Virginia Tech plans to recruit 100 faculty members during 2011-12. Searches will focus on faculty members who will contribute to four discovery areas from the university’s strategic plan:

- Energy, Materials, and Environment
- Health, Food, and Nutrition
- Innovative Technologies and Complex Systems
- Social and Individual Transformation

Faculty members will be recruited across the eight colleges to promote growth in these and other research areas.

Please visit www.provost.vt.edu to review faculty searches as they are launched across the fall semester.

Virginia Tech is an AA/EEO employer; applications from members of underrepresented groups are especially encouraged.
The Human Factor

Continuous innovation and outstanding research are the most important attributes to respondents choosing this year’s best biotech and pharma companies—yet to top employers, their scientists’ ingenuity and enthusiasm are the real essentials for excellence.

By Carol Milano

The 2011 Science Careers Top Employers Survey was designed to identify the 20 companies with the finest reputations in the industry, as well as the characteristics that most impact an employer’s status. The results are based on 3,784 responses to a web-based survey (see Survey Methodology on p. 116).

Nearly half of the respondents are under 40 years old, 79 percent work in the United States, and 40 percent are female.

Besides innovation and research, survey respondents expect a leading company to be socially responsible, treat its employees with respect, and inspire their loyalty. This year, the #5 criteria—“has a top leadership that successfully makes changes needed to keep the organization moving in the right direction”—replaced 2010’s “has a clear vision of where the organization is headed.” (See Driving Characteristics chart on p. 120.)

The 2011 results brought a new, first-time #1 employer: Vertex Pharmaceuticals Incorporated (#3 in 2010). In fact, three of the highest-ranking companies are new to the top 20 list (see Top 20 Employers chart on p. 116 for complete company listing). These shifts aren’t surprising, because “It’s been an interesting time in the industry;” observes Alan Smith, Genzyme Corporation’s chief scientific officer before its acquisition by Sanofi. “For us, the past year has been a period of upheaval, but we’ve regularly scored well in this survey,” he notes (Genzyme is #13 this year, #8 in 2010). Now chief science advisor for Sanofi Global Research and Development, he says, “As part of Sanofi, we’ll take the approach we’ve used at Genzyme and apply it more generally.”

Other top employers are entering new phases, too. Vertex recently introduced their first drug, Incivek, to the market, and began building their first commercial team. “This [survey] recognition is tied directly to the passion and creativity that our 1,800 employees bring to Vertex each day, as we seek to change the lives of people with devastating diseases,” says Peter Mueller, Vertex’s chief science officer and executive vice president for global research and development.

Regeneron Pharmaceuticals, Inc. (#2, and new to the top 20 list) has a treatment for a major eye disease under FDA review. Later this year, they’ll seek FDA approval for a new cancer drug and request an additional application for Arcalyst, their first product on the market. Since Arcalyst was created for a rare genetic condition, Regeneron now is essentially developing a brand-new sales and marketing function. Explains Ross Grossman, human resources vice president, “We’ve focused a great deal of energy on retaining a true biotech culture—[stressing] innovation and great science—as we’ve grown and matured as a company. It’s especially gratifying to be recognized by Science for our science-driven culture, and to come out so high in our first year.”

Eight of this year’s top 20 companies are based in Europe. Global collaborations and concerns are increasingly important to leading biotech/pharma companies, which pay careful attention to their research facilities and services in developing countries. Health care providers in less-developed areas may not have access to the newest medical procedures and pharmaceutical treatments.

Denmark-based Novo Nordisk (#9 this year, and also new to the top 20 list) is one pharmaceutical company that is addressing a specific international need. Diabetes treatments account for about 75 percent of Novo Nordisk’s business. They provide training about best practices in diabetes care for thousands of physicians in China. “Diabetes doesn’t get the attention it deserves there because of limited resources,” observes Steve Chinn, vice president for human resources. “We’re striving to be a partner with the Chinese health care system, not simply as just a maker of medicine, but by doing more to help educate and inform patients and physicians about the severity of the disease.”

SELECTING THE SCIENTISTS

Being an “innovative leader” continues to be the most powerful driver for selecting a company as a top employer. When asked to describe “what makes the best company, the best,” survey respondents specifically mentioned “supports a culture of innovation,” “employee-driven curiosity,” and “innovative ideas of everyone are considered.”

How do top employers create an innovative and inspiring corporate atmosphere? Among many highly qualified applicants, they search for the exceptional scientists most likely to bring fresh, original ideas to the company.

At Novo Nordisk, Chinn specifies one priority: continued »

UPCOMING FEATURES

Focus on Europe—October 21
Neuroscience: Emerging Fields—November 4
Focus on China—December 9
Top
Twenty
Employers

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This web-based survey was conducted from March 24 to April 11, 2011 by Brighton Consulting Group and Cell Associates. For this year’s survey, a mixed methodology was again used. The first part of this methodology included e-mailed invitations to roughly 46,000 individuals who were located worldwide. These individuals were Science website visitors who have registered with AAAS and past survey respondents. This year Facebook, Twitter, and online banner ads were also used to promote participation in this survey. Forty-two percent of all surveys submitted were from this first effort.

The second part of the methodology included an e-mail blast to a list of about 500 human resource contacts at industry firms that were pulled from the Science Careers sales database. The remaining 58 percent of the surveys were from this second effort.

This report is based on a total sample of 3,784 survey respondents.

The 20 companies with the best reputations as employers and the top three driving characteristics for each company, according to respondents in the 2011 survey undertaken for the Science/AAAS Custom Publishing Office. The companies without a 2010 rank did not rank among the top 20 in the 2010 survey.

“Passion about diabetes and hemophilia,” the two diseases for which the company creates medications. “We want people who are very knowledgeable and educated about these disease states, and who are known within their field for the research they’ve done or for being thought leaders.”

Bayer’s U.S. division seeks scientists with the “ingenuity, curiosity, and enthusiasm for working at an organization striving for innovations that make a difference in the world,” summarizes Bryan Iams, director of external communications. “In a global company operating in every country, can they be respectful and understand that in different cultures, different beliefs drive people?” he asks. With 108,000 employees worldwide, the Germany-based company (#20; reappearing on the list since being #19 in 2006) looks for versatility and the kind of entrepreneurial thinking encouraged at Bayer’s “innovation centers” in China, Europe, and California. “These then hook into and get translated into our larger global organization,” explains Iams.

“It’s sometimes easy to hire someone just because they are an exceptional scientist, but we spend ample time to find a person with the technical skills who also fits with our core values,” says Lisa Kelly-Croswell, Vertex’s senior vice president of human resources. “We choose people who aren’t afraid to take risks—by trying something new or bringing a nontraditional idea forward—and who are not satisfied with the status quo.”

Their research and development group hires “for what we want to be, not what we are today,” says Vertex’s Mueller, who looks for people with “the scientific and technologic expertise to take Vertex to the next frontier, and the courage to constantly move the frontier forward. In science, experiments often have unexpected outcomes. Some scientists have the willingness and joy to deal with this uncertainty. That’s the phenotype we’re looking for.”

Mueller wants his scientists “maximally integrated across all functions—research, development, commercial, legal, human resources, accounting—so they can communicate and collaborate. That’s fundamental to our ultimate goal: Discovering and developing transformational medicines.”

Genzyme prefers highly trained scientists, several years beyond their Ph.D.s. “Our best hires, in a creative sense, have about five years of postdoc experience. They’re really where the excitement is in research—and they’re exciting to be around,” says Smith.

In 2008, needing several hundred additional employees for a new collaboration with Sanofi-Aventis, Regeneron worked continued »
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Vertex creates new possibilities in medicine to cure diseases and improve people’s lives.

Join us as we work with leading researchers, doctors, public health experts and other collaborators who share our vision for transforming the lives of people with serious diseases, their families and society.

Discover the possibilities. www.vrtx.com/careers
with a recruitment and branding firm to attract the right people. They launched an online ad campaign, highlighting what Grossman calls their “quirkiness and selectivity,” by presenting their recently formalized corporate values (“The Regeneron 5”), through reverse psychology:

• If science isn’t your obsession—DON’T APPLY
• If you’re content being the smartest person in the room—DON’T APPLY
• If you’re afraid to fail—DON’T APPLY
• If you think good enough is good enough—DON’T APPLY
• If you need a routine to define you—DON’T APPLY

By the year’s end, Regeneron met its goal of hiring 350 highly qualified new employees.

Genentech, a member of the Roche group, (#3 in 2011; #1 in eight of 10 previous surveys) is continuously recognized for its innovative leadership, high-quality research, and talent pool. Genentech’s decision makers are extremely respectful of the company’s scientists. Emphasizing excellent communication skills, Genentech screens for a strong publication record, because they feel that it indicates an ability to communicate well in writing. “Everyone I interview is very bright, motivated, and accomplished, especially on the biology side,” observes Andy Chan, senior vice president of research biology. “But they must really want to translate biology into medicine. That’s the driving force behind who comes to Genentech, and why we’re in the business.” Some skilled scientific problem solvers, Chan believes, are far better suited for academia. “We want the ones who want to make something happen that helps people.”

At these top employers, research and development jobs aren’t only for Ph.D.s. Throughout his organization, reports Novo Nordisk’s Chinn, scientists work at many different levels. At their Seattle site, for example, some of the scientists doing fundamental research on new therapeutic areas have Bachelor’s or Master’s degrees. They’re working alongside M.D.s and Ph.D.s.

“This is such a diverse organization, we want people who bring a different perspective and understanding, so we can expand globally,” explains Susan Bunz, human resources and corporate services vice president at Pioneer Hi-Bred, a DuPont business, the plant genetics company that ranked #4 this year (a big leap from #19 in 2010). The Iowa-based company’s 3,000 plus scientists work at 110 research locations in 24 countries. “Our culture is very collaborative. People share a ‘can do’ attitude, want to work in a very dynamic environment, and know how to complete a project.”

RETAINING OUTSTANDING SCIENTISTS
The world’s best scientists are always on recruiters’ radar screens, and employers know that people often change jobs. “It’s one thing to attract new talent, another to retain them,” says Bayer’s Iams.

“You must provide an environment that recognizes accomplishment and celebrates the entire team,” Iams continues. Bayer offers growth programs, such as internal education activities, so an employee always feels, “I’m learning here.” Motivators include letters of recognition, awards (some monetary), and performance-based bonuses, which are sometimes reinvested into company shares.

However, many biotech/pharma companies are moving away from broad eligibility for stock options, according to Grossman. Regeneron, though, remains “absolutely committed to employee ownership. Every new hire will be a shareholder.” The company recently introduced an on-site “mini-MBA program” with Rutgers University professors presenting a broad view of the industry’s business issues. Beyond classrooms, “we give scientists very challenging roles, where they can contribute to the fullest extent of their abilities;” adds Grossman.

From microbiology to entomology to agronomy, Pioneer Hi-Bred uses a diverse range of expertise. A scientist’s specific assignment depends somewhat on his or her degree, explains Bunz. Ph.D.s are at the senior scientist level; a B.S.-degree holder would be an associate or assistant researcher. Thanks to the educational support Pioneer provides, “employees can go back to school while they’re here, when they see that additional education will increase their promotional opportunities.”

Novo Nordisk encourages scientists to “focus on a specific job aspect that will forward their research, and their personal development,” says Chinn. Every employee is required to prepare an “Individual Development Plan.” They can opt to attend symposia, specific educational programs, or other learning opportunities. The company gladly provides tuition “to further their employees’ education. We hope it’s holistic—not just to help Novo Nordisk, but to improve their own specialized skills,” he explains.

Vertex holds weekly “social hours” where scientists and other staff members share perspectives. The company also has unique employee incentives, such as “the Vertex Nobel Prize” for outstanding research and the recently introduced Science Technology Exchange Program (STEP), a sabbatical opportunity. Bench scientists whose proposals are accepted get to “STEP out” of their usual roles and pursue a new path for three months. The program was developed by seven Vertex scientists working in a focus group on improving career paths and recognition.

