affin sections, in cytochemistry, and in enzyme-linked immunosorbent assays. Harlan Bioproducts for Science. Circle 144.

**HPLC System**

AKTAexplorer is a single-unit, high-performance liquid chromatography (HPLC) system designed to quickly develop and optimize purification methods for proteins, peptides, nucleic acids, and oligonucleotides. The unit resolves all major purification tasks, features preset running parameters for about 80 prepacked columns, and prepares buffers automatically from stock solutions. AKTAexplorer supports all method development strategies and all chromatographic techniques including ion exchange, hydrophobic interaction, reversed phase, affinity, and gel filtration. Built-in methods for a wide range of columns enable fast media screening, method scouting, and scaling experiments. The instrument is controlled and automated by UNICORN 2.10 software, the most recent of this widely used program, which includes the ability to network with other Pharmacia systems. Pharmacia Biotech. Circle 145.

**Literature**

Spectrum 2000 FT-IR Spectrometer is a brochure on a modular system that is the next step in Fourier transform infrared (FT-IR) spectroscopy performance and usability. Advances include new optical and sampling features; control enhancements; and faster ways to generate, display, and interpret spectra. Perkin-Elmer. Circle 146.

Membrane Filtration Catalog presents products for microseparation and includes an applications guide. Micropure-EZ enzyme removers are featured for rapid enzyme removal of restriction and other enzymes from reaction mixtures containing double-stranded DNA. A high recovery centrifugal ultrafiltration device recovers proteins from dilute solutions of up to 15 ml. Particle separators and the Gel Nebulizer can be used to extract and concentrate DNA <1 kb from gels. Amicon. Circle 147.

POEMS ICP/MS/OES Spectrometer is a brochure on an inductively coupled plasma, optical emission mass spectrometer that offers state-of-the-art abilities in both the optical emission and mass spectrometer portions of the instrument. Thermo Jarrell Ash Corp. Circle 148.

Biotexc 1996 is a molecular biology and immunology catalog that includes products in the categories of RNA and mRNA separation; genomic, lambda, and plasmid DNA isolation; chemicals, buffers, and vectors; T cell, B cell, and CD4/CD8 separation; and radiomunoassay and enzyme-linked immunosorbent assay kits. Biotexc. Circle 149.

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Among the accelerating changes in scientific life in these last years of the century, none has been more remarkable than the movement of women into the workforce. With each year, the number of women working in industrial science is growing. Although that growth has not been equal in all areas, the change is both permanent and beneficial.

Below, we survey the situation for the female scientist of 1996. After a look at the numbers, we speak to scientists at Allergan, Arris Pharmaceutical, Bristol-Myers Squibb, Eli Lilly, and Parke-Davis. These women work in many parts of the modern pharmaceutical company: discovery research, bioprocess research, toxicology, and chemical technical services. From their reports, it appears that while gender may still make a difference, that difference is initial, fleeting, and increasingly a thing of the past. Their comments and advice outline the profile of the successful industrial scientist of the present and future: an expert with a divergent background; a positive, confident communicator and team worker; a contributor who gets results and recognition.

Uneven Gains

In both science education and science employment, women are making marked, steady gains, but in both areas those gains have been equivocal. According to the National Science Foundation, women earned 44 percent of all science and engineering bachelor's degrees in 1991 (the most recent year available), including 51 percent of all biological science bachelor's degrees. They earned 45 percent of all master's degrees in science and engineering and 29 percent of all doctorates; both numbers reflect a steady rise over the last decade. Women tend to concentrate, however, in the life and biological sciences, and they tend to be less well represented in mathematics, computer science, and engineering. According to figures compiled by the American Association for the Advancement of Science, women have shown lower persistence rates from degree level to degree level than men have, despite scoring as well or better in terms of grades and standardized test scores.

The employment scene is similarly complex. The number of women in the sciences and engineering is increasing every year and has been since at least 1982. Yet even though women compose about half of the U.S. workforce, they represent only about 20 percent of all employed science and engineering workers, and that representation is uneven. As of 1991 about half of all female scientists were concentrated in the social sciences (where they made up about 25 percent of the total), psychology (38 percent of total), and the life sciences (25 percent of total). Less than 15 percent of all computer scientists, less than ten percent of all physical scientists, and less than five percent of all engineers are female. Industrial science eagerly seeks out the best scientists, yet it is still true that today there are fewer women as you ascend degree levels, fewer still as you ascend the levels of management responsibility.

Clearly, the full integration of women into the workforce is still in process. Change happens woman by woman, man by man. So the focus narrows from "women in science" to "the individual woman in science." What awaits the woman looking for an industrial career in science? What should she do to prepare herself for a rewarding career? Numbers are less help here than accounts and advice from experienced scientists.

Does Gender Make a Difference?

This was a question for which each of our interviewees had a slightly different answer. Most felt that if there is a difference, it's small. Wendy Young, scientist in medicinal chemistry at Arris Pharmaceutical, says, "Chemistry is definitely a male-dominated field, and it's hard not to be aware that women are a minority there—but gender makes no difference in your career and success. That, I believe, is result-oriented." Barbara Thorne, research investigator in bioprocess research for Bristol-Myers Squibb, says, "Generally, my male colleagues have been very open to collaboration and input from me and from other women."

No one felt that gender bias had hurt her chances for recognition or advancement. But a few felt that adjustment was an issue—not so much for themselves as for the men around them. Jana Maxwell, group leader in chemical technical services for Eli Lilly, says, "In some fields, such as manufacturing or processing, when you first arrive you may be perceived as a rarity. I had no problem with that, but some of the men I worked with did." Resistance among male scientists appears to be area-specific. Liz Syage, director of process chemistry at Allergan, says, "Some of the outside labs I deal with are quite male-oriented. It can be interesting. You have to develop a relationship with people not necessarily used to dealing with a woman. On the other hand, they have to work with me to get the business." Thorne of Bristol-Myers Squibb says that "in certain labs, you still find, among senior male scientists, a certain tendency to reject women's opinions, but I believe it is less likely due to gender than to aggressive versus more passive personalities."

Still, the consensus among these quite different scientists is that the atmosphere in industrial science is quite welcoming. "In a way," says Maxwell of Eli Lilly, "opportunities may be even greater in some areas for the good female scientist. People are so eager to promote women that you can be tempted to accept promotion too early." Again and again, we were told the same thing: what scientists care about more than anything else is doing good science. Men and women alike are pleased and eager to work with anyone who can help the group get where it wants to go.

continued...
The Assertiveness Window

As we will learn, communications skills are essential in the contemporary biopharmaceutical company. Women are excellent communicators; neither gender needs assertiveness training. In the context of scientific teamwork, however, there does appear to be an “assertiveness window” that women need to keep in mind, at least initially. Michele Smith, senior research scientist in infectious diseases at Eli Lilly, says, “You want to be known as assertive and confident, but not as a nag. Perhaps because they are used to being competitive, men in general don’t have to worry about such labels. Luckily, that’s changing as more women come into the sciences.” Sheryl Hays, associate research fellow in chemistry for Parke-Davis, says, “There is a fine line between being assertive and being aggressive. It’s still true that there’s a finer line for women than for men, meaning that men can get away with some behaviors that women cannot.” Maxwell of Eli Lilly agrees: “Women have to learn not to be overly uncomfortable with the label of being pushy. That does tend to go away as you become recognized for your contributions.”

Do Women Have to Work Harder to Be Recognized?

“The previous generation has raised women that work hard and work smarter,” says Nair of PRI. “They know how to present themselves and how to excel.” Lori Dostal, research associate in toxicology for the pharmaceutical research division of Parke-Davis, says that “the women I’ve seen do an excellent job—if anything, that keeps raising the level of expectation, which leads to harder, better work. I’ve never felt that a particular man could do better just by virtue of his gender.”

Several scientists, however, feel sure that the entry-level female scientist does have to work harder. “There’s no question in my mind that’s true,” says Maxwell of Eli Lilly. “And I don’t know whether that’s because of objective external pressures or subjective internal ones.” Hays of Parke-Davis says, “Initially, I did have to work harder. I know I put in a lot of hours and then still had a family to take care of. Men are getting more involved in family issues now, so that scene is improving.” Smith of Eli Lilly says, “I think women still have to work harder, although, as more women come into the field, it’s getting better. It’s certainly better now than when I started 14 years ago.”

That is another way of seeing this hard work as good news. Nair of PRI has a lovely metaphor for the slow process of achieving an equitable workplace: “It’s like a dyed fabric. It will take time to dilute it out. It won’t change overnight, but by increments. You can say two things: it has never been better for good female scientists, and it’s going to get better still, because we work hard and we achieve.”

The Diverse Woman

Like many working scientists, our interviewees were very happy in their jobs—and a little surprised by the turns their careers have taken. All of them are examples of divergent backgrounds: what Dostal of Parke-Davis calls “having a central interest but keeping all doors open.” Their experience underlines the need for flexibility, divergent thinking, and a taste for variety.

Thorne of BMS already had an interdisciplinary outlook in high school, leading her to apply to the integrated science program at Northwestern University. “I just wanted to get a broad grounding in a lot of different things,” she says. “That training and mind set have stood me in very good stead.” For her, the biggest benefit of such a program is that it teaches students how to think and how to solve problems. “Early on, it almost doesn’t matter what the topic is on which you learn these skills,” she says. “The thing is to learn them. Concentration in a single field can come later.” She went on to a PhD in molecular biology and thence to her role in bioprocess research, where she and her colleagues often have to be “jacks of all trades rather than specialists.”

Dostal of Parke-Davis developed her divergent tastes during her graduate rotations: “I gained experience in totally different areas, got a feel for how they were different. I went from a microbiology BS to a pharmacology PhD.” Her research at the moment takes her into reproductive toxicology, renal toxicology, CNS medicine, cardiovascular medicine, and other areas.

Young of Arris became interested in the wider fields of biochemistry and pharmacology while working in organic continued...
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Breast Cancer Research Program

The U.S. Army Medical Research and Materiel Command (USAMRMC) will issue a third Broad Agency Announcement (BAA) to solicit proposals for breast cancer research. The 1996 Defense Appropriations Act provides $75 million to continue the Department of Defense Breast Cancer Research Program.

This year's program features a change in emphasis from past solicitations. Funds are designated for innovative scientific ventures that represent unattempted avenues of investigation or novel applications of existing technologies.

The programmatic strategy will be implemented by a call for proposals in three categories:

**IDEA awards:** The intent of IDEA awards is qualitatively different than traditional research projects. The goal of this special award category is to stimulate and reward speculative but especially promising and creative ideas that may yield a high payoff. In accordance with this challenge to be innovative, we invite submission of proposals even if they lack pilot data. However, such proposals must nonetheless demonstrate solid scientific judgment.

**Research with Translational Potential awards:** The intent of this category is to support larger interdisciplinary research projects that will translate into advances in the field of breast cancer prevention, treatment, and ultimately, eradication.

**Training and Recruitment awards:** This category consists of pre- and post-doctoral traineeships, career development awards, and sabbaticals. The USAMRMC particularly wants to solicit participation by younger scientists and scientists not previously involved in breast cancer research.

Significant execution milestones for this year's program include:

- **15 Apr 1996**
  Release of the Broad Agency Announcement

- **17 Jul 1996**
  Deadline for Proposal Receipt

- **30 Sep 1997**
  Awards Completed

For more information or to receive a copy of the Broad Agency Announcement:

1. Write to: Commander, USAMRMC, Attn: MCMR-PLF (BCRP BAA), Building 1076, Fort Detrick, Frederick, MD 21702-5024,
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synthesis in graduate school at Princeton and during a postdoc at Sloan-Kettering working on the total synthesis of taxol. But it was not until she came to Arris that it became, in her words, "essential for me to be aware of the whole process going on inside the company, rather than just my corner of it."

Nair of PRI went from an AB in nursing to a BS in pharmacy and a PhD in pharmacology, and from there to dermatology research. She laughs as she says, "It makes perfect sense. While doing my nursing degree, I was involved in a clinical research ward, where they were investigating new therapies. That got me interested in pharmacy, which involved a lot of organic chemistry. By the time I was done, I was more interested in research than in practicing pharmacy proper." Her present research calls on her knowledge of biology, anatomy, microbiology, and biochemistry. Pharmacology was an excellent basis: "It's a true crossover field. Being prepared in all these areas allows you to synthesize ideas better."

Hays of Parke-Davis went from a PhD in medicinal chemistry to a postdoc in nuclear medicine. "Yes, my postdoc was a big leap," she says. "Why would you go from grad school to a postdoc in the same field? Along the way I picked up some very useful skills, including radiolabeling and basic biochemical techniques."

Syage of Allergan moved from medicinal chemistry to a management job in process chemistry. "I work with all sorts of disciplines," she says, "not just with chemistry groups, but also with project teams, where I get input from toxicology, clinical research, and preformulation and analytical groups. I've also had to learn FDA regulations, which is something new, fascinating, and essential."

Smith of Eli Lilly came from a chemistry background and has had to learn biochemistry while on the job. "Now," she says, "I'm using protein chemistry to create targets for drug development." She works with molecular biologists, who clone the protein; microbiologists, who do the in vitro assays; organic chemists, who create the compounds; and scientists in metabolism and development, who determine ways to make those compounds into suitable drug candidates. She sees chemistry as a gateway to a diversity of fields: "You can take these basic techniques into different areas, retrain yourself over and over, keep learning." Young of Arris is another chemist who is learning biochemistry: "It's hard not to, with the work we do around here."

All these women are enthusiastic about the need to be versatile. Dostal of Parke-Davis says simply, "I love it. It's really interesting, and it gives a context to the science we're doing." Her ability to converse in a number of scientific dialects has also improved her team skills: "As a member of a team, I can see what everyone's thinking about to better organize and direct what we're doing."

What Kinds of Jobs Are Out There?

The answer is: any kind you're good at and willing to work for. Although almost all of our interviewees wanted an industrial rather than an academic job, few knew exactly what they wanted to do when they went into graduate work. Like many scientists, almost all point to a crucial mentorship, a close relationship with a colleague, advisor, or boss that sent them in their present direction. "The scientific and personal importance of the mentor relationship can't be overstressed," says Thorne of BMS.

Bioprocess research, where Thorne works, is, in her words, "a department sandwiched between R and D." That department's mission is to take projects that have clinical potential and assist the transition into the development department, which in turn takes those compounds into clinical trials. Upstream are the discovery researchers, whose science produces the compound. "By the time any molecule reaches us," she says, "people have already done the early animal models and the small-scale bioassays, trying to determine mechanisms of action." Downstream, the clinical production and purification departments wait. "We come up with production and quality assurance methods," she says, "so that production and purification can optimize these processes and begin to make true clinical-size batches of the protein."

How is Thorne's job different from, say, discovery research? "While scientific expertise is still critical, by itself it is not enough," she says. "Nonscientific attributes, especially communications skills, are especially important. It's all teamwork here, as we hand each compound on to the next department downstream. We have to be able to handle different molecules and diverse problems well enough to get the production process started."

Maxwell of Eli Lilly is truly a scientist-manager. Chemical technical services, where she works, provides scientific and technical support to the manufacturing branch of Eli Lilly's plant site. "I moved here from development because I was looking to make more of an impact," she says. Not only does she supervise four technical service representatives and the technicians who report to them, but also she is responsible for introducing new production processes into the plant. "We get both already-marketed items with fully scaled-up processes, and brand-new speed-to-market compounds that haven't been scaled up yet," she says. "That's why we have a development component here at the plant that interacts with other development groups outside."

She has what she calls "a day's worth of meetings each day." At technical staff meetings, she deals with staffing issues; at interdisciplinary meetings, she interacts with quality control, technical services, industrial hygiene, and other departments. There are meetings on general plant operations and meetings with regulatory officers from the
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home office in Indianapolis. "I find the technical and scientific part more enjoyable, the administrative part more of a necessity," she says—"yet I find that you can have more of an impact with administration because you can influence policy. Discovery research has all the glamour, but here it's more of an adrenalin-based job; you're helping put money in the bank, running things, trouble shooting, right on the edge of what's going on."

Like Maxwell, Smith wishes she had more time for bench science. As senior research scientist in infectious diseases, she runs a lab and supervises experimental design and evaluation. Besides the managing and the intensive literature review, there are a great number of interdisciplinary meetings. "We are part of a very collaborative team of labs here," Smith says. "I talk with microbiologists, molecular biologists, organic chemists, and toxicologists—I talk to those people more than I talk to biochemists!" Smith sees her laboratory not as an end in itself but as a nexus in a long, interactive network: "You're in the middle of everything here, and you can interact with people in all the fields, all the departments."

Syage of Allergan got what she wanted: a management job that stayed in touch with chemistry. "This position was created at the very time I started looking for a new direction," she says, "and my boss really wanted me to do it." She is responsible for the scale-up and commercial manufacture of bulk drug substances for Allergan's development compounds. Since Allergan contracts out all of its manufacturing, Syage works with contract laboratories in the United States and Canada. "I take the newly developed compounds from the research group, learn the chemistry, and present it to the contract labs," she says. "I'm the intermediary between our chemists and their chemists." She says her chemistry background prepared her well for this polyglot position: "You learn how to manage a number of different tasks doing bench chemistry, and that ability to keep several balls in the air has helped me a great deal in this job. I thought I'd be designing organic molecules forever, and look what I'm doing now."

Go Ye and Do Likewise

It's not surprising that this versatile group advises women to become versatile. Thorne of BMS recommends "problem-solving abilities and conceptual skills" in a variety of settings. As Nair of PRI puts it, "Be excellent in your area, but be flexible. Interdisciplinary training is of the essence now, meaning a good background in both chemistry and biochemistry. More and more, you need to understand not only the molecules you are working with but also how they interact with biological systems. Any woman who can play in both areas will do very well in this industry." As Syage of Allergan puts it, "Be the best at a particular thing in your field, but have something in your back pocket, whether it's biochemistry, molecular biology, or computer science. Once you get out into the world, you never know what's going to come along."

Nothing, moreover, distinguishes a job candidate more quickly than the presence or absence of lab experience. "We're interviewing a lot of people at Arris now," Young says, "and we look for hands-on experience—that's invaluable, especially in synthetic organic chemistry. Pick that up in undergraduate work, graduate work, co-ops, internships—in any way you can." Dostal of Parke-Davis calls technical lab experience "crucial." Even though most of her job is office-based, she says her own technical experience is constantly put to the test: "When we have a problem in the lab, I have to be able to step in and help. You always need it, even after you leave strict bench work." Maxwell of Eli Lilly points out that as companies downsize, "lab experience becomes even more critical, because the entry-level scientist is competing not only with others like herself but with experienced scientists looking for a new job."

