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INDUSTRIAL POSTDOCS:
THE ROAD LESS TRAVELED

Many scientists opt for a research career in the pharmaceutical or biotech industry, so why not kick-start the process by also doing a postdoc in industry? Industrial postdocs often provide higher salaries and greater access to resources than their academic counterparts. But how do you find out about available positions and whether they are a good fit for you? Will a position as a postdoctoral fellow provide you a foot in the door at a company? And what if you don't like it? Will an industrial postdoc cut you off from returning to academia? By Laura Bonetta

It can be difficult to find answers to these questions, in part because there just aren’t that many industrial postdoc positions around. According to data from the 2006 National Science Foundation (NSF) Survey of Doctoral Recipients, 59 percent of individuals who received their doctorates in the life or physical sciences in the past five years had completed or were participating in postdoctoral appointments. Of these individuals only a minority—11 percent in the life sciences and 14 percent in the physical sciences—were doing their postdoc in for-profit or nonprofit companies, compared to 75 percent in educational institutions. “The number of postdocs in the for-profit sector is really small compared to that in academia,” says Nirmala Kannankutty, a senior analyst at NSF.

In addition, industrial postdoc appointments can vary considerably in length, application process, scope, and expectations, depending on the company and, in some cases, depending on each company’s site.

Looking for a Foot in the Door
Postdoc appointments typically lead to permanent positions at some companies, but not others. The chemical company Ciba employs about 60 interns, both diploma graduates and Ph.D.s, each year at its headquarters in Basel, Switzerland (for more on internships, see page 1861). They currently include nine postdoctoral fellows with one- to two-year appointments, according to Kristina Schueller, manager of university marketing. “Our postdocs work in projects both independently and in close cooperation with the teams, depending on the project,” says Schueller. “Most of them do end up becoming permanent employees with the company. We aim at retaining them.”

But this would not be the case at a place like the biotechnology company Genentech. Only about 10 percent of postdocs at the South San Francisco–based biotech company end up being hired by the company as scientists; the majority move on to become scientists at other corporations or assistant professors in academia, or they pursue other careers. “We actively encourage and help postdocs establish an academic career, for example, by funding scientific meetings organized by them,” says Vishva Dixit, vice president for research at Genentech.

Genentech’s postdoctoral program, which started in 1990, currently employs about 120 researchers. Appointments are up to four years with a starting salary of over $49,000 for the first year, compared to the $38,000 or so stipend at most universities.

Genentech postdocs are strictly kept away from any research that has to do with a potential product. This policy ensures that the postdocs are free to talk about their work, make reagents available to others, and continue to work on their projects when they leave the company. “Genentech postdocs are actively encouraged to speak about their results in open forums. If they don’t, this is considered a negative in their yearly evaluation,” says Dixit.

Why Opt for Industry
Many companies, even ones without a formal postdoc training program like the one at Genentech, see value in having postdocs around. “We see a lot of benefit in having postdocs involved in a project. It helps our scientists remain intellectually involved and maintain a basic research focus, and it really adds to the scientific atmosphere across the company,” says Donald Nicholson, vice president and franchise worldwide basic research head at Merck Research Laboratories.

Nicholson, whose lab is located at the Merck facility in Rahway, New Jersey, says that he applies similar criteria as his colleagues in academia when selecting a postdoc to join his... continued »
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If you go to a company without a formal postdoc program there are few safeguards. In my case my supervisor was very good and very academically oriented.”

—Richard Kho

“Three-year period. We wanted to create a team player. “The students and Ph.D.s that thrive in this environment have the ability to collaborate both within the company and outside.”

From the perspective of the applicant, one of the main advantages for doing a postdoc in industry—many agree—is the access to state-of-the-art equipment and facilities and to colleagues with a wide range of research expertise from biology to chemistry to bioinformatics. That is what attracted Nicholson to industry when he first took a postdoc position at the Merck Frost Center for Therapeutic Research in Montreal, Canada. “What I realized, for example, was the power that chemistry could bring to bear on biological questions,” he recalls.

The other advantage to doing a postdoc in industry is the exposure to the business side of a company. That early experience can be particularly valuable to someone who has his or her eyes set on an industrial career path. After completing a Ph.D. in organic chemistry at Boston College, Vikki Tsefrikas became a postdoctoral research associate in the cancer chemistry department at the AstraZeneca Pharmaceuticals facility in Waltham, Massachusetts. “I knew I wanted to go into industry,” says Tsefrikas. “This position allowed me to be in that environment and experience it firsthand.”

Tsefrikas’s two-year appointment at AstraZeneca allows her to work on multiple projects, some directly related to AstraZeneca’s company portfolio and some more investigative in nature. “I like the variety,” she says. “I have an insight into what the company works on but still have the opportunity to publish.”

**Exploring Other Options**

Would an industrial postdoc be a good fit for someone who is not set on a career in industry? Some postdoc projects and programs do provide valuable research training, not unlike that of an academic postdoc, but in an industrial setting.

That is the vision behind the Presidential Postdoctoral Fellowship Program established in late 2003 at the Novartis Institutes for BioMedical Research (NIBR), the research arm of the pharmaceutical giant Novartis. “We wanted to provide postdocs with an opportunity to do the kind of science they were excited about in this kind of an environment that is different from academia,” says Rajesh Ranganathan, head of NIBR’s education office. “We wanted to create a program that opens more doors rather than close some of them.”