In many professions, accomplishments and recognition bring promotion into management. “For a scientist, that means moving away from the bench,” Smith observes, “but you may not want to have a hundred people reporting to you.” Genzyme offers a popular, four-level alternative track: fellow, senior fellow, distinguished fellow, and one coveted slot as presidential fellow. “If you want to stay at the bench, a fellow here can be paid as much as a senior” continued »
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11 NEW DRUG CANDIDATES NOW IN CLINICAL DEVELOPMENT.

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vice president. It’s a great way to keep people who may not want management, but want to progress. It’s very effective—these are such valuable people,” he says.

“It’s easier to do well when things are going well,” Smith reflects, “and hard to do well when times are tough. I’m very proud and pleased that we’ve scored well this year—it says that people are seeing and believing in new opportunity here. We pay a lot of attention to how we convince and keep convincing people that this is a good place to work even during a rough period. Very few people have left since the acquisition.”

INNOVATION AND RESEARCH

Two of the survey’s perennial top drivers—innovative leadership and quality research—are never taken for granted at excellent companies. They’re carefully nurtured and cultivated.

“We’re highly committed to further strengthening our innovative capabilities—innovation is key to maintaining or gaining a leading position in every market in which we operate, and also the foundation for improving the lives of many millions of people,” says Katharina Jansen, director of global media relations and issues management for Bayer Schering Pharma AG in Leverkusen, Germany. She considers Bayer’s research and development investments to be long-term: Their pharmaceutical or agricultural research projects average 10 years before reaching the marketplace.

To encourage innovation, Regeneron labs operate like a hybrid of academy and business, Grossman explains. “We give researchers a great deal of freedom, and encourage employees to suggest improvements at the implementation level. Anyone comfortable with a scientific organization’s give-and-take can be part of any discussion here. We’re not yet big enough to have lots of channels, formal procedures, or hierarchies. The enemy is bureaucracy,” he says.

Regeneron is continuously seeking new approaches, says Grossman, and asking at every stage, “What’s the next generation of technology?” He elaborates: “When it wasn’t fashionable, we invested in building a technology that was then highly innovative, and brought us to our first marketable product. Then we invented a suite of techniques that led to Arcalyst.” Although Regeneron uses these successful techniques to develop other drugs, they’re also committed to ongoing innovation.

Genentech concentrates on innovations in transformative therapy. “Our strength is our patient focus,” asserts Mike Varney, senior vice president, small molecule drug discovery. “We constantly work with clinical groups to understand what’s going on with a particular disease, how it’s treated, and the limitations of existing therapies. This proximity to the patient is rare. Even with portfolio reviews, discussions center around the patients, how to help them, and the reality of improving a patient’s life.”

Genentech’s culture encourages ambitious research. “Genentech values risk-taking, creativity, and scientific exploration, which spur our scientists to succeed,” says Chan. “Once they make a breakthrough, it’s a very addicting feeling. Their success encourages more emphasis on innovation.”

With its “incredibly strong commitment to high-risk innovation, Vertex starts with a disease and finds a way to treat its underlying cause,” says Mueller. “We’re innovative in the way we partner, how we set ourselves up as an organization, how we reach out in the community, and how we interact with patients and physicians. We balance risk on several shoulders, increasing our chances for success, through our network of global partners.”

For Pioneer Hi-Bred, global interconnections are internal. They’ve added 4,000 employees since 2007, in 95 locations. Research and development (R&D) scientists in Europe, Asia/Pacific, Latin America, and North America are in constant contact. “They know where the soils are similar and who should be collaborating. One strategy may be applicable in North and South America, but the same products don’t work globally,” explains Bunz.

Bayer takes a similar approach. “Collaboration at our worldwide locations is part of our model for success,” lambs emphasizes. “Sharing information today is so much easier than even five years ago. Other scientists can access your files to further [distant] collaborations. Now our high-growth regions are really learning from other locations, allowing much faster development in China, India, and Latin America.” All 2,500 Bayer scientists, engineers, and chemists in various labs are charged with driving innovation.

ECONOMIC IMPACT

Survey respondents indicated that the soft economy has led to layoffs, site closures, and outsourcing. When asked which key events have had the greatest effect on the industry over the past year, respondents named mergers and acquisitions, which have created some instability and uncertainty. Yet, many top employers experienced surprisingly few effects during the lengthy global recession.

“Bayer takes adequate precautions that economic instabilities do not impact R&D activities, a priority on our agenda,” says Jansen. Bayer’s R&D investments increased from €2.9 billion (US$4.06 billion) in 2009 to €3.1 billion (US$4.34 billion) in 2010 and 2011. Another international firm, Novo Nordisk, has thrived, with 36 quarters of double-digit growth. “We actually grew, added employees, and brought new products to market last year,” says Chinn.

Regeneron also seems countercyclical, having “hired two-thirds of our employees since 2008, when we were under 700. We’ll soon reach 1,800,” says Grossman. “At the end of 2010, 43 percent of employees had been here one year or less.”

Like Regeneron, Genentech has been expanding. Since 2008, as cutbacks left talented professionals unemployed, the company has been “very lucky to hire some exceptionally qualified scientists,” says Varney. “Our small molecule group, and research in general, have been growing, while the rest of the industry is contracting. Being a little out of sync allowed us to cherry-pick the very best.”

Weather, not economics, is the biggest variable continued »
We're passionate and rigorous about our science. For more than 30 years, Genentech has been at the forefront of the biotechnology industry, using innovative science to develop breakthrough medicines that improve the lives of people with serious or life-threatening diseases. We're also passionate about our people, our most important asset. That's why we offer Genentech employees:

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- Extraordinary colleagues
- An inclusive environment that encourages diversity
- Highly competitive benefits

We have the following opportunities in Genentech Research and Early Development (gRED) in our South San Francisco, CA, headquarters:

**Associate Director/Director, Antibody Engineering – Req. #377081**

The successful candidate will lead a group of 15-30 researchers in developing innovative antibody technologies and therapeutics as well as running their own lab. The ideal candidate will have a PhD and 10+ years of experience in engineering antibodies for human therapy, including publications, patents, and generation of investigational drugs. Candidates with strong leadership skills are particularly encouraged to apply.

**Associate Director, Immune Cell Signaling – Req. #376671**

This position will lead research efforts focused on discovering and pursuing new drug targets and will be jointly appointed within the departments of Discovery Immunology and Biochemical Pharmacology. The ideal candidate has a PhD or equivalent in biological sciences with extensive research as well as small molecule drug discovery experience in immunology. Eight or more years’ experience as an independent scientist in a biopharmaceutical and/or academic environment is required.

**Associate Director, Drug Metabolism and Pharmacokinetics (DMPK) – Req. #379896**

The Associate Director will lead a team of more than 15 talented ADME Scientists and work closely with colleagues in other departments on advancing projects ranging from early to late stage discovery and in the clinic up to approval. A PhD degree in pharmacokinetics, drug metabolism or other relevant fields such as pharmaceutical, biological or chemical sciences and at least 10 years’ industrial experience is required.

**Associate Director, Bioinformatics – Req. #380051**

As an Associate Director within the Bioinformatics department, this position will focus on novel variant discovery, biomarker discovery, and data integration. The ideal candidate should have well developed research plans that will take advantage of newer technologies such as DNA-seq, ChIP-seq, RNA-seq, proteomics and metabolomics. A PhD in life sciences, computer sciences, mathematics or other relevant field is required.

**Senior Scientist, Antibody Drug Conjugates**

Req. #380053

**Scientist, Vascular and Lymph System Biology**

Req. #379942

Now a member of the Roche Group, Genentech has multiple medicines on the market for cancer and other serious illnesses. We are an equal opportunity employer and in 2011, we were named a “top employer in the biopharmaceutical industry” by Science magazine.

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EMD Serono is the US biopharmaceutical division of Merck KGaA, Darmstadt, Germany, a global pharmaceutical and chemical company. As a leader in US biotechnology, we focus on reproductive health, metabolic endocrinology, oncology and neurology. With more than 1,100 employees in the United States, EMD Serono is dedicated to fostering the culture of the possible and recognizes that our strength is our people. Our employees are intellectually curious, thrive on new experiences, and welcome professional challenges.

We pride ourselves on rewarding our employees by offering a rich, competitive array of benefits and value-added programs which support a healthy work/life balance.

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For more information on career opportunities at EMD Serono, please visit:


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We are a respected leader in the agricultural industry, with nearly 100 years of experience advancing agricultural production. Pioneer provides seed that contains the most highly developed technologies for growing corn, soybeans, sorghum, sunflower, alfalfa, rice, canola and wheat, among others.

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Join our team and work on projects where the results are used around the world. At Pioneer, we’re not on the cutting edge of research, we’re pushing past it.

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for Pioneer Hi-Bred. “We continue to create products to deal with weather factors,” says Bunz. An innovative new drought-resistant product, AQUAmax, is for areas with a dry climate or too little rainfall for farming. New products have to be tested in-ground in a target-type location, but uncooperative weather can prevent planting. In areas with a single growing season, that can delay testing for an entire year.

CORPORATE CULTURE

Three of this year’s top five drivers reflect workplace values and environment. To survey respondents, outstanding employers are socially responsible and have loyal employees whom they treat with respect.

“What we do to shape our culture comes from listening to employees,” notes Vertex’s Kelly-Croswell. “We hold numerous focus groups, often in-the-moment. We take what we hear and translate it into action. Employees routinely tell us, ‘Hey, thanks for asking.’”

Leading companies often codify their corporate values, as exemplified by “The Regeneron 5.” “Not only do we hire scientists who will treat patients with respect, we also expect them to respect each other,” asserts Chinn. The recently revised “Novo Nordisk Way” stresses accountability and responsibility. “Our employees have a right and a responsibility to say something if they see people not treating someone else well. Being an organization focused on just a few therapeutic areas, rather than many, makes us different, and gives us a shared sense of commitment.”

Bayer, too, recently updated its global corporate values statement, choosing an acronym easily remembered in many languages: LIFE. It stands for Leadership, Integrity, Flexibility, and Efficiency. The company seeks to keep its culture consistent throughout all locations. “LIFE encourages individual employees to make decisions, to take the lead whenever they see things they think could be changed or adapted. The culture empowers our research scientists to think independently, see ideas and solutions, and propose or just implement whatever helps the company move towards our larger vision,” Lam summarises.

“This is the only place I’ve ever worked,” declares Vertex’s Kelly-Croswell, “where everyone can recite our core values, because we all live them: Fearless pursuit of excellence; innovation is our life-blood; and ‘we’ wins.”

because of inability to pay.

The top bio/pharma companies are also particularly proud of their science education programs, both local and distant. Since the late 1990s, over two million students in Asia have participated in Bayer’s youth environmental programs, which educate schoolchildren about the science and technology that is available to help address current environmental problems.

Regeneron cosponsors the Westchester County National Intel Science and Engineering program, and sends its BioBus to local schools. The rolling science lab is designed to introduce kids to what makes science so exciting. “We also have 75 high-school and college interns,” says Grossman, “and we’ve come full-circle. One of our high school interns now is a patient who suffers from the condition that our first drug treats.”

In Vertex’s STEM (Science, Technology, Engineering, and Mathematics) Initiative, staff scientists volunteer in local schools in nearby communities, and engage kids to become enthusiastic about science. The company works with United Way to bring six-to-ten-year-olds to Vertex’s headquarters for hands-on science exploration.

Apart from their academic and motivational benefits to students (and strong appeal to staff scientists), science education efforts are valuable for high-achieving bio/pharma companies. “These types of programs are mission-critical,” Vertex’s Mueller declares. “Unfortunately, in our society the science and technology track is no longer the most wanted. We have to engage kids when they’re young, so that science becomes understandable to them, and fun. As a company, but also as a society, we need to nurture and inspire future scientists.”

Top employers invest in developing a stream of eager, curious future scientists because they recognize that, as Genzyme’s Alan Smith attests, “Your most precious resource is your people.”

Carol Milano is an independent journalist in New York City, covering health care and science.

To hear the Top Employers Podcast and read the extended content about social responsibility, see the online version at www.sciencecareers.org/TopEmployers2011

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For those eager to improve the lives of people with debilitating medical conditions, there is no better place to work than Genzyme. One of the world’s leading biotechnology companies, Genzyme is dedicated to making a major positive impact on the lives of people with serious diseases.

