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Special Career Feature
October 31, 2014

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Employees Thrive on Innovative Design

First-in-class drugs and drought-resistant seeds may not seem to have much in common but the transformative technologies being developed to produce these game-changing products do. At the heart of those discoveries are the companies, identified by the 2014 Science Careers Top Employer Survey, that foster a spirit of innovation. These 20 biotechnology and pharmaceutical companies have their eyes on transformative prizes and invest in the intellectual capital needed to get there. From encouraging risky research to bolstering academic collaborations, keeping employees engaged and excited about their research is priority number one.

By Virginia Gewin

If there is one budding sentiment in the life sciences these days, it’s this: The divide between biotech and pharma is crumbling. Not only are biotech companies loosening pharma’s stronghold on small molecules, but pharma is, increasingly, forging biotech research alliances. In fact, pharma companies are setting up shop in biotechbastions such as Boston, Massachusetts.

A more collaborative era of data-driven discovery—one in which scientists can deftly navigate the regulatory hurdles and development costs necessary to create novel products—is emerging. Adoption of agricultural biotech is at an all-time high. According to a 2013 report by Transparency Market Research, the genetically modified (GM) seed sector is growing at a 9.9% compound annual growth rate, a clear sign of unmet needs in agriculture. And, according to the Pharmaceutical Research and Manufacturers of America, first-in-class therapeutics make up an astounding 70% of the global drug development pipeline. From new cures to new crops, this year’s top employers know that design and diligence go hand in hand. Regeneron Pharmaceutical, Inc.—the top company for the 3rd year in a row—is a biotech bucking to be the next Apple. At the company’s 25th anniversary celebration this year, Founding Scientist and Chief Scientific Officer George Yancopoulos sought inspirational words to share with his staff. He researched Apple, often cited as the world’s most innovative company, at its 25th year mark. He found that, while Apple was considered a solid company, they had yet to invent the iPad or the iPhone. He shared the story at the Regeneron party. “That’s our challenge,” Yancopoulos told the crowd, “I want us, in 10 years, to be known for the technology we have yet to invent.”

The next decade looks equally bright at Novo Nordisk (#2; up from #11 in 2013), the global leader in diabetes drugs. The Danish drug-maker expects a decade’s worth of 10% annual growth in revenue. With a 6,000-strong R&D-focused recruitment push by 2023 and a new $180 million headquarters, according to Chief Scientific Officer Mads Krogsgaard Thomsen, they are clearly positioning themselves for a new era in the company’s history.

There were two fresh names on the 2014 list: the largest U.S. pharma, Johnson & Johnson (J&J), which raked in $28 billion in worldwide pharmaceutical sales last year, appeared at #19 after a four-year absence, and a newcomer to the list Actelion (#14), a Basel-based biotech currently working on 25 small molecules. “We’re the biotech without the large molecules,” says Roland Haefeli, head of investor relations and public affairs at Actelion.

Perhaps not surprisingly, many of the top 20 companies boast unbelievably low turnover rates, typically lower than 8%. The agricultural-focused biotechs are even lower with roughly 3% of employees at both the #6 top employer, Monsanto Company (up from #14 in 2013), and #9, Syngenta (up from #13 in 2013), voluntarily leaving each year. That’s a sharp contrast to a July report from the human resources services company Randstad Pharma that states over 50% of biotech and pharma employees expect to search for a job in the next year.

A common thread runs through the top 20 list: Give employees the intellectual freedom and support necessary to pursue high-risk/high-reward goals—and they’ll deliver. Add to this a noble mission, such as increasing food security or decreasing disease suffering, and employers can create a positive feedback loop that maximizes employees’ drive and dedication as well as company profits.