NIBR currently employs 85 postdocs at four sites. The majority are evenly split between the Cambridge, Massachusetts, and Basel, Switzerland, NIBR campuses, with a few postdocs at the Emeryville, California, and Horsham, UK, sites. Each postdoc has two mentors, one within NIBR and the other at a local academic institution, both providing research and career advice during the stipulated three-year period.

After completing their training at NIBR, postdocs go on to a variety of positions, including assistant professor posts in academia for about 10 percent of them. “When the program started, many people were skeptical that someone trained at a pharmaceutical company would be able to get a good job in academia,” says Ranganathan. “But we have shown that this is possible.”

As a rule NIBR does not place restrictions on its postdocs’ publications, and the projects are designed to accommodate this. “In rare instances postdocs willfully make the decision to work on projects that cannot be published. Such postdocs see a benefit in perhaps being an inventor on a patent instead and are choosing to take their career in a different direction,” says Ranganathan. “We talk to them at the outset and explain the constraints, so they embark on such efforts with eyes wide open.”

**How to Apply for an Industrial Postdoc**

Companies like NIBR and Genentech have formal application and screening processes for their postdocs, which are managed through a centralized office. Prospective postdocs at many other companies apply to the human resources department in response to a specific position listed on the company’s website or advertised elsewhere. In some cases postdocs at large pharmaceutical companies without a formal postdoc program obtained their positions by contacting individual researchers directly.

It pays to be creative. Richard Kho found a position as a postdoc at the San Diego–based biotech company Triad Therapeutics (which closed its doors in 2004) even when there wasn’t one available. Late in 2000, when Kho was finishing his Ph.D. and had decided he did not want to stay in academia, he saw an advertisement for a research associate position at Triad on an Internet job search engine. While the position was a perfect fit for his research interests—a mix of bioinformatics and genetics—it called for someone with a Bachelor’s degree who would report to a Ph.D.-level scientist. “I replied to the advert and explained that I had a Ph.D. but wanted to work in this area,” says Kho. “We were able to turn it into a postdoc position.”

Kho ended up with a patent and two publications during his two-year postdoc, which then led to a permanent position at Triad. Although the strategy worked well for Kho—now an employee with the UK-based software company InforSense—he admits it was a gamble. “If you go to a company without a formal postdoc program there are few safeguards. In my case my supervisor was very good and very academically oriented,” says Kho. “If you seek a postdoc position where a postdoc program does not exist, you should be proactive to get the training you need.”

Marc-Olivier Baradez used a recruitment agency to find a postdoc position at ReNeuron, a company formed 10 years ago as a spin-off of research conducted at Kings College London. After completing his Ph.D. in the stem cell field at Kingston University in South West London, followed by postdoctoral research at Rice University in Texas, Baradez started looking for a second postdoc position in London, in the same research area. After not finding anything that met his expectations within academia, he turned his sights to the biotech sector.

“A big advantage here at ReNeuron is that there is a lot more money to do the work. We have few constraints other than sticking to a deadline and achieving a set of goals by the deadline,” he says. Baradez also enjoys the fact that his research is focused on therapeutic applications. “It is like having a justification for what you do on a daily basis.” continued »
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Internship Opportunities

Because industrial postdocs are not a good fit for everyone, internships can provide a good way to test the water without making long-term commitments. These positions, typically available at the undergraduate, graduate, and postgraduate levels, last anywhere from six weeks to a year. “The summer internship program at Merck gives students a flavor for what it is like to work in industry. Some are enamored and some decide it is not for them. It is a really important trial,” says Donald Nicholson, vice president and franchise worldwide basic research head at the Merck Research Laboratories.

Some of the companies that provide internship opportunities to students in science and engineering fields are:

- Amgen
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- Boeing
  www.boeing.com/employment/college/internshipDetails.html

Making the Right Choice

Depending on the company and the project, it can be more of a challenge to get publications out as a postdoc in industry. One way to determine whether a company encourages its scientists to publish is to do a PubMed search that includes the company’s name. Many companies also list publications on their website.

“There is tight control over how much we can publish, although we are encouraged to attend meetings,” says Baradaz, adding that he does not think this would necessarily hurt his chances of returning to academia. “If I ever leave I will have a background and skills that are valued in academia.”

Because research at a company often involves proprietary information, it can be difficult to share results with other scientists. “I have been on several hiring committees for people going from one company to another and often they cannot really talk about what they have done,” says Sam John, a staff scientist at the National Institutes of Health (NIH). “The interview process then becomes challenging in identifying candidates that fit the needs of the company.”

John chose to do a postdoc at the former biotech company Tulark in San Francisco (which was acquired by Amgen in 2004) because the people who headed the company had a reputation for excellence in research. At Tulark, John had an interesting project and all the support he needed to complete it in a two-year period. Despite the resources, he quickly realized that industry was not for him. “The nature of industry projects is highly focused and I wanted something with more wiggle room,” he explains. He remained at Tulark less than a year and then opted for a more traditional postdoc appointment at Penn State. After a short stint at another biotech company, he joined the National Cancer Institute at NIH.

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Johnson & Johnson
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Novartis Institutes for BioMedical Research
www.nibr.novartis.com/careers/internship/index.shtml#VI

Pfizer
www.pfizer.com/careers/working_for/summer_internships.jsp

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Industrial postdocs offer a valuable experience for those wishing to pursue a career in industry—providing an early start along that chosen path. But these positions can sometimes be a good choice for those who end up staying in academia. Depending on the program, they can offer an opportunity to do high level science in a different environment and to establish connections with researchers in the industrial sector. These positions may be harder to find than the more traditional postdoctoral appointments in academia, but for some they are worth the extra effort.