Since its founding in 1981, the company has introduced breakthrough treatments that have provided new hope for patients. Genzyme focuses its efforts on well-defined medical areas with serious, unmet needs—where breakthrough therapies and services might significantly improve patients’ lives. Genzyme’s research and development efforts span a range of medical areas, including rare genetic diseases, multiple sclerosis, cardiovascular disease, and endocrinology.

Genzyme is continuing to grow and we are looking for qualified candidates to join us. If your passion for impact matches your dedication to helping others, Genzyme offers a workplace unrivaled in the industry.

Join us, and be a part of everything Genzyme is, today.

www.jobsatgenzyme.com
The Toronto Western Research Institute of the University Health Network invites applicants to apply for the endowed Donald K. Johnson Chair in Vision Sciences. The ideal candidate will hold a PhD degree (or equivalent) and have an established record of excellence in basic science areas that have relevance to vision. The successful candidate will have the ability to establish an independent, well-funded, program of international prominence and to collaborate with other members of our research and clinical staff. There will be the opportunity to build vision science at the UHN.

New York University invites applications for a full time, non tenure-track teaching Clinical Assistant Professor appointment joint between the Department of Biology and the Environmental Studies Program to start September 1, 2012, pending budgetary and administrative approval. Responsibilities include developing and teaching courses related to ecology and the environment to support the Biology Department’s undergraduate minor in Environmental Biology and the Environmental Science Track within the related Environmental Studies Program, and to serve as a core faculty member in Environmental Studies. Teaching duties will include six courses annually. Applicants should be able to teach fundamental courses in ecology and environmental science and more specialized skill-building courses that utilize the unique urban and coastal environment of the New York City region. Previous teaching and research experience is strongly preferred. The Department of Biology (http://biology.as.nyu.edu) and the Environmental Studies Programs (http://environment.as.nyu.edu) offer an outstanding and collegial environment.

Candidates should submit applications, including a CV, teaching statement and three letters of reference, through the NYU Department of Biology website (http://biology.as.nyu.edu), via the “Faculty Recruitment” link. You may use the following address in the cover letter: Chair of the Environmental Biology Search Committee, Department of Biology, New York University, 1009 Silver Center, 100 Washington Square East, New York, NY 10003. Closing date is November 30, 2011.

NYU is an Equal Opportunity/Affirmative Action Employer.
The National Institutes of Health (NIH) . . . The center of medical and behavioral research for the Nation.

Director
National Center for Advancing Translational Sciences, NIH

The National Institutes of Health is seeking candidates for the Director, National Center for Advancing Translational Sciences (NCATS), a newly proposed Center of the NIH. NCATS, one of 27 NIH Institutes and Centers, is being established to catalyze the generation of innovative methods and technologies that will enhance the development, testing, and implementation of diagnostics and therapeutics across a wide range of human diseases and conditions. To accomplish its mission, NCATS supports and enables research on the process of therapeutics discovery, development, testing, and implementation into patient care. By studying the steps in the therapeutics development pipeline, identifying constriction points, and testing novel approaches to circumvent those constriction points, NCATS works to advance the entire discipline. In this way, NCATS catalyzes translational medicine and therapeutics research in other NIH Institutes and Centers, academia, industry and other sectors. The Director, NCATS, offers a unique and exciting opportunity for an exceptional leader to serve as the chief executive, leading all aspects of this highly complex scientific organization: providing visionary leadership, executive management, and strategic direction for streamlining the process for therapeutics development. As Director, NCATS, s/he will be responsible for leading all NCATS initiatives, communicating with various sectors and stakeholders, overseeing the Clinical and Translational Science Awards (CTSA) program, and facilitating effective collaborations among government, academia, industry, venture capitalists, non-profit and community organizations.

Applicants must possess an advanced degree (M.D., and/or Ph.D. or equivalent) in a field related to the mission of the NIH and have senior-level research experience and knowledge of research programs in one or more scientific areas related to the broad fields of biomedical, clinical and translational research. Applicants should be recognized by scientists, industry leaders, educators and research administrators as individuals of outstanding scientific competence within their profession, both nationally and internationally.

Salary is commensurate with experience and accomplishments. A full package of Federal benefits, including leave, health and life insurance, retirement, and savings plan (401K equivalent) will be provided.

Please access the detailed vacancy announcement for mandatory qualifications requirements and application procedures at [http://www.jobs.nih.gov/](http://www.jobs.nih.gov/) (under Executive Jobs). Applications will be reviewed starting December 2, 2011, and will be accepted until the position is filled.

NCATS, NIH, AND DHHS ARE EQUAL OPPORTUNITY EMPLOYERS.
Assistant/Associate Professor
Pharmaceutics and Drug Delivery

The Department of Pharmaceutical Sciences at Northeastern University invites applications for a tenure-track or tenured faculty position at the rank of Assistant or Associate Professor. Northeastern University is located in the heart of Boston within close proximity to major biotech/pharma companies, academic institutions, and medical centers.

The candidate should have demonstrated research productivity through a focused research program in Pharmaceutics and Drug Delivery, and complement the Department’s existing strengths in targeted drug delivery and nanomedicine, drug discovery/medicinal chemistry, neuropharmacology, as well as in inflammation and immunology. The successful candidate will be expected to establish an extramurally-funded research program, participate in both professional PharmD and graduate (MS and PhD) teaching, and service. Applicants with current transferable funding will be given a priority. The candidate must have experience in, or commitment to, working with diverse student populations and/or in a culturally diverse work and educational environment. The Department of Pharmaceutical Sciences houses the Center for Drug Discovery, New England Inflammation and Tissue Protection Institute, the Center for Pharmaceutical Biotechnology and Nanomedicine, and the Center for Translational Imaging. For additional information about the Department, please visit the website: http://www.pharmsci.neu.edu.

Interdisciplinary appointments and highly competitive start-up packages are available to qualified applicants. The candidate should send his/her curriculum vitae, statement of research interests, and a list of three references to: Heather Clark, Ph.D., Associate Professor and Search Committee Chair, Department of Pharmaceutical Sciences, Room 110, Mugar Life Sciences Building, 360 Huntington Avenue, Boston, MA 02115. She can also be reached by telephone at 617-373-3091 or email at h.clark@neu.edu.

Equal Employment Opportunity:
Northeastern University is an Equal Opportunity, Affirmative Action Educational Institution and Employer. Title IX University. Northeastern University particularly welcomes applications from minorities, women and persons with disabilities. Northeastern University is an E-Verify Employer.

Northeastern University http://www.neu.edu
Tenure-Track Group Leader Position in RNA Biology

The Friedrich Miescher Institute for Biomedical Research (FMI) in Basel, Switzerland invites applications for a tenure-track group leader position (equivalent to an assistant professorship). We are seeking an outstanding individual who will establish an ambitious research program on fundamental questions in the field of RNA Biology.

Opportunities exist for collaborative interactions with the other FMI research programs located within the focal areas of Epigenetics, Signaling & Cancer, and Neurobiology. The Institute provides core facilities for advanced microscopy and image analysis, cell sorting, genomics, protein crystallography, proteomics, and bioinformatics. We also offer a highly competitive start-up package.

Applications, including a CV, the names and email addresses of three referees, and a concise description of research interests and future plans should be submitted online at:

www.fmi.ch/gl_search

Informal inquiries can be sent to:
Dr. Helge Grosshans (helge.grosshans@fmi.ch)
or the Director of the FMI
Dr. Susan Gasser (susan.gasser@fmi.ch)

The closing date for applications is November 1, 2011.

Tenure-Track Group Leader Position in Neurobiology: from Circuits to Behavior

The Friedrich Miescher Institute for Biomedical Research (FMI) invites applications for a tenure track group leader position (equivalent to an assistant professorship) in Neurobiology. We are seeking an outstanding individual who will establish an ambitious interdisciplinary research program focused on the function of neuronal circuits. We are particularly interested in research investigating circuits in vivo in behaving animals. This could for example involve combinations of neuronal ensemble imaging, in vivo electrophysiological recordings, genetic targeting of identified neurons, optogenetic strategies, virtual reality protocols and quantitative analyses of behavior.

Neurobiology groups at FMI investigate the assembly, function and dysfunction of identified neuronal circuits, using combinations of genetic, molecular, cellular, anatomical, physiological, behavioral and computational approaches. Individual groups currently focus on the circuits of vision, olfaction, proprioception, memory, fear and motor control. Opportunities exist for collaborative interactions with other FMI research groups in the areas of Epigenetics, Stem cells, Genome stability and Cancer. A highly competitive start-up package will be provided.

Applications, including a CV, the names and email addresses of three referees, and a concise description of research interests and future plans should be submitted online at:

www.fmi.ch/gl_search

Informal inquiries can be sent to:
Dr. Botond Roska (botond.roska@fmi.ch)
or the Director of the FMI
Dr. Susan Gasser (susan.gasser@fmi.ch)

The closing date for applications is October 31, 2011.
Arkansas State University invites nominations and applications for a dynamic, visionary individual to serve as the Executive Director of the Arkansas Biosciences Institute (ABI) at Arkansas State University (http://abi.astate.edu). The ABI currently supports several broad interdisciplinary research areas related to health improvement. ASU is an Equal Opportunity Employer/Affirmative Action Employer with a strong institutional commitment to the achievement of excellence and diversity among its administrators, faculty, staff, and students.

The successful candidate will have a clear understanding of ABI’s role and importance; a vision for enhancing and expanding its contributions to scholarship, teaching, and economic development; a demonstrable commitment to diversity; and a record of outstanding leadership and accomplishments in a university or research setting. The candidate must hold an earned terminal degree in science, engineering, medicine or related field from an accredited institution of higher education, possess academic credentials and a record of scholarly accomplishments sufficient to merit a tenured appointment at senior rank in one of the University’s academic departments, and have a proven record of administrative experience that may include academic appointments as department chairperson, associate dean, and/or dean, and must have a record of establishing and maintaining scholarly, interdisciplinary collaboration.

Please visit https://jobs.astate.edu for detailed information and to apply for position A00246. Screening of completed applications will begin on October 24, 2011 and will continue until the position is filled. Under the provisions of Arkansas’ Freedom of Information Act, applications are subject to public inspection. Rent Consulting Group, LLC is assisting in the search and may be contacted for more information at info@rentconsultinggroup.com or 704-366-2388. Nominations should be sent to the Chair of the Search Committee, Dr. Andrew Sustich, ASU Graduate School, PO Box 60, State University, AR 72467, 870-972-3029, or sustich@astate.edu.

ASU is committed to creating a productive workplace in which both persons and property are secure; To achieve that goal, background investigations are conducted on all final applicants recommended for employment.

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**Integrative Biologists in Cell Biology, Physiology, or Ecology**

As part of a long-term hiring plan, the Department of Biology expects to fill multiple full-time tenure-track Assistant or Associate Professor positions. We encourage applications from candidates working in the broad areas of cell biology, organismal physiology, or interdisciplinary ecology. We are particularly interested in candidates appreciative of the breadth of research encompassed within the Department of Biology and whose work actually or potentially integrates perspectives from multiple disciplines. Some of many examples include:

- theoretical or empirical approaches to genotype – phenotype mapping
- systems or engineering approaches to cell biology
- ecological or evolutionary approaches to developmental biology, physiology, or both
- novel approaches to understanding interactions within or between organisms, or between organisms and their environment

As a Department, we are looking for individuals with a record of outstanding achievement or strong indications of outstanding future potential, rather than specific research topics or study organisms. Priority will be given to applications received by 15 October 2011 at: http://www.biology.washington.edu/faculty/search/. Applicants must have earned a doctorate by the date of appointment. All University of Washington faculty engage in teaching, research, and service.

The University of Washington is an Affirmative Action, Equal Opportunity Employer. The University is building a culturally diverse faculty and staff and strongly encourages applications from women, minorities, individuals with disabilities and covered veterans. The University is the 2006 recipient of the Alfred P. Sloan award for Faculty Career Flexibility, and is committed to supporting the work-life balance of its faculty. Our NSF-supported ADVANCE program http://advance.washington.edu/ is dedicated to increasing the participation of women in STEM disciplines.