Young of Arris stresses the need to communicate and be a team player. So does Nair of PRI: "We don't work only with scientists; we work with people from marketing, sales, and regulatory affairs. You need to be able to speak their language and help them understand yours."

Hays of Parke-Davis suggests that women research their futures. "People should do research on each next step ahead of time: grad schools, postdocs, the professors at each institution. Visit the departments, meet the people you might be working with. After that, find a company that is in line with your goals."

After women become as smart and as market-conscious as they can, the most important piece of advice remains: find something you love doing. "It's not enough to pick something that will be marketable in five years," Smith of Eli Lilly says. "Pick something you really like and be the best in it." Maxwell of Eli Lilly says the same: "Identify the area of science that you like best. Is it bench science? Supervising? Leading a technical work force?" For Hays, success in industrial science starts with finding a company that "rewards what you find important."

Once there, women should not neglect the personal aspect of science. Mentoring continues in the workplace. One scientist says, "In some areas there still are few female role models, so don't choose your mentor based on gender alone. Choose people who are doing what you'd like to be doing. I've always found both men and women very open to that."

Human connection is important. One scientist says, "For some women, isolation can become an issue. You may be the only woman in your department—or you may be supervising other women, who see you not as a personal connection but as just another boss." Always it is important to "be your own support system," as Nair of PRI puts it. At many companies, like-minded people tend to find one another. Some companies, such as Bristol-Myers Squibb, encourage scientists to build interdisciplinary groups; many groups simply coalesce ad hoc. "In the old days," says one senior scientist, "we used to take each new female scientist out to dinner, as sort of a welcoming party. Now there are so many coming in, we can't do that any more."

Our story has actually been two in one. The first is the larger tale of how women are steadily continuing to pervade industrial biopharmaceuticals. Against the pull of gravity, that trickle-up process continues definitely unfinished but proceeding by increments. Our second story has been that of individual women whose achievement, taste for diversity, and flare for communication have made them invaluable players in their fields. Michele Smith of Eli Lilly speaks for herself and for all women who do science when she considers the ideal: a workplace in which results alone determine success. "We're closer than we were, but there's always room for improvement," she says. "One thing is clear: results are what you have the most control over. The opportunities are there—you just have to decide to go after them."

John Timpane, PhD, writes frequently about the biotechnology and pharmaceutical industries.
THE NATURAL ORDER

The world stands at an environmental crossroads: Choose wisely, and the potential for global progress is great; choose poorly, and risk irreparable harm. At Oak Ridge National Laboratory, we’re confronting the urgent environmental issues of our times: deforestation, greenhouse gases, the ozone layer, water pollution, nuclear and hazardous wastes.

If you’d like to contribute new ideas, new insights, and new approaches to meet today’s environmental challenges, send a resume to ORNL Staffing Office, P.O. Box 2008, Oak Ridge, Tennessee 37831-6216 or e-mail us at jko@ornl.gov. ORNL is an equal opportunity employer committed to building and maintaining a diverse work force.

Oak Ridge National Laboratory
A U.S. Department of Energy Laboratory Managed by Lockheed Martin Energy Research Corp.
The following organizations are participating in the May 3-4 bioSCIENCE Career Fair.

**bioScience Career Recruitment Ad**
**Fair Participants**
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**Future bioSCIENCE Career Fairs**
* La Jolla, CA at The Scripps Research Institute,
  October 4-5, 1996.

**To pre-register**
Please submit your resume or CV via fax: (202) 289-6742,
or via e-mail: bioscience@aaas.org

**For more information**
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Avigen is a leader in the development of
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The expansion of our research & preclinical programs has
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Please consult our on-line Job Bulletin Board at http://amgen.bio.com for information on other career opportunities available at Amgen. Principals only, please.

EEO/AA Employer M/F/D/V
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A commitment to collaborative R&D

Bristol-Myers Squibb Pharmaceutical Research Institute actively supports and acknowledges the contributions of scientists who have assumed key leadership roles in virtually every aspect of scientific management, research, and development. Their vision, talent and dedication has made a significant impact on the discovery and development of pharmaceutical therapies that improve the health and quality of life for people worldwide.

Positions are available at our facilities in Princeton, NJ; Wallingford, CT; and Seattle, WA.

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Group Leader, Chemistry
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LAUREN SHOTWELL
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PRARHAVATHIFERNANDES, PH.D.
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LISA KNOX
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Bio Process Research
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PRINCETON, NEW JERSEY

Research Investigator, Metabolic Diseases. We are seeking an established scientist in the area of carbohydrate and fatty acid metabolism. Requirements include a Ph.D. in a relevant discipline, 2-5 years experience as well as experience in state-of-the-art whole animal metabolic kinetic methods. Experience with animal models of diabetes and obesity would be an asset. Ref. #BM-420.

Oncology Drug Discovery. Several oncology research positions are available in both drug discovery and exploratory research for highly motivated individuals with a B.S. or M.S. and 1-5 years research laboratory experience. Successful candidates will possess skills, experience, and a good working knowledge in molecular biology techniques (DNA cloning, DNA/RNA isolation, PCR, western blotting, immunoprecipitation, bacterial protein expression). Additional experience in one or more of the following areas is desired: protein biochemistry, cell biology, eukaryotic cell culture or molecular genetics. Ref. #TG-404.

Oncology Drug Discovery. This position is responsible for the cultivation of embryonic stem (ES) cells and the establishment of ES cell lines. Overall experience in tissue culture techniques including the maintenance of proper sterile procedures (routine mycoplasma and bacteria testing). Quality control for tissue culture supplies (fetal calf serum, calf serum, defined media) and maintaining records/protocols is required. Candidates should have a B.S. or M.S. and a minimum of 2-4 years related experience. Additional experience in transfection techniques, blastocysts aggregation and manipulation of embryos would be an asset. Ref. #TG-405.

Princeton, NJ and Wallingford, CT

Combinatorial Drug Discovery

Computational Scientists. We are seeking a Ph.D.s with post-doctoral experience and expertise in molecular modeling, computer programming, database applications, statistics and medicinal chemistry. This also involves developing/implementing innovative computational technologies for the design of combinatorial libraries. Candidates will work in a collaborative environment with medicinal chemists and data management scientists. Positions for Synthetic Chemists - Ph.D. level are also available. Ref. #BM-132

Please forward/fax your resume with Ref. code # to: Bristol-Myers Squibb Pharmaceutical Research Institute, Human Resources, P.O. Box 11279, Trenton, NJ 08620-0279. FAX: 609-581-8841.

WALLINGFORD, CONNECTICUT

Research Scientists/investigators. Participate in basic and applied research to evaluate targets for the therapeutic intervention of viral diseases. Positions require a B.S./M.S./Ph.D. degree and at least three years of research experience with molecular biology or biochemistry techniques since their degree. Candidates with prior experience in virology or organic synthesis are desirable. Ref. #HDV-257-A.

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Medicinal Chemists. We are looking for creative synthetic organic chemists to participate in the drug design and discovery process in both a classical medicinal and combinatorial chemistry environment. Ref. #HDC-28.

Please forward/fax your resume with Ref. code # to: Bristol-Myers Squibb Pharmaceutical Research Institute, Human Resources, P.O. Box 5101, 5 Research Parkway, Wallingford, CT 06492-7661. FAX: 203-284-7762.

SEATTLE, WASHINGTON

Biological Process Research Organization

Research Investigator. We are seeking a Ph.D. in Biophysical or Protein Chemistry with 0-4 years postgraduate experience. Experience in fluorescence, UV, CD, light scattering, and mass spectroscopy is essential. Experience in chromatography, electrophoresis, caloriometry, immunological assays, FT-IR, NMR, and molecular graphics desired. In this position, you will develop and conduct methods for the folding of therapeutic proteins expressed in bacterial systems, study protein stability and develop formulations for protein therapeutics; and evaluate and study protein structure using biophysical methods and theoretical predictions. Ref. #36

Process Design Scientist. We are seeking a Ph.D., preferably in Biochemical Engineering, MS/BS considered w/ at least 5 years industrial bioprocess development and design experience, experience purifying recombinant proteins and familiarity with bioanalytical techniques (SDS-PAGE, ELISA, etc.). In this position, you will design efficient, robust integrated bioprocesses (from cell culture or fermentation through purification) to produce recombinant protein for transfer to early phase clinical production group; specify experimental cell culture reactor, microbial fermentor and BIOCABT experiments; and specify written Manufacturing Control instructions such that in-house Operations group can manufacture recombinant protein. Will be involved in preliminary scoping activity of new projects to produce recombinant proteins and reviewing batch records to identify/evaluate production anomalies. Ref. #96-0219

Please forward/fax your resume with Ref. Code # to: Bristol-Myers Squibb Pharmaceutical Research Institute, Human Resources, 3005 First Avenue, Seattle, WA 98121. FAX: 206-727-3606.

Bristol-Myers Squibb Company

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Smart Science

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The scientists at Roche Bioscience work in focused research groups to

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the quality of life. Our neurobiology group is exploring innovative means to

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of others lives while pursuing

incontinence and pain. The inflammatory diseases group is using their exper-

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all matter. However, each group is staffed so employees can concentrate on

scientific development. Scientific Researchers. Join us. And let’s get to work.

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We offer competitive salaries, relocation assistance where appropriate, and generous benefits. Send your resume,
indicating position, to Roche Bioscience, Dept. SC0426, 3401 Hillview Avenue, MS A2-HR, Palo Alto, CA 94304.
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With more than $10 billion in annual sales, thousands of products being marketed in 130 countries, and 50,000 employees worldwide, Abbott Laboratories has forged a century-long record of achievements in the health care industry.

And in the process, we've created an open environment where women scientists are essential contributors to every aspect of our success. From the initial phases of research to the final stages of development, these professionals are the ones who are bringing the next generation of health care products to market. And they will continue to make a difference in the lives of people worldwide.

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To find out more about the opportunities Abbott can offer you, send your resume to: Abbott Laboratories, Job #96-SCI-000C, D-393, AP51, 200 Abbott Park Road, Abbott Park, IL 60064. Abbott is an Affirmative Action Employer/Smoke-Free Environment.

* Please plan to visit our booth at the bioScience Career Fair at Stanford University, May 3 & 4.

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Director, Diagnostics Division

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Gayle Kirkpatrick
Program Manager, Hospital Products Division

"The ability to interact with scientists from various disciplines provides many opportunities for career development."

Liz Kowaluk
Project Leader, Pharmaceutical Products Division
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**IntraBiotics** is a young biopharmaceutical company addressing the crisis in infectious disease caused by both the resistance of pathogens to existing antimicrobials and the emergence of newly recognized pathogens. The company's mission is to develop novel, peptide antimicrobials to treat infectious diseases.

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**Peptide Scientist** — Ph.D. in organic chemistry with at least 2 years of postgraduate experience in peptide and peptidomimetic chemistry. Will work on the design and synthesis of peptide analogs as part of an SAR program using molecular modeling.

**Microbiology** — BS or MS in a biological science and at least 5 years of relevant experience. Will work with minimal supervision to develop biological assays using primary and continuous mammalian cell cultures and bacteriology to evaluate product candidates.

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The successful candidates will have strong motivation to transfer their substantial experience to the rapidly changing environment of a start-up company. The ability to work effectively as part of an interdisciplinary team is key to all positions. The company offers significant equity participation and competitive salaries and benefits. Please send CVs in confidence to: Human Resources, IntraBiotics Pharmaceuticals, Inc., 816 Kifer Road, Sunnyvale, CA 94086.
FDA Scientists

Typical positions at the Food and Drug Administration's Center for Drug Evaluation and Research include:

Chemists • Pharmacologists • Microbiologists

Scientists review and evaluate the results of studies submitted in support of New Drug Applications (NDA), Investigational New Drug Applications (IND), and amendments, to assess the safety of the drug, based on experiments conducted by the investigator. Review of the data includes evaluation of the quality and adequacy of testing to ensure that the studies support the manufacturers' claims for safety, and review recommended dosage levels to determine margin of safety for clinical use. Prepare comprehensive summaries of the data reviewed, and submit recommendations and conclusions for approval.

Qualifications: Specific course work in the field of study and professional experience or directly related postgraduate education is required. Ph.D. or Masters degree highly desirable. Experience in the development, manufacture or testing of drugs is desired.

Positions may be filled by scientific fellows (permanent residents with 4 years of obtaining citizenship) or permanent civil service appointments which require U.S. citizenship.

Salary: Civil Service salary range for GS-11 through GS-13 is $37,094 to $68,729. Salary, benefits, and level of responsibility are commensurate with education and experience.

How to Apply: Interested candidates should send a cover letter indicating position SRC 96079, and a detailed curriculum vitae along with a copy of college transcripts to:

DHHS/PHS/Food and Drug Administration Center for Drug Evaluation and Research
7520 Standish Place; HFD-64, Room 225
Rockville, MD 20855
Attention: Recruitment Staff
(301) 827-5671 (FAX)

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We have a number of opportunities for Research Assistants and Associates with a minimum of 1 year experience and a BS or MS degree in a relevant scientific discipline. You will work on research projects that require:

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Job code REV5/MC

Genentech offers a progressive benefit package that includes free health club membership, 3 weeks paid vacation, 6 weeks sick leave after 6 years, fully paid medical/dental/vision coverage, and Company stock purchase opportunities for full time employees. For immediate consideration, send your resume indicating appropriate Job code to Genentech, Inc., Human Resources Dept., 460 Pt. San Bruno Blvd., South San Francisco, CA 94080. We value creativity at Genentech, but our scanning equipment does not. Please avoid bold, underlined or italic type faces. You may also e-mail your resume with the Job code to jobs@gen.com (ASCII files only with a maximum line width of 76 characters). Find out more about Genentech at http://www.gen.com/. Genentech is an Equal Opportunity Employer. We value the contributions of our diverse workforce.
A Partnership Worth Discovering

Cygnus, a recognized leader in the discovery, development and manufacture of diagnostic and drug delivery systems, invites creative and committed professionals to join our strong partners and help advance the commercialization of our Transdermal Drug Delivery and Glucose Monitoring product lines.

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Cygnus recently entered into a marketing collaboration with Becton Dickinson for a non-invasive glucose monitoring device, now in development at our Redwood City, California, headquarters. You can contribute to the development and commercialization of GlucoWatch™ in one of these challenging roles:

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Pivotal position in support of the manufacture and development of our hydrogel products. Requires significant background in hydrogel development.

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As the most senior QC team member, you will calibrate and validate our equipment and systems. Familiarity with GMP and GLP requirements, process development and optimization of equipment, software validation and qualification of MRP and SCADAS systems is a must.

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Our transdermal drug delivery systems are being designed to improve drug therapy and reduce health care costs. Our partnerships with J&J, Warner Lambert, Pharmacia and American Home Products require additional expertise in the following areas:

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Automation Manager

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Utilize converting and processing skills to scale up transdermal products for manufacturing. Requires capabilities in mixing, coating, laminating, die-cutting, pouching and drying and an understanding of statistical analysis and the design of experiments. 3-10 years' experience required.

Our San Francisco Bay Area location will situate you in the heart of California's biotechnology community, which is also known for its natural beauty, Mediterranean climate, and many cultural and lifestyle amenities. Cygnus offers competitive salaries and compelling benefits designed to provide for your present and future needs. Among them are a bonus plan, stock options, 3 weeks' vacation and a variety of health/dental plan choices. Please send your resume, indicating position of interest, to: Cygnus, Inc., Human Resources, 400 Penobscot Drive, Redwood City, CA 94063, fax (415) 590-3398. EOE.

PLEASE VISIT CYGNUS' REPRESENTATIVES AT THE bioSCIENCE CAREER FAIR ON THE STANFORD CAM- PUS, MAY 3 & 4.

Cygnus

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Orquest is an innovative biomedical company pioneering matrix technology for bone and cartilage regeneration. We are seeking highly motivated scientists with 2-5 years of industry experience and the ability to work across disciplines in an aggressive product environment.

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Matrix Fabrications Scientist. Product Development Engineer responsible for fabricating carriers and matrices for in vitro and clinical evaluation. Requires: Ph.D. or MS in bioengineering, chemical engineering, material science, or chemistry; and hands-on, independent work style. Ideal candidate has experience in techniques for matrix fabrication and apparatus design. Reports to Director of Product Development.

Visit us at the SCIENCE/Stanford University Career Fair for more information on these and other openings. Orquest is located in the SF Bay Area north of San Jose. We offer competitive salaries and a generous benefits package including incentive stock options. Send CVs to:

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365 Ravendale Drive
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Fax: 415-903-1959
EOE
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Merck Research Laboratories in West Point, Pennsylvania, a world leader in biological and pharmaceutical research, has an immediate opening for a Senior Research Biochemist in the department of Antiviral Research to provide basic biochemical research support to its drug discovery program.

The successful candidate must have experience conducting independent research in the biochemistry of proteins involved in viral replication including the development of in vitro assays and protein purification. A PhD in Biochemistry or equivalent with a minimum of 2-3 years post-doctoral experience is required. Experience with protein-nucleic acid interactions is desirable. Willingness to work with biological materials is essential.

Excellent salary and benefit programs accompany this position at our modern research facilities located 25 miles north-west of Philadelphia. Please send curriculum vitae with cover letter to: Personnel Manager, AddB-47, MRL Human Resources, WP42-2, Merck Research Laboratories, P.O. Box 4, West Point, PA 19486. Only qualified candidates will be contacted. EEO/AA/VH Employer.

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**INJURY = INFLAMMATION = FIBROSIS**

**FIBROGEN, INC.** is dedicated to the creation and development of novel therapeutics and biomaterials based on connective tissue biology, we have two major development platforms: anti-fibrotics and production of recombinant human collagen.

We need to add the following capabilities to our rapidly growing worldwide team of scientists.

**GROUP LEADER (PH.D./MD  MOLECULAR BIOLOGY).** Experienced molecular biologist, for the cloning and expression of major connective tissue components, cytokines; experience with different expression systems.

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**BIOLoGIST (PH.D.).** Experience with the molecular and cellular aspects of fibrosis; animal models, cell matrix interactions, extracellular matrix and/or protein expression.

**SCIENTIST (PH.D. TISSUE CULTURE/RECOMBINANT PROTEIN PRODUCTION).** Experience with bioreactors; multiple expressive systems, and GMP production.

**RESEARCH ASSOCIATE (MS+ IN BIOCHEM) COLLEGEN BIOMATERIALS.** Characterization of proteins (collagen); experience in protein biochem.

**DIRECTOR RESEARCH OPERATIONS (PH.D. IN BIOCHEM, BIOCHEMISTRY & MOLECULAR BIOLOGY RELEVANT TO CONNECTIVE TISSUE).** Supervise the activities of the scientific team. Ability to directly carry out a relevant development project.

