



**SAPGERIC**

Structural Change Promoting Gender  
Equality in Research Organisations

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**Dr. Shewly Choudhury** is the Deputy Head of Basic Careers and works with the Head of Basic Careers to develop and implement the Wellcome Trust's strategy and policy on basic (non-clinical) research career schemes in the UK, ensuring delivery against the Trust's mission. Shewly's particular responsibility is to oversee and direct the Basic Science PhD and Fellowship Training Programmes and works closely with researchers and other stakeholders. Since joining the Wellcome Trust in October 2005, Shewly has held a number of roles in Science Funding and was seconded to the Strategic Planning and Policy Unit. Shewly has a BSc in biological sciences from the University of Leicester and a PhD in neuroscience from the University of Cambridge.

#### **Shewly Choudhury**

Wellcome Trust, UK

#### **Supporting outstanding researchers: retaining talent**

Supporting outstanding researchers is at the heart of Wellcome Trust's funding philosophy. We believe that breakthroughs emerge when the most talented researchers are given the resources and freedom they need to pursue their goals. Success in this demands diversity - of people, ideas and approaches. We recognise that different people choose different career paths. Therefore, the Trust strives to provide flexibility in the range of research career opportunities offered to women and men at all career stages to ensure that those who want to continue or return to a scientific career have the best possible chance to do so. As a funder of scientific research we do not employ researchers directly and so we work with academic institutions to influence practices and effect change to enable talented researchers to fulfil their potential. Examples of some of our findings from analysis of career pathways and (new) initiatives in this area will be presented.