outreach
- Undergraduate attraction
- PhD training programmes
- Early career researcher development

For information about any of these programmes, please contact training@faraday.ac.uk

Further details can also be found in the Education and Skills section of the Faraday Institution website.

5.1 Outreach

The Faraday Institution encourages members of the Faraday Institution community to participate in outreach activities. PhD researchers are trained to be STEM Ambassadors to help them communicate their research in an engaging and accessible way to younger audiences.

As part of this initiative, the Fully Charged Battery Box has been developed, which contains resources for a class of up to 30 students to take part in curriculum-linked battery activities. Other educational resources are also available designed to inspire young audiences about batteries, electrification, and energy storage technologies.

Researchers who would like to become involved or require outreach resources should contact training@faraday.ac.uk.

5.2 Undergraduate Attraction

The Faraday Institution runs several programmes designed to encourage undergraduate students to explore opportunities within the battery sector.

5.2.1 Faraday Institution Summer Experience (FUSE)

Each summer, the Faraday Institution funds more than 40 undergraduate students to undertake paid eight-week placements in battery research. Participants are assigned a supervisor and research project, providing them with:

- Access to research scientists and specialist facilities
- Hands-on research experience
- Opportunities to develop technical and professional skills
- The chance to produce and present a research poster

Projects are invited to propose projects for FUSE internships each autumn through the Project Manager. PDRAs may also apply to host an intern with the support of their supervisor.

5.2.2 National Battery Day

Each year on 18 February – National Battery Day – the Faraday Institution hosts a series of battery career events to inspire undergraduate students and raise awareness of opportunities within the sector. We encourage universities to host local events or livestream Faraday Institution webinars into lecture theatres of undergraduates where possible.

5.3 PhD Training Programmes

The Faraday Institution funds PhD researchers, supported by a bespoke training programme aimed at increasing knowledge, skills, and career aspirations.

The programme includes:

- Industry and facility visits
- Lectures across the supply chain
- Networking opportunities
- Soft skills and commercialisation training sessions

Please refer to the 2025–2026 PhD Training Programme Course Guide for full details.

5.4 Early Career Researcher Development

Supporting the development of Postdoctoral Research Associates (PDRAs), Research Assistants, affiliated PhDs, and PRISM (Professional Research Investment and Strategy Manager) staff is central to building a strong pipeline of talent for the UK battery and energy storage sector.

In line with the Vitae Researcher Development Framework and the Concordat to Support the Career Development of Researchers (September 2019), the Faraday Institution is committed to researcher development.

The Faraday Institution supports researcher development by:

1. Providing a minimum of 10 days of professional development (pro rata) per year.
2. Offering up to £2,000 annually for training for eligible researchers and project staff. Funding should support professional development, or career goals.
3. Encouraging all researchers to undertake a career development review with their institution. A template is provided to help aid discussions.
4. Providing access to training opportunities and development courses (available through the Opportunities Deck).
5. Encouraging collaboration, secondments, and industry placements.
6. Monitoring and reporting researcher development activities.

5.4.1 Training budgets

Training budgets can be used for training in any of these four categories:

- **Personal development** – Improving confidence, resilience, and personal effectiveness.
- **Professional skills development** – Developing communication, teamwork, leadership, and collaboration skills.
- **Battery knowledge** – Building understanding of battery technologies, systems, and applications.
- **Career development** – Supporting employability, networking, and career progression.

5.4.2 Accessing the Training Budget

To access the training budget:

1. Confirm eligibility with the Project Manager.

2. Obtain approval from the supervisor and Project Manager.
3. Attend the approved training.
4. Record the activity and learning outcomes in the training log.

5.4.3 Training Budget Restrictions

Training budgets can be used for:	Training budgets cannot be used for:
Personal and professional development	Conference attendance, including the Faraday Institution Conference (unless it represents a significant development opportunity – for example – presenting to a large audience for the first time, or where training events are built into the conference)
Technical and battery-related training	Language classes
Professional and transferable skills development	Consumables or non-training items
Career development activities	
Faraday Institution training events, including the ECR Conference	
University training courses	
Travel and reasonable adjustments required to attend training	

Researchers should consider value for money and the potential impact of training before requesting approval.

5.4.4 Responsibilities – supervision and career development

In line with UKRI guidance on supporting excellent supervisory practice across doctoral training investments, supervisors are expected to actively encourage training opportunities and provide time, support, and guidance for researchers' professional development.

Researchers are expected to take responsibility for their own career development. This includes completing a minimum of 10 days of professional development per year and maintaining regular discussions with their supervisor about suitable training opportunities.

It is the responsibility of both the supervisor and researcher to ensure that this training is recorded on the training log. Once the training has been completed, you should email the Project Manager for your project to have it recorded. The Faraday Institution monitors training activity and budget expenditure annually.