**VICE PRESIDENT, BUSINESS DEVELOPMENT (PH.D./MBA).** In addition to the above positions, we also seek a high level professional to conduct business transactions and external research collaborations. Prior experience in corporate pre-clinical and clinical development as well as licensing of products.

If you enjoy the challenge of a start-up and thrive in a world of first class science and scientists, send your CV to: Fibrogen, Inc., 772 Lacorne Drive, Sunnyvale, CA 94089 or fax to (408) 720-7212. EOE.

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**POST-DOCTORAL RESEARCH OPPORTUNITIES**

Boehringer Ingelheim Pharmaceuticals, Inc. is seeking outstanding Scientists to conduct Drug Metabolism Pharmacokinetics (DMPK) research in a pharmaceutical R&D environment. Explore these opportunities for post-doctoral research in surroundings where creativity and innovation drive the search for novel drug therapies targeting critical human diseases with unmet therapeutic needs.

The following post-doctoral positions are available in our Department of DMPK. All applicants should possess a Ph.D. or M.D. in a Biomedical discipline, highly developed analytical abilities, and excellent oral and written communication skills.

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**DRUG METABOLISM PHARMACOKINETICS**

Post-doctoral position available to investigate the molecular basis for variability in drug metabolism, specifically focusing on study of the mechanism of induction by barbiturates or on the search for genetics polymorphisms in conjugation enzymes. A strong background in drug metabolism is essential, while experience in biochemical techniques, enzymology, cell culture, molecular biology and use of general in vitro technology is desired. (Respond to: Dept. BB-RD-PD5)

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**ANALYTICAL BIO-ASSAY DEVELOPMENT**

This post-doc will develop new assays and technologies in immunoasays, enzyme-linked assays, and receptor-derived assays for the quantitation of new chemical and existing chemical entities for pharmacokinetics. Will also be responsible for training junior scientists in these areas, participating in departmental research and supervision, and conducting research leading to reports, submissions, and publications. (Respond to: Dept. BB-RD-PD6)

Boehringer Ingelheim’s R&D facility is located in a campus-like setting in a beautiful area of Western Connecticut. We offer excellent facilities and a supportive and challenging environment. For an opportunity to contribute to our innovative programs, please send your curriculum vitae, a brief description of research experience, the names, addresses, and telephone numbers of three references, and indicate the appropriate response information in the address, to: Boehringer Ingelheim Pharmaceutical, Inc., Dept. 900 Ridgebury Road, P.O. Box 368, Ridgefield, Connecticut 06877-0368. We are an equal opportunity employer. As a progressive health care company, we have a non-smoking environment.
GenoMed is a newly formed genomics company focusing on the discovery of genes and genomic pathways responsible for major human disorders. The company was founded by physicians and scientists at Cedars-Sinai Medical Center and UCLA to focus on multi-genic disease including osteoporosis, atherosclerosis, obesity, diabetes, and the inflammatory bowel diseases. GenoMed is located in close proximity to the Cedars-Sinai Medical Center and UCLA campuses and provides an excellent location for genetic research. An excellent scientific team is in place and additional openings are immediately available in the following departments:

**Mouse Comparative Genetics**

**Director**
Individual will be responsible for conducting and leading research for mapping, identifying, and characterizing genes underlying complex traits in mouse and other rodent genetic models of human disease. Ability to lead research programs and work effectively with external collaborators and other scientists at GenoMed is essential. Candidates should have a Ph.D. in Genetics, Molecular Biology or related field, and relevant post-doctoral experience with proven publication track record in the study of mouse genetics. Ideal candidates will have several years of experience leading and managing research programs in mouse genetics, preferably in an industrial setting. Code: MGS-1

**Research Scientists**
Openings are available at the Ph.D. level for scientists to conduct research in support of GenoMed’s mouse genetics research programs. Candidates should have a familiarity with mouse genetics/transgenics, and good animal handling skills and knowledge. Experience in interest in areas of metabolic diseases and/or autoimmunity is desirable. Requirements include Ph.D. in Genetics or Molecular Biology, with relevant post-doctoral experience and publication track record. Ability to work as part of a multidisciplinary team with GenoMed’s research staff and external staff is a must. Code: MGS-2

**Research Associates**
Openings are available for individuals to conduct research in support of the mouse comparative genetics research efforts. BS/MS in Biology and relevant work experience are required. Ideal candidates will have good animal handling skills and an interest in and knowledge of genetics with an ability to perform a variety of phenotypic, biochemical and physiological assays. Code: MGS-3

**Positional Cloning**

**Director**
Individual will be responsible for managing research efforts focused on the identification of genes responsible for complex diseases. Candidates must have a proven track record in the identification and characterization of genes using positional cloning techniques as well as expertise and interest in metabolic disease, cardiovascular disease or autoimmune disease. Requirements include a Ph.D. in Genetics, Molecular Biology or related field, relevant post-doctoral experience, and the ability to work internally with multidisciplinary teams and external scientific collaborators. Ideal candidates will have several years of experience leading and managing research programs. Code: PCS-1

**Research Scientists**
Openings are available at the Ph.D. level for scientists to conduct research in support of GenoMed's positional cloning efforts. Candidates should have "hands on" expertise in all areas of positional cloning as well as experience and interest in metabolic disease, cardiovascular disease, or autoimmune disease. Excellent communication skills and the ability to work with GenoMed's other researchers and with external collaborators is a must. Requirements include a Ph.D. in Molecular Biology, Genetics or related field, with a proven publication track record and relevant post-doctoral experience. Code: PCS-2

**Research Associates**
Openings are available for individuals to conduct research in support of GenoMed’s positional cloning efforts. BS/MS in Biology and relevant work experience are required. Ideal candidates will have good cloning skills, an interest and knowledge of genetics and "hands on" experience in YAC, BAC, and/or PAC manipulation and screening. Code: PCS-3

**Bioinformatics/Computational Biology**

Several openings are available for computational scientists to support GenoMed’s Generic Research Programs in its Bioinformatics Department.

**Director**
Candidates require broad experience in genomic and computational sciences and will be required to develop and manage GenoMed’s Bioinformatics Department. Individual must be able to manage a multidisciplinary group consisting of analysts, software engineers, and biologists, and must be able to work effectively with a network of external collaborators. Additionally, this position requires departmental integration with GenoMed’s research departments and project teams. A mutant work experience and a record of management and integration are required. Code: BIS-1

**Genetic Epidemiologist/Statistical Geneticist**
An opening is available for a Genetic Epidemiologist/Statistical Geneticist with a strong interest in genetic mapping of complex traits in humans as well as model systems. Individual will take a leading role in study design and data analysis in a number of disease areas. Experience in segmentation of parametric and non-parametric methods is essential, and an interest in developing new methods for data analysis is desirable. Individual will work closely with other scientists working in human and mouse genetics, bioinformatics, molecular endocrinology, and immunology, as well as with external collaborators. Ph.D. (or equivalent) in Genetics or a related area, several years of post-doctoral experience relevant to genetic epidemiology and statistical genetics, and a record of publication in this area are required. Code: BIS-2

**Bioinformatics Scientist**
Responsibilities include providing information retrieval for enhancing GenoMed’s genetic research efforts. Ideal candidates will have a broad familiarity with a large number of genetic databases and algorithms and a working knowledge of UNIX. Excellent communication skills and ability to work with a mutant of different teams is a must. Higher degree (Ph.D. or MS) and relevant work experience is required. Code: BIS-3

**Database Associate**
Responsibilities will include management of the input/output of data from a relational database to outside collaborators and assistance in maintaining data integrity of the current data in the database. Additional duties include end-user and system support, testing new software that accesses the database, and provision of back-up support as needed for writing reports and supporting in-house users. Code: BIS-4

**Sequencing and Genotyping**

**Director**
Individual will be responsible for managing and leading GenoMed’s sequencing and genotyping facility. In addition to experience in high-throughput automated sequencing and genotyping, candidates will have expertise with state-of-the-art sequencing algorithms for genomic sequencing projects and analytical algorithms for gene identification/characterization efforts. Good communication skills and ability to interact with multidisciplinary groups within GenoMed and with external collaborators are musts. Requirements include higher degree (Ph.D. or MS) and several years of relevant work experience managing large-scale sequencing and genotyping projects. Code: SGS-1

POST-DOCTORAL OPPORTUNITIES

Hoffmann-La Roche's dedication to the future is evident in our commitment to the research, development and manufacture of pharmaceuticals worldwide. We currently have the following opportunities available for dedicated, experienced scientific professionals to join us in our U.S. headquarters in Nutley, New Jersey.

DEPARTMENT OF ANALYTICAL RESEARCH & DEVELOPMENT

The candidate will join an established protein analytical group responsible for preclinical research and development.

Major involvement will include the development of new methods to study protein-ligand interactions with the use of state-of-the-art microtechniques including (but not limited to): 2-D mapping; HPLC peptide mapping; mass spectrometry; N- and C-terminal sequencing and database analysis. The ideal candidate has a recent Ph.D. in Biochemistry or related field and a strong interest in protein analytical chemistry. (Respond to: Dept. SS316YP)

BIOPHARMACEUTICAL DEPARTMENT

The Biopharmaceutical Department is involved in the production, recovery/purification processes of recombinant proteins and polymer conjugated biotherapeutics. Another function of the department is the development of innovative and efficient bioprocessing technologies and their implementation in manufacturing. There is a strong interaction between interdisciplinary teams of scientists.

The successful candidate will be responsible for the use of phage display combinatorial libraries for the identification and synthesis of ligands comprised of structured peptides suitable for use in the affinity purification of biopharmaceuticals. A Ph.D. in Biochemistry, Biology, Biological Engineering or related fields is required. (Respond to: Dept. SS326PB)

PROTEIN CRYSTALLOGRAPHY

The determination of high resolution crystal structures is critical to the role that structure-based drug design plays in the drug discovery process at Roche. Our structural studies support drug discovery for Preclinical Research in the areas of metabolic diseases, inflammation/autoimmunity and oncology.

Our established protein crystallography group, headed by Dr. Jens J. Birktoft, now has an opening for a postdoctoral research associate who should be well-trained in protein-crystallography and would benefit from participation in our multidisciplinary research projects. The research associate will have the opportunity to participate in proprietary and non-proprietary research projects as well as an independent project of mutual interest. The main focus of the research projects will be the determination of new crystal structures and protein-ligand complexes. However, opportunities may also exist in protein engineering, computational chemistry, and inhibitor design. Roche strongly encourages the conduct and publication of high-quality research. The candidate must have a Ph.D. in Biochemistry, Biophysics or a related field, and must have substantial experience in solving and refining protein structures. (Respond to: Dept. SS336JB)

We offer an attractive salary and benefits package in a state-of-the-art work environment. For consideration, please send your resume, indicating appropriate response code information in the address, to: Ms. Stella Strazdas, Department _____, Hoffmann-La Roche, Nutley, New Jersey 07110-1199. No phone calls please. PRINCIPALS ONLY. We are an equal opportunity employer.
POSTDOCTORAL RESEARCH ASSOCIATE IN MOLECULAR PHARMACOLOGY

The laboratory is interested in defining signal transduction pathways involved in growth, differentiation and, most importantly, chemotherapeutic drug resistance in neuroblastoma. We are currently focused on the role TRK family receptors have in neuroblastoma, especially whether neurotrophins are involved in a novel mechanism of drug resistance. Candidates should be a recent Ph.D. graduate and have a strong background in applying molecular biology to signal transduction problems coupled with an interest in pharmacological approaches to elucidating signal transduction pathways. The institution offers a rich collaborative research environment with exceptional facilities. The position should provide an outstanding opportunity for career development in molecular pharmacology.

The position is available July 1, 1996. Interested candidates should send a curriculum vitae and the names of three references to Dr. David Middlemas, Department of Molecular Pharmacology, St. Jude Children's Research Hospital, P.O. Box 318, Memphis, TN 38101-0318. An Equal Opportunity/Affirmative Action Employer.

THE NATIONAL RESEARCH COUNCIL announces opportunities for Postdoctoral & Senior Research Associateship Awards available at the U.S. ARMY MEDICAL RESEARCH INSTITUTE OF INFECTIOUS DISEASES

Awards sponsored by the National Research Council are available for research to be conducted at the U.S. Army Medical Research Institute of Infectious Diseases, Ft. Detrick, Frederick, MD. Applications are invited from individuals interested in pursuing research on the mechanisms of microbial pathogenesis and host resistance to Y. pestis, with use of molecular approaches (1) to study the role of plasmid-chromosomally encoded virulence factors in the virulence of, and immunity to, Y. pestis, or (2) to identify mechanisms of innate and acquired resistance to Y. pestis.

Spend begins at $35,045 per annum and are appropriately higher for applicants with greater than 5 years' experience. Requirements: Ph.D. or equivalent. U.S. citizenship preferred; experience in microbiology, molecular biology and biochemistry would be advantageous. Awards are for 1 year with possible renewal for up to 3 years maximum.

FOR FURTHER INFORMATION CONTACT:
Dr. Susan Welkos, Bacteriology Division, USAMRIID Bldg. 1425 Ft. Detrick, Frederick MD 21702-5011
Phone: 301-619-4930 Fax: 301-619-2152
Email: dr_susan_welkos@tdetrick-ccmmail.army.mil

Applications, submitted directly to the NRC, are accepted on a continuous basis throughout the year. Those postmarked by August 15 will be reviewed in the October competition, by January 15, 1997 in February, and by April 15 in June.

FOR APPLICATION MATERIALS CONTACT:
The National Research Council
The Associateship Programs (TJ-2114/UA)
2101 Constitution Avenue, NW
Washington, DC 20001
FAX: (202) 334-2759 • Email: rap@nas.edu

VIRIOLOGIST: MOLECULAR VIROLOGY

NATIONAL INSTITUTES OF HEALTH:
Two post-doctoral positions will be available in the Respiratory Viruses Section of the Laboratory of Infectious Diseases, National Institute of Allergy and Infectious Diseases. One position involves new genetic "rescue" systems for respiratory syncytial virus (RSV), and important pediatric pathogen. The systems involve helper-dependent "minigenomes" for detailed structure-function analysis of cis-acting genome structures and trans-acting proteins (see Grosfeld et al., J. Virol. 69:5677, and Collins et al., PNAS, in press, 1990), as well as an "infectious" clone for genetic engineering of infectious virus (Collins et al., PNAS 92,11563). This project addresses basic questions of RNA replication, gene expression, protein function, virion assembly, viral pathogenesis, and the molecular basis of attenuation. The second project involves a comparable "infectious" clone for parainfluenza virus (PIV) type 3, and the engineering of an available attenuated PIV3 virus as a vector for vaccines. These studies complement an active program with collaborators to develop RSV and PIV vaccines. New candidate vaccine viruses can be constructed by site-directed mutagenesis to contain attenuating mutations which have been identified from existing vaccine candidates or have been developed by basic studies. The infrastructure is in place to take successful candidate vaccines produced in the lab through to commercial licensure. These are unique opportunities to work on investigations that range from basic molecular biology to applied vaccinology. Salary will be commensurate with experience. Applicants should have no more than seven years of post-doctoral experience.

Qualified and interested physicians should send their curriculum vitae and names and addresses of three (3) references to:
Brian R. Murphy and Peter L. Collins, NIH, NIAID, LID; Bldg 7, Room 106, Bethesda, MD 20892-0720; Fax (301) 496-8312

NIH is an Equal Opportunity Employer.
The Winery Of
Ernest & Julio Gallo

POSTDOCTORAL

A Postdoctoral position is now available at E. & J. Gallo Winery in Modesto, California. The position will involve the genetic investigation of grape and wine microorganisms through the utilization of new molecular techniques. The position will be within the Microbiology Group, but will work closely with the Genetics Group. The applicant will be expected to focus on the use of molecular fingerprinting techniques to genetically characterize and compare selected microorganisms. The ultimate goal will be to examine resultant markers for their utility as diagnostic probes. As a member of the Microbiology and Genetics Group, the candidate will be expected to contribute and participate in other team projects as well. The applicant should possess a Ph.D. in genetics/biochemistry or a related area, and must have a strong background in fingerprinting, marker analysis and cloning. Experience with CPR-based diagnostic probe development would be highly desirable.

Interested individuals should send a curriculum vitae, description of prior research, and three letters of reference to: Professional Staffing Dept.-PD, E. & J. Gallo Winery, PO Box 1130, Modesto, CA 95353.
EOE M/F/H.

QIAGEN, the world wide leader in nucleic acid purification, is seeking highly motivated and talented individuals to join our rapidly growing team. QIAGEN is committed to providing high quality, innovative purification products to the molecular biology and molecular diagnostic research communities.

Product Manager - Responsibilities include marketing conceptualizing, coordinating product launches, contacting customers, and supporting the sales team on PCR/QIAquick products. 30% travel is typical. Prior marketing/sales experience and outstanding communication skills are required. BS/MS degree and 2 years of lab experience in molecular biology or related fields. (Reference PM-0496)

Associate Product Manager - Genomic Sequencing. Expand your scientific horizons in a fast-paced, growing industry. Join the QIAGEN team and contribute to the development of products for the 21st century in the area of high-throughput DNA sequencing. Applicants should have an MS or PhD degree in a molecular biology-related area and a minimum of two years experience in high-throughput DNA sequencing. Sales and marketing experience is a plus. (Reference APM/PGS-0496)

Associate Product Manager - Molecular Biology. Take advantage of expanding opportunities in the molecular research markets! Applicants should have an MS/BS degree in a molecular biology-related field, significant molecular biology-related laboratory research and/or two years of sales or marketing experience that includes DNA purification products. (Reference APM/MB-0496)

For both APM positions, responsibilities include marketing conceptualization, coordinating product launches, contacting customers, and supporting the sales team. 30% travel is typical. Outstanding communication skills are required.

Technical Support Specialist. Responsibilities include providing technical support for QIAGEN’s complete product line. Additional duties include providing technical training for internal and external customers, and writing and editing technical literature. Must have PhD/MS/BS degree and at least 2 years of lab experience in Molecular Biology or related discipline and outstanding communication skills. Experience in recombinant protein expression and purification is desirable. (Reference TSS-0496)

QIAGEN is a rapidly growing, highly successful company located in the western San Fernando Valley. The corporate atmosphere is friendly and informal, and provides a team working environment. QIAGEN offers competitive salaries, a comprehensive benefit package including a 401(k) plan, and is committed to aiding employee personal and professional development with sponsored continued education. If you think you have what it takes to contribute to QIAGEN’s continued success, take this opportunity to become part of the QIAGEN team.