Laura Bonetta is a scientist turned freelance writer based in the Washington, D.C., area.

DOI: 10.1126/science.opms.0800055
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Applicants must possess an M.D. or Doctor of Osteopathy degree, clinical genetics experience, independent research experience, and knowledge of the NIH peer review and grants process.

Salary is commensurate with qualifications, and includes a full package of benefits. A detailed vacancy announcement (NIGMS-08-266255-DH) with the mandatory qualifications and application procedures can be obtained via the NIGMS web page at http://www.nigms.nih.gov/about/job_vacancies.html and the USAJobs web page at http://www.usajobs.opm.gov. Questions on application procedures may be addressed to Wendy Evans at (301) 594-2386. Applications, and supporting documentation, must be received by close of business 07/01/2008. The NIH is an equal opportunity employer.

The National Institutes of Health inspires public confidence in our science by maintaining high ethical principles. NIH employees are subject to Federal government-wide regulations and statutes as well as agency-specific regulations described at http://ethics.od.nih.gov. We encourage you to review this information.

The Liver Diseases Branch of the National Institute of Diabetes and Digestive and Kidney Diseases (NIDDK), National Institutes of Health (NIH) invites applications for one tenure track position from scientists interested in basic and/or clinical research involving non-alcoholic fatty liver disease and metabolic syndrome. Specific areas of research interest include pathogenesis and mechanism of metabolic derangement in non-alcoholic fatty liver disease and its pathophysiologic link to inflammation, insulin resistance, metabolic syndrome and obesity. Priority will be given to applicants at the Assistant Professor level in traditional universities or those finishing their post-doctoral/fellowship positions. The applicant must have a proven record of accomplishments and will be expected to propose and pursue an independent research program in one of these fields. The position offers unparalleled opportunities for interdisciplinary collaboration within NIDDK and throughout NIH.

The Liver Diseases Branch of NIDDK is located on the main intramural campus of the NIH in Bethesda, Maryland, a suburb of Washington, D.C.

Interested applicants should send a Curriculum Vitae and list of publications, copies of three major publications, a summary of research accomplishments, a plan for future research, and two letters of recommendation (preferred but not required) to Ms. Michelle Whitley, Search Committee, Liver Diseases Branch, NIDDK, Building 10-9B16, NIH, Bethesda, MD, 20892-1800. Application deadline: September 15, 2008.
NCI is seeking an outstanding, internationally recognized scientist to serve as Chief of the Chemical Biology Laboratory (CBL) in the Center for Cancer Research (CCR). The position, which is the equivalent of an academic Department Chair, is a key component of a major initiative to build CCR’s chemistry program at the Frederick campus (http://www.ncifcrf.gov/). The CBL Chief will play a leading role in developing an integrated program of chemistry, structural biology, and lead compound discovery that both promotes the application of chemical biology approaches across CCR’s research portfolio and interfaces with the Division of Cancer Treatment and Diagnosis’s Chemical Biology Consortium. In addition to institute-wide responsibilities, the CBL Chief will direct an extensive individual research program that will complement and augment CCR expertise in chromosome biology, immunology, HIV/AIDS, cancer biology and molecular oncology, areas in which its Centers of Excellence have been established. Supported with stable financial resources, the CBL will have access to a wide array of intellectual and technological assets, including high-quality technology cores dedicated to protein chemistry, natural products chemistry, biophysics, mass spectrometry, imaging, microscopy, proteomics and genomics, bioinformatics/biostatistics, and flow cytometry, in addition to clinical support.

The National Cancer Institute (NCI) is part of the National Institutes of Health (NIH) in the Department of Health and Human Services (DHHS), a federal government agency. CCR is the largest component of the NCI Intramural Research Program, providing an environment conducive to advancing translational research and collaborative interactions through investigator-initiated and interdisciplinary team science. Additional information on CCR research priorities can be found at: http://ccr.cancer.gov.

In addition to a Ph.D. or M.D./Ph.D. degree in a relevant discipline, applicants should possess outstanding communication skills and documented leadership experience. Tenured faculty or industrial scientists of equivalent rank with a demonstrated commitment to chemical biology should apply. Salary will be commensurate with experience and accomplishments. Applications should include a description of research interests and leadership philosophy, career synopsis, and current curriculum vitae with complete bibliography.

Applications should be postmarked or received by email at cortnerj@mail.nih.gov by September 15, 2008. Send applications to: Stuart Le Grice, Ph.D., Chair, Chemical Biology Laboratory Search Committee, c/o Janelle Cortner, Ph.D., Building 428, National Cancer Institute at Frederick, Frederick MD 21702.

DHHS, NIH and NCI are Equal Opportunity Employers.
VENTANA MEDICAL SYSTEMS, INC.
A member of the Roche Group.

• **Senior Scientist, Applications IRC7082**
  This position will play a lead role in developing new multi-parameter tissue-based applications. Strong technical expertise in the quantitation of nucleic acids and proteins in tissues, including method development, antigen recovery, and trouble-shooting, is required. Experience in fluorescence microscopy is highly desired. Duties include publication/presentation of findings, writing technical reports, data analysis, and the development of patent applications. Also expected is the development of productive relationships with external collaborators and with internal technical and marketing groups.

