



L'Oréal-UNESCO For Women in Science UK and Ireland Young Talent Awards 2025

Application Terms and Conditions

1.0 About the 2025 L'Oréal - UNESCO For Women in Science UK and Ireland Young Talent Awards

The L'Oréal-UNESCO For Women in Science UK and Ireland Young Talent Awards is an annual programme which aims to promote, enhance and encourage the contribution of women pursuing their research careers in the UK or Ireland. The programme is run in partnership between L'Oréal UK and Ireland, the UK National Commission for UNESCO and the Irish National Commission for UNESCO, with the support of the Royal Society.

The UK and Ireland Young Talent awards are offered under the umbrella of the L'Oréal-UNESCO For Women in Science Programme, which has promoted women in scientific research on a global scale since 1998. The UK and Ireland awards launched in 2007.

In 2025, five outstanding women scientists in the early stages of their career will receive the award to enable and/or facilitate promising scientific research. The awards are tenable at any UK or Irish university or research institute to support a 12-month period of postdoctoral research in any area of **engineering, life sciences, mathematics and computer science, physical sciences** or **sustainable development**.

The value of each award is £25,000 (equivalent € for recipients in Ireland) and are designed to provide flexible support. The award money can be spent in innovative ways to enable women scientists to pursue and continue their research careers – such as buying equipment, paying for childcare or funding travel costs to attend overseas conferences and/or events.

2.0 Key Dates

- **Applications Open:** 10 July 2025
- **Applications Close:** 20 August 2025
- **Reader Assessment:** August – September 2025
- **Jury Panel Assessment:** October – November 2025
- **Virtual Interview Days:** Mid-November 2025 (*exact date and timing tbc*)
- **Awards Reception:** Early December 2025 (*exact date and location tbc*)

For further information, visit www.forwomeninscience.com

3.0 Who is Eligible?

- Candidates must identify as female postdoctoral level researchers who have already been awarded their research doctorate in the fields of Engineering, Life Sciences, Mathematics and Computer Science, Physical Sciences, or Sustainable Development.
- Candidates must have no more than 10 years' active full-time equivalent postdoctoral experience (discounting career breaks but including teaching experience and/or time spent in industry) at the time that their application is submitted.
- Candidates must not currently hold a permanent academic post or have ever held a permanent academic post in the past, or have received, before the start date of the award, the promise of a permanent academic post.
- Candidates must be undertaking research in the fields of Engineering, Life Sciences, Mathematics and Computer Science, Physical Sciences, or Sustainable Development.
- Candidates undertaking research in the fields of Psychology, Science Education and Social Sciences are not eligible for this award.
- Candidates must be conducting their research at a UK or Irish university or research institute.
- Candidates can be a citizen of any country but must already have a confirmed position at a university or institute within the UK or Ireland. This contract must cover the 12-month period of the award, starting from when the grant is awarded.
- Candidates must be residing within the UK or Ireland at the time of application. Applications are welcome from candidates who wish to establish/re-establish themselves after a career break or other period of absence from active research or where the candidate is establishing a research career as a mature entrant or after experience in other fields.

The subject areas that are eligible within the key disciplines include **but are not limited to** the following:

Engineering	Engineering Bioengineering, Biomedical Engineering, Chemical Engineering, Electronic Engineering, Environmental Engineering, Material Science, Software Engineering
Life Sciences	Biological Sciences Biochemistry, Bioinformatics, Biophysics, Biotechnology, Cell Biology, Chemical Biology, Computational Neuroscience, Developmental Biology, Endocrinology, Epigenetics, Genetics, Genomics, Immunology, Molecular Biology, Mycology, Stem Cell Biology, Virology Ecology Agriculture, Conservation Biology, Microbiology, Paleontology, Plant Biology. Epidemiology Behavioral Science, Cognitive Neuroscience, Evolutionary Biology, Neuroscience, Nutrition, Psychiatry, Women's Health. Medical Science Cancer Science, Cardiovascular Medicine, Haematology, Infectious Disease, Inflammation, Medicine, Medical Imaging, Medical Physics, Medicinal Chemistry, Pharmacology, Regenerative Medicine.
Mathematics and Computer Science	Mathematics Applied Mathematics, Statistics. Computer Science Theoretical Computer Science, Computer Systems, Computer Applications, Software Engineering.
Physical Sciences	Chemistry Analytical Chemistry, Environmental Chemistry, Inorganic Chemistry, Materials Chemistry, Organic Chemistry, Physical Chemistry. Earth Sciences Atmospheric physics, Climatology, Environmental Science Geophysics, Volcanology. Physics Astrophysics, Astronomy, Experimental Physics, Nanomaterials, Particle Physics, Plasma Physics, Quantum Physics, Theoretical Physics.
Sustainable Development	Sustainability Science Biodiversity, Biofuels, Biodegradable Plastics, Clean Energy and Technology, Environmental Science, Environmental Protection and Conservation. <i>Sustainability Science can include disciplinary, interdisciplinary and transdisciplinary science. It can be geared towards the generation of basic knowledge, towards applied technology or towards sociocultural innovation as well as towards new governance or social and economic models.</i> Applicants should consider how their research contributes to the UN's Sustainable Development Goals .