Send resumes to Human Resources (Ref. No.), QIAGEN INC., 9600 Desoto Ave., Chatsworth, CA 91311, FAX 800-718-2056

The Department of Veterinary Pathobiology, Texas Veterinary Medical Center, Texas A&M University, invites applicants for at least three tenure-track faculty positions. Appointments will have approximately 70% effort in research and 30% effort in teaching/service responsibilities. Candidates will be expected to establish and maintain a vigorous and productive, externally funded research program. Research focus should complement the departmental themes of parasitology, mechanisms of infectious diseases, pathogenesis, and genetics of host resistance to disease. One position will require a DVM or equivalent degree, ACVP certification or eligibility, and participation in anatomic pathology teaching and small animal diagnostic service as part of the position’s 30% teaching/service effort. The additional positions require a Ph.D. or equivalent degree. The expected time commitment of these positions will be salaries, laboratory space, and start-up support available. Departmental core facilities include: automated DNA sequencing and oligonucleotide synthesis; flow cytometry; gene targeting/homologous recombination; electron microscopy; and histology/immunohistochemistry. College facilities provide an ACASI/Confocal/EM image analysis core. Academic disciplines of the department include parasitology, anatomic pathology, microbiology, immunology, clinical pathology, and molecular genetics. The department’s approximately 45 faculty and 70 graduate students participate in diverse research activities including established campus-wide programs in genetics and development. As an equal opportunity employer, QIAGEN encourages applications from women and minorities.

THE WINERY OF
Ernest & Julio Gallo

POSTDOCTORAL

A Postdoctoral position is now available at E. & J. Gallo Winery in Modesto, California. The position will involve the genetic investigation of grape and wine microorganisms through the utilization of new molecular techniques. The position will be within the Microbiology Group, but will work closely with the Genetics Group. The applicant will be expected to focus on the use of molecular fingerprinting techniques to genetically characterize and compare selected microorganisms. The ultimate goal will be to examine resultant markers for their utility as diagnostic probes. As a member of the Microbiology and Genetics Group, the candidate will be expected to contribute and participate in other team projects as well. The applicant should possess a Ph.D. in genetics/biochemistry or a related area, and must have a strong background in fingerprinting, marker analysis and cloning. Experience with CPR-based diagnostic probe development would be highly desirable.

Interested individuals should send a curriculum vitae, description of prior research, and three letters of reference to: Professional Staffing Dept.-PD, E. & J. Gallo Winery, PO Box 1130, Modesto, CA 95353.
EOE M/F/H.

**CANCER PHARMACOLOGY ASSOCIATE MEMBER IN MOLECULAR PHARMACOLOGY**

A Senior Faculty position is available for an outstanding scientist holding a Ph.D. or M.D. degree, with an established research program focused on molecular aspects of the biology or treatment of malignant diseases. Opportunities exist for the application of basic and translational research. Excellent support for continuing this program will be provided. Currently, the Molecular Pharmacology Department at St. Jude Children’s Research Hospital is comprised of ten faculty with independent research programs investigating molecular targets of drug action, growth factor receptors, signal transduction pathways, oncogenes, tumor suppressor genes, apoptosis, nuclear trafficking, xenograft models, and their relationship to therapy of neoplastic diseases.

The campus, a renowned center for biomedical research, provides a state-of-the-art research environment encompassing the fields of molecular and cell biology, biochemistry, molecular pharmacology, neurobiology, genetics, virology, gene regulation, immunology, infectious diseases, pharmaceutical sciences, gene therapy, and clinical therapy of cancer. The two research towers presently house over 300 doctoral level laboratory and clinical scientists to provide an interactive and productive scientific environment. Extensive institutional core facilities are available to provide support for all laboratory and clinical programs, and include DNA and protein chemistry, transgenic/ knockout technology, flow cytometry, hybridoma production, confocal and electron microscopy.

Candidates should send a CV, summary of research interests and the names of three references to: Dr. Janet A. Houghton; Chair, Search Committee, Department of Molecular Pharmacology, St. Jude Children’s Research Hospital, 332 North Lauderdale, Memphis, TN 38105-2794.

St. Jude Children’s Research Hospital is an equal opportunity employment/affirmative action employer.
**PATHOLOGIST**

Hoffmann-La Roche is a leader in the pharmaceutical and health care industries. We are seeking an experienced Toxicologic Pathologist to join the Department of Toxicology and Pathology in our Nutley, New Jersey headquarters. Our pathology laboratories are well-equipped and highly automated for work in clinical pathology, histopathology, immunohistochemistry, electron microscopy, and image analysis.

Working under GLP regulations, the successful candidate will apply knowledge and skills in morphologic and experimental pathology to a variety of studies and problems in preclinical safety assessment, mechanistic toxicology, animal models, and drug discovery. Results of studies are presented to management and regulatory authorities as study reports, submissions to regulatory agencies, and verbal presentations.

To qualify, you must have a Veterinary or Medical Degree with a minimum of 5 years of drug development experience. Preference will be given to candidates with a Ph.D., ACVP certification, computer literacy, effective communication skills and supervisory experience. The ability to analyze and interpret scientific information is important. The successful applicant will be an effective problem-solver who works well with others.

We offer an attractive salary and benefits package in a state-of-the-art work environment. For consideration, please send your resume with salary requirements to: Ms. Lynn Harac, Department LH196LA, Hoffmann-La Roche, Nutley, New Jersey 07110-1199. PRINCIPALS ONLY. No phone calls please. We are an equal opportunity employer.

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**CEREGEN**

Positions Available in Crop Biotechnology
(A unit of Monsanto Company)

Ceregen (a unit of Monsanto Company) has an immediate research opening for an innovative scientist with a BS or MS degree and extensive work experience for the development and implementation of technologies for the transformation of wheat. Candidates should have considerable experience with plant tissue culture and/or developmental biology and plant transformation. The ability and willingness to work within an interactive/interdisciplinary team environment is required.

The Monsanto Plant Science Technology group is a world class organization with a strong commitment to the discovery of novel traits for crop plants using biotechnology. The qualified individual will join scientists with expertise in gene expression, plant development, plant growth regulators, plant transformation, molecular biology, and biochemistry to contribute to research to develop products that provide value to agriculture worldwide.

Monsanto is an Equal Opportunity Employer. Minorities, females, disabled, and veterans are encouraged to apply. We will provide reasonable accommodations upon request. Please send your resume and a list of at least 3 references to: Barbara Rhodes, Ceregen Technology, Monsanto Company, Mail Zone G44, 700 Chesterfield Village Parkway, St. Louis, MO 63198. bdhrhod@ccrmail.monsanto.com

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**Drug Discovery Opportunities**

Oncogene Science, Inc., a Long Island Biopharmaceutical company utilizing industry leading proprietary technology to discover and develop novel human therapeutics, is seeking qualified candidates in the following disciplines:

- **Molecular Biology**
- **Biochemistry**
- **Molecular Pharmacology**

The ideal candidates will have research experience in the dermatology or virology areas preferably within the pharmaceutical industry. Openings exist at the Research Associate, Scientist and Senior Scientist levels.

Educational requirements for these positions range from Bachelor’s degree through to Ph.D. with post-doctoral training, and appropriate work experience.

Oncogene Science offers an excellent compensation and benefits package, along with superb opportunities for career development. Please send resume to: Oncogene Science, Inc., 106 Charles Lindbergh Boulevard, Uniondale, NY 11553-3649, Attn.: Human Resources Director; Fax: 516-222-0114. EOE M/F/V/H.

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**Oncogene Science**

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**Roche**

Hoffmann-La Roche
A Member of the Roche Group

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**Ontogen Corporation**

Since 1992, Ontogen has established itself as a leader in the development and use of automated organic synthesis technologies. Our mission is to utilize modern tools of chemistry and biology to discover and develop small molecule therapeutics. A pending collaboration requires the growth of the biology department at our research facility located 30 miles north of San Diego in Carlsbad, Ca.

**Director of Biology**

The successful candidate’s responsibility will be to dramatically increase the size and capabilities of the existing department. In addition, this individual will direct the preclinical development studies of drug candidates and manage a multi-disciplinary approach to drug development.

All applicants must have a Ph.D. in a biological discipline and 7+ years experience in pharmaceutical drug development. Proven experienced in taking multiple projects from inception to completion as a project leader and a team member are required. A broad knowledge base is essential and should include enzymology, cellular receptor and signal transduction processes and in vivo pharmacology. Code - DIR

**Research Scientist, Biology**

The successful candidate will have a Ph.D. in biochemistry or molecular biology with 2 to 5 years of practical postdoctoral experience. Extensive experience in both protein purification and enzyme kinetics are essential. The incumbent will be expected to develop, validate and automate novel enzyme, receptor binding and/or whole cell assays for high throughput screening of spatially dispersed chemical libraries. Code - RSB

In addition to a strong personal commitment to drug discovery, all applicants are expected to possess excellent written and oral communication skills and the ability to work well on a multi-disciplinary team. Ontogen offers competitive compensation and benefits packages including a stock option plan. Qualified candidates are invited to send or fax resumes to Human Resources (code), Ontogen Corporation, 2325 Camino Vida Roble, Carlsbad, CA 92009; 619/930-0200 (fax). Ontogen is an Equal Opportunity/Affirmative Action Employer.
A Closer Look Reveals The Big Picture.

Some see molecules. We see possibilities. At Alcon Laboratories, taking a closer look at ophthalmic and vision care products has enabled us to maintain our position as the global industry leader with over $1.7 billion in annual sales. And our vision is getting better with time. If you see beyond what the eye can see, success is well within reach.

Senior Scientist-Receptor Binding/Assay Development

This individual will develop, validate and trouble-shoot receptor binding and functional assays to evaluate proprietary compounds, Combinatorial Libraries and Natural Products. The successful candidate will have a Ph.D in Pharmacology/Biochemistry with 1-3 years postdoctoral/industrial experience. Specific experience in conducting ligand binding and second messenger assays, and computer analysis of data are essential. Research experience with High Throughput Screening and laboratory automation is preferred.

If you're looking for a future where there's no ceiling on your potential, we offer a clear chance for success. We're located in Fort Worth, Texas, where a warm climate, low cost-of-living and a variety of recreational and cultural attractions are part of the Sunbelt lifestyle. For consideration, please forward your resume to: Alcon Laboratories, Inc., Placement and Development, T1-3 (SSRB), P.O. Box 6600, Fort Worth, TX 76115. Or email to: 73400.2478@Compuserve.com


DEAN
College of Veterinary Medicine
Auburn University, AL

The College of Veterinary Medicine at Auburn University invites applications of persons for the position of Dean. The Dean serves as chief administrative officer of the College, with responsibility for programs in teaching, research, clinical service, and outreach. Auburn University is a comprehensive public doctoral institution with its main campus in Auburn, Alabama. Chartered in 1856 as a liberal arts college, the University was issued Land Grant status in 1862 and has more than 22,000 students enrolled in 12 colleges and schools. Veterinary science has been taught as a distinct academic discipline at Auburn since 1892, and the Doctor of Veterinary Medicine degree was first offered in 1907. The College of Veterinary Medicine is organized into six academic departments and a privately endowed research center.

Candidates for the position of Dean must hold the DVM or equivalent degree, as well as the Ph.D. degree, or certification by a specialty board approved by the AVMA. Candidates are expected to demonstrate a commitment to effective teaching at the professional, graduate, and postgraduate levels; a sustained record of competitive research; and a history of contributions to the profession through clinical or diagnostic service, and outreach. Distinguished achievement with recognition at the national level is expected. Candidates must offer evidence of effective leadership, administrative experience, plus acquisition and management of financial resources. Candidates should be eligible for appointment at the rank of professor in an academic department of the College.

Salary is commensurate with experience and background. The position is available October 1, 1996. Consideration of applications will begin on June 1, 1996. Send letters of application, including vision statement and curriculum vitae with names, addresses and telephone numbers of five references, or letters of nomination including names and complete addresses of nominees to Dr. James E. Marlon, Chair, AUCVM Dean Search Committee, College of Agriculture, 107 Corner Hall, Auburn University, AL 36849-5401; phone 334/844-2474; fax 334/844-4814.

Auburn University - An AA/EO Employer
Women and Minorities Are Encouraged to Apply

SCIENCE OPPORTUNITIES

NeXstar Pharmaceuticals, Inc. is a growing biotechnology company, headquartered in Boulder, CO. Dedicated to the design, development and manufacture of novel therapeutic agents, we are currently seeking energetic and focused individuals to join our scientific team.

Position #249: Senior Scientist, Oligonucleotide Analytical Chemistry. An excellent opportunity now exists for a Senior Scientist interested in developing analytical methods to evaluate clinically-useful oligonucleotides. To be successful in this position, you will need a strong understanding of synthetic chemistry and drug delivery issues. Finally, excellent communication skills and the ability to work in a team environment are essential. We anticipate that qualified individuals will have a Ph.D. in analytical chemistry or related pharmaceutical sciences, and at least three years of industrial or postdoctoral experience.

Position #238: Research Associate. Requires a BA/BS degree (2+ years experience), or a MS degree (1-2 years experience), relevant to Cell Biology. Responsibilities include: 1) Screening of candidate compounds, 2) Cell-based toxicological assessment of target compounds (ie. IC50 determinations and other relevant assays), and 3) Independent basic research projects.

Position #243: Research Associate. Requires a BA/BS degree (6+ years experience), or a MS degree (4+ years experience), relevant to Cell Biology. Responsibilities include: 1) Bioassay development, implementation and validation, 2) Cell-based toxicological assessment of candidate compounds (ie. IC50 determinations and development/modification of alternative screening systems), and 3) Independent basic research projects.

Both positions require experience in endothelial/epithelial and tumor cell culture and will involve routine cell culture duties (including multiple cell types), including periodic primary cell isolation. Experience with cell-based radioassay, colorimetric and/or fluorescence assay systems is required. Additional experience in one or more of the following areas is also required: Fluorescence applications (cell viability, metabolic status, cell signaling, fluorescent ligand receptor binding, etc.), Photomicroscopy (including phase-contrast and fluorescence), and Gel Electrophoresis (1-D and 2-D). General lab management duties will be associated with both positions. In addition, it is essential that the successful candidate possess flexibility and be able to work within a team-oriented environment.

Position #162: Research Associate. To be considered you must have a BS/MS in molecular biology or biochemistry and at least two years of lab experience. Familiarity with handling nucleic acids including radio-isotope work, in vitro transcription, PCR and DNA sequencing is necessary. Experience with organic chemistry is helpful. We are seeking a highly motivated individual with excellent attention to detail, good laboratory practices, excellent communication skills and the ability to work independently.

NeXstar, located in Boulder, CO, is lauded for its scenic beauty, healthy lifestyle and superior educational standards. We value employee ideas and reward efforts with competitive salaries and excellent benefits. If you are interested in any of these positions, please send your c.v., noting the position number to:

NeXstar Pharmaceuticals, Inc.
Attn: KH, Position #238 or #243
or Attn: PM, Position #162 or #249
2860 Wilderness Place
Boulder, CO 80301

NeXstar Pharmaceuticals is an Equal Opportunity Employer
Postdoctoral Scientist  
Job # 9627

Ciba's Biotechnology Research Unit (RTP) is seeking a Ph.D. for a Postdoctoral Scientist position in the Seeds Disease Control Group. The successful candidate will possess a Ph.D. in biochemistry or a related field, with experience in enzymology, protein purification and biochemistry. The selected candidate will be responsible for the characterization of novel enzymes involved in the synthesis of biologically active natural products. Additionally, the candidate will participate in engineering new metabolic pathways in heterologous systems. Demonstrated ability in developing in vitro enzyme assays, purification and characterization of enzymes is required. Analytical experience to help develop or refine methods for metabolite analysis is desired.

We offer competitive salaries and a generous benefits package that includes relocation assistance.

Resumes should be forwarded with a cover letter (which should include Job# 9627) and a list of three (3) references to: Ciba Biotechnology Research Unit, Human Resources Department, P.O. Box 12257, Research Triangle Park, NC 27709-2257. Resume deadline is May 17, 1996.

Virologist

GLADSTONE INSTITUTE OF VIROLOGY AND IMMUNOLOGY
UNIVERSITY OF CALIFORNIA SAN FRANCISCO

M.D. and/or Ph.D. investigators with demonstrated research accomplishments in the field of virology, especially as it relates to HIV disease, are invited to apply for a faculty position at the Assistant, Associate, or full Investigator Level within the Gladstone Institutes and concurrent faculty appointment at UCSF. The successful candidate will receive salary and research support from the Gladstone Institutes and also will have a unique opportunity to interact with the well-established clinical environment at the San Francisco General Hospital campus of UCSF for HIV and HIV-related research.

Please submit a curriculum vitae and the names of three references to: Chair, Search Committee, Gladstone Institute of Virology and Immunology, UCSF, P.O. Box 419100, San Francisco, California 94141-9100.

On the Internet: http://gladstone.ucsf.edu

The Gladstone Institutes and UCSF are Equal Opportunity/Affirmative Action Employers. Women and minorities are encouraged to apply.

We are an Equal Opportunity Employer, m/f/d/v.
PLANT RESEARCH SCIENTIST

Abbott Laboratories is currently seeking a qualified candidate for a research scientist position within the Plant Science Department, located at the Agricultural Research Center in Long Grove, IL.

The selected candidate must have a Ph.D. in a plant science-related field (e.g., Agronomy, Horticulture, Plant Physiology) with comprehensive research experience pertaining to plant growth hormones/regulators. The candidate must be familiar with modern analytical techniques, scientific instrumentation, computers, statistics, and the biological testing of experimental compounds under laboratory greenhouse, and/or field conditions. In addition to these technical background/training requirements, the successful candidate must have demonstrated project management experience, as well as excellent communication and interpersonal skills. A commercial, business, marketing, and/or regulatory background in agriculture will be a definite plus. The position will require some travel.

Abbott offers a competitive compensation package, and is located in an attractive suburban area approximately 45 miles north of Chicago. If you meet the above requirements, please send a resume to: Abbott Laboratories, Job # 96-LAM-1160, Dept. 39Y, Bldg. A-1, 1401 Sheridan Road, North Chicago, IL 60064. Abbott is an Affirmative Action Employer.