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**Cancer Biology Positions at The Tisch Cancer Institute**

The newly established Tisch Cancer Institute of Mount Sinai School of Medicine invites applications from outstanding scientists for faculty positions at the Assistant, Associate or Full Professor level. Our areas of interest include: Cancer model systems, Cancer epigenetics, Cancer stem cells, Cancer systems biology, Cancer therapeutics and Cancer immunology. Disease areas that are presently the focus of the Tisch Cancer Institute are: Hepatocellular carcinoma, Hematological malignancies, Head and neck cancer, Prostate, Breast, and Lung cancer.

Applicants should have an M.D., and/or Ph.D. degree with an outstanding record of publications. The successful candidate will receive generous start-up resources with state-of-the-art laboratory space and institutional shared resources to support their research activities.

The Tisch Cancer Institute members are working together to integrate Mount Sinai’s expanding research capacity. Over the next several years, the Cancer Institute will grow by 150,000 sq. ft. of research and clinical space in the new Center for Science and Medicine building. The Center for Science and Medicine is under construction with an expected occupancy by mid-2012.

Mount Sinai School of Medicine and Mount Sinai Hospital are among the world’s leading biomedical institutions. The Medical Center is in the midst of a $1 billion capital campaign in support of our $2.5 billion strategic plan, which has a primary focus on the delivery of outstanding clinical care and translational research leading to therapeutic discoveries.

Candidates should send a CV, three letters of reference, and a summary of their research to: Steven Burakoff, M.D., Chair of the Search Committee, c/o Chan-Bene Lin (tci.recruitment@mssm.edu) by October 31, 2011.

Mount Sinai Medical Center is an Equal Opportunity/Affirmative Action Employer. We recognize the power and importance of a diverse employee population and strongly encourage applicants with various experiences and backgrounds.

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**Executive Director**

Arkansas Biosciences Institute

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**Worcester Polytechnic Institute**

Tenure Track Position

Biophysics or Nanoscience

The Department of Physics invites applications for an open rank tenure-track position in experimental or theoretical areas of biophysics or nanoscience to begin in the fall of 2012. The successful candidate should have a Ph.D. in physics or in closely related areas and will have, or high potential of, a vigorous externally funded research program.

Requirements:

Interested candidates should submit an application (in pdf format) consisting of (i) a cover letter addressing the alignment of the candidate’s research with the department’s interests, (ii) a curriculum vitae, (iii) a description of research plans addressing the connection to the department and WPI, (iv) a statement of teaching philosophy, and (v) arrange for three to five reference letters. Send to Prof. Germano Iannacchione, Head, Department of Physics at ph-search@wpi.edu. Review of applications will be conducted on a rolling basis but application materials should be submitted by December 1st, 2011.

To apply, please visit: apptrkr.com/207070

To enrich education through diversity, WPI is an affirmative action, equal opportunity employer.
COGNITIVE NEUROSCIENTIST

The GEORGE WASHINGTON UNIVERSITY seeks to fill a tenure-track position for an ASSISTANT PROFESSOR of PSYCHOLOGY, to begin in Fall, 2012. We seek an investigator with established expertise in the molecular, genetic, cell biological, developmental and/or physiological characterization of a distinctive brain circuit that mediates behaviors whose performance can be measured and related back to the organization of the circuit. We will focus on investigators working in mammalian animal models, especially the mouse. This position is part of the recruitment effort to expand neuroscience research across the campus with appointments made in the College of Arts and Sciences, the School of Medicine and Health Sciences, and the George Washington Institute for Neuroscience.

Basic Qualifications: Applicants must have a Ph.D. or equivalent degree in neuroscience or a closely related field, post-doctoral research training, a strong publication record in peer-reviewed journals, and a planned or ongoing research program with the potential for future external funding. Competitive salary and startup funds are available commensurate with experience.

Application Procedure: Only complete applications will be considered. To be considered, please send electronic copies (pdfs preferred) of your curriculum vitae, a statement of research and teaching interests, up to 3 representative reprints, and three letters of recommendation to: Cognitive Neuroscience Search Committee, recruit2011@gwumc.edu. The review of applications will begin on December 1, 2011, and will continue until the position is filled.

The George Washington University is an Equal Opportunity/ Affirmative Action Employer.

BIOLOGICAL SCIENCES SCHOLARS PROGRAM
For Junior, Tenure-Track Faculty

The University of Michigan announces recruitment for the Biological Sciences Scholars Program (BSSP) to continue to enhance its investigational strengths in the life sciences research programs.

Now entering its 15th year, this Program has led to the recruitment of outstanding young scientists in the areas of genetics, microbiology, immunology, virology, structural biology, pharmacology, biochemistry, molecular pharmacology, stem cell biology, cancer biology, physiology, cell and developmental biology, and the neurosciences. The Program seeks individuals with PhD, MD, or MD/PhD degrees, at least two years of postdoctoral research experience, and evidence of superlative scientific accomplishment and scholarly promise. Successful candidates will be expected to establish a vigorous, externally-funded research program, and to become leaders in departmental and program activities, including teaching at the medical, graduate, and/or undergraduate levels. Primary college and department affiliation will be determined by the applicant's qualifications and by relevance of the applicant's research program to departmental initiatives and focus. All faculty recruited via the BSSP will be appointed at the Assistant Professor level.

APPLICATION INSTRUCTIONS: Please apply to the Scholars Program through the BSSP website at: (http://www.med.umich.edu/medschool/research/bssp/). A curriculum vitae (including bibliography), a three-page research plan, an NIH biosketch, and three original letters of support should all be submitted through the BSSP website. More information about the Scholars Program, instructions for applicants and those submitting letters of recommendation, and how to contact us is located on the BSSP web site: (http://www.med.umich.edu/medschool/research/bssp/). The deadline for applications is Friday, October 28, 2011.

The University of Michigan is an Affirmative Action/Equal Opportunity Employer.

Janelia Farm invites committed and gifted graduate students to apply to a fully funded, collaborative Ph.D. program with either the University of Cambridge or the University of Chicago.

APPLICATION DEADLINES:
DEC. 1, 2011 (University of Chicago)
FEB. 1, 2012 (University of Cambridge)

The Howard Hughes Medical Institute is an equal opportunity employer.
Director, Center for Immunology

The Director will lead the new Center for Immunology with responsibility to expand the existing Immunology research program in the Department of Pathology and lead interdepartmental research and education programs in Immunology. A substantial start-up package will be provided for the Director’s laboratory, and the Director will have responsibility to lead recruitment of 3-4 additional faculty positions supported by start-up packages.

The current Immunology program’s strengths include fundamental immunology (innate immunity, signaling, MHC molecules, APCs, T cell biology), immunology of infectious diseases (particularly tuberculosis and HIV), autoimmunity (e.g. IBD) and other topics. Annual research funding in areas related to infectious disease immunology, pathogenesis and biology exceeds $100M at CWRU and affiliated institutions. Research training is focused on the Immunology Training Program (http://www.case.edu/med/pathology/training/itp.html).

Candidates should be established scientists with international stature and a successful track record as a scientific mentor are desired. Appointment as Professor with tenure is anticipated.

Please send a cover letter, CV, and contact information for three references to Clifford V. Harding, Chair, Department of Pathology, c/o Denise Davis (ddm10@case.edu).

In employment and education, CWRU is committed to equal opportunity and diversity. Women, veterans, members of underrepresented minority groups, and individuals with disabilities are encouraged to apply. Accommodations for application and hiring are described at http://www.case.edu/diversity/faculty/writinganad.html.

The University of Pennsylvania is an Affirmative Action/EQUAL OPPORTUNITY EMPLOYER.

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Faculty Position
Molecular Biology
Sloan-Kettering Institute

The Molecular Biology Program of the Sloan-Kettering Institute, Memorial Sloan-Kettering Cancer Center (www.ski.edu), has initiated a faculty search at the Assistant Member level (equivalent to Assistant Professor). We are interested in outstanding individuals who have demonstrated records of significant accomplishment and the potential to make substantial contributions to the biological sciences as independent investigators. Successful candidates will have research interests that move the Program into exciting new areas that complement and expand our existing strengths in the areas of maintenance of genomic integrity, regulation of the cell cycle, and regulation of gene expression. Faculty will be eligible to hold appointments in the Gerstner Sloan-Kettering Graduate School of Biomedical Sciences, the Weill Cornell Graduate School of Medical Sciences, as well as the Tri-Institutional MD/PhD Training Program.

The deadline for applications is November 1, 2011. Interested candidates should visit http://facultysearch.ski.edu to apply via the on-line facility application. Please visit the site as soon as possible, as it contains important information on the required application materials, including deadlines for submission of letters of reference.

Informal inquiries may be sent to Julie Kwan at kwanj@mskcc.org or to Dr. Kenneth Marnies, Chair, Molecular Biology Program at kmarnies@sklhoeeringcenter.org. MSKCC is an equal opportunity and affirmative action employer committed to diversity and inclusion in all aspects of recruiting and employment. All qualified individuals are encouraged to apply.

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Tenure Track Faculty Position in Genetics and Developmental Biology

The Department of Genetics and Developmental Biology at the University of Connecticut School of Medicine is seeking highly qualified individuals with an outstanding background in genomics, genetics and/or developmental biology. Areas of interest include but are not limited to computational genomics, developmental genetics, epigenomics, gene expression and non-coding RNAs. The Department is seeking an individual who will build on our established expertise in these areas and develop a world-class research program in the context of Connecticut Bioscience, an initiative supported by an $850M investment in the University of Connecticut Health Center.

Applications are invited for a position at the Assistant, Associate or Full Professor level. Faculty will enjoy superb resources including a generous start-up package as well as state-of-the-art core facilities for human pluripotent stem cells, mouse transgenics and gene targeting, microarrays, next-generation sequencing, flow cytometry, confocal microscopy and fluorescence imaging. The successful candidate will be expected to establish an independent and innovative research program that will attract extramural funding and to actively contribute to a rich scientific environment.

Candidates are invited to visit the departmental web page (http://genetics.uchc.edu) and should apply by submitting a curriculum vita and three letters of reference via the University of Connecticut Health Center Employment Services website. https://jobs.uchc.edu, Search number 2010-385; questions regarding the search should be directed to Marc Lalande Ph.D., Professor and Chair, Department of Genetics and Developmental Biology, The University of Connecticut Health Center, School of Medicine, Farmington, CT 06030-3301, Email: uchci_admin@uchc.edu

UCHC is an Equal Opportunity Employer M/F/V/PwD
VICE CHANCELLOR AND EXECUTIVE DIRECTOR OF UMASS BIOLOGICS LABORATORY

The University of Massachusetts Medical School (UMMS), an internationally recognized teaching and research institution, seeks a Vice Chancellor and Executive Director of UMass Biologics Laboratory (UMBL), the only publicly owned, non-profit, FDA-licensed manufacturer of vaccines and other biologic products in the United States. UMBl was established in 1894 to improve public health in Massachusetts. Today, it engages in the full development pipeline, translating basic research ideas into new vaccines and biologics for commercialization, primarily fully-human monoclonal antibodies, that benefit people globally.

In service to public health, UMBl focuses on products for orphan diseases and illnesses in developing nations. Its scientists have pioneered products such as the respiratory syncytial virus immune globulin, a monoclonal antibody for the rabies virus, and a new therapy for C-difficile. UMBl has successfully developed a number of collaborative partnerships in the U.S. with companies such as Merck and internationally with groups such as the Serum Institute of India.

In 2010, UMBl’s revenues were approximately $60M, with just over half coming from royalties. Its staff numbers 260, including 20 senior scientists. UMBl is located on two campuses, including a $100M campus with an FDA Licensed Fill/Finish facility and a CGMP monoclonal antibody manufacturing space.

Reporting to the Chancellor of UMMS and serving as a Vice Chancellor, the Executive Director is a member of the senior executive team of UMMS, working to achieve the overall goals of the School and the University. The Executive Director will be expected to bring new ideas to an institution with a remarkable history of achievement. The position requires a scientific leader with exceptional strategic capacity, strong management and leadership skills, a track record of excellence in research and development, outstanding communication skills, and the political savvy and entrepreneurial capacity to increase UMBl’s ability to impact public health.

Inquiries, nominations, and applications should be directed to the executive search firm Isaacson, Miller, 4358@imsearch.com. Electronic submission of materials is strongly encouraged.