  **Education/Experience:**
  Ph.D. degree in Life Sciences with 2+ years or Master’s degree with 5+ years relevant experience. May also include exceptional individuals without an advanced degree by approval.

• **Senior Scientist, Bioinformatician IRC7086**
  This position will play a lead role in the development of multi-analyte diagnostic applications. Strong background in the Life Sciences with bioinformatics training is required. Demonstrated knowledge of classification algorithms is specifically desired. Specific responsibilities include performing correlative quantitative analyses among a variety of experimental platforms, including image data. The individual will also conduct statistical analysis to determine the validity of clinical trials. Interacts with consultants and with clinical investigators to determine protocol design. Evaluates databases and statistical analysis programs and interacts with software developers to determine hardware/software compatibility. Maintains expertise in state-of-the-art data handling and statistical analyses.

  **Education/Experience:**
  Ph.D. degree in Life Sciences, Bioinformatics or Biostatistics. 2+ years experience developing and applying quantitative methodologies in the life sciences, preferably in support of the development of diagnostic reagents and technologies, or Master’s degree with 5+ years relevant experience.

• **Senior Scientist, Mass Spectrometrist IRC7102**
  This position will play a lead role in the development of tissue-based mass spectrometry methods. Strong background in proteomics with mass spectrometry specialization/training is required. This position will facilitate development and application of biomarker approaches (proteomics) to investigate disease states. The applicant is an experienced and highly motivated mass spectrometry specialist with demonstrated experience in biomarker research. Requirements include excellent analytical and deductive capabilities with expertise in the application of a range of sample preparation strategies and MS (Q-ToF, MALDI-ToF and triple quadrupole) techniques. Ideally this background would be demonstrated by a track record in other proteomic techniques including bioinformatics analyses. Collaborative work is expected with internal and external academic and industry partners. Maintains expertise in state-of-the-art expertise in methods development in mass spectrometry and data analyses.

  **Education/Experience:**
  Ph.D. degree Chemistry/Biochemistry. 2+ years experience developing and applying MS methodologies, preferably in support of the development of tissue-based assays, or Master’s degree with 5+ years relevant experience.

Ventana offers a complete benefits package. Employees can select options that meet their individual needs including medical, dental, vision, 401K and company paid life insurance. To be considered for the position you must register at https://careers.ventanamed.com. Ventana Medical Systems, Inc., A member of the Roche Group, 1910 Innovation Park Drive, Tucson, AZ 85755

Ventana is an Equal Opportunity Employer. M/F/D/V

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The Department of Pharmacology, Toxicology, & Neuroscience at the Louisiana State University Health Sciences Center in Shreveport invites applications for a 12-month, tenure-track faculty position as an Assistant/Associate Professor in Pharmacology. The LSU Health Sciences Center in Shreveport is the largest medical facility in the Tri-State area and has a reputation for excellence in the drug discovery, evaluation, and development process. The Department of Pharmacology, Toxicology, & Neuroscience is an integral part of the LSU Health Sciences Center and serves as a leader in research, education, and patient care.

We are seeking qualified faculty with expertise that compliments ongoing research in the department including: the neuropharmacology of addiction, behavioral pharmacology, neuropharmacology, cellular/molecular pharmacology or toxicology, and/or psychoneuroimmunology. Candidates with expertise in the neurobiology of addiction or a related discipline with demonstrated research ability. He/She will be involved in graduate and medical student education and research. We are seeking qualified faculty with expertise that compliments ongoing research in the department. The position will facilitate the development and application of biomarker approaches to investigate disease states. The applicant is an experienced and highly motivated mass spectrometry specialist with demonstrated experience in biomarker research.

**Education/Experience:**
Ph.D. degree Chemistry/Biochemistry. 2+ years experience developing and applying MS methodologies, preferably in support of the development of tissue-based assays, or Master’s degree with 5+ years relevant experience.

**Ventana is an Equal Opportunity Employer. M/F/D/V**

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University of Oxford
Department of Physiology, Anatomy and Genetics

**Professorship of Development and Reproduction**

Applications are invited for the above post, tenable from as early a date as can be arranged. A non-stipendiary fellowship at Jesus College is attached to the professorship. The new professorship will enhance and strengthen the Department’s developmental biology programme and provide a bridge to scientists working on reproduction in the Division. You will be able to demonstrate evidence of international distinction in research in development/reproduction through publications and invited lectures, evidence of major long-term peer-reviewed funding, an ability to contribute to the teaching and training of pre-clinical and graduate students and demonstrable commitment to the organisation and delivery of teaching.

Further particulars, including details of how to apply, are available from http://www.admin.ox.ac.uk/fp/ or from the Registrar, University Offices, Wellington Square, Oxford OX1 2JD, tel. (01865) 270200. The closing date for applications is Monday 21 July 2008.

**As an Equal Opportunity employer, we positively encourage applications from people of all backgrounds**

**www.ox.ac.uk/jobs**
SCIENTIFIC PROGRAMME OFFICERS (SFI 526E-08)

As a Scientific Programme Officer, you will be helping Irish science to improve its international profile and to play an increasing role on the world stage. You will be a key decision maker within the Foundation and will have responsibility for managing a portfolio of investments made by SFI. In managing the peer-review process, you will be required to interact with international researchers at the highest level.

Candidates must possess a PhD in an appropriate discipline together with a minimum five years’ experience beyond the PhD in academia or industry. Candidates should also possess highly developed project management and interpersonal skills.