ADVANCE SCIENCE THROUGH RESEARCH

At City of Hope National Medical Center, we enjoy international status as a leader on the front line of treatment and research. We currently have the following opportunities available:

POSTDOCTORAL POSITION: Requires a Ph.D. with extensive background in cellular immunology, particularly in the cloning of human or murine cytotoxic T cells. Alternatively, candidates who possess expertise in protein/peptide chemistry and molecular biology with emphasis on viral vector construction are encouraged to apply. Research will take place in the laboratory of Don J. Diamond, Ph.D. Attn: DD

3 POSTDOCTORAL POSITIONS-MOLECULAR GENETICS: (1) the factor IX gene as a model for the human germline mutational process and its relationship to evolution and genetic disease (sample ref. Trends in Genet. 11:141); (2) the HBG transgenic mouse mutation detection system to examine spontaneous mutation and its relationship to cancer and neurogenodermatric disease (Oncogene Mutat. 11:263); and (3) development of improved methods for finding and analyzing mutations in humans (Science 244:331; Hum. Mol. Genet. 5:107). Research will occur in the lab of Steve S. Sommer, M.D., Ph.D.; include statement of short- and long-term professional goals. Attn: SS

RESEARCH ASSOCIATE: Will purify/sequence proteins. Requires a B.S. and lab experience or an M.S. background in sequence analysis, mass spectrometry, HPLC and analytical chemistry preferred. Attn: KS

RESEARCH ASSOCIATE-RADIOIMMUNOTHERAPY: Responsibilities include routine mammalian cell culture, expansion into hollow fiber systems and detailed record keeping. Requires a B.S. in Biology or a related field and 2 years experience in large scale production of monoclonal antibodies. Knowledge of techniques in protein purification and immunosassays are a plus. Attn: JS

The following two positions will investigate genetic predisposition to neuropsychiatric diseases (e.g., schizophrenia). Conduct molecular analysis of candidate genes (e.g., NMDA/NH3 receptors) by recently developed screening methods and direct genomic sequencing.

POSTDOCTORAL POSITION: Ph.D. required. Experience in molecular biology and strong interest in neuropsychiatric disorders desirable. Attn: JS

RESEARCH ASSOCIATE: Plan/execute experiments with minimal supervision. Techniques include human DNA/RNA extraction/amplification/sequencing, etc., to identify sequence mutations. Maintain daily lab operations. Requires B.S. degree in biological/biophysical sciences. Prior lab experience desirable. Attn: JS

Please send your resume, indicating appropriate code, to: City of Hope, Human Resources, 1500 E. Duarte Rd., Duarte, CA 91010-3000. FAX: (626) 301-8448. Email: jpsresearch@sumplink.co.com

Equal Opportunity Employer.

City of Hope
A National Cancer Institute-Designated Clinical Cancer Research Center

Here, people make all the difference.

At Chiron, our enthusiasm for biotechnology goes beyond looking for solutions to serious diseases. Our sights are set on helping people be their best. Whether they're the patients who benefit from our breakthrough diagnostics, therapeutics, vaccines or ophthalmic devices . . . or the Chiron professionals who make it happen.

Do you have the Chiron mindset?

If your education, talent and self-determination have inspired you to seek out creative solutions in detection, treatment and prevention of the unsolved diseases and conditions plaguing mankind, Chiron has a place for you. Come join our team of diverse, energetic visionaries today. And develop the cancer, herpes, HIV and hepatitis answers of tomorrow.

Where you fit.

Our global organization has openings to challenge a wide range of biotech capabilities. Currently the following divisions:

* Diagnostics
* Ophthalmics
* Therapeutics
* Technologies
* Vaccines
* Research & Development
* QA/QC

Are reviewing resumes that specialize in:

* Engineering
* Information Systems
* Systems

Write us at Chiron Corporation, Human Resources, 4560 Horton Street, Box 5426, Emeryville, CA 94608. Expand your opportunities to advance your career and to transform the practice of medicine. We welcome applications from all individuals. Women, veterans, minorities and disabled individuals are encouraged to apply.
BIOLICAL SCIENCES CENTER

DESIERT RESEARCH INSTITUTE (DRI)

DIRECTOR, Frits Went Laboratory. Newly completed Frits Went Laboratory seeks leadership for growing research program in plant and soil biology, ecophysiology, and environmental science. Director will oversee daily operations of state-of-the-art controlled environments, associated labs, and greenhouse; develop own research program; and work closely with other DRI facilities. Requires Ph.D. in biological sciences or related discipline; five years of research experience beyond Ph.D.; experience in the use and operation of controlled environment facilities; established record of scientific achievement, i.e., publication in peer-reviewed journals; demonstrated ability to obtain research funding; and successful management of multidisciplinary and multi-institutional research programs. Three-year renewable contract. Application review begins April 30. Submit letter of application, curriculum vitae, statement of research interests, and names of five references to: Dr. Robert Wharton, Vice President for Research, Telephone: 702-673-7469; Email: wharton@maxey.dri.edu. Submit curriculum vitae, statement of research interests, and names of five references to: Recruiting Officer, Desert Research Institute, University and Community College System of Nevada, P.O. Box 19040, Las Vegas, NV 89132-0040. An Affirmative Action/Equal Opportunity Employer. Women and minority applicants are encouraged to voluntarily identify themselves.

FACULTY POSITION

Biopharmaceutics/Pharmacokinetics

The Department of Pharmaceutical Sciences at North Dakota State University (NDSU) invites applications for a tenure-track position at the rank of ASSOCIATE/ASSOCIATE PROFESSOR. The successful candidate will be expected to establish an extramurally funded independent research program, teach pharmacokinetics, directly graduate students, and participate in a sequence of team-taught pharmacokinetics courses offered to professional pharmacy students. Applicants should have a Ph.D. in pharmaceutical sciences; postdoctoral experience; and at least two years of postdoctoral experience with a strong record of scholarship and experience using state-of-the-art approaches in pharmacokinetics. Applicants must also have a strong commitment to teaching, as well as good interpersonal and oral and written communication skills. All qualified individuals are encouraged to apply, particularly those with research interests in pharmacokinetics, drug delivery, drug metabolism, or pharmacuetics. A professional degree in pharmacy is desirable, but not required.

Applications should submit a curriculum vitae, three letters of recommendation, and a brief description of future research plans to: Dr. Grace Ahsan, Chair, Department of Pharmaceutical Sciences, North Dakota State University, Fargo, ND 58105. Review of applications begins June 15, 1996 and will continue until a suitable candidate is selected. NDSU is an Equal Opportunity/Affirmative Action Employer.

PLANT ECOLOGIST: Assistant Professor in the School of Natural and Applied Sciences at Coastal Carolina University. Full-time tenure-track position in genetics with an emphasis in molecular biology, available August 1996. Ph.D. required. Undergraduate teaching experience preferred. Responsibilities include teaching introductory biology and appropriate upper-level courses. The successful candidate is expected to develop a research program; publish research results; participate in undergraduate research projects; and have strong interest in community service. Send curriculum vitae with names of three references to: Dr. Arun K. Roy, Ph.D., Professor, and Cellular and Molecular Biology, The University of Texas Health Science Center, San Antonio, TX 78284-7762. The University of Texas Health Science Center at San Antonio is an Equal Employment Opportunity/Affirmative Action Employer.

RESEARCH ASSOCIATE

Position available to study cardiac channels expressed in Xenopus oocytes and cell lines. Ph.D. or M.S. with two years of related experience is required. Knowledge of clamp techniques required. We offer competitive salaries. Send resume to: Dr. Mohamed Boutjdir, Cardiovascular Division, V.A. Medical Center, 800 Poly Place, Brooklyn, NY 11209. FAX: 718-630-3796.

MOLLEAR NEUROSCIENTIST—ALCOHOL

The Department of Physiology and Pharmacology of the Bowman Gray School of Medicine has a TENURE-TRACK opening for a MOLECULAR NEUROSCIENTIST (rank open) with research interests in the alcohol area. Please send a current curriculum vitae, list of three references, and statement of research interests to: Dr. Steven E. Samson, Department of Physiology/Pharmacology, Bowman Gray School of Medicine of Wake Forest University, Winston-Salem, NC 27157-1083. Affirmative Action/Equal Opportunity Employer.

PROFESSOR OF BIOLOGY/CHAIR, Department of Biology (Position 21791)

Biological Department at University of Northern Colorado (UNC) seeks CHAIR and PROFESSOR to lead sixteen faculty, three support staff, twenty-five TA/GA, and two part-time faculty. Position is tenure-track and responsible to the Dean, College Arts/Sciences. Must lead diverse faculty in department missions of excellent teaching, scholarship. Programs include undergraduate, M.A., and new Ph.D. in Biological Education, as well as environmental studies and allied health courses/advising. Developing doctoral program and research in biology pedagogy required; strong leadership. Candidates must have Ph.D. and department/college-level administrative experience. To apply send application letter; curriculum vitae; names, addresses, and telephone numbers of five references; statement of current/long-term teaching and management style; teaching statement and research expertise; graduate transcripts; statement of citizenship or eligibility to work in U.S.; and names, addresses, and telephone numbers of five references qualified to address administrative, leadership, teaching, and research abilities. Review of complete applications begins September 1, 1996, and will continue until position is filled. UNCGencurages applications from women and minorities.

GENETICIST: Assistant Professor in the School of Natural and Applied Sciences at Coastal Carolina University. Full-time tenure-track position in genetics with an emphasis in molecular biology, available August 1996. Ph.D. required. Undergraduate teaching experience preferred. Responsibilities include teaching genetics, molecular biology, and bioinformatics. Send curriculum vitae, letter of application, and three letters of references to: Dr. Arun K. Roy, Ph.D., Professor, and Cellular and Molecular Biology, The University of Texas Health Science Center, San Antonio, TX 78284-7762. The University of Texas Health Science Center at San Antonio is an Equal Employment Opportunity/Affirmative Action Employer.

INSTRUCTOR (non-tenured research appointment) to study hormonal regulation of gene expression. Ph.D. with experience in transcription factor function and DNA-protein interaction is required. Salary competitive. Send curriculum vitae with names of three references to: Arun K. Roy, Ph.D., Professor, and Cellular and Molecular Biology, The University of Texas Health Science Center, San Antonio, TX 78284-7762. The University of Texas Health Science Center at San Antonio is an Equal Employment Opportunity/Affirmative Action Employer.

CENTERS FOR DISEASE CONTROL AND PREVENTION (CDC)

Director, National Vaccine Program Office

The DIRECTOR, National Vaccine Program Office (NVPO), provides leadership for a national program to develop strategies for achieving optimal prevention of human infectious diseases through immunization; develops strategies, plans, and research needed to prevent and control adverse reactions to vaccines; and ensure coordination and collaboration of vaccine activities within the Federal sector. Qualifications include outstanding scientific credentials with experience in infectious diseases, immunization, or a related field, knowledge of vaccine policy; and proven ability to provide scientific leadership for an interdepartmental health program. A doctoral degree (M.D., Ph.D., D.Sc. or other) inobiomedicine or a related field is desirable. Depending on qualifications, the annual salary range is up to $148,400. Public Health Service Commissioned Corps Officers are also considered. Interested applicants may send their curriculum vitae postmarked by June 28, 1996, to: Nancy Peterson, Human Resources Management Office, Department of Disease Control and Prevention, 4770 Buford Highway, Atlanta, GA 30341-3724. Telephone: 770-488-1785. This is a critical-sensitive position requiring an investigation by the Office of Special Counsel. CDC is an Equal Opportunity Employer and provides a smoke-free work environment.

PROFESSOR AND ASSOCIATE DIRECTOR

School of Marine Programs

Applications or nominations are invited for ASSOCIATE DIRECTOR of the University of Georgia's School of Marine Programs. The Associate Director will spend approximately one-half of her or his time working with the School Director on administration of the Department of Marine Science and/or in leading or involving the other units of the School (The Marine Institute, The Marine Extension Service, and the Georgia Sea Grant College). The ideal candidate for an Associate Director is a marine scientist qualified for appointment as a tenure-track Associate Professor or Full Professor of Marine Sciences who will maintain an active, funded research program and participate in ocean management. The position is open but potential for interactions with our ongoing research programs in nearshore marine processes and land-sea interactions is preferred. Send curriculum vitae; statement of administrative, research, and instructional interests; and the names of four references to: Office of the Director, School of Marine Programs, Ecology Building, University of Georgia, Athens, GA 30602. Review of applications will begin June 1, 1996 with an expected start date in the fall/winter of 1996. The University of Georgia is an Equal Opportunity Employer. Women and minority applicants are encouraged to apply.
Immunology
Postdoctoral Research Associate Position

Postdoctoral positions are available immediately to study immunological memory and the effect of bacterial superantigens on viral immunity. Applicants should have a Ph.D. or M.D./Ph.D. Experience in cellular immunology and/or virology, using murine experimental models is desirable, but not essential. Send curriculum vitae and the names, addresses and phone numbers to: Dr. Marcia A. Blackman and/or Dr. Peter Doherty, Department of Immunology, St. Jude Children’s Research Hospital, 332 N. Lauderdale, Memphis, TN 38105, by July 1, 1996. Affirmative action/equal opportunity employer. We provide a smoke-free environment.

St. Jude Children's Research Hospital

Dean, Science and Natural Resources: Lake Superior State University, a public, four-year university in Michigan’s Eastern Upper Peninsula, invites applications and nominations for the position of Dean for the School of Science and Natural Resources. The School is comprised of twenty-one faculty members in the disciplines of biology, chemistry, geology, physics, and environmental science. The Dean reports directly to the Provost; is the primary administrator of the School for academic, faculty and curricular concerns; and represents the School in the broader academic community.

Qualifications: The successful candidate must have an earned doctorate, tenure in an academic discipline, senior academic rank, an outstanding record of teaching and scholarship, and administrative experience at the departmental level or above. Salary is competitive with excellent fringe benefits.

Lake Superior State University is a comprehensive university with a focus on teaching and the personal educational environment that can be obtained with a student enrollment of 3,500. Its beautiful location overlooking the famous Soo Locks on the St. Mary’s River between Lakes Superior and Huron and the Canadian border provides unique programmatic opportunities. Over 75 baccalaureate and associate degree programs are offered as well as an MBA.

The search committee will begin reviewing applications in early May and will continue until the time of selection. Candidates should submit a letter of interest; curriculum vitae; names, addresses, and telephone numbers of at least five references and letters of reference from at least three of these to: Dean, Science and Natural Resources Search, Office of Employee Relations, Lake Superior State University, Sault Ste. Marie, MI 49783 or FAX to (906) 635-2111.

An Equal Employment Opportunity/Affirmative Action Employer

Women and minorities are encouraged to apply.

Insight
scientific discovery

Glaxo Wellcome, the world’s largest pharmaceutical company, continues to reinforce its commitment to pioneering research and development efforts that respond to the existing and emerging needs of the global community. To explore new challenges in healthcare research, bring your expertise to our team in the following opening at our Corporate Headquarters located in Research Triangle Park, N.C.

POSTDOCTORAL FELLOW
Protein Biochemistry

Individual will be responsible for studying the mechanism of activation of 7-transmembrane receptors. This position requires a Ph.D. in Biochemistry/Biophysics with a strong background in biophysical chemistry, including thermodynamics, as well as an interest in receptor biology. Experience with membrane proteins and 7-TM receptors desired. Candidate must be highly motivated, self-driven and independent.

The rewards of working at Glaxo Wellcome include excellent salaries and a flexible benefits package. For confidential consideration, send your resume and salary history to: Human Resources, Job # ASC1590-1, Glaxo Wellcome, P.O. Box 13398, Research Triangle Park, NC 27709. (No Phone Calls or Agency Referrals, Please.) An Equal Opportunity Employer M/F/D/V

GlaxoWellcome
Working Together For A Healthier World

Postdoctoral Scientist
Job # 9629

Ciba’s Biotechnology Research Unit (RTP) is seeking a Ph.D. for a postdoctoral position with our Crop Protection Weed Control Team. The successful candidate will have an opportunity to investigate molecular aspects of plant metabolism as they relate to herbicidal inhibition. Possible projects include elucidation of the mechanisms of cross-pathway gene regulation (Geyer et al., 1995, PNAS 92:4997) in plants, or investigation of the physiological responses of plants engineered for tolerance to inhibitors of chlorophyll biosynthesis. Position requires a Ph.D. with a strong background in molecular biology, biochemistry, physiology or genetics.

We offer competitive salaries and a generous benefits package that includes relocation assistance.

Resumes should be forwarded with a cover letter (which should included Job# 9629) and a list of three (3) references to: Ciba Biotechnology Research Unit, Human Resources Department, P.O. Box 12257, Research Triangle Park, NC 27709-2257. Resume deadline is May 17, 1996.

An Equal Employment Opportunity/Affirmative Action Employer

Women and minorities are encouraged to apply.

Ciba
We are an Equal Opportunity Employer, m/f/d/v.
The Code Committee, levels. There is a biography, port of the Crump Institute for Biological Imaging in a new institute at UCLA and is committed to the merger of imaging and modern biological imaging systems ranging from cellular subassemblies up to human subjects.

Candidates should have a Ph.D. in chemistry, biochemistry, or a closely related field. Teaching of graduate and M.D./Ph.D. students is expected. Send curriculum vitae, a description of research plans, and three letters of recommendation to: Chair, Search Committee, Department of Biological Chemistry, Mail Code 4012, California Institute of Technology, MC 293-54, Pasadena, CA 91125. The search process will begin on June 1, 1996 and continue until the positions are filled with suitably qualified candidates.

The University of California, San Diego is an Affirmative Action/Equal Opportunity Employer.

FACULTY POSITION IN CELL BIOLOGY
The University of Texas Southwestern Medical Center at Dallas

An ASSISTANT INSTRUCTOR position is available for an expert immunohistochemist with a publication record demonstrating his or her expertise. The successful candidate must have mastered all aspects of electron microscopy, light microscopy, and contemporary immunocytochemistry. Applications should be directed to: Dr. Robert T. Young, Department of Pathology and Laboratory Medicine, Box 5191, Southwestern Medical School, Dallas, TX 75390-9193. Applications are due by November 1, 1996.

The University of Texas Southwestern Medical Center is an Affirmative Action/Equal Opportunity Employer.

DREXEL UNIVERSITY ASSISTANT PROFESSOR
Drexel University's Department of Biochemistry and Biophysics is seeking a tenure-track position starting September 1996 at the level of Assistant Professor. The successful candidate will have a Ph.D. in biochemistry or a related area, at least two years of postdoctoral experience, a strong publication record in the area of protein structure and function, and an interest in teaching. Applications should be sent to: Dr. Donald L. Fried, Department of Biochemistry and Biophysics, Drexel University, 32nd and Chestnut Streets, Philadelphia, PA 19104. FAX: 215-895-1273. Drexel University is an Equal Opportunity/Affirmative Action Employer and actively seeks applications from women and minorities.

RESEARCH SCIENTIST
Conduct research emphasizing mammalian cell culture and drug discovery for anti-cancer activity. Analyze overall biological activities of reagents for development as therapeutic agents. Minimum Ph.D. (biochemistry or molecular biology). Experience with mammalian cell cultures and knowledge of melanoma cells. Knowledge and experience of molecular biology techniques, including manipulation of DNA/RNA, cell transfection, and cell mobility assays. Send curriculum vitae, and the names of at least three references to: Dr. Richard Skala, Chair of the Search Committee, Department of Biological Chemistry, Mail Code 4012, California Institute of Technology, MC 293-54, Pasadena, CA 91125. The search process will begin on June 1, 1996 and continue until the positions are filled with suitably qualified candidates.