As an equal opportunity and affirmative action employer, UMMS recognizes the power of a diverse community and encourages applications from individuals with varied experiences, perspectives and backgrounds.

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Professorships and Chair Professorships at Shaanxi Normal University, China

Founded in 1944 and located in The World-Famous Historical City – Xi’an, Shaanxi Normal University (SNU) is one of the key institutions of higher learning directly affiliated to Ministry of Education and “211 Project University” in China. The university is seeking individuals with outstanding scientific credentials for Recruitment Program of Global Experts, Thousand Young Talents Program, Chang Jiang Scholars Program, Bai Ren Scholars Plan of Shaanxi Province and Qu Jiang Scholars Program of Shaanxi Normal University, which are designed for the recruitment at the level of professors, associate professors and chair professors, etc.

**Qualifications**

Applicants are expected to have remarkable academic achievements and to demonstrate capacity in leading an academic team to keep a competitive edge in frontier areas. Successful candidates for the professorship will be expected to undertake full-time teaching and research in general, and those for the chair professorship to work part-time (two months minimum/year). Applicants of “Thousand Young Talents Program” should be under the age of 40, have obtained a doctoral degree in a world-renowned university, and have no less than three years of post-doctoral research experience. Applicants, who have obtained a doctoral degree in Mainland of China, should have no less than five years of overseas research experience after obtaining a doctoral degree. Special offers are granted to those who have made distinguished research achievements in their doctoral studies or in other areas. Successful candidates for “Thousand Young Talents Program” will be expected to undertake full-time teaching and research at SNU.

SNU has a broad range of academic disciplines, positions are available in all the relevant areas below including but not limited to: mathematics, physics, chemistry, material science, biology, computer science and technology, environmental science and engineering, food science.

**Salary and Housing Allowances**

The university provides state-of-the-art research facilities and strong supporting staffs. Internationally competitive start-up support, salary and benefits will be offered according to qualifications and experience. Successful candidates of the specially listed programs will receive supplementary remuneration, including newly renovated office and laboratory spaces, and a highly collegial and interactive environment, as well as assistance on the establishment of a delicate research team.

**Application Documents**

Applicants are expected to submit a CV with cover letter which is supported by such documents as photocopies of advanced degrees, and three recommendation letters among other things.

Applications of “Thousand Young Talents Program” should include a résumé with a list of publications, a concise statement of research and teaching interests, and the names and addresses (including e-mail) of at least three referees.

You are welcome to click on the university website at http://rsc.snnu.edu.cn/zhaopin.asp for more information.

Please direct your applications and inquiries to:

Mrs. Wu Jinfeng or Mr. Yang Yuanzheng
Email address: rcb@snnu.edu.cn
Tel: 86-29-85310456, 86-29-85310455
Fax: 86-29-85310359
The Structural Biology Program of the Sloan-Kettering Institute invites applications for a tenure-track faculty position at the Assistant Member level (equivalent to Assistant Professor). We are interested in individuals who have an outstanding record of research accomplishments. Areas of interest include x-ray crystallography, NMR spectroscopy, EM and optical imaging, as well as the interface of structural, chemical and computational biology. Faculty will be eligible to hold graduate school appointments in the Gerster Sloan-Kettering Graduate School of Biomedical Sciences, the Weill Cornell Graduate School of Medical Sciences, as well as the Tri-Institutional MD/PhD Training Program.

The deadline for applications is November 1, 2011. Interested candidates should visit [http://facultyssearch.ski.edu](http://facultyssearch.ski.edu) to access the on-line faculty application. Please visit the site as soon as possible, as it contains important information on the required application materials, including deadlines for submission of letters of reference.

Informal inquiries may be sent to Dr. Nikola Pavletich, Chair, Structural Biology Program at pavletin@mskcc.org. MSKCC is an equal opportunity and affirmative action employer committed to diversity and inclusion in all aspects of recruiting and employment. All qualified individuals are encouraged to apply.

**Memorial Sloan-Kettering Cancer Center**

www.mskcc.org

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The Department of Genetics and the Center for Genomics and Personalized Medicine invites applications to fill MULTIPLE TENURE-TRACK POSITIONS at the ASSISTANT, ASSOCIATE, and/or FULL PROFESSOR level.

We are interested in outstanding scientists with innovative research programs in any area of genetics and/or genomics. Candidates should have a Ph.D. and/or M.D. degree and a clear record of creative achievement. The predominant criteria for appointment in the University Tenure Line are a major commitment to research and teaching.

The Department of Genetics and The Center for Genomics and Personalized Medicine at the Stanford University School of Medicine offer a highly collegial and interdisciplinary environment that spans clinical medicine, human genetics, model-organism genetics, and genome-scale approaches. For more information, see [http://genetics.stanford.edu](http://genetics.stanford.edu).

Stanford University is an equal opportunity employer and is committed to increasing the diversity of its faculty. It welcomes nominations of and applications from women and members of minority groups, as well as others who would bring additional dimensions to the University’s research, teaching, and clinical missions.

Candidates are encouraged to apply electronically by November 4, 2011 with curriculum vitae and a statement of research and teaching interests, in one pdf file, with your last name in the subject line, to: search-genetics@stanford.edu. Applicants for the position at the Assistant Professor rank should also arrange to have three letters of evaluation sent to:

Michael Snyder, Chair
Department of Genetics
300 Pasteur Drive, Alway M344
Stanford, CA 94305-5120
search-genetics@stanford.edu

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The Department of Neuroscience at the University of Texas Southwestern Medical Center at Dallas, under the leadership of Dr. Joseph Takahashi, invites applications at the Assistant Professor level for a tenure-track Faculty position in the broadly defined areas of neurogenetics, electrophysiology and imaging. We seek outstanding scientists addressing molecular and genetic mechanisms underlying behavior, neural circuits and related neurological disorders. Our emphasis is on individuals using forward genetic approaches to understand the nervous system and behavior. Individuals using advanced functional approaches to study neural circuits are also particularly encouraged to apply. Scientists within the Department of Neuroscience participate in a vibrant, interdisciplinary, interdepartmental, and highly collaborative research community within the University, and enjoy access to state-of-art research cores in imaging, mouse MRI imaging, metabolic phenotyping, behavioral phenotyping, protein chemistry, structural biology, genomics, genetics and transgenic technology.

Applicants should submit a curriculum vitae, two-page summary of research accomplishments and future plans. Applicants should arrange to have 3-5 letters of recommendation sent to the search committee.

Please e-mail application materials to: neuroscience.search@utsouthwestern.edu. Neuroscience Search Committee,The University of Texas Southwestern Medical Center at Dallas, 5323 Harry Hines Blvd., Dallas, TX 75390-9111. The deadline for receipt of applications is November 15, 2011.

The University of Texas Southwestern Medical Center is an Affirmative Action/Equal Opportunity Employer. Women and minority candidates are encouraged to apply.

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The Mechanobiology Institute, Singapore is a multi-disciplinary institute committed to developing new paradigms for biomedical research by focusing on the quantitative analysis of dynamic functional processes. We are seeking outstanding candidates for tenure-track positions with a background in molecular and cell biology, biophysics, biology-related engineering, or computer sciences and a commitment to collaborative interdisciplinary research. With an open lab environment and extensive central facilities support, successful candidates can address critical mechanical problems for understanding human health and disease processes including cancer, tissue regeneration and pathogenesis. Successful candidates will hold joint appointments through relevant departments at the National University of Singapore or other Singapore Universities.

Please submit your application along with curriculum vitae, full publication list, research plans and names of three external referees to:

**Professor Michael Sheetz**

Department of Molecular Biology
The Mechanobiology Institute, Singapore
National University of Singapore
T-Lab, 5 A Engineering Drive 1
Singapore 117411
E-mail: mbi@nus.edu.sg
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Invest your career where you can Make a Difference!

Assistant Professor
Duke University School of Medicine

Applications are invited for a tenure track appointment as Assistant Professor in the Department of Pharmacology and Cancer Biology in the Duke University School of Medicine. The department faculty members have diverse interests that include cell signaling and regulation, cancer biology, gene regulation, chemical biology, neuropharmacology and metabolism. Individuals using innovative approaches or pioneering techniques to investigate fundamental biological questions are particularly encouraged to apply.

Applicants should submit curriculum vitae, a brief statement of past research accomplishments and future research interests, and a list of three references as a single PDF. In addition, the applicant should arrange for three letters of recommendation to be sent by email to the Pharmacology and Cancer Biology Search Committee 2011 at: PCBSearch@duke.edu

Applications and letters are due by December 1, 2011.

Duke University School of Medicine
Duke University Medical Center is an equal opportunity/affirmative action employer.

UC Merced

Three Professorships in Biology and Ecology and One Tenure-Track Lectureship in Biology

The School of Natural Sciences at the University of California, Merced seeks applicants for four faculty positions: Ecology (Full or Associate with tenure or Assistant tenure-track), Systems Biology (Assistant tenure-track), Bioinformatics (Assistant tenure-track), and one tenure-track Biology Lecturer. For the Ecology position, we seek outstanding individuals with research interests in any ecological field using experimental, field, computational, and/or theoretical approaches and working at population to global scales. The Systems Biology position includes research areas that use comprehensive datasets and multiple types of analysis to relate overall biological function to underlying biochemical or biophysical processes for predictive understanding. The Bioinformatics research areas of interest include statistical methods for experimental design, epidemiology, medical informatics, evolutionary biology, sequence bioinformatics, genomics, evolution of microbial systems and pathogens, and systems biology. The Lecturer position closely parallels a tenure-track Assistant Professor but with an emphasis on undergraduate education. All applicants must be able to teach effectively at both undergraduate and graduate levels.

Interested applicants should submit materials online. Applications will be considered starting December 1, 2011.

UC Merced is an AA/EOP Employer.

Assistant Professor
Duke University School of Medicine

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Interested applicants should submit materials online. Applications will be considered starting December 1, 2011.

UC Merced is an AA/EOP Employer.

Vice President for Research
Idaho State University

Founded in 1901, Idaho State University (ISU) is a growing research institution with a dynamic research faculty, the largest number of graduate students in the state, and $56 million in new research activity per year. ISU offers a wide range of certificates and degree programs including technical certificates; Associate’s, Bachelor’s, Master’s, and doctoral degrees; post-doctoral certificates; and residency programs in family medicine, dentistry, and pharmacy. ISU educates approximately 15,000 students per year in more than 280 programs and has a statewide mission for education in the health sciences. ISU is the authorizing agency for the University of Idaho’s Division of Health Sciences (College of Pharmacy, Kasiska School of Health Professions, School of Nursing, Office of Medical/Oral Health, School of Rehabilitation and Communication Sciences) and the College of Arts and Letters, Business, Education, Science, Engineering, and Technology. ISU’s main campus is located in Pocatello, a community of approximate- ly 60,000 nestled in a scenic mountain valley in southeastern Idaho. Described as the “last undiscovered mountain town,” Pocatello is within a few hours’ drive of Salt Lake City, Sun Valley, Yellowstone and Grand Teton National Parks, and numerous world-class skiing, fishing, rafting, climbing, and mountain biking opportunities. Through its outreach centers, early college programs, and dis- tance education classrooms, ISU delivers a wide range of courses and programs throughout Idaho which include campuses in Pocatello, Idaho Falls, Twin Falls and the Boise area, all contributing to ISU’s expanding research portfolio.

Position: Idaho State University is designated as a Carnegie Research University-High institution and has a rapidly growing research agenda. The Office of the President is seeking an innovative Vice President for Research and Economic Development (VPR) with extensive research experience, strong interpersonal skills, creativity, vision, and initiative to lead ISU’s research and intellectual property portfolio. The Office of Research coordinates all research activities at Idaho State University and works to facilitate research opportunities for faculty and students. Additionally, the Office of Research oversees the Office of Sponsored Programs that facilitates the request and acceptance of external funding. ISU also has a number of research centers, institutes, and facilities including Boise Center for Applied Science and Technology (BCAST), Idaho Center for Advanced Energy Studies (CAES), Center for Architecture, Materials, and Applied Spectroscopy (CAMAS), Center for Ecological Research and Education (CERE), Family Medicine Clinical Research Center, GIS Teaching and Research Center (GisTReC), ISU Biomedical Research Institute (IBRI), Idaho Accelerator Center (IAC), Informatics Research Institute (IRI), Institute of Nuclear Science & Engineering (INSE), Institute of Rural Health (IRH), Intermountain Center for Education Effectiveness (ICEE), Measurement and Control Engineering Research Center (MCERC), and the Molecular Research Core Facility (MRFC). This position is a full-time, 12-month appointment with faculty rank (as applicable).