4.0 Online Application Procedure and Deadline

We can only accept applications submitted via the online portal.

To apply, individuals will need to visit <https://www.forwomeninscience.com> and create an account. Applications must be made for **one** of the following five disciplines: engineering, life sciences, mathematics and computer science, physical sciences or sustainable development.

Alongside your completed application form, you must submit the following documentation:

- **One Letter of Acceptance** from host institution (must confirm that the university/research institute is able to provide you with the appropriate space and facilities for the duration of the 12- month period to undertake the research that the award would support).
- **Two Letters of Recommendation** from academic supervisors acquainted with recent periods of formal study or research.
- **One Candidate Statement**, including a breakdown of expenditure (maximum 500 words).
- **One Research Proposal** (maximum 600 words, not including bibliography)

The application does not need to be completed in one sitting and can be edited as many times as needed up until the point of submission. The various sections can be accessed, and the application form can be printed at any stage.

The deadline for the receipt of completed applications is **23:59 BST on Wednesday, 20 August 2025**. Applications which have not been submitted by the deadline, or are incomplete, will not be considered.

It is the candidate's responsibility to ensure that the application, including the additional documentation, is complete and submitted before the deadline. For a complete application to be considered, you **must** select the 'submit' button on the online application form.

A team of multi-disciplinary Readers will review the applications and mark them in accordance with the criteria described below ("Stage 1 Long Listing Criteria"). During "Stage 2 Shortlisting", the top applications selected by the Readers will be forwarded for final review by the Jury Panel. The Jury Panel then selects the top 10 candidates for interview.

Interviews will be held virtually in **November 2025**. The awards reception will take place in **early December 2025** at a location in central London. Applicants shortlisted for interview will be notified in **early November 2025**. Applicants must be available to attend both the interview and awards reception should they proceed to the final.

Successful applicants must take up the award within six months of announcement. The offer will otherwise lapse. Only in exceptional circumstances will a later start date be considered.

5.0 Outline of Application Review Process

There are three stages included in the application review process. If you have additional questions, please contact the team at forwomeninscienceuk@loreal.com.

Stage One: Longlisting

Date: August 2025 – September 2025

A team of multi-disciplinary readers with relevant scientific expertise will review the eligible applications from the five disciplines: engineering, life sciences, mathematics and computer science, physical sciences or sustainable development.

Readers are academic experts based in the UK and Ireland. They are appointed on the recommendation of the Research Councils and other sources. Each application will be assessed by a minimum of two readers.

Candidates' application forms will be assessed against the criteria listed below:

Intellectual Merit of Applicant

- Academic records.
- Ability to effectively interpret and communicate research findings.
- Evidence of originality, initiative and productivity.
- Strong recommendation via reference letters.

Quality of Research Proposal

- The originality of the research proposal.
- The relevance of the research and its impact.
- The proposal should be presented in a clear and compelling format.

Impact of the Young Talent Award

- How the award will enhance the applicant's career and/or assist with a successful return to scientific research.
- Has the applicant made a convincing case of the impact this award will make to her.

Stage Two: Shortlisting

Date: October 2025 – November 2025

Shortlisting is carried out by an independent jury panel of senior UK and Ireland scientists. The jury panel will review the top applications, based on highest aggregate Reader scores and comment, from the five disciplines.

The jury panel will select the top ten applicants to be taken forward to the virtual interview stage. The assessment criteria are the same as *Stage One*.

Stage Three: Interviews

Date: November 2025

The interviews will be conducted virtually by the jury panel over Microsoft Teams. Where the relevant expertise does not exist on the jury panel, an external examiner may be brought in to conduct parts of the interview for an individual candidate.