The University of California, San Diego is an Affirmative Action/Equal Opportunity Employer.

ASSISTANT PROFESSOR
Department of Biochemistry and Molecular Biology
Applications are invited for a TENURE-TRACK position at the Assistant Professor level. Applicants should have two or more years of postdoctoral experience and should have demonstrated the potential for establishing an independent research program. Although all areas of research will be considered, studies utilizing molecular biology are favored. Interest and excellence in teaching and research in biochemistry are essential. The Department of Biochemistry and Molecular Biology includes the Schools of Dentistry, Medicine, Nursing, and Graduate Studies. The department has a biotechnology support unit. Laboratories are located with other departments in the Medical Center's Dental School Complex. Interested individuals should send a curriculum vitae with bibliography, short (three-page) summary of planned research, and the names and addresses of three references to: Dr. Robert Roskoski, Jr., Head, Department of Biochemistry and Molecular Biology, Louisiana State University Medical Center, 1100 Florida Avenue, New Orleans, LA 70119-2799. LSU Medical Center is an Equal Employment Opportunity/Affirmative Action Employer.

FACULTY IN UCSD DEPARTMENT OF BIOENGINEERING
The Department of Bioengineering at the University of California, San Diego (UCSD), invites applications for tenure-track/faculty positions in areas of expertise in bioengineering. The applications are to be established to establish a vigorous program of independent high-quality research that complements existing research activities in the Department on tissue engineering, regenerative medicine and biomechanics, or molecular and cellular bioengineering. Examples of areas of interest are musculoskeletal bioengineering, molecular and cellular transport. The successful candidate will be responsible for teaching bioengineering courses at the undergraduate and graduate levels. There will be collaboration with the School of Medicine, and other schools at the UCSD. Applications are encouraged from applicants with joint appointments. Salary is commensurate with qualifications and based upon UC pay schedules. Please send complete bibliography, samples of publications, and the names of five references to: Chair, Search Committee, Department of Bioengineering, Mail Code 0412, UCSD, La Jolla, CA 92093-0412. The search process will begin on June 1, 1996 and continue until the positions are filled with suitably qualified candidates.

The University of California, San Diego is an Affirmative Action/Equal Opportunity Employer.

FACULTY POSITIONS OPEN
COLLEGE OF ST. BERNARD HUMAN ANATOMY AND PHYSIOLOGY
The College of Saint Bernard, a women's college, and Saint John's University, a men's college, are accepting applications for a tenure-track position at the level of ASSISTANT PROFESSOR to begin fall 1996 in the Joint Biology Department. Primary teaching responsibility is in Human Anatomy and Physiology, lecture and laboratory. Teaching experience required; Ph.D. preferred. Interested applicants should submit a letter of interest, curriculum vitae, three letters of recommendation, graduate transcripts, and evidence of teaching (Ph.D., if available). Send materials to: Human Resource Director, College of Saint Bernard, 37 South College Avenue, St. Joseph, MN 56374. Applications received after January 1, 1996 cannot be guaranteed consideration. Women and people of diverse racial, ethnic, and cultural backgrounds are encouraged to apply. The College is an Affirmative Action/Equal Employment Opportunity Employer.

WETLAND ECOLOGIST
The Natural Resources Management Program, University of Maryland, College Park, is accepting applications for a WETLAND ECOLOGIST level for a tenure-track position within the Biological Resources Engineering Department beginning in August 1996. Teaching responsibilities include courses in wetland ecology and water quality methods plus new courses in the applicant's specialty. The successful candidate will develop and lead an innovative research program and advise undergraduate and graduate students. Ph.D. in a biological science or engineering is required and one degree in engineering is preferred. Applicants should send curriculum vitae, copies of transcripts, and three letters of recommendation to: Patrick Kangas, 1457 Animal Science/Agricultural Engineering Building, University of Maryland, College Park, MD 20742. Affirmative Action/Equal Employment Opportunity Employer.

FACULTY POSITION PHARMACOLOGY
The Department of Pharmacology is accepting applications for a full-time JUNIOR FACULTY position. Applicants with research programs in pharmacology or molecular pharmacology are sought; should have a record of publications and extramural funding. In addition to a vigorous research program, individuals should have an interest in teaching. Salary and rank will be based upon individual qualifications and experience. Candidates should send a curriculum vitae, a brief statement of research goals and accomplishments, record of funding, and list of three references. Applications should be sent to: Professor Harris Busch, Department of Pharmacology, Baylor College of Medicine, One Baylor Plaza, Houston, TX 77030-3498. Baylor College of Medicine is an Equal Opportunity/Affirmative Action Employer.

UCLA School of Medicine's Department of Biopharmaceutics has two TENURE-TRACK positions at any level for those who have an independent research program in mathematical modeling and the areas of genetics, molecular biology, neuroscience, and physiological science. It is expected that the successful candidates will continue a productive research program, participate in doctoral thesis advising, and teach courses. Start-up funds are available to provide computer support and travel to meetings. Interested applicants should contact: Robert M. Elashoff, Interim Chair, UCLA School of Medicine, Department of Biopharmaceutics, 10853 Le Conte Avenue, Room AV-617, Los Angeles, CA 90095-1766. The University of California is an Affirmative Action/Equal Opportunity Employer.

Science Department Chair, Museum of Discovery and Science, is seeking a tenured/tenure-track faculty scientist/collegist/biologist to lead growing science education. Duties include public programs, work with teachers and student audiences, development of exhibits, and community outreach, and departmental administration. Excellent communication skills and passion for public access to science essential. Experience with Florida ecosystems preferred. Send CV, letter of interest, and three references to: Contact Chair, Mac West, IS1, Box 42328, Washington, DC 20015. Telephone: 202-362-5828; Email: Rmacwest@aol.com.

Science • Vol. 272 • 26 April 1996
NEW SENIOR INVESTIGATOR POSITION AT NIH: A senior scientist with a demonstrated record of achievement in mass spectrometry instrumentation research is sought to join the National Center for Research Resources (NCRR) in order to conduct a research program for development of innovative instrumentation. This is a new staff position, equivalent to a tenured professor at a major research university. Applicants should have a demonstrated record of collegiality and collaborative research because this position will require significant interaction with NIH biologists and molecular biologists in communicating the research potential of newly developed mass spectrometric tools.

The candidate will be eligible for a GS-15 position ($73,486 to $95,531), or a Senior Biomedical Research Service position ($69,300 to $148,000), depending upon review of credentials and achievements.

Send applications or direct inquiries to:

NCRR PERSONNEL OFFICE
BUILDING 31/ROOM 3B38
31 CENTER DRIVE MSC 2130
NATIONAL INSTITUTES OF HEALTH
BETHESDA, MARYLAND 20892-2130
ATTN: EUGENE MCDOWALL
TELEPHONE (301) 496-1524
FAX (301) 402-2110

Include a brief proposal (2 pages maximum) describing intended research direction and resource requirements, along with your curriculum vitae and bibliography. Refer to Announcement No. RR-96-0005. U.S. citizenship is required for the GS-15 position, but is not required for the Senior Biomedical Research Service position.

NIH is an Equal Opportunity Employer

RESEARCH MANAGER Bioinformatics (Job #AT-602)

This position is primarily a research position to aid in the analyses of genomic data being developed for corn, including not only gene sequences, but also their map locations and expression patterns. The primary goal will be to compile these data with that from other species to aid Pioneer researchers in developing a better understanding of how individual genes can be manipulated to improve crop productivity. Will also work with researchers to develop search queries tailored to their needs, allowing them to efficiently extract data from this project, compile it with relevant information from external databases and identify genes/loci of highest priority for further investigation. Will be responsible for publishing the results of these efforts, both internally and externally on a regular basis. A Ph.D. degree in a biologically related field with excellent computer literacy and knowledge of the current state of genomic research is desired. A basic understanding of the molecular biology/biochemistry of DNA and protein, in particular how relevant information is stored and accessed in public databases. Experience with DNA analysis programs such as BLAST, FASTA, GCG, etc. and working familiarity with both Mac and IBM computer platforms. Knowledge of Internet resources, how to access and publish to it using WEB tools. A high level of verbal and written skills and the ability to communicate information to people with varying degrees of science and computer literacy. A genuine support ethic coupled with an aptitude for the detective work necessary to determine what a user is really trying to accomplish. Must be outgoing in nature and eager to work with others. Able to take initiative in the development of programs but with the recognition of tailoring them to the needs of their clientele.

We offer competitive salaries and excellent, comprehensive benefits such as 401(k), tuition and relocation reimbursement. Des Moines is a prospering heartland city that ranks well above the national averages in affordability and education. Our location provides a mix of beautiful open spaces and city life advantages. For confidential consideration send 3 copies of your resume and cover letter indicating job number by June 1, 1996 to: Pioneer Hi-Bred International, Inc. Attn: PERSONNEL, (Job #AT-602), P.O. Box 1004, Johnston, IA 50131-1004.

The Science of Agricultural Genetics

Pioneer Hi-Bred International, Inc., is the world leader in agricultural genetics. Founded in 1926, we are a publicly held company that invests more than $115 million in research and product development. Pioneer brand products are grown in almost every crop-producing continent in the world. At our headquarters in Des Moines, Iowa, we're adding to our Research team.

PIONEER HI-BRED INTERNATIONAL, INC.
An Equal Opportunity Employer

Are you ready for a whole new world of challenge and opportunity?

At Sanofi Winthrop, we believe a promising future can be a reality and we have made a commitment to serve the cause of life and good health for people throughout the world.

Sanofi Winthrop, Inc., a major developer and marketer of ethical pharmaceuticals, is the newly acquired North American division of Sanofi, a diversified healthcare company with headquarters in Paris, France. We are a global company with over 40,000 men and women in more than 100 countries and hold leading positions in world markets. The Sanofi Research Division is dedicated to the development of innovative new therapies, including many that address diseases often associated with the aging process: cardiovascular, thrombosis, central nervous system and cancer. Many of our promising research candidates are in later stages of clinical trials, and we anticipate significant future growth within the industry.

If you are a scientist interested in joining a team dedicated to bringing major innovative medicines to the marketplace by the end of the century, we'd like to talk with you. At Sanofi Winthrop, you'll enjoy a highly competitive salary, flexible scheduling options, and a comprehensive benefits package. Please contact us for more information at Human Resources, Sanofi Winthrop, 9 Great Valley Parkway, Malvern, PA 19355. FAX: 610-889-8850. We are an equal opportunity employer.
MICHIGAN STATE UNIVERSITY
GOVERNMENT AFFAIRS
RESEARCH OFFICER

The incumbent, working with the faculty and the Office of the Vice President for Research and Graduate Study, will monitor for research policies, plans, legislation, and budgets; develop campus strategies and actions to match Michigan State University (MSU) research strengths with federal agencies' needs. Based in the MSU Washington, D.C., office, the individual will represent the university in meetings with federal agencies and congressional officials.

Minimum requirements include: a Master's degree in science or engineering, five years of experience, and an outstanding DIRECTOR OF RESEARCH

Proteins, Inc., a growing company with a portfolio of recently issued patents on the ubiquitous fusion technology and its numerous applications, seeks an outstanding DIRECTOR OF RESEARCH. Successful candidate should possess a broad-based molecular biological expertise including extensive experience with recombinant DNA technology and protein/peptide biochemistry. Industrial experience in a biotechnology setting is desirable. Particular attention will be given to candidates with demonstrated success in building and managing a strong research group in a biotechnological setting. Experience with the management of sponsored research programs that involve outside collaborators and experience with strategic planning, budgetary management, and setting of research priorities are essential. Excellent written and oral communication skills, as well as interpersonal skills, are also essential. The initial compensation will be based on experience and accomplishments. A relocation and benefits package is included. Send resume and salary history to: SLI/Human Resources, Proteins, Inc., 16020 Industrial Drive, Gahanna, OH 43023.

UCLA School of Public Health's Department of Biostatistics has a TENURE-TRACK position at any level for those with an independent research program in biostatistics. Successful candidates will continue a productive research program, participate in doctoral thesis advising, and teach two to three courses a year. Start-up funds are available to provide computer support and travel to meetings. Interested applicants should contact Robert M. Elashof, Chair, UCLA School of Public Health, Department of Biostatistics, 10833 Le Conte Avenue, Rm 51-239, Los Angeles, CA 90095-1772. The University of California is an Affirmative Action/Equal Opportunity Employer.

UCLA SCHOOL OF MEDICINE
POSTDOCTORAL POSITIONS

Cancer Research

Seeking POSTDOCTORAL RESEARCHERS from scientifically accomplished graduate program with knowledge and interest in the molecular biology of cancer. Applicants are invited to submit a letter of interest, background in cellular and molecular biology, and desire to continue graduate research in this field. A strong quantitative background is desirable. Salary and benefits are competitive. Submit curriculum vitae and one-page description of professional research and teaching experience along with names, addresses, and telephone numbers of three references. Send application to: Number 1950729, Harry Phillip Koeffler, M.D., Division of Hematology/Oncology, Cedars-Sinai Medical Center/UCLA, 8700 Beverly Boulevard, B-213, Los Angeles, CA 90048.

Full Page Recruitment Advertiser Index

The following organizations have placed full page recruitment advertisements in this issue of SCIENCE beginning on page 573.

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TEACHING POSITION ANNOUNCED

The College of Veterinary Physiology and Pharmacology, Texas A&M University, invites applications for a tenure-track position as an ASSISTANT OR ASSOCIATE PROFES- 
SOR of veterinary physiology and pharmacology. The requirements for this position are Ph.D. or equivalent degrees. Preference will be given to candidates with exceptional teaching skills and expertise relating to mammalian physiology.

The successful candidate will devote the majority of his or her time to instruction of undergraduate, graduate, and professional students and will be expected to teach in a variety of settings including large classroom lectures and small group discussions, and to teach laboratory sessions. Experiences for the person filling this position include effective interpersonal skills, a demonstrated ability and/or excellence in performance of scholarly activity relating to teaching, and the ability to provide departmental leadership in the area of physiology education.

Interested candidates should submit a letter of intent outlining their academic interests and goals, a curriculum vitae, pertinent publications, and a list of personal references to: Dr. Donald R. Clark, Professor, Department of Veterinary Physiology and Pharmacology, Texas A&M University, College Station, TX 77843-4469. Inquiries may be directed to Dr. Clark at: Telephone: 409-845-7261; FAX: 409-845-6544; or Email: DClark@vetmed.TAMU.edu.

Recruit of applications will begin immediately and continue until the position is filled.

FACULTY AND POSTDOCTORAL POSITIONS

The Renal Division, Department of Medicine, Beth Israel Hospital and Harvard Medical School, invites applications from Ph.D.'s and M.D.'s for two tenure-track positions at the INSTRUCTOR/ASSISTANT PROFESSOR level. Preferred areas of interest: gene therapy, virology; renal cancer (especially immunotherapy); renal fibrosis models; transplantation, and endothelial, epithelial, or mesangial cell biology.

Also, POSTDOCTORAL positions open to design vectors (viral and non-viral) for gene therapy applications with a focus on the kidney. Two years of experience in at least one of the following areas essential: molecular biology, virology, virologic technology, kidney disease models, permanent resident status or U.S. citizen. Equivalent benefits of funding from N.I.H. training grant.

Submit a curriculum vitae, copies of two or three publications, and three reference letters to: Dr. Vikas P. Sakharkar, M.D., Ph.D., Beth Israel Hospital, Renal Division, DANA 517 330 Brookline Avenue, Boston, MA 02215.

FAX: 617-667-7843
Telephone: 617-667-2105
Email: vsakharr@bid.harvard.edu

CALIFORNIA INSTITUTE OF TECHNOLOGY

Bantrell Fellowship

The Division of Biology, California Institute of Technology, invites applications for a Prize POSTDOCTORAL FELLOWSHIP in Scientific Research. The competitively awarded fellowship will be for one year only. The annual stipend is $32,000 to the awardee plus small research and travel allowances. Applicants must be citizens of the U.S. or Israel. Work may be associated with any faculty member of the Biology Division. Applications, including curriculum vitae, list of publications, and research plan, received by May 1, 1996, will be considered for the 1996-97 academic year. Address inquiries to: Ms. Gwen Murdock, Division of Biology 156-29, California Institute of Technology, Pasadena, CA 91125.

Full Opportunity/Equal Opportunity/Al~inated Action Employer.
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The scientist, Cargill, Inc.
Ft. Collins, Colorado

Cargill is seeking a highly motivated research scientist to join the worldwide oilseed team in the development of new plant based products. The researcher will be responsible for implementing the research strategy for modifying oil and meal traits, designing and evaluating gene constructs to maximize product production, analyzing the stability of the introduced genetics in different environments, and coordinating the integration of biotechnology traits into the breeding program. Minimum requirements for the position include a Ph.D. and postdoctoral experience in plant molecular biology, biochemistry, genetics or related fields. Candidate must be experienced with construction and screening of genomic and cDNA libraries, DNA cloning and sequencing, construction of gene expression systems, analysis of lipids and proteins, and molecular mapping. Candidate should be familiar with concepts of plant breeding and field training. As part of a multidisciplinary team, the research scientist will need strong written and oral communication skills. Applicants are requested to send a curriculum vitae, letter describing research experience and interests, and the names of three references by June 15, 1996, to: Dr. Lorin R. DeBonte, Cargill, 2540 East Drake Road, Ft. Collins, CO 80525. Cargill is an Equal Opportunity Employer.

GENE LIBRARY PRODUCTION

STRATAGENE, a leader in the development and manufacture of molecular biology research products located in San Diego, is expanding our Custom Gene Library Production group. Qualified candidates will possess a B.S./M.S./Ph.D. with 3+ years' laboratory experience in molecular biology. Laboratory experience in RNA and DNA isolation, cloning and cDNA/genomic library construction is required; a background in gene expression, lambda phage, plasmids, and filamentous phage is a plus.

Interested candidates should send a resume to: Stratagene, 11011 N. Torrey Pines Rd., La Jolla, CA 92037, Attn: Professional Staffing 32014-95R. AA/EOE.

JOIN AN INTERNATIONAL LEADER

At Hoffmann-La Roche, the strength of our research efforts have made us a leader in the pharmaceutical and health care industries. Currently, our Biopharmaceutical Department is looking for dedicated scientific professionals who can contribute to our continued success by conducting innovative research and development in the production of therapeutic proteins.