ASSOCIATE SCIENTIFIC PROGRAMME OFFICERS (SFI 527E-08)

As an Associate Scientific Programme Officer, you will assist the Scientific Programme Officers and participate in the initiation, implementation, support and promotion of SFI programmes. You will ensure the effective conduct of SFI sponsored research and maximise the capability and opportunities arising from this research consistent with the mission, policies and goals of SFI.

Candidates must possess a PhD in an appropriate discipline together with a minimum three years’ experience beyond the PhD in academia or industry. Candidates should also possess highly developed project management and interpersonal skills.

To apply for the above positions please email your CV quoting the relevant reference number to hr@sfi.ie or post to: Patricia Ryder, Human Resources Manager, Science Foundation Ireland, Wilton Park House, Wilton Place, Dublin 2, Ireland. For complete job descriptions visit www.sfi.ie

The closing date for receipt of applications is Friday 27th June 2008.

An attractive remuneration package and employment arrangements are available to the successful candidates. SFI is an equal opportunities employer.
Theme Leader Climate and Atmosphere
Melbourne or Canberra
Negotiable Salary Package
Ref. No. 2008/715

CSIRO Marine and Atmospheric Research focuses on issues of climate, marine and earth systems affecting Australia and the world. We provide a range of scientific and consulting services that are underpinned by research.

CSIRO is looking to appoint an outstanding, senior science leader to lead its $22m 95 plus staff Climate and Atmosphere Theme to provide for Australia high impact earth system science.

The goals are to:
• create new knowledge of Australia’s climate;
• support adaptation responses to increasing climate change and variability; and
• inform strategies for mitigating climate change and its impacts.

The unique focus of the Climate and Atmosphere (C&A) Theme is the climate system, in particular the atmosphere and its linkages to the land and ocean and the roles of biogeochemical cycles in the earth system. The C&A Theme is fundamental to delivery of CSIRO’s strategic goals within the Climate outcome domain for projecting climate change and its impacts, by providing the science that will shape Australia’s adaptive responses.

The successful applicant will collaborate with colleagues in the Australian Bureau of Meteorology, universities in Australia and overseas, and the UK Met Office.

Aboriginal and Torres Strait Islanders are encouraged to apply for all CSIRO positions.

For selection documentation and details on how to apply visit www.csiro.au/careers or call 1300 301 509.

Assistant/Associate Professor
Department of Pharmacology, Physiology and Therapeutics
University of North Dakota, School of Medicine and Health Sciences

Applications are invited for one full-time tenure-track faculty position at the Assistant/Associate Professor level. Applicants for this faculty position must have a Ph.D. or equivalent degree with at least two years of postdoctoral training. Applicants for the position at the Associate Professor level must have a record of scholarly work and funding commensurate with the rank. Preference will be given to those applying modern molecular/genetic strategies to scientific areas that expand on the strengths in the School of Medicine namely cellular signaling, neuroscience, cardiovascular systems and aging. A number of our faculty members are supported by a $10 M COBRE (NIH) grant that was recently renewed for a second 5-year period. The candidate will be expected to maintain an active extramurally funded research program and participate in team-taught graduate and medical courses.

Please send current curriculum vitae, contact information for three individuals willing to serve as references, and descriptions of research interests and teaching experience to: Dr. Jonathan D. Geiger, Professor and Chair, Department of Pharmacology, Physiology and Therapeutics, Box 9037, University of North Dakota, School of Medicine and Health Sciences, Grand Forks, ND 58203 (Ph. 701-777-2183, Fax 701-777-4490, jgeiger@medicine.nodak.edu, www.med.und.nodak.edu/depts/pharm). Applications will be accepted until the position is filled.

The University of North Dakota, with about 13,000 students, is located in Grand Forks, ND, a family-oriented community of 55,000 people with excellent schools, parks, and abundant year-round outdoor recreational activities.

The University of North Dakota is an Equal Opportunity/Affirmative Action Employer and invites applications from all qualified individuals. Women and minorities are especially encouraged to apply.

GRANTS

WELCOME PROGRAMME
1st call for proposals

The programme is addressed to researchers of all nationalities or Polish scientists abroad who wish to establish research teams in Poland

The offered funding consists of research stipends (tax exempt) for the group leader (up to 100 000 EUR/year), Master level students, PhD students, Postdocs (1500 EUR/month) and grants amounting to 200 000 EUR/year/group.

The closing date for applications is 30 September 2008

For further information and application forms visit: www.fnp.eu

The programme is financed from the Operational Programme Innovative Economy 2007-2013; measure 1.2 - strengthening the human potential in the science sector
Teagasc, the leading agriculture and food research organisation in Ireland, is seeking to appoint 14 permanent research scientists at Principal Investigator or Senior Researcher level to provide leadership on its new bioscience research Vision programme.

As part of the Government’s investment of €8.2bn in Science, Technology and Innovation under the National Development Plan, the Teagasc Research Vision programme will help place the agriculture and food industries central to Ireland’s economic prosperity in the future. The exploitation of the natural bioscience technologies in the agricultural and food areas is a central pillar of the Irish knowledge-based bioeconomy.

This ambitious research programme requires forward-thinking scientists with ability to create, innovate and collaborate nationally and on a world stage. The essential requirements for each post are outlined in the individual Job Specifications (available at www.teagasc.ie/careers/vision/vacancies.htm) and applicants can apply at the level at which they feel qualified.