The virtual interview will be 30 minutes. Each of the final ten applicants ('finalists') will deliver a 10-minute presentation of their research proposal followed by 20 minutes of questions from the jury panel.

The jury panel will assess the interviews based on the same criteria as in Stage One and Stage Two.

Following the interviews, five finalists will be selected as the 2025 L'Oréal UNESCO For Women in Science Young Talent and the other five finalists will be recognised as 'Highly Commended'.

6.0 Miscellaneous

Applications cannot be returned and are the property of the Promoter. Copyright and other rights and interests in each application are hereby assigned to the Promoter.

The Promoter may use the application for post-event publicity (including newspapers, magazines, online, broadcast bulletins and other forms of media), on the For Women in Science website and the Promoter's corporate and internal website and any other material which reports or promotes the award. No additional compensation will be paid for such promotional activities. Accordingly, entrants assign to the Promoter any copyright and other intellectual property which exist in their entry and irrevocably waive any moral rights that would vest in them under the Copyright, Design & Patents Act 1988.

Use of Young Talent Award recipient in publicity and promotional materials

The Young Talent Award recipients ('award recipients') will be photographed, filmed and interviewed by the Promoter for purposes linked to communicating and advertising the "For Women in Science" programme and these photos, videos and texts will be used in publications and audio visual means including but not limited to written press, television, social media (including, but not limited to, LinkedIn, X (formerly known as Twitter) and Facebook), internet, photographs and brochures including distribution to the media worldwide.

The award recipients expressly authorise the Promoter to reproduce, represent and use their image, name, distinctions and titles, worldwide. Such authorisation shall be limited to non-commercial uses in relation to the L'Oréal-UNESCO For Women in Science UK and Ireland Young Talent Awards.

The award recipients will not receive any remuneration for such promotional activity.

The award recipients will join the L'Oréal-UNESCO For Women in Science UK and Ireland Young Talent alumnae and are expected to act as ambassadors representing the position of women in science in the UK and Ireland.

The award recipients may be asked to attend events or be available for interviews in relation to the For Women in Science programme. The recipients, where possible, agree to take part in communication activities in the framework of the L'Oréal-UNESCO For Women in Science UK and Ireland Young Talent Awards and allow photographic and video material to be used by the partners for communication purposes. At the same time, the professional photographic and video materials will also be at the disposal of the award recipients free of charge for their future use.

Award recipients should, where possible, attend L'Oréal-UNESCO For Women in Science

UK and Ireland Young Talent Awards events and promote the award through their own professional channels to help reach more female scientists who are considering applying in future years.

Beneficiary's Reporting Obligations

The award recipients are required to submit a final financial expenditure statement on the actual expenditure incurred during the 12-month period within three months of the end of the programme. The statement should be accompanied by appropriate receipts, copies of invoices etc.

The recipients are also required to complete an end-of-programme questionnaire, within three months of the end of the 2025 L'Oréal-UNESCO For Women in Science UK and Ireland Young Talent Programme.

The Promoter reserves the right to require the award recipients to complete and submit a progress report or a statement of expenditure at any time during the 12-month period, or to provide supplementary information in support of a final expenditure statement.

The awards are as stated and there are no alternatives or cash substitutes. Any applications which do not conform to the Terms and Conditions will not be valid. Proof of sending will not be accepted as proof of receipt.

Responsibility cannot be accepted for lost, damaged or delayed entries whether due to technical or connectivity problems or otherwise.

The jury panel's decision is final, and no correspondence will be entered into.

If the award is declined or if the award recipient forfeits the award under these Terms and Conditions, then the jury panel may at their absolute discretion select an alternative award recipient in accordance with the assessment criteria specified above.

The Promoter reserves the right at its absolute discretion to add or to waive any of the Terms and Conditions, or to cancel the competition at any stage, in the event of circumstances ongoing beyond its reasonable control.

English law applies and the English courts shall have exclusive jurisdiction over any proceedings in connection with this promotion.

By entering this programme, applicants will be deemed to have accepted the Terms and Conditions.

On receiving the Young Talent award, applicants will be asked to sign an additional award recipient Terms and Conditions document, regarding the Terms and Conditions attached to the award payment.

Promoter

L'Oréal (UK) Limited in partnership with the UK National Commission for UNESCO, the Irish National Commission for UNESCO and the Royal Society.