Responsibilities: The VPR reports directly to the President and will be a member of the President's cabinet. The VPR works closely with the various levels of administration (deans, chairs, principal investigators, and center/institute directors), faculty and student governance, staff councils, regional centers, and national labs. The VPR will have direct responsibility for creation and review of large interdisciplinary research centers and institutes, faculty research startups and retention packages, and seeking of initiatives and internal research programs; institutional-wide research affiliations/memberships; private/public partnerships that impact research; addressing the federal and state research agenda; research compliance (including compliance with human subjects protocols, ethics and conflict of interest; management of research space; material transfer and confidentiality agreements; liaison to sponsor negotiations and export controls; intellectual property portfolio; sponsored program data, contracts and grants; national research marketing publications, institutional workshops, proposals, and legal writing and funding opportunities; and other aspects of research administration.

Minimum Qualifications: Earned doctorate or equivalent in a relevant discipline; demonstrated progressive leadership; experience in obtaining extramural funding; publication record demonstrating research excellence within an academic or related setting; outstanding communication skills; experience in budget management and planning; ability to establish and maintain collaborative relationships with individuals, groups, and organizations across disciplines.

Preferred Qualifications: We seek a visionary leader with demonstrated success in obtaining extramural funds and fundraising; an academic with an appreciation for a broad range of research, scholarship, and creative activities; one who has experience with research infrastructure, contract and grant administration, national and state policies, and cyberinfrastructure and information systems; broad experience in strategic planning and research programs and infrastructure development; skills in staff and faculty management, consensus building, conflict resolution, and decision making in complex environments; a history of fundraising, budgeting, and measures of accountability; the ability to work closely with state and federal agencies, national and international research organizations, and national laboratories; and one who can encourage business development and technology transfer through successful interactions with corporate and community entities.

Salary: Commensurate with experience and qualifications, competitive benefits package.

Closing Date: Open until filled. Review of applications will begin on November 1, 2011.

Special Instructions to Applicants: Submit a cover letter describing your interest in this position and experiences and qualifications that make you an exceptional fit for ISU, your curriculum vita, and contact information for five professional references.

Application Process: For full consideration, please apply through the Idaho State University-Human Resources website (www.isujobs.net). For information, contact Dr. Herbert Maschner, Chair, VPR Search Committee, 208-282-5417, maschner@isu.edu.

ISU is an equal opportunity/affirmative action employer. We have an institution-wide commitment to inclusion and diversity and encourage all qualified individuals to apply. Veterans’ preference.

Upon request, reasonable accommodations in the application process will be provided to individuals with disabilities.
**Department of Biology**

Assistant Professorship

California State University, Northridge invites applications for a tenure-track position in the Department of Biology. Applicants must hold a Ph.D. and have post-doctoral experience. The successful candidate shall develop a vigorous research program involving undergraduate and Masters students, seek extramural research funding, and demonstrate teaching excellence.

**Marine Biologist:** Focused on the biology of early life stages of near-shore organisms with interests in population connectivty and the biological effects of climate change; expertise in mathematical modeling and the capacity to develop a research program based in California is preferred. Teaching options include a course on early life stages/benthic-pelagic coupling, climate change and the marine environment, and introductory biology. Contact information: marinbio@csun.edu.

**Molecular Geneticist:** Specialized research combining molecular genetics and molecular cell biology approaches to study fundamental questions of modern eukaryotic genetics/cell biology. Teaching responsibilities include molecular genetics, molecular cell biology, and introductory biology. Contact information: molsearch@csun.edu.

Applicants should submit a cover letter, CV, three letters of recommendation, summary of teaching experience, statements of teaching philosophy and research interests, and three publications. Electronic submissions as a single PDF file are strongly preferred. For more information: www.csun.edu/facultyaffairs/openings/sm/. Screening will begin on November 14, 2011.

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**INSTITUTE FOR ADVANCED RESEARCH, NAGOYA UNIVERSITY**

3 Tenure-Track Positions

(Designated Associate Professors/Lecturers)

In recognizing the value of creative research in providing intellectual assets for the future, Nagoya University established the Institute for Advanced Research (IAR) in April 2002 as a research base for achieving the highest level of academic research. IAR’s founding director is Dr. Ryoji Noyori, the 2001 Nobel Laureate in Chemistry. IAR is the first academic institution in Japan that intensively promotes highly creative research in all academic disciplines. IAR’s “Young Leaders Cultivation Tenure-track (YLC-t) Program” has been selected as part of the Japanese Ministry of Education, Culture, Sports, Science and Technology (MEXT)’s “Program to Disseminate Tenure Tracking System”. IAR is inviting applications from young researchers from all over the world for 3 tenure-track positions in the following fields: (1) Advanced Life Sciences (Graduate School of Science), (2) Basic Medical Science or Clinical Medical Science (Graduate School of Medicine), (3) Foundation of Software Science, in particular Rewriting Computation and its Application (Graduate School of Information Science). Appointees selected will be appointed as Designated Associate Professors/Lecturers of Nagoya University. Appointees will be provided with an outstanding research environment and will be expected to commit to the highest standards of scholarship and professionalism.

**Requirements:** A PhD degree granted within the past 10 years (as of April 1, 2011). Closing date: November 8, 2011.

Interested candidates should apply online at: http://www.iar.nagoya-u.ac.jp/ylc-t/index.html. Additional information about IAR and the program can be found at http://www.iar.nagoya-u.ac.jp/. Inquiries are handled by email only. Email Address: ylc-t@iar.nagoya-u.ac.jp.

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**Faculty Positions in Cancer Biology**

The Solid Tumor Program at the Ohio State University Comprehensive Cancer Center and the Department of Molecular Genetics in the College of Arts and Sciences invites applications for tenure-track faculty positions at the levels of Assistant, Associate and Full Professor. Outstanding individuals using and/or developing mouse models of cancer are encouraged to apply. At present, research in the program and department spans a wide range of topics in cancer biology including genetics, signaling, cell cycle, cell differentiation, DNA repair, transcription, DNA replication, checkpoint control, cachexia, metabolism, aging, tumor microenvironment. Additional information about the OSUCCC and the Department of Molecular Genetics is available at http://cancer.osu.edu and http://molgen.osu.edu.

Applicants should email their curriculum vitae and a brief description of their research interests to the attention of Dr. Gustavo Leone, Chair of Search Committee, at siegelun@osu.edu. Applicants should request three letters of recommendation to be sent to the same address. Applications will be considered beginning on November 1, 2011. The deadline for submission is December 15, 2011.

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**Neuroscience Faculty Recruitment**

The Department of Neuroscience at Columbia University is now recruiting faculty in two broad areas of neuroscience. We are interested in investigators who: (1) analyze motor and cognitive processes in awake, nonhuman primates; or (2) use molecular and cellular approaches to study the development or function of neural circuitry in genetically tractable model systems. We encourage applications for positions at all levels, from Assistant to Full Professors.

Columbia University has an exceptionally strong and broad program in the neurosciences and aims to enhance interactions between basic and clinical research, and to link the neurosciences with other scientific disciplines within the University. New faculty will be affiliated with the Department of Neuroscience and with the Doctoral Program in Neurobiology and Behavior. There are many opportunities for interaction with other scientific departments and programs at the Medical Center and Morningside Heights campuses.

Applications must be received by November 30, 2011, and should be submitted online at: https://academicjobs.columbia.edu/applicants/Central?quickFind=55356

Please include a curriculum vitae, cover letter, statement of research interests, and three letters of reference.

Columbia University takes affirmative action to ensure equal employment opportunity.
The Department of Chemistry

Is looking for a professor

Educational minimum requirements:
- MSc (and/or BSc) in Analytical Chemistry
- Doctorate in Science, preferentially on a topic in phytochemistry
- International experience (e.g. Postdoc).

Job description: full time

We expect:

A. Research experience documented by original publications in refereed journals
B. Willingness to teach in Analytical Chemistry

Application deadline: December 2nd, 2011

Complete applications should be sent, per email only, to:

wbaumann@uniandes.edu.co

MONTEREY BAY AQUARIUM RESEARCH INSTITUTE

2012 POSTDOCTORAL FELLOWSHIP PROGRAM

Applications for postdoctoral fellowship program at the Monterey Bay Aquarium Research Institute (MBARI) are invited. MBARI is dedicated to the development of state-of-the-art instrumentation, systems, and methods for scientific research in the oceans. Ongoing programs in marine robotics, ocean physics, chemistry, geology, and biology, as well as information management and ocean instrumentation research and development exist at MBARI. Located in Moss Landing, California at the head of Monterey Bay, MBARI enjoys convenient access to diverse oceanographic environments. The institute operates research vessels equipped with remotely operated vehicles, autonomous underwater vehicles, and diverse oceanographic equipment, operates the MARS seafloor cabled observatory. MBARI is a non-profit oceanographic research institute supported by the David and Lucile Packard Foundation.

Offers will be made to candidates from the fields of biological, chemical, and physical oceanography, marine geology, and ocean engineering. Candidates must be awarded their Ph.D. degree prior to commencing the two-year appointment and start during the 2012 calendar year. Applicants are encouraged to communicate with potential research sponsors at MBARI for guidance on project feasibility, relevance to ongoing research projects, and resource availability (http://www.mbari.org/about/postdoc_mentors.html).

Application deadline: Wednesday, December 7, 2011

Selected candidates will be contacted in early March 2012.

Application requirements:
1. Curriculum vitae
2. At least three professional letters of recommendation
3. Succinct statement of the applicant’s doctoral research
4. Potential research goals at MBARI
5. Supplemental Information online form (http://www.mbari.org/oei/jobs/forms/postdoc_form_2012.htm)

MBARI considers all applicants for employment without regard to race, color, religion, sex, national origin, disability, or veteran status.

Address your application materials to:
MBARI, Human Resources
Job code: Postdocs-2012

7700 Sandholdt Road, Moss Landing, CA 95039-9644
Submit by e-mail to jobs_postdocs@mbari.org (preferred), by mail, or fax to (831) 775-1620.

TENURED AND TENURE-TRACK FACULTY POSITIONS
Department of Biology
Johns Hopkins University

As part of a major, multi-year expansion, the Department of Biology at JHU is seeking two talented new faculty members at the levels of Assistant, Associate, and/or Full Professor. We especially invite applicants who apply whole-genome, quantitative approaches to investigate biological problems in creative and innovative ways. Areas of particular interest include, but are not limited to, genome function and regulation. Successful candidates will complement and enrich our scientific research programs, and will be expected to establish a vibrant research program and to participate in undergraduate and graduate teaching. Applications from women and minority candidates are especially encouraged.

Please submit a single pdf file with a cover letter, CV, and statements of current and planned research and teaching interests/philosophy to bio-facsearch@jhu.edu. Arrange to have three letters of recommendation sent also to this email address, or to: Chair, Search Committee, Dept. of Biology, Krieger School of Arts and Sciences, Johns Hopkins University, 3400 N. Charles St., Baltimore, MD 21218-2608. Website: http://www.bio.jhu.edu. The deadline for receipt of all materials is November 15, 2011.

Three Faculty Positions

The Department of Biology at Northeastern University, Boston, Massachusetts invites applications for three tenure-track positions in the following areas:

- Developmental Neurobiology and/or Regenerative Biology: Specific areas of interest are adult stem cells and their role in either behavioral plasticity or tissue regeneration; or development of axons and/or axonal regeneration.
- Microbial Genomics
- Computational Biology/Bioinformatics

Although appointments at the assistant professor levels are preferred, applications at associate or full professor levels will be considered for candidates with particularly strong track records. The anticipated start date is the Fall Semester 2012. A competitive start up package will be provided.