Animal Bioscience Centre, Grange, Co. Meath

- **Animal Health Bioscientist** - immune function, markers for resistance to diseases / parasites
- **Nutritional Physiologist** - impact of absorbed nutrients on key biological processes
- **Molecular Biologist** - improving animal production efficiency
- **Computational Biologist** - developing tools to mine genomic and proteomic data
- **Growth Biologist** - genetic regulation of growth and function of adipose and skeletal muscle tissue

Johnstown Castle Environment Research Centre, Wexford

- **Bio-Geochemist** - nutrient and carbon transformations, utilisation / loss pathways in soils

Crops Research Centre, Oak Park, Carlow

- **Scientist - Industrial Crop Uses** - lignocellulose / biomass conversion, biorefining
- **Agronomist - Production Systems** - sustainable crop production systems

Moorepark Food Research Centre, Fermoy, Co Cork

- **Scientist - Microbial Genomics** - complexity of the human gut microbiota, targeted nutrition
- **Cell Biologist/Endocrinologist** - satiety in the human gut, nutrient-induced endocrine response
- **Cell Biologist - Obesity** - lipid metabolism and fat storage
- **Scientist - Food Structure** - health and sensory attributes from an obesity-related perspective

Ashtown Food Research Centre, Dublin

- **Systems Analytical Chemist** - isolation / characterisation of organic species from natural products
- **Natural Products/Organic Chemist** - functional foods, nutraceuticals

An attractive remuneration package will be available for these vacancies. Full details, Job Specifications, qualification requirements and the application procedure can be accessed on our website at www.teagasc.ie/careers/vision/vacancies.htm. The closing date for receipt of completed applications is **5.00pm on Monday 28 July 2008**.
We’ve got Careers down to a Science.

With thousands of job postings from the industry’s top employers, Science Careers connects you to the very best career opportunities across the world in industry, academia, and government. It’s no wonder why top employers look to us to find the perfect candidate. Log on to www.ScienceCareers.org today and watch your career flourish and grow.

ASSOCIATE PROFESSOR/PROFESSOR POSITION IN MOLECULAR PHARMACOLOGY

Department of Experimental Therapeutics
The University of Texas M. D. Anderson Cancer Center

The Cullen College of Engineering of the University of Houston expects to inaugurate a Department of Biomedical Engineering (BME). We invite nominations and applications for the position of Founding Department Chair. The successful candidate should have an established international reputation in research, and a distinguished record of academic and professional leadership. As part of a major drive for excellence, the College is in the process of establishing a new BME Department. We seek innovative and enthusiastic leadership to build a leading BME Department. BME currently has two tenure-track faculty and plans to add 12 faculty positions within the next five years. The Department will move to a newly completed building and will enjoy state-of-the-art facilities. Existing biomedical research strengths in the College, as well as at the University and the neighboring Texas Medical Center, provide a unique environment to build a stellar department.

Applications and nominations should be directed to:

Dr. Haluk Ogunen, Chair of the BME Search Committee, Office of the Dean, Cullen College of Engineering, E421 Engineering Building 2, University of Houston, Houston, TX 77204-4007 (or e-mail to kkarsen@uh.edu). The position is available beginning Fall 2008, with competitive salary and benefits. The Committee will accept and review applications until the position is filled.

Send nominations and applications to: Dr. Haluk Ogunen, Chair of the BME Search Committee, Office of the Dean, Cullen College of Engineering, E421 Engineering Building 2, University of Houston, Houston, TX 77204-4007 (or e-mail to kkarsen@uh.edu). The application package should include a cover letter, CV, and the contact information of four or more references.

The University of Houston is an Equal Employment Opportunity, Affirmative Action Employer. Minorities, women, veterans, and persons with disabilities are encouraged to apply.
The Smithsonian Tropical Research Institute (STRI), headquartered in the Republic of Panama, seeks an excellent scientist with extensive administrative and research experience to serve as Deputy Director. The Deputy will assist the Director in fostering and evaluating staff research programs, and administrative and outreach support activities, by providing leadership and guidance to staff, fellows, students and visiting scientists. The Deputy also has significant liaison roles with Panamanian government authorities, national education institutions and civil society.

STRI is a unit of the Smithsonian Institution that is primarily devoted to fundamental research in tropical sciences, including animal behavior, anthropology, archaeology, botany, ecology, evolution, geology, molecular biology, paleontology, plant physiology, and soils science; additional programs center on conservation biology and applied ecology (see <http://www.stri.org>).

STRI maintains modern research laboratories, a library, administrative and support centers in Panama City, several major facilities for marine and terrestrial field research in Panama, a 100’ research vessel, and canopy access cranes. STRI coordinates a global network of forest-dynamics plots through its Center for Tropical Forest Sciences/SI Global Earth Observatories. In collaboration with other institutions, STRI also participates in the operation of large research facilities in Brazil and Kenya. STRI employs approximately 40 scientists and 300 technical and support personnel, and annually hosts more than 1000 scientific visitors. STRI is committed to advanced scientific training through rigorous Fellowship and Internship Programs, and via cooperative programs with leading educational institutions.

Applicants should have a Ph.D and research experience in a relevant field of science, and a record of excellence in scientific administration. Fluency in Spanish, and familiarity with Latin America, is desirable.

Interested candidates should submit a curriculum vitae; a summary of administrative experience and accomplishments; a summary of scientific research interests; a vision statement on the future of tropical biology and related fields; and the names and contact information of five potential referees. Annual salary and benefits are commensurate with experience.