5.5 Governance and opportunities

The Education and Skills programme is supported by two advisory panels.

The Training and Diversity Panel advises the organisation on how best to achieve its ambitious aim of creating a dynamic, diverse, and highly skilled talent pipeline for the future battery technology sector. The panel brings together expertise from academia, industry, and the public sector.

The Faraday Early Career Researcher Committee meets at least quarterly to represent and champion the voices and careers of early career researchers across the Faraday community.

The committee has planned and delivered several successful ECR Conferences and Training Events attended by more than 200 researchers. To raise an idea or get involved with the ECR Committee, please email ecr@faraday.ac.uk.

Members usually serve on the panel for a term of three years. Every two years, the organisation seeks #new members to join the committee, with opportunities advertised through the opportunities deck and on social media. The process usually involves completing a questionnaire followed by an interview.

6. Faraday Institution Funding and Finance System

The terms of Faraday Institution funding provide greater flexibility than many other funding bodies. This enables us to respond to research progress and emerging opportunities by moving funds within and between projects where appropriate, directing resource towards the most promising areas of research. To support this approach, project monitoring, including financial monitoring, is conducted on a quarterly basis. As a result, project managers may request information on financial expenditure more frequently than researchers may experience with projects funded by other organisations.

Faraday Institution funding for research projects operates through a hub-and-spoke model. Grants are awarded to the lead university for each project (for example, the University of Birmingham for ReLiB), which is responsible for collating financial information and managing reporting on behalf of the partner universities involved in the project.

Researchers experiencing any difficulties relating to Faraday Institution funding, invoicing, or payments, should in the first instance contact their project manager (or the finance team at FIHQ). Early engagement with the team is encouraged, as they can often identify practical solutions that prevent administrative issues from slowing project delivery and research progress.

As the Faraday Institution is funded through public investment, all project expenditure should demonstrate good stewardship of government funds and value for money. Researchers are expected to make cost-conscious decisions and follow their institution's travel and procurement policies. For example, where practical, public transport should be used in preference to taxis or ride-hailing services, and all expenditure should be reasonable, necessary, and directly support the objectives of the project. Maintaining a focus on value for money helps ensure that funding is used effectively to maximise research impact.

7. Useful Contacts at FIHQ

Please don’t hesitate to contact one of the team with any questions.

Name	Role	Mobile
Emily Baird	Events Manager (on maternity leave)	07481 378178
Paul Bostock	Research Project Manager	07767 176441
Fi Collins	Finance Analyst	
Catherine Callow	Chief Operating Officer	07341 799104
Craig Chapling	Research Project Manager	07766 609271
Andrew Deadman	International Partnership R&D Manager	07741 853069
Ian Ellerington	Technology Transfer Director	07741 853065

Martin Freer	Chief Executive Officer	
James Gaade	Research Programme Director	07387 790493
Stephen Gifford	Chief Economist	07741 853068
Laura Goodsir	Technology Transfer Principal	07766 502874
Louise Gould	Head of Communications	07741 853073
Giorgio Graffino	Digital Communications Co-ordinator	07384 865412
Dominic Grantley-Smith	Head of Training and Talent Development	07887 297915
Alison Green	Finance Manager	07379 210213
Nick Green	Research Project Manager	07770 771446
Vicki Harper	Executive Assistant	07741 853066
Jacqui Harrison	Events Manager (maternity cover)	07500 491131
Matt Howard	Chief Strategy Officer	07741 853063
Jon Leong	Business Development Analyst	07389 879516
Jeremy Lowen	Commercialisation Programme Analyst	07570 697399
JJ Marie	Principal Analyst – Energy Storage	07435 497955
Laura Male	Grants & Contracts Administrator	
Will Richardson	Technology Transfer Principal	07442 564374
Nick Smailes	Special Projects Director	07767 177650
Nicole Tame	Administration Officer	07919 981286
Sylwia Walus	Research Project Manager	07901 983563

8. Actions Checklist

- ☐ Complete Career Development Plan to identify training needs and set goals
- ☐ Schedule a Performance Review
- ☐ Download your project's Faraday Institution PowerPoint template available on the Researcher Resources webpage
- ☐ Check out what's available on the Researcher Resources webpage
- ☐ Update your LinkedIn profile to reflect new position with the Faraday Institution
- ☐ Follow the Faraday Institution and your project on LinkedIn
- ☐ Check out live opportunities and sign up to upcoming events on the Faraday Institution website
- ☐ Seek collaboration and networking opportunities
- ☐ Contact your project's project manager to discuss any specific project-related items not mentioned in this induction guide.

Thank you in advance for being an ambassador for the Faraday Institution and helping our community and projects gain the visibility they deserve.