Responsibilities: Responsibilities will include: teaching undergraduate and graduate courses; conducting an independent, externally funded research program; and engaging in university, professional, and community activities. The appointee in Computational Biology/Bioinformatics will also assume a leadership role in the Professional Science Master’s in Bioinformatics program. The department has 33 full-time faculty members and administers programs in Biology, Biochemistry, and Behavioral Neuroscience for 1,200 undergraduates. It hosts 150 students in Ph.D., Master’s, and Professional Master’s programs.

Qualifications: Applicants should have a doctorate in Biology or a field relevant to the position, at least two years of postdoctoral experience, and a strong record of publications.

Additional Information: A complete application includes a cover letter, curriculum vitae, research statement, teaching statement, and a list of three references. Letters of reference will be requested at a later stage. Review of applications by the Search Committees will begin November 15, 2011; each search will continue until the position is filled. For questions about the search, the Chair of the Department, Professor Günther K.H. Zupanc, can be contacted at (617) 373-2260.

Equal Employment Opportunity: Northeastern University is an Equal Opportunity, Affirmative Action Educational Institution and Employer, Title IX University. Northeastern University particularly welcomes applications from minorities, women and persons with disabilities. Northeastern University is an E-Verify Employer.

How To Apply: To apply, visit Careers at Northeastern at: https://psoft.neu.edu/psc/neuhrprdpub/EMPLOYEE/HRMS/c/NEU_HR/NEU_JOBS.GBL. Click on Faculty Positions and search for the current position under the College of Science. You can also apply by visiting the College of Science website at: http://www.northeastern.edu/cos/ and clicking on the Faculty Positions button.
PROFESSOR AND DIRECTOR
Center for Bioinformatics and Computational Biology
University of Maryland, College Park

The University of Maryland invites applications for Director of the Center for Bioinformatics and Computational Biology (CBCB). Candidates are expected to be prominent investigators in bioinformatics, computational biology, and molecular biology, with a research experience at the interface of biological science and computing. Their primary responsibility will be to lead a nationally visible research program complementing existing strengths in computational genomics, proteomics, and molecular cellular biology. The position also will involve postdoctoral experience, and will be expected to promote the CBCB, and help build collaborative relationships, both on- and off-campus. Information about the Center can be found at website: http://www.cbcb.umd.edu. Collectively, the CBCB faculty spans the fields of computer science, mathematics and statistics, biology, and biochemistry. The Center is housed in contiguous space and has access to significant high-end computing infrastructure through the University of Maryland Institute for Advanced Computer Studies. CBCB faculty members are also affiliated with at least one other campus academic unit appropriate to their interests. There is ample potential for collaboration with other organizations in the region, including the NIH, the I-3E, and the Smithsonian Institution. For more information, contact the search chair, Thomas D. Kocher (e-mail: tdk@umd.edu). To apply, send a letter of application, curriculum vitae, and names of three references, following the instructions at website: http://www.cbcb.umd.edu/hiring/. Review of applications will begin November 15, 2011.

The University of Maryland is an Affirmative Action/Equal Opportunity Employer. Women and minorities are encouraged to apply.

FULL PROFESSOR in Physical Chemistry
Francis Crick Endowed Chair
The Department of Chemistry and Biochemistry at UC San Diego

The Department of Chemistry and Biochemistry at UC San Diego (website: http://www.chem.ucsd.edu) is playing a key role in a UCSD campus-wide effort to build the preeminent program in quantita-

tive biosciences (q-Bio) research and teaching. To an-
chor this effort, the department invites applications for a tenured Full Professorship in Physical Chemistry, with a preferred focus on theoretical molecular bi-
ophysics. The successful candidate will hold the Francis Crick Endowed Chair, and will help to steer future development of the q-Bio initiative. This will include collaborations with other departments including Mathemat-
ics and Physics, and such UCSD organizations as the San Diego Supercomputer Center and the Cen-
ter for Theoretical Biological Physics. Candidates must have a Ph.D. in one of the quantitative physical sciences and a recognized program of excellence in both teaching and research in theoretical molecular biophysics. A successful candidate will be judged on teaching and research accomplishments as well as on a demonstrated commitment to diversity, equity, and inclusion in higher education. Salary is commensurate with qualifications.

Candidates should send curriculum vitae, list of publications, reprints of up to five representative papers, and a personal statement that includes a sum-
mary of research plans as well as their past and/or po-
tential contributions to and leadership in promoting equity. No teaching or service load will be expected. CANDIDATES should submit a letter of application detailing their research plans and nominations of women and minority candidates are strongly encouraged.

The deadline for applications is October 15, 2011. Candidates should arrange to have three letters of recommenda-
tion sent independently and provide curriculum vitae, state-
ment of teaching philosophy list of publications, and outline of future research plans. A strong doc-
toral record is required. All applications and support-
ing materials must be submitted via the website: http://academicpositions.harvard.edu/postings/3694. The deadline for receipt of applications and supporting materials is October 15, 2011. Harvard University is an Affirmative Action, Equal Opportunity Employer. Applications from and nominations of women and minority candidates are strongly encouraged.

ASSISTANT PROFESSORSHIP IN CHEMISTRY
Harvard University

Candidates are invited to apply for a tenure-track assistant professorship in chemistry. We are specifically seeking candidates with expertise in teaching interests in inorganic chemistry or associated fields. Candidates should arrange to have three letters of recommendation sent independently and provide curriculum vitae, state-
ment of teaching philosophy, list of publications, and outline of future research plans. A strong doc-
toral record is required. All applications and support-
ing materials must be submitted via the website: http://academicpositions.harvard.edu/postings/3694. The deadline for receipt of applications and supporting materials is October 15, 2011. Harvard University is an Affirmative Action, Equal Opportunity Employer. Applications from and nominations of women and minority candidates are strongly encouraged.

NEUROBIOLOGIST

Loyola University Chicago (LUC), College of Arts and Sciences, Department of Biology, invites applications for a full-time tenure-track position in Neurobiology at the rank of ASSISTANT PROFESSOR, beginning August 2012. For an overview of departmental activities, see the website: http://www.luc.edu/biology/. Candidates must have a Ph.D. and postdoctoral experience, and will be expected to establish a vigorous, externally funded research program involving under-
graduates and advanced students. Preference will be given to candidates with expertise in electrophysiology and mole-
cular biology and with research interests in adult stem cells, neural plasticity, or vertebrate CNS development. Teaching responsibilities will include Neurobiology, Neuroscience, and/or Research Methods. In addition to the candidate’s area of specialization, the candidate must coordinate and mentor Undergraduate students, and contribute to other courses such as Introductory Biology, Cell Biology, Genetics, Bio-
chemistry, Molecular Biology, or an advanced course in the candidate’s area of specialization. Candidates should submit a letter of application with a current curriculum vitae, list of publications, and nominations of women and minority candidates are strongly encouraged. Inquiries about the position can be sent to: Neurobiology Search Committee, Department of Biology, Loyola University Chicago, 1032 West Sheridan Road, Chicago, IL 60660. Loyola University Chicago is an Equal Opportunity/Affirmative Action Employer with a strong commitment to diversifying its faculty. Applications from women and minority candidates are especially encouraged. For information about LUC, visit the website: http://www.luc.edu.

SYSTEMS BIOLOGIST
Loyola University Chicago (LUC), College of Arts and Sciences, Department of Biology, invites applications for a full-time tenure-track position in Systems Biology at the rank of ASSISTANT PROFESSOR, beginning August 2012. For an overview of the department visit website: http://www.luc.edu/biology. Candidates must have a Ph.D. and postdoctoral experience, and will be expected to establish a vigorous, externally funded research program involving under-
graduates and M.S. students. Preference will be given to candidates with expertise in systems biology who use bioinformatics approaches. Teaching responsibilities will include Cell Biology, Developmental Biology, and an advanced course in the candidate’s area of special-
ization that can contribute to the Bioinformatics program (www.bi.illinois.edu). Candidates should complete the online application in full at www.careers.luc.edu with cover letter, curric-
ulum vitae, research plan, teaching philosophy statement, and names/contact information for three references. Review of applications will begin November 1, 2011 until the position is filled. UCSD is an Affirmative Action/Equal Opportunity Employer with a strong institutional commitment to excellence through diversity (website: http://diversity.ucsd.edu).
Applications are invited for two faculty positions in Department of Applied Physics, The University of Tokyo. The rank of the two positions is that of associate professor. The University of Tokyo seeks for individuals of the highest international caliber who lead the research activity in applied physics on appointment. The successful applicant is expected to have a strong background in physical science and excellent research activities in experimental applied physics. The emphasis is put on the fields of soft-matter science, condensed matter physics, quantum information and nanoscience, but other fields are not excluded. The applicant is expected to teach at both Graduate School and College of Engineering in The University of Tokyo. Salary will be commensurate with qualifications and experience, being subject to the regulation of The University of Tokyo. Medical insurance and other benefits are equivalent to those of employees of Japan government.

Job type: Associate Professor
Rank: Full-time (tenured)
Number of positions: Two
Qualifications: Applicants must have a Doctoral degree
Deadline for applications: December 15, 2011
Starting date: As soon as possible after the completion of the selection
Application materials: 1. Curriculum vitae, 2. Summary of achievements and aspiration for research (about 3000 words) and aspiration for education (about 1000 words), 3. Publication list (items are classified into original paper, review, proceedings, book, patents, etc.), 4. Reprints of three significant publications, 5. Two recommendation letters. Application materials will not be returned.
Method of selection: An interview will be conducted following initial selection based on application materials.
Where to contact: For inquiries regarding this invitation, please contact:
Professor Akira Furusawa, Department of Applied Physics,
School of Engineering, The University of Tokyo,
7-3-1 Hongo, Bunkyo-ku, Tokyo 113-8656 JAPAN
E-mail: akiraf@ap.t.u-tokyo.ac.jp
Tel: +81-3-5841-6857
Department URL: http://www.ap.t.u-tokyo.ac.jp/e/index.html

Applications are welcome from women according to “Declaration of Gender Equality Acceleration” of The University of Tokyo (3 March 2009).

The Division of Hematology, Center for the Study of Aging, and Duke Translational Research Institute are jointly recruiting an established mid-career investigator actively focusing on age-related aspects of non-malignant hematologic problems (e.g. anemia of aging, coagulation, or stem cell disorders). The Dean’s Biology of Aging initiative will support translational and clinical investigations, along with laboratory-based research, as appropriate to the candidate.

Duke Medicine strives to transform medicine and health locally and globally through innovative scientific research, rapid translation of breakthrough discoveries, educating future clinical and scientific leaders, advocating and practicing evidence-based medicine to improve community health, and leading efforts to eliminate health inequalities.

Interested investigators should submit a full curriculum vitae and current NIH Biosketch, along with a cover letter stating relevant interests and activities, to:

Hematology and Aging Search Committee
c/o Marilyn Telen, MD
Wellcome Professor of Medicine
Box 2615 DUMC, Durham, NC 27710
Or by email to: Marilyn.telen@duke.edu

Duke University is an Affirmative Action and Equal Opportunity Employer. Women and minorities are encouraged to apply.

The University of California, Los Angeles (UCLA) Department of Ecology and Evolutionary Biology seeks to fill an open-rank (tenure track or tenured) faculty position in Plant Sciences. We are interested in all subfields within organismal plant biology but especially in candidates with strong interests in cross-disciplinary approaches to plant ecology, plant evolutionary biology, conservation science, and biogeography. The successful candidate is expected to establish an internationally recognized and externally funded research program and will assume faculty directorship of the Mildred E. Mathias Botanical Garden, a seven-acre garden on the UCLA campus. We encourage applicants with experience relevant to botanical garden administration and development but will consider applicants with other leadership experience or potential. As a campus with a diverse student body, individuals with a history of mentoring under-represented minorities in the sciences are encouraged to discuss their activities in their cover letter. Applicants should submit application materials online to www.eeb.ucla.edu/botgard including a cover letter, curriculum vitae, statements of research, teaching and interdisciplinary interests, and the names and contact information of four references by December 1, 2011. Please use job number 0830-1112-01 in all correspondence.

Additional information about the Botanical Garden and the Department may be found at http://www.botgard.ucla.edu/ and http://www.eeb.ucla.edu/, respectively. Inquiries regarding the position should be directed to Search Chair, Professor Philip Rundel, rundel@ucla.edu.