Review of applications will begin in August 2008 and continue until the position is filled. Please send applications electronically to the Director of STRI, c/o Ms. Luz Latorraca, Office of Human Resources at: LatorracaW@si.edu. Address inquiries concerning the position to Dr. William Weislo, Acting Deputy Director, at: WeisloW@si.edu

STRI is an Equal Opportunity Employer and appointments are made regardless of nationality.

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Postdoctoral positions are immediately available in the Cardiovascular Research Center at Temple University to study stem cell therapy for cardiac repair, calcium mediated myocyte remodeling, the role of inflammation and inflammatory proteases in cardiac remodeling and gene transfer therapy. Applicants should have an M.D. and/or Ph.D. degree with a strong background in cellular and molecular biology, cell biology, cell and molecular biology, biochemistry or related disciplines. Applicants should have demonstrated scientific productivity, good interpersonal and communication skills, and be able to conduct independent research.

Please send a copy of your CV, a brief statement of research interests, and contact information for three referees to:

Steven R. Houser, Ph.D.
Professor and Chair of Physiology
Email: steven.houser@temple.edu

Abdelkarim Sabri, Ph.D.
Assistant Professor
Cardiovascular Research Center
Temple University Medical School
Philadelphia, PA 19140
E-mail: sabri@temple.edu

Temple University is an Affirmative Action/Equal Opportunity Employer and strongly encourages applications from women and minorities.

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The Humboldt-Universität zu Berlin and the Leibniz-Institut für Molekulare Pharmakologie (FMP) invite applications for a

Full Professor (W3) Chemical Biology/Head of Department
(Successor of Prof. Dr. Michael Bienert)

The professorship includes the position as a head of department within the research section “Chemical Biology” at the FMP. The FMP is a research institute funded in equal parts by the federal government and the state of Berlin. It is located on the life science campus Berlin-Buch and provides an excellent research environment.

We are looking for an internationally renowned scientist to be core of the research section “Chemical Biology”, which includes protein and peptide chemistry, medicinal chemistry, a screening unit for small molecules, an automated microscope as well as state-of-the-art mass spectrometry.

Successful applicants will have a record of outstanding productivity in the field of chemical biology. Preferably, they will be able to provide expertise in developing methods and techniques in chemical biology, especially in probing protein functions with small molecules or through the development of chemical tools that visualize proteins or cellular processes. The FMP will host an international symposium on these topics in summer 2008. The applicant is expected to engage in close collaborations with other research groups at the FMP, e.g., in structural biology and cell biology, and to further the scientific exchange with research institutes of Humboldt-Universität and of other institutions.

The candidate will be involved in the teaching of students (reduced teaching obligation). Applicants must meet the requirements for a university professor as stipulated in § 106 of the “Berliner Hochschulgesetz”. The Leibniz-Institut für Molekulare Pharmakologie and the Humboldt-Universität are equal opportunity employers, committed to the advancement of individuals without regard to ethnicity, religion, sex, age, disability or any other protected status.

Applications, including a statement of current and future research interests, curriculum vitae, list of publications, and the names of three references should be sent to: Delan der Mathematisch-Naturwissenschaftlichen Fakultät I, Humboldt-Universität zu Berlin, code PR/05/08, Unter den Linden 6, 10099 Berlin, not later than 30.11.2008. Application materials will not be returned. Therefore, you are requested to send only copies of all documents. An electronic copy of all materials should be included.

To accelerate the process, applicants are kindly requested to send their application materials both in written form as well as electronically via https://www2.physik.hu-berlin.de/sli/chem_biologie/

For further information visit the FMP website www.fmp-berlin.de and the website of the Humboldt-Universität www.hu-berlin.de.

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Position: Assistant or Associate Professor (Photodynamic Therapy)

The Wellman Center for Photomedicine at Harvard Medical School and the Harvard University-Massachusetts Institute of Technology Division of Health Sciences and Technology (HST) are collaborating in the search for a candidate at either the Assistant or Associate Professor level who will establish new research programs in biomedical optics, focused on the application of photodynamic therapy (PDT) in areas such as (but not limited to) cancer research, infectious diseases, and imaging. The candidate will be expected to promote and foster multidisciplinary research with joint faculties within Wellman, HST, and the larger MGH and Harvard research communities (<http://www.mgh.harvard.edu/wellman>). Applicants should submit by June 27, 2008, a CV, a statement of research and teaching interests and potential collaborative possibilities with WCP and HST (faculty <http://hst.mit.edu>). Three letters of recommendation sent directly to the Search Committee Chair are required. All materials mailed to: Tasyaba Hasan, Ph.D., Chair of WCP/HST PDT Faculty Search Committee, c/o Susan Weeks, Wellman Center for Photomedicine/MGH, 40 Blossom Street BAR 604, Boston, MA 02114. Electronic versions of the application materials should also be sent to WCPFacultySearch@partners.org.

Massachusetts General Hospital, Harvard University and Massachusetts Institute of Technology are Equal Opportunity Employers. Women and minorities are encouraged to apply.
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With thousands of job postings from 9 out of 10 top employers, Science Careers connects you to exceptional career opportunities across the globe. We know the industry and have the resources to prove it. Whether your path is R&D, tenure track, bioprocessing, or lab management, Science Careers is dedicated to matching qualified scientists with the industry’s top employers. Drop by www.ScienceCareers.org and begin searching jobs today.
THE HUMAN FRONTIER SCIENCE PROGRAM (HFSP)
2009 POSTDOCTORAL FELLOWSHIPS

Deadline password registration: 28 August 2008
Submission deadline: 11 September 2008

The Human Frontier Science Program offers fellowships for basic research training in the life sciences across national and scientific boundaries. Applications are invited for two international programs that support postdoctoral investigators who explore new research areas. Frontiers of science are often found at the interface of biological and physical sciences and participation of scientists from outside the life sciences is encouraged.