PROTEIN PURIFICATION GROUP HEAD

This key position is responsible for leading a group of 20+ Scientists in the development of protein purification processes in support of discovery, preclinical and clinical development and marketed products. Specific duties will include: coordinating the efforts of purification teams in the development, scale-up and manufacture of therapeutic proteins; directing innovative research in new technologies and processes for protein purification which maintain product efficacy and quality in a cost effective manner; and collaborating with other Roche research organizations and affiliates.

The successful candidate will possess a Ph.D. in Protein Biochemistry with post-doctoral studies (or equivalent) and at least 5 years of industrial experience in developing processes for purification of biologically active proteins. A knowledge of cGMP as applied to purification of therapeutic proteins and demonstrated results-oriented accomplishment in a team-based research environment are a must, as are established supervisory and leadership skills. (Respond to: Dept. SS296WB)

SENIOR SCIENTIST, MOLECULAR BIOLOGY

A Senior Level Molecular Biologist is needed to supervise a group in stable mammalian/microbial cell protein expression. Specific responsibilities will include research into improved vectors and cell lines and the development and characterization of high-yield production cell lines. This group will work seamlessly with our cell culture group which is devoted to optimizing production of Biopharmaceuticals.

A Ph.D. in Molecular/Cellular Biochemistry with postdoctoral study (or equivalent) and specific knowledge of mammalian/microbial cell transfection, vector development and stable cell line production is necessary for success in this position. Experience with biopharmaceutical production, demonstrated results-oriented accomplishments in a team-based environment and supervisory skills are highly desirable. (Respond to: Dept. SS306PF)

We offer an attractive salary and benefits package in a state-of-the-art work environment. For consideration, please send your resume with salary history/requirements, indicating appropriate response code information in the address, to: Ms. Stella Strazdas, Department PRINCIPALS ONLY. We are an equal opportunity employer.

Roche
Hoffmann-La Roche
A Member of the Roche Group
THE IRVINGTON INSTITUTE FOR IMMUNOLOGICAL RESEARCH
Postdoctoral Fellowships in Immunology
1997 to 2000

The Irvinington Institute for Immunological Research will award up to 12 POSTDOCTORAL FELLOWSHIPS in Immunology for three consecutive years of training, in a laboratory dedicated to study human leukemia. A laboratory may qualify for only one fellow per year. The fellowships will be awarded for basic immunological research. Candidates with Ph.D. or M.D./Ph.D. degrees are encouraged to apply. Candidates who have less than three years of laboratory experience will receive priority. The Irvinington Institute does not have a citizenship requirement; however, applicants for these fellowships will be considered for appointment as a senior scientist in the U.S. before applying for an Irvinington grant. The Institute will pay a stipend of $26,000, $28,000, and $30,000 for years one, two, and three, with an additional eight percent each year offered to help cover the cost of health insurance, travel, and supplies.

August 15, 1996 is the deadline for filing applications. The Institute will notify applicants in November 1996 whether they have been selected to receive a fellowship to begin January 1 or July 1, 1996. Applications may be obtained by writing to: Mary Shaw, Fellowship Coordinator, The Irvinington Institute for Immunological Research, 120 East 56th Street, Suite 340, New York, NY 10022 U.S.A. FAX: 212-728-8596; Email: irving1@ix.netcom.com.

POSTDOCTORAL POSITION
University of Florida/Department of Physiology

An immediate opening is available in two NIH-supported programs to study: 1) signal transduction and hormonal regulation of renal vascular smooth muscle cells and hypothalamic neuropeptides in collaboration with Drs. Craig. H. Gelband and Colin Summerton. 2) Electrophysiological (patch clamp), Ca2+ fluorimetric (fluoro-2), and molecular biological techniques is desired. Send, FAX, or Email curriculum vitae and names and telephone numbers of three references to: Craig H. Gelband, Ph.D., Department of Physiology, University of Florida College of Medicine, P.O. Box 100274, Gainesville, FL 32610. FAX: 352-846-0615. Email: gelband@phys.med.ufl.edu. Equal Opportunity/Affirmative Action Employer.

POSTDOCTORAL POSITION is available to study the signal transduction through the Bcl protein tyrosine kinase, particularly to investigate the molecular mechanism of Bcr-Abl function in the pathogenesis of chronic myelogenous leukemia. Molecular biology experience in the field of signal transduction and hematopoiesis preferred. Send curriculum vitae and the names of three references to: Dr. Renata Pereira, University of California San Francisco, HSW-604, San Francisco, CA 94143-0512. An Equal Opportunity/Affirmative Action Employer.

POSTDOCTORAL POSITION is available immediately to identify and characterize proteins that interact with the Ah receptor during ligand-mediated signaling. Candidate should have a Ph.D. or a demonstrated background in molecular biology and yeast genetics. Send curriculum vitae and names of three references to: Dr. Carol Williams Ellis, Department of Chemical Toxicology, Wayne State University, 2727 Second Avenue, Room 4000, Detroit, MI 48201-2254. Wayne State University is an Equal Opportunity/Affirmative Action Employer.

POSTDOCTORAL POSITION available to define the role of chimeric transcription factors in human leukemia. Applicants should have a Ph.D. or M.D. degree and extensive molecular biology experience, with expertise in the study of signal transduction, cell cycle events, or protein-protein interactions. Send a description of your research and curriculum vitae to: Dr. Stephen D. Nimer, Memorial Sloan-Kettering Cancer Center, 1275 York Avenue, New York, NY 10021. Memorial Sloan-Kettering Cancer Center is an Equal Opportunity/Affirmative Action Employer.

UCSF AND CHIRON BIOCINE
Cellular and Molecular Immunology

POSTDOCTORAL POSITION in cellular and molecular immunology available for up to two years beginning July 1, 1996, to work jointly at Chiron Biocine and Department of Anatomy/Cardiovascular Research Institute at the University of California, San Francisco, U.S.A. (UCSF). Successful applicant will exploit adventages as probes of the immune system and elucidate mechanisms of action of novel clinically relevant vaccine adjuvants. Experience in cellular and molecular immunology and strong interest in analyzing novel fluorescence and confocal microscopic techniques and FACS to study the adjuvant-elicited immune response in mice are essential. Two or more years of previous postdoctoral experience strongly recommended. Send curriculum vitae, summary of current research, and names and telephone numbers of three references to: Dr. Stephen D. Nimer, Memorial Sloan-Kettering Cancer Center, 1275 York Avenue, New York, NY 10021. Memorial Sloan-Kettering Cancer Center is an Equal Opportunity/Affirmative Action Employer.

POSTDOCTORAL POSITION—Massachusetts General Hospital and Harvard Medical School, Boston. Fellowship in antibody engineering for candidates with appropriate experience in molecular biology, immunology, protein chemistry. Send curriculum vitae, statement of research interests, and names and telephone numbers of three references to: Dr. Michael N. Margolis, Jackson 1421, Massachusetts General Hospital, Boston, MA 02114. Telephone: 617-726-8552; FAX: 617-726-4811 or 726-6802.

POSTDOCTORAL POSITION available immediately. Experience in biochemical and molecular biological techniques to work on glycoprotein hormones, receptors, and signal transduction in pre-clinical studies. Send curriculum vitae and names of three references to: Dr. P. P. Bahl, Department of Biological Sciences, State University of New York, Buffalo, NY 14260. Email: camobahl@ubvmcs. buffalo.edu. State University of New York is an Equal Opportunity/Affirmative Action Employer.

POSTDOCTORAL POSITION for NIH-funded study on the role of DNA/RNA damage and repair, including gene expression related to apoptosis. Ph.D. in neuroscience or molecular biology and excellent written/spoken English skills required. Send curriculum vitae, letter of recommendation, and names and telephone numbers of three references to: Chung Y. Hsu, M.D., Ph.D., Department of Neurology, Box 8111, Washington University School of Medicine, 660 South Euclid Avenue, St. Louis, MO 63110. Email: treato@neuro.wustl.edu.

ANTIBODY PRODUCTION SCIENTIST

Proven experience in monoclonal and polyclonal development and production. Immunologist, Ph.D. or M.S. with minimum of five years of industry experience. Competitive salary and benefits, and potential for professional growth with an expanding company. Send resume in confidence to: LBL-IMM, P.O. Box 270, Pipersville, PA 18947. FAX: 215-795-0237.

The Biochemical Genetics Clinical Lab has a 100% positron emission tomography (PET) scanning capability. The lab uses PET as part of act lab operations (animal amino acid analyses, chemistries, enzymatic analyses, chromatographies). Tissue culture and gas chromatography-mass spectrometry experience preferred. Minimum B.S. and three years experience required. Position Vacancy, Biochemical Genetics Lab (Room 361), 1500 Highland Avenue, Madison, WI 53792, Telephone: 608-263-5993. Internet site: gopher://gopher.adp.wisc.edu:70/00/browse/METAORHPV/0HRPV03/0HRPV031/00000003. The University of Wisconsin is an Affirmative Action/Equal Opportunity Employer.
Nominations and applications are invited for the position of Director of Research and Advisory Services, Virginia Institute of Marine Science and School of Marine Science (VIMS/ SMS). The Director of Research and Advisory Services is responsible to the Director and Dean of VIMS/SMS, and with the Dean of Graduate Studies, for successful integration of the triple mission of research, advisory services, and education in a broad spectrum of marine science and marine resource management disciplines. Emphasis is on estuarine and coastal waters. This position serves as the senior administrative officer of the Institute under the Director and, during temporary absence of the Director, administers the affairs of the Institute. Primary position responsibilities rest in facilitating interdisciplinary research and coordinating the translation of research results to meaningful science-based advice relevant to marine resource management, policy determination, and resource utilization. More information on SMS/VIMS is available on the world wide web at http://www.vims.edu. Candidates for the position must have a doctoral degree, a research and scholarship record appropriate for appointment as a full professor; a commitment to applying research results to the needs of clients; and proven administrative competence. Nominations, or, in the case of applicants, a letter of application, detailed resume and names and addresses of at least three references, should be sent to: Dr. Roger Mann, Search Chair, Virginia Institute of Marine Science, School of Marine Science, College of William and Mary, Gloucester Point, Virginia 23062. Email: rmann@vims.edu. Review of applications begins 13 May 1996, and will continue until the position is filled. Starting date for the position is 1 July 1996, or as soon as possible thereafter. The College of William and Mary is an EO/AA university. Members of under-represented groups (including people of color, persons with disabilities, Vietnam veterans and women) are encouraged to apply.

### Chemical & Biological Evaluation

**VASCULAR BIOLOGIST**

Bracco Research USA, Inc., the U.S. research and development labs of Bracco S.p.A., one of the world's leaders in contrast media for *in vivo* diagnosis, has an opening in the Chemical and Biological Evaluation Department for a Vascular Biologist. You would be a member of a multidisciplinary team developing *in vivo* diagnostic agents. In this position, you would develop high-throughput screens and evaluate the performance of potential targeted diagnostic imaging agents. The successful candidate will possess a Ph.D. and have 1-3 years postdoctoral research experience. A working knowledge of screen development is desirable.

Bracco Research USA offers a competitive salary and a generous benefits program which includes a tax sheltered income program, group life insurance, major medical and dental coverage, and educational assistance. For consideration, please submit your resume with salary requirements and a cover letter to: Human Resources,

**Bracco Research USA, Inc.**

305 College Road East
Princeton, NJ 08540.

We are an Affirmative Action/Equal Opportunity Employer.

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### Global Career Opportunities

**GLOBAL CAREER OPPORTUNITIES**

**Deutsches Krebsforschungszentrum**

Professorship (C4) for Experimental Pathology

The German Cancer Research Center (DKFZ) and the Faculty of Medicine at the University of Heidelberg will jointly appoint a scientist as head of the Division of Experimental Pathology at the DKFZ.

Applicants should have outstanding scientific qualifications and profound experience in human pathology, in molecular biological methods, and in oncology research. Close collaboration with the Institute of Pathology of the University in diagnostics and teaching is desired. Board certification in pathology and "Habilitation" or equivalent scientific achievements are required.

Please send your application with a curriculum vitae, a list of publications, and references by June 15, 1996 to: Deutsches Krebsforschungszentrum, Stiftungsvorstand, Im Neuenheimer Feld 280, D-69120 Heidelberg.

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**INSTITUTE OF CELL and MOLECULAR BIOLOGY**

**RESEARCH GROUP LEADERS**

The Institute has expanded through construction of a new buildling devoted to basic research in cell biology and now comprises 34 research groups working on a wide range of problems in the following areas: cell biology of prokaryotes and eukaryotes; microbial genetics; fungal, plant and animal development; structural biology; plant-microbial interactions; and molecular plant taxonomy.

The Institute is keen to recruit outstanding young researchers with the potential to lead internationally competitive groups in all areas of its activity. Funding for research and salaries will be sought from a variety of sources including The Wellcome Trust, The Royal Society, the MRC and the BBSRC.

Further information about the Institute can be obtained from http://www.icmb.ed.ac.uk or from the address below. Enquiries, which will be treated in strict confidence, should include a CV and a list of publications (four copies of each), and should be sent by 30 May 1996 to DR DAVID FENNEGAN, CHAIRMAN OF THE SEARCH COMMITTEE, INSTITUTE OF CELL AND MOLECULAR BIOLOGY, DARWIN BUILDING, THE KING'S BUILDINGS, MAYFIELD ROAD, EDINBURGH EH9 3JR (tel: 0131 650 5361; fax: 0131 650 8650).

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**GLOBAL CAREER OPPORTUNITIES**

**KING'S UNIVERSITY COLLEGE, EDINBURGH, SCOTLAND**

**MOLECULAR BIOLOGY INSTITUTE**

**BUILDINGS, EDINBURGH ROAD, KING'S UNIVERSITY COLLEGE, EDINBURGH, SCOTLAND**

**LEADERS**

**RESEARCH GROUP**

**INSTITUTE OF CELL and MOLECULAR BIOLOGY**

**Promoting Excellence in Teaching and Research**

**Committed to Equality of Opportunity**
POSITIONS OPEN

POSTDOCTORAL POSITIONS are available immediately for recent graduates to study molecular mechanisms of signal transduction and function of cell surface receptors. Experience in vascular cell biology and molecular biology is desirable. Send resume and references to: The Honors Program, Department of Pathology and Biochemistry, 2900 Glenn Lane, Medical College of Pennsylvania and Hahnemann University, Philadelphia, PA 19129. FAX: 215-843-8849; Email: honorscholar@hupmail.uphs.upenn.edu.

POSTDOCTORAL POSITION CELLULAR AND MOLECULAR NEUROBIOLOGY

The Department of Neurobiology has POSTDOCTORAL positions available to study various aspects of molecular, cellular, and neurobehavioral systems. Some major areas of interest are cell-cell and cell-substratum adhesion molecules, neurite outgrowth, and nerve regeneration. Specific studies include: analysis of overexpression, mutation or deletion of adhesion molecules in animals, analysis of genes such as Hox and Pax that control expression of adhesion molecules and their subsequent roles in the formation of morphogenetic pathways during neural development, identification of signal transduction pathways and the genes programmed activated by adhesion molecule binding. Applicants should have a strong background in molecular biology or molecular pathology. Send curriculum vitae and three letters of reference to: Joseph F. Poduslo, Ph.D., Molecular Neurobiology Laboratory, Departments of Neurobiology and Cellular Biology, Mayo Clinic, Rochester, MN 55905.

Mayo Foundation is an Affirmative Action/Equal Opportunity Employer.

POSTDOCTORAL RESEARCH ASSOCIATES:

Positions are available immediately in Molecular Neuroscience for two years for Ph.D. or M.D. and U.S. citizens or permanent visa status to evaluate preclinical development of neuroprotective factors and antioxidant enzymes that may have modified long-term permeability at the BBB and may afford protection for animals of neurodegeneration (see PNAS, 91:5705, 1994; Mol. Brain Res., 23:157, 1994; 38:280-286, 1996; J. Neurosci., 16:1599-1600, 1996). Candidates must have prior experience and expertise in specific animal models of neurodegeneration, such as fimbria fornix lesion, MPTP, transgenic mouse models of ALS and AD, and aging. Send curriculum vitae, research statement, and three references to: Joseph F. Poduslo, Ph.D., Molecular Neurobiology Laboratory, Departments of Neurobiology and Cellular Biology, Mayo Clinic, Rochester, MN 55905.

Mayo Foundation is an Affirmative Action/Equal Opportunity Employer.

POSTDOCTORAL RESEARCH FELLOW

Applications are invited from candidates to join genetic and physiological studies of the two-component signal transduction pathway in photoreceptors. Candidates will have a Ph.D. or M.D. and U.S. citizenship or permanent visa status. Experience in molecular genetics, genomics and proteomics is desirable. The fellowship provides an annual stipend of $15,000 and 100% tuition support.

Send curriculum vitae and names and addresses of three references to: Dr. Michael Neely, Department of Biomedical Sciences, Philadelphia College of Osteopathic Medicine, 630 West 168th Street, New York, NY 10032. Columbia University is an Equal Opportunity/Affirmative Action Employer.

POSITIONS OPEN

POSTDOCTORAL POSITION is available immediately in the Movement Disorders Neurogenetics Laboratory at the Department of Neurology of the University of Pennsylvania. Responsibilities include the study of the genetic basis of movement disorders. The candidate must have a Ph.D. and be able to contribute to a strong background in molecular and cellular biology and genetics.

Send curriculum vitae and names and addresses of three references to: Dr. Michael Neely, Department of Biomedical Sciences, Philadelphia College of Osteopathic Medicine, 630 West 168th Street, New York, NY 10032. Columbia University is an Equal Opportunity/Affirmative Action Employer.

POSITIONS OPEN

POSTDOCTORAL RESEARCH FELLOW

Applications are invited from candidates to join genetic and physiological studies of the two-component signal transduction pathway in photoreceptors. Candidates will have a Ph.D. or M.D. and U.S. citizenship or permanent visa status. Experience in molecular genetics, genomics and proteomics is desirable. The fellowship provides an annual stipend of $15,000 and 100% tuition support.