Women and minority applicants are encouraged to apply. UCLA is an Affirmative Action/Equal Opportunity Employer with a strong institutional commitment to the achievement of faculty and staff diversity.

ENDOWED FACULTY POSITION in Molecular, Cellular, Developmental, and Quantitative Biology at the University of Santa Barbara

The Department of Molecular, Cellular, and Developmental Biology at the University of California, Santa Barbara invites applications for a faculty position at an open rank. A generous Endowed Chair is to be filled at the advanced ASSISTANT, ASSOCIATE, or FULL PROFESSOR rank with cross-appointments available in the Department of Chemistry and Biochemistry, the Biomolecular Science and Engineering Program, and other departments as appropriate. We seek candidates with an internationally recognized research program in any area of molecular, cellular, and developmental biology and/or biochemistry, with particular preference toward candidates who apply innovative and experimental approaches. The department encourages initiative and creative approaches to solving fundamental problems in biology. Applicants should submit curriculum vitae, selected reprints, and a brief research plan, and, in the case of junior investigators, the names of three references. In addition to submitting your application, please fill out the supplemental questionnaire at https://docs.google.com/spreadsheet/viewform?formkey=dFpFeHjvFvLR1f1amNKOEZsYUZnY1E6MQ.

The department is especially interested in candidates who can contribute to the diversity and excellence of the academic community through research, teaching, and service. UCSB is an Equal Opportunity/Affirmative Action Employer.

FACULTY POSITION in Ecological or Evolutionary Genomics

Saint Louis University, a Catholic, Jesuit institution dedicated to teaching and research, is accepting applications at the level of Assistant, Associate, or Full Professor in the area of evolutionarily-based genomics. The position involves teaching, research, and graduate mentoring in a dynamic and growing environmental genomics laboratory. Applicants should have experience in an area of genomics, be engaged in cutting edge research, and have the ability to develop and maintain an externally-funded research program. Candidates should have a Ph.D. in evolutionary biology, with postdoctoral experience in genomics and interest in developing an externally-funded research program. The Department of Biology at Saint Louis University is an active, interdisciplinary environment with strong programs in biology and a strong commitment to diversity, inclusion, and equity. This is a nine-month, non-tenure track position with the possibility of tenure. The University welcomes applications from underrepresented groups and encourages women and minorities to apply. Please submit a letter of interest, curriculum vitae, statement of teaching philosophy, statement of research interests, and names of three references to: Search Committee, Department of Biology, Saint Louis University, 3501 Laclede Avenue, St. Louis, MO 63103. Review of applications will begin on November 15, 2011.

The University of Arizona is an Equal Opportunity, Affirmative Action Employer, and encourages applications from women, men, persons with disabilities, and veterans.

ASSISTANT OR ASSOCIATE PROFESSOR

Arthritis Center/Rheumatology

The Arthritis Center at the Boston University School of Medicine invites applications for a position at the rank of Assistant or Associate Professor in the areas of immunology relevant to autoimmune disorders. Outstanding candidates working in all areas of immunology are encouraged to apply. Please submit curriculum vitae, a brief summary of research interests and plans, and the contact information for three references to: Maria Trojanowska, Ph.D. (e-mail: trojanne@bu.edu), Arthritis Center, 72 East Concord Street, E-S, Boston, MA 02118. Boston University is an Equal Opportunity Employer and actively seeks applications from women and underrepresented groups.

POSTDOCTORAL POSITION

Germline Stem Cells

Studies include culture, differentiation, and gene activity of germ cells. Submit curriculum vitae, statement of research interests, and contact information for three references to: R. L. Brinster, School of Veterinary Medicine, University of Pennsylvania. E-mail: cepoet@vet.upenn.edu.
Assistant Professor in Human Genetics

The Center for Human Genetics (McDermott Center) at The University of Texas Southwestern Medical Center at Dallas invites applications for a tenure-track position of Assistant Professor. We are seeking individuals with innovative experimental research programs in human molecular genetics. Successful applicants will be expected to establish a vigorous independent research program and to teach students at the graduate level.

The individual should hold a graduate degree (MD, PhD or MD/PhD) and have completed a post-doctoral fellowship. The appointment will include a competitive salary, attractive start-up package, excellent laboratory space in a dynamic research environment with access to genetic core facilities. The faculty member will have a joint appointment in a basic science or clinical department. Applicants should submit their curriculum vitae containing a summary of past accomplishments, a statement of future objectives, and three professional references to:

Faculty Search Committee
c/o Susan Hayes
Dept. Administrator
McDermott Center for Human Growth & Development
UT Southwestern Medical Center at Dallas
5323 Harry Hines Boulevard
Dallas, Texas 75390-8591

Or by email to: Susan.Hayes@UTSouthwestern.edu

UTSW is an Equal Opportunity Employer. Women and Minorities are encouraged to apply.

Virologist • Tenure-Track Faculty Position

The Department of Infectious Diseases and Pathology at the University of Florida College of Veterinary Medicine is seeking a virologist to fill a tenure-accruing position, and strengthen ongoing research programs to advance diagnosis, prevention and/or therapy for viral pathogens. This search encompasses all academic ranks, seeking an individual with the demonstrated skills needed to lead an extramurally-funded research program on diseases of veterinary and/or public health interest. The incumbent is expected to provide expertise in viral pathogens of public health or veterinary interest and teach veterinary virology to professional students. Applicants must have a DVM/PhD, MD/PhD, PhD, or equivalent degrees, and a record of NIH R01, or equivalent, extramural funding as an independent investigator. The primary responsibility of the incumbent will be to maintain a competitive research program that will form the core of an expanding enterprise. The Department (http://www.vetmed.ufl.edu/college/departments/patho/) has strong ties to the UF Emerging Pathogens Institute, as well as an active graduate program in infectious diseases, and excellent research facilities within a dynamic and expanding Health Science Center comprised of six colleges and associated clinical facilities.

Applicants should submit a letter outlining professional goals, a curriculum vitae, and a list of three professional referees to: Dr. John B. Dame, Search Committee Chair, Department of Infectious Diseases and Pathology, College of Veterinary Medicine, P.O. Box 110880, University of Florida, Gainesville FL 32611-0880; e-mail damo@ufl.edu, fax: 352-392-9704. Review of applications will begin November 15, 2011 and will continue until the position is filled.

The University of Florida is an equal employment opportunity employer.
CELL BIOLOGIST

The Biology Department at the University of the South seeks a Cell Biologist for a position as Tenure-Track ASSISTANT PROFESSOR in one of the nation’s top liberal arts institutions. Primary teaching responsibilities will be in Cell Biology and Biochemistry. The successful candidate will maintain an active research program with opportunities for undergraduate involvement. Candidates should be enthusiastic about developing a teaching and research program in the context of the liberal arts tradition in education. The University of the South, familiarly known as Sewanee, consists of a highly selective, 1,425-student College of Arts and Sciences and a 70-student School of Theology located on a 1,200-acres campus adjacent to Tennessee’s Cumberland Plateau, it is an institution of the Episcopal Church that welcomes individuals of all backgrounds.

Review of applications will begin October 3, 2011, and continue until the position is filled. Eligibility for employment is contingent upon successful completion of a pre-employment screening. Send a letter of application, curriculum vitae, statements of teaching and research interests, transcripts, and three letters of reference to:

Ms. Tammy Elliott
Faculty Hiring Specialist
The University of the South
The College
Sewanee, TN 37383-1000

Electronic submission is preferred e-mail: tmelliott@sewanee.edu.

The University of the South is an Equal Opportunity Employer. Women and minorities are encouraged to apply.

RESEARCH ASSISTANT PROFESSOR

The Division of Metabolism, Endocrinology, and Nutrition in the Department of Medicine at the University of Washington is recruiting a full-time faculty member at the Research Assistant Professor level. The appointment requires a Ph.D., M.D., or equivalent degree and a record of research publications in the area of lipid metabolism and the brain. The applicant is expected to have expertise in the role of lipid transfer proteins in the brain, lipid and lipoprotein metabolism in health and disease, and physiology of neurodegenerative and neuroinflammatory diseases and other neurological disorders and partial support for his/her research. In order to be eligible for University sponsorship for an H-1B work visa, both U.S. and non-U.S. medical schools must show successful completion of all three steps of the U.S. Medical Licensing Exam (USMLE), or equivalent as determined by the Secretary of Health and Human Services. Interested applicants should submit a letter of interest, curriculum vitae, and a brief summary of research capabilities and funding to: John Albers, Ph.D., Search Committee Chair Northwest Lipid Metabolism and Diabetes Research Laboratory, 1 Queen Anne Avenue North, Campus Box 359119, Seattle, WA 98109, telephone: 206-685-3300, e-mail: jia@u.washington.edu. Review of applications will begin immediately and continue until the position is filled. University of Washington faculty engage in teaching, research, and service. The University of Washington is an Affirmative Action/Equal Opportunity Employer. The University is building a culturally diverse faculty and staff and strongly encourages applications from women, minorities, individuals with disabilities, and protected veterans.

ASSISTANT PROFESSOR

Biology and Cellular Biochemistry

The Johns Hopkins University
School of Medicine

The Department of Biology and Cellular Biochemistry at The Johns Hopkins University School of Medicine invites applications for a new tenure-track faculty position at the Assistant Professor level. The Department is seeking candidates with an outstanding record in any area of biochemistry, cellular, or molecular biology and a commitment to excellence in research and teaching. Applicants should submit (preferably, as a single PDF file) curriculum vitae, list of publications, summary of research accomplishments, and a description of their future research plans by November 1, 2011. Electronic files should be sent to e-mail: bfacultyrecruitment@jh.edu. Applicants should also request that three letters of recommendation be sent electronically to the address below:

Daniel M. Raben, Ph.D.
Faculty Search Committee Chair
C/O Ms. Angelina Hines
Department of Biological Chemistry
The Johns Hopkins University
School of Medicine
725 North Wolfe Street
Baltimore, MD 21205-2185

Equal Opportunity/Affirmative Action Employer

POSTDOCTORAL RESEARCHER

In Analytics and Modeling of Social Networks
The Center for Complex Networks and Systems Research (http://CNetS.indiana.edu) at Indiana University has an open postdoctoral position to study how ideas propagate through complex online social networks (website: http://www.jmf.org/grants/2011022/). The appointment starts in January 2012 for one year and is renewable for up to three additional years. The ideal candidate will have a Ph.D. in computing or physical sciences; a strong background in analysis and modeling of complex systems and networks; and solid programming skills necessary to handle big data and develop large scale simulations. To apply, send curriculum vitae and e-mails of three references to CNets (e-mail: tgh@indiana.edu) or to M19 10th Street, Bloomington, IN 47408, USA. Applications received by October 16, 2011 will be given full consideration, but the position will remain open until filled. Indiana University is an Equal Opportunity/Affirmative Action Employer.

ASSISTANT PROFESSOR (Tenured-Track)

Department of Pharmacology

Job Description. We seek an experienced research scientist with strong expertise and a publication record in drug abuse research involving bioinformatics, neuropharmacology, and neurobehavioral approaches. This individual will have a doctoral degree in a basic biomedical science and completed rigorous postdoctoral training. Evidence of strong interpersonal skills and a proven ability to manage a multi-dimensional laboratory while directly maintaining an active laboratory research program is essential. This individual will have a depth of knowledge and practical expertise in the following areas: (a) neurobehavior using operant self-administration and social interactions; (b) neuroanatomy, including confocal microscopy, laser capture microdissection, Golgi staining, and synaptic mapping; and (c) neurogenomic analysis of RNAseq data and text mining using Linux-based programming.

Curriculum vitae, succinct statement of research interests and accomplishments, and three letters of reference should be sent to:

Jeffery D. Steketee, Ph.D.,
Pharmacology Search Committee
Department of Pharmacology
University of Tennessee Health Science Center
874 Union Avenue; Suite 115
Memphis, Tennessee 38163
E-mail: jsteketee@uthsc.edu

The University of Tennessee is an Equal Employment Opportunity/Affirmative Action/Title VI/Title IX/Section 504/ADA/ADEA Institution in the provision of its education and employment programs and services.

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