• **Long-Term Fellowships** are reserved for applicants with a PhD in biology to embark on a new project in a different field of the life sciences. Preference is given to applicants who propose an original study in biology that marks a departure from their previous PhD or postdoctoral work.

• **Cross-Disciplinary Fellowships** are open to applicants with a PhD from outside the life science e.g. in physics, chemistry, mathematics, engineering or computer sciences or who have had little research experience in biology during their previous training. Fellows are expected to be exposed to new literature and methods during the tenure of their award while their previous expertise should be reflected in the research project.

Fellowships are for three years and offer flexible use of funding in the final year for extended training in the host country or to return to the home country. The start of the third year can be deferred for up to two years while being supported through other funds thus allowing extension of the training in the host laboratory. On return to the home country fellows can apply for a 3 year $100,000/year HFSP Career Development Award.

Nationals from any country can apply for training only in a supporting country, while nationals of the HFSP supporting countries can apply to work in any other country.

Current supporting members are: Australia, Canada, the European Union, France, Germany, India, Italy, Japan, the Republic of Korea, New Zealand, Norway, Switzerland, the United Kingdom, and the United States of America.

Detailed application guidelines are available at [www.hfsp.org](http://www.hfsp.org).
The online submission system will be available late July 2008.

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**AWARDS**

- **Boehringer Ingelheim (Canada) Ltd.**

  **Canadian Young Investigator Award**

  The recipient of the 2008 Boehringer Ingelheim Canadian Young Investigator Award in Biological Sciences is:

  **Prof. Marie Kmita**
  Principal Investigator
  Institut de recherches cliniques de Montréal (IRCM)
  Research Assistant Professor
  Université de Montréal

  Dr. Kmita is studying the genetics underlying the morphogenesis of the skeleton during embryonic development. Utilizing chromosome engineering and mouse genetics, her research team has developed mouse models for congenital skeletal malformations. She is currently investigating the function of the Hox genes in osteo-chondrogenesis and limb patterning.

  The R&D division of Boehringer Ingelheim Canada Ltd. is one of Canada’s largest pharmaceutical research centres. One of our important corporate policies is to support and encourage basic research in Canadian universities. To this end, we have established the Boehringer Ingelheim Young Investigator Award in Biological Sciences. The award is made annually to a new faculty member conducting biological research in a Canadian university, and consists of an unrestricted three-year research grant.

  **Previous recipients**
  2007  Dr. Zhong-Ping Feng, Department of Physiology, University of Toronto
  2006  Dr. Hao Ding, Department of Biochemistry and Medical Genetics, University of Manitoba
  2005  Dr. John H. Brumell, University of Toronto
  2004  Dr. Shun-Cheng Li, University of Western Ontario
  2003  Dr. Michele Barry, University of Alberta

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- Conference
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    - 17 Tracks & 40 Sessions

- Business Forum
  - Company Presentation & Partnering

- Organized by
  - Chungcheongbuk-do (Chungbuk Province)
  - Korea Health Industry Development Institute (KHIDI)
  - Korea International Trade Association (KITA)

- Contact Us
  - Tel: 82-2-6300-5118
  - Email: biokorea@korea.net
2008 BBVA Foundation Frontiers of Knowledge Awards

Nominations close June 30, 2008

The BBVA Foundation Frontiers of Knowledge Awards seek to recognize research in the basic sciences, biomedicine, the environment, information technologies and economics, along with creative output in the arts. Awards are also granted for research and/or projects addressing two core concerns of the 21st century, climate change and development cooperation.

The BBVA Foundation Frontiers of Knowledge Awards will consist of 400,000 euros, a diploma and a commemorative artwork in each prize category.

For more information, visit: www.fbbva.es/awards

The BBVA Foundation Frontiers of Knowledge Awards cover the following categories:

- Basic Sciences (Physics, Chemistry, Mathematics)
- Biomedicine
- Ecology and Conservation Biology
- Information and Communication Technologies
- Economics, Finance and Management
- Arts (Music, Painting, Sculpture, Architecture)
- Climate Change
- Development Cooperation
POSITIONS OPEN

CARDIOVASCULAR PHYSIOLOGIST

Research opportunity is available within a research environment in a large teaching hospital for an individual whose professional career has advanced past the postdoctoral level and into the area of individual research productivity as evidenced by consistent publications and grant funding. The position will permit the individual pursuit of research interests in cardiovascular and pulmonary pathophysiology in a research laboratory well equipped for cardiovascular hemodynamic and metabolic studies. Its connection to the Thoracic Surgery Department and a private research institution within a large medical center will provide the potential for growth, development, and pursuit of new research areas and ideas. Previous research has dealt with, but was not limited to, heart preservation, control of heart metabolism, heterotopic heart transplant models, aortic valve, Marfan syndrome, and myocardial angiogenesis. Interested individuals should submit their curriculum vitae to: Dr. Thomas Masters, e-mail: tom.masters@carolinashcmcare.org.

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