Send curriculum vitae and names and addresses of three references to: Dr. Michael Neely, Department of Biomedical Sciences, Philadelphia College of Osteopathic Medicine, 630 West 168th Street, New York, NY 10032. Columbia University is an Equal Opportunity/Affirmative Action Employer.
Post Doctoral Fellowships

Post Doctoral positions are available for highly-motivated, independent individuals interested in applying modern techniques in molecular and cellular biology to explore the actions of hormones and growth factors. The department consists of a highly interactive group of scientists dedicated to the investigation of the basic mechanisms underlying metabolic, cardiovascular, neurological and proliferative diseases. Research opportunities are available in the laboratories of:

Stuart Deckert: Growth factor receptor signaling pathways
John "Wick" Johnson: Mechanism of insulin secretion
Todd Lefkowitz: Regulation of transduction by hormonal and metabolic signals
Alan Saltiel: Mechanism of insulin action; protein kinases and phosphatases

Applicants should be recent M.D. or Ph.D. graduates with strong backgrounds in molecular and cellular biology, biochemistry, pharmacology, physiology or a related area. However, overall ability, enthusiasm and motivation are more important than the precise nature of previous experience. Interactions with our colleagues at nearby University of Michigan and other academic institutions are encouraged. Job Code: CJM/ST

Chemical Development Department and Pharmacokinetics/Drug Metabolism Department Post Doctoral Fellowship

The successful candidate will engage in the synthesis of novel produgs of lead CCK 8 receptor antagonists. This individual must have a Ph.D. in Organic Chemistry or Medicinal Chemistry with a strong background in Organic Synthesis, and the use of modern instrumentation techniques. Good interpersonal skills are essential for the successful outcome of this collaborative effort. Job Code: CJM3075

At PARKE-DAVIS you will find an exciting work environment; excellent salary, benefits, and real opportunities for career growth. For consideration, please send resume indicating the proper Job Code, to: Parke-Davis Pharmaceutical Research, 2800 Plymouth Road, Ann Arbor, MI 48105.

(2) Parke-Davis
People Who Care
"Smoke Free Work Environment" "Equal Opportunity In Action"

Faculty Positions
Massachusetts General Hospital
Harvard Medical School
Cutaneous Biology Research Center

Applications are invited for two positions at the Assistant Professor level to join the Cutaneous Biology Research Center (CBRC). The CBRC is dedicated to the proposition that cutaneous biology can best be advanced by the juxtaposition of cell and developmental biologists performing basic research with scientists focusing on the biology of skin in a dynamic research environment. Individuals with a strong background in either molecular, cellular or developmental biology are sought to perform basic research and develop model systems in areas relevant to the understanding of the biology of the skin. Applicants must have a Ph.D. and/or MD degree and relevant postdoctoral experience. Only applicants with a strong research record and the potential to develop or continue extraordinarily supported research programs will be considered. Individuals with a demonstrated ability to develop imaginative approaches to important biological questions are particularly encouraged to apply. One position will be targeted to individuals with a basic research interest in the cell biology of pigmentation or aging, while the other position is open to individuals in any biological discipline.

The current CBRC faculty of 11 investigators is studying the processes of differentiation, proliferation, pattern formation, apoptosis and tissue interactions through the analysis of transcription factors, signaling molecules and extracellular matrix molecules primarily using genetic approaches. These investigations are being pursued using cell culture, mice, drosophila and the avian embryo. The CBRC occupies 35,000 square feet of fully equipped laboratory space in a multidisciplinary research facility. Generous start-up funds are available.

Interested individuals should send curriculum vitae, reprints, a statement of research and future directions, along with names, addresses, telephone and FAX numbers of three references to:

Paul F. Gotelt
Chair, Faculty Search Committee
Cutaneous Biology Research Center
Massachusetts General Hospital
Building 149, 13th Street
Charlestown, MA 02129

The MGH/Harvard Cutaneous Biology Research Center is a committed Equal Opportunity/Affirmative Action Employer. Minorities, women, handicapped and veterans are encouraged to apply.

GLOBAL CAREER OPPORTUNITIES

Chair in Zoology

Applications are invited for the Chair in Zoology in the Faculty of Science and Technology in the Melbourne metropolitan area.

The School of Zoology has strong research interests in ecological and physiological zoology including: entomology; conservation biology; analytic electron microscopy; and microprobe analysis of epithelial transport; muscle and cell biology; behaviour and community ecology; reproductive and developmental biology and physiological ecology of marsupials; respiratory and ecological physiology; vertebrate palaeontology; biogeography and freshwater biology.

Applicants must have a proven capacity for academic leadership, a demonstrably broad knowledge of zoology and a distinguished record of research and scholarship at the whole animal, organ or cell level in any field of zoology. The appointee will be expected to contribute to teaching at all levels. It is also expected that the appointee will serve as Head of School for an initial term of five years, after which the normal election process will resume. The University reserves the right not to make an appointment or to make an appointment by invitation.

Salary: A$81,780 per annum.

Applications close 10 June 1996.

Further information may be obtained from the Dean of the Faculty of Science and Technology, Professor D P Kelly (ph +613 9479 1657). Application details may be obtained from Ms J Carr, secretary to the selection committee (ph +613 9479 2026, fax +613 9471 0369 or email perjc@lure.latrobe.edu.au).

La Trobe University supports Affirmative Action recruitment strategies and the principles of Equal Opportunity in all appointments and provides a smoke-free work environment.

La Trobe University
Opportunity for excellence

Melbourne Australia
**POSTDOCTORAL FELLOWSHIPS IN MOLECULAR AND CELL BIOLOGY AT THE NIH**

Postdoctoral Fellowships are available in the Genetics and Biochemistry Branch, NIDDK, NIH. The Branch is similar to a small academic department and has excellent laboratory facilities. The intramural program of the NIH offers an outstanding research environment. The Branch is located on the main intramural campus of the NIH in Bethesda, Maryland, a 20 minute ride from Washington, D.C. Applications are invited from individuals of the highest caliber with Ph.D., M.D., or M.D., Ph.D. degrees. Physicians may participate in either the NIH Interinstitute Endocrine or the NIH Interinstitute Medical Genetics Training Programs. Current research interests, their staff with positions available include:

- The targeting of proteins to the secretory pathway in both eukaryotes and prokaryotes is being studied using a combination of biochemical and genetic approaches. Current projects focus on the mechanism of signal sequence recognition, the regulation of preprotein targeting by GTPases, and the function of a preprotein homolog of the signal recognition particle (SRP). **(Harries Bernsstein)**

- Biochemistry and molecular biology of homologous recombination in eukaryotes and prokaryotes, the structure and function of novel triplex DNA's, new methods for gene mapping and cloning (e.g. RARE) and gene targeting in mammalian cells, gene rearrangements in eukaryotes. **(Dana Camerini-Otero)**

- Our lab focuses on DNA repair and recombination. We are interested in a mechanistic understanding of how MutS and MutL mismatch repair enzymes contribute to maintenance of genome stability. We are using molecular biology and biochemical approaches to identify structural elements involved in protein-DNA and protein-protein interactions. We are also characterizing branch migration of DNA Holliday junctions, a key intermediate in genetic recombination. **(Peggy Hsieh)**

- Molecular basis of mechanisms involved in hormonal and developmental control of gene expression. The immediate focus is on the transacting factors of the steroid/thyroid hormone receptor gene superfamily. Future work will use homologous recombination to target genes of regulatory nuclear proteins. **(Vera Nikodem)**

- The role(s) of small nucleolar ribonucleoprotein particles (snoRNPs) in pre-rRNA processing in vertebrate and invertebrate model systems is being examined using molecular and biochemical approaches. Current work focuses on the interactions between pre-rRNA and both the RNA and protein components of the snoRNPs to learn more about the mechanisms by which the snoRNPs affect pre-rRNA processing and ribosome assembly. **(Brenda Peculis)**

- Current projects involve gene targeting to generate mouse models of human diseases, development of gene therapy for treatment of neurodegenerative disorders, and the study of ganglioside function in the nervous system. **(Rick Pross)**

- The functional role of a family of neural-specific transcription factors, class III POU domain genes, is being investigated using a combination of molecular and embryological approaches in vertebrate embryos. The regulation of these POU domain genes by growth factors during gastrulation and neurulation is also under investigation. **(Sheryl Sato)**

Interested candidates should send a letter stating their interests, their curriculum vitae and list of publications, and the names and addresses of three references to:

**DR. R. DANIEL CAMERINI-OTERO**

**CHIEF, GENETICS AND BIOCHEMISTRY BRANCH**

**BUILDING 10, ROOM 9D-15**

**NATIONAL INSTITUTES OF HEALTH**

**BETHESDA, MARYLAND 20892**

**TELEPHONE: 301-496-2710**

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University of Minnesota Cancer Center

Postdoctoral Associate Positions

The University of Minnesota Cancer Center announces the availability of three postdoctoral associate positions to conduct research under the direction of the newly appointed holder of the Winston R. and Maxine H. Wallin Chair in Cancer Prevention. This research will be carried out in the brand new University of Minnesota Cancer Center Research Building, scheduled to open July 1996. The details of each position follow:

**Analytical Chemist or Biochemist — Cancer Research/Biomarkers**

Apply modern analytical techniques to important problems in cancer research. Ultra-sensitive mass spectrometric-based methods will be developed to detect carcinogen-DNA adducts, carcinogen-protein adducts, or carcinogen metabolites in human tissues or urine. Experience with modern chromatographic techniques is essential, but hands-on experience with mass spectrometry is not required.

**Bioorganic Chemist — Cancer Research/Chemoprevention**

Participate in a program developing new agents that can inhibit chemical carcinogenesis. We are investigating the mechanisms by which certain naturally occurring and synthetic compounds inhibit the development of lung cancer in laboratory animals and humans exposed to carcinogens in tobacco smoke. Approaches to be used include analysis of carcinogen metabolites and DNA adducts by HPLC, GC-MS, and immunassay.

**Mass Spectrometry — Cancer Research**

Apply your working knowledge of mass spectrometry to important problems in cancer research. We are developing ultrasensitive mass spectrometric methods to detect metabolites, DNA adducts, and protein adducts of carcinogens using GC-MS, LC-MS, and tandem MS techniques. Hands-on experience with modern mass spectrometers is required. The position involves methods development and mass spectrometric service to others in the laboratory.

If you are interested in one of these positions and currently hold a doctorate degree, please apply by forwarding your curriculum vitae, a brief statement of your research interests, the names and addresses of three references, and a cover letter regarding the position you are interested in. This information should be sent to Stephen S. Hecht, Ph.D., University of Minnesota Cancer Center, Box 806 UHIC, 420 Delaware Street SE, Minneapolis, MN 55455, ATTN: Cindy Prange. Applications must be postmarked by May 15, 1996.

The University of Minnesota is an equal opportunity educator and employer.

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**Assistant/Associate Professor**

**Vestibular Physiology**

**Harvard University**

The Department of Otology and Laryngology at the Harvard Medical School seeks a qualified investigator for appointment at the Assistant or the Associate Professor level to establish a new vestibular physiology laboratory at the Massachusetts Eye & Ear Infirmary.

Interested applicants should have a doctorate (Ph.D. or M.D.) with expertise in vestibular physiology. Special skills should include one of the following: neurophysiology, histology, bioengineering, and computer science. Responsibilities include: setting up and administering a new laboratory, conducting original research in an area of expertise, seeking external research funding, assisting with faculty and student research and participating in the teaching of otologygology residents. Participation in the Harvard-MIT Speech and Hearing Sciences doctoral program is also an option.

Preference will be given to applicants who have an established record of nationally recognized research, a history of obtaining external research funding and past history of successful collaborative research. Applicants should be willing to commit part-time to research collaborations with other Departmental investigators (audiology and vestibular researchers and auditory researchers at the Eaton Peabody Laboratory) or with orientation researchers in the Man-Vehicle Laboratory at the Massachusetts Institute of Technology. Qualified female and minority candidates are particularly encouraged to apply. Interested applicants should send a curriculum vitae, reprints of published research articles, and the names of at least three individuals who are willing to serve as references to Conrad Wall, III, Ph.D., Director, Jenks Vestibular Diagnostic Laboratory, Massachusetts Eye & Ear Infirmary, 243 Charles Street, Boston, MA 02114. To be sure of full consideration, applications should be received by September 1, 1996. Applications will be considered until the position is filled.

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POSTDOCTORAL FELLOWSHIP
PARASITE IMMUNOLOGY
Department of Veterinary Science
College of Veterinary Medicine
The University of Georgia
Athens, Georgia 30602-2897
Phone: 706-542-2240
Fax: 706-542-7841
E-mail: jthomas@veterinary.uga.edu

Applications are invited from highly qualified scientists to participate in a NIH-funded training program on the cellular immunology of Cryptosporidium parvum infections in marine mammals. This project involves development of CD4+ and CD8+ T cell clones and characterization of mucosal cytokine responses. Starting salary will be in the range $21,000 to $22,000. Minimum qualifications include a Ph.D. or equivalent in immunology, with a strong background in immunology, tissue culture, some publications relevant to parasitology and/or immunology, and beginning bench research as part of an interactive team. To apply, send a curriculum vitae outlining previous research achievements and experience, along with contact details for three references, to: Jeanne Thomas, Ph.D., Department of Veterinary Science, College of Veterinary Medicine, The University of Georgia, Athens, Georgia 30602-2897. E-mail: jthomas@veterinary.uga.edu

POSTDOCTORAL POSITIONS
Cell-Mediated Immunity and Monoclonal Antibodies

The Indiana University School of Medicine invites applications for two POSTDOCTORAL positions. One position will be available for a cellular mechanism in a mouse model of pulmonary histoplasmosis. Applicants must have experience in cellular immunology. The second position will involve elucidation of the character- ization of monoclonal antibodies against Histoplasma antigen. Applicants must have strong background in monoclonal antibody production. Both positions, which are available June 1995, require an individual with a Ph.D. in a related field and who is organized and self-motivated. Applicants should send a curriculum vitae and arrange for three letters of recommendation to be sent to: L. Joseph Wheat, M.D., Department of Medicine/Infectious Diseases, Indiana University School of Medicine, 1001 West Michigan Street, Indianapolis, IN 46202-2897. E-mail: jow@idwish.dame.indu.ui.edu. 

POSTDOCTORAL POSITION

An immediate opening is available to study a multifunc- tional receptor LR and its ER chaperone, RAP (see EMBIO J., 14:2269, 1995). The areas of research will include both the biology of the receptor and the mecha- nism for the chaperone function of RAP. Experience in molecular and cellular biology is desirable. The successful candidate will include both the biology of the receptor and the mechanism for the chaperone function of RAP. Experience in molecular and cellular biology is desirable. E-mail: idwish.dame.indu.ui.edu.

POSTDOCTORAL POSITIONS FOR THE STUDY OF BRAIN INJURY

POSTDOCTORAL POSITIONS are available for an NIH-funded training grant examining both the neu- ronal and vascular consequences of traumatic brain injury. Research activities within the training grant are supported by eleven established investigators who employ various contemporary approaches. We seek candidates with a strong background in basic science research in either the clinical and laboratory setting. Research interests of the group include, but are not limited to, investigations of traumatically induced receptor-mediated axonal injury, synaptic dysfunction with adaptive and maladaptive synaptic re-arrangements, the increased potential for epi-leptic seizure changes, changes in CaMKII II in- ducing signal transduction, and the metabolism and function of glycosphingolipids. Complementing these studies in the brain parenchyma, other research efforts focus on the brain’s vascular bed to understand those factors related to fatty acid metabolism and free radical production in traumatic brain injury. The successful can- didate will have at least two years of postdoctoral experience in one or more areas related to the brain. Successful applicants will be encouraged to apply. We offer competitive salaries, benefits, and stock options package. Please send resume or CV by fax to: Dr. Francisco Cases, Genetics, Biochemistry, University of California, Irvine, CA 92717-3428. Fax: 714-499-7144. E-mail: cases@uci.edu

POSTDOCTORAL POSITIONS available to study (a) effects of carotenoids on smoke-induced oxidative damage or (b) effects of melatonin on phototoxic damage. The position must have a strong background in pharmacology, toxicology, chemistry, biochemistry, or related discipline. Experience in analytical chemistry, mass spec- trometry, and cell culture techniques is required, and names of three references to: Daniel C. Liebler, Ph.D., Department of Pharmacology and Toxicology, College of Pharmacy, P.O. Box 20347, The University of Arizona, Tucson, AZ 85721-2027. Email: liebler@tonic.pharmacy.arizona.edu. The University is an Equal Employment Opportunity/Affirmative Action/ADA Employer. Women and minorities are encouraged to apply.

POSTDOCTORAL AND ASSOCIATE SCIENTIST

POSTDOCTORAL and ASSOCIATE SCIENTIST positions available at the Weizmann Institute for Science in Rehovot, Israel. The Weizmann Institute is a private, independent research institute, which is equipped with state-of-the-art equipment for research in a variety of areas. Interested candidates are invited to contact: Dr. M. Barenholz, Department of Environmental Biology, Faculty of Life Sciences, The Weizmann Institute of Science, Rehovot 76100, Israel. Tel: 972-8-9349111. Fax: 972-8-9349222. E-mail: barenholz@imbb.tau.ac.il

POSTDOCTORAL POSITIONS available at the Weizmann Institute of Science in Rehovot, Israel. The Weizmann Institute is a private, independent research institute, which is equipped with state-of-the-art equipment for research in a variety of areas. Interested candidates are invited to contact: Dr. M. Barenholz, Department of Environmental Biology, Faculty of Life Sciences, The Weizmann Institute of Science, Rehovot 76100, Israel. Tel: 972-8-9349111. Fax: 972-8-9349222. E-mail: barenholz@imbb.tau.ac.il

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ANNOUNCEMENT

Workshop on Molecular Evolution
August 4 to August 16, 1996 plus extended special topics August 16 to August 23, 1996

A series of lectures and discussions exploring multiple approaches to molecular evolution, with a computer lab- oratory for phylogenetic sequence analysis. Current topics in molecular evolution including the theoretical basis for comparative sequence analysis and phylogenetic tree construction will be addressed. Enrollment limited to 60 students.

Co-Directors: Mitchell L. Sogin, Marine Biological Laboratory and Daniel Davison, University of Houston. Faculty: Mary Berbee, University of British Columbia; W. Ford Doolittle, Dalhousie University; Joseph Felsenstein, University of Washington; David Hillis, University of Texas at Austin; Lee Hood, University of Washington; Gerald F. Joyce, Research Institute of Scripps Clinic; David Maddison, University of Arizona; Mike Miyamoto, University of Florida; Roger Milkman, University of Iowa; Lisa Nagy, University of Arizona; David Nelson, Baylor College of Medicine; Gary Olsen, University of Illinois; William Pearson, University of Virginia at Charlottesville; Rudy Raff, Indiana University; Margaret Riley, Yale University; Monica Riley, Marine Biological Laboratory; David Swofford, Smithsonian Institution, Washington, D.C.; Steven Thompson, Washington State University; Bruce Walsh, University of Arizona.

Course Fee: $800 (room and board available at no additional charge)

Application Deadline: May 14, 1996

For information and application forms contact: Carol Holford, Admissions Coordinator, Department of Biology, Laboratory, 7 MBL Street, Woods Hole, MA 02543. Telephone: 508-289-7401; E-mail: admissions@mbl.edu; WWW: http://www.mbl.edu

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