Methodology

Each year, Science Careers conducts a web-based survey of individuals familiar with biotechnology and...
### Top Twenty Employers

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<td>1</td>
<td>1</td>
<td>Regeneron Pharmaceuticals, Inc. (Tarrytown, NY)</td>
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<td>2</td>
<td>11</td>
<td>Novo Nordisk ( Bagsvaerd, Denmark)</td>
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<td>Genentech (South San Francisco, CA)</td>
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<td>6</td>
<td>14</td>
<td>Monsanto Company (Creve Coeur, MO)</td>
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<td>AbbVie (North Chicago, IL)</td>
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<td>8</td>
<td>16</td>
<td>Roche—excluding Genentech (Basel, Switzerland)</td>
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<td>9</td>
<td>13</td>
<td>Syngenta (Basel, Switzerland)</td>
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<td>Biogen Idec (Weston, MA)</td>
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<td>11</td>
<td>8</td>
<td>Novartis (Basel, Switzerland)</td>
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<td>12</td>
<td>18</td>
<td>Abbott (Abbott Park, IL)</td>
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<td>9</td>
<td>Boehringer Ingelheim (Ingelheim, Germany)</td>
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<td>Actelion (Allschwil, Switzerland)</td>
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<td>15</td>
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<td>Celgene Corporation (Summit, NJ)</td>
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<td>Bayer (Leverkusen, Germany)</td>
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<td>Amgen (Thousand Oaks, CA)</td>
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<td>Johnson &amp; Johnson (New Brunswick, NJ)</td>
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<td>20</td>
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<td>Merck KGaA/Merck Serono/EMD Serono (Darmstadt, Germany)</td>
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The 20 companies with the best reputations as employers and the top three driving characteristics for each company, according to respondents in the 2014 survey undertaken for the Science/AAAS Custom Publishing Office. The companies without a 2013 rank did not receive enough mentions to qualify or did not receive a high enough ranking during the 2013 survey.

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pharmaceutical employers to determine the best employers in the field. The survey was conducted from March 20 to May 4, 2014. Roughly 65,000 individuals—more than twice the number contacted last year—were invited to take the survey. In all, 5,394 returned surveys served as the basis for the analysis. Roughly 25% of respondents were contacted by direct mail; the remaining 75% of surveys were returned following promotion by 573 contacts in human resources at biotech and pharma companies (Science Careers database). The top 20 companies were determined using a statistical process that calculates a unique ranking score for each company rated. Only companies rated by 35 or more respondents were eligible for the top 20 best employers list.

The majority of respondents (74%) were current employees of the company who took the opportunity to rate their employer’s performance. These are not entry-level staff either: roughly 65% have been in the workforce at least 10 years. Basic researchers made up 22% of the survey respondents, while 27% work in applied research, 36% work in development, and 12% are administrators or executives. This year, of the 19% of respondents who said they were likely to seek a different position in the next year, 39% indicated the primary reason for the change was career advancement, down from 41% in 2012.

Once again, respondents ranked “is an innovative leader in the industry” as the most important driver in choosing the best companies. The remaining drivers: “is socially responsible,” “has top leadership that successfully makes changes needed to keep the organization moving in the right direction,” “has loyal employees,” “treats its employees with respect,” and “has work culture values that are aligned with employees’ personal values” —suggest today’s employees are an idealistic lot.

Novo Nordisk, Monsanto, Roche (excluding Genentech and up 8 places to #8), and Syngenta all made impressive leaps to reclaim spots on the top 10 list.

Genentech (#3), Vertex Pharmaceuticals Incorporated (#4), Eli Lilly and Company (#5), AbbVie (#7), and Biogen Idec (#10) round out the top 10 employers (see chart above).

**Innovation, defined**

Innovation is, arguably, the most overused word in industry. In fact, it means different things to different people; each company has its own culture of finding a “new” product, process, or pipeline. What works at one company will contrast wildly with what works at another. Yet, despite an almost indefinable quality, our survey reveals that, like good art, employees know innovation when they see it and believe it is the single most important characteristic of a “best employer.”

In the last 10 years, Novo Nordisk has developed more of a risk-taking culture to match their grand goal of defeating the growing epidemic of diabetes. “Originally continued>
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we were not so much into risk taking,” says Krogsgaard Thomsen. Now, they are using stem cell research to create insulin-producing cells. “I get questions from research directors at other companies asking if we’re serious, and I always answer ‘yes,’” he adds. “If we can surpass a barrier to improve the power and convenience of our medicines, we’ve got to do it.” To inspire that spirit of innovation, the new Novo Nordisk headquarters was designed to resemble the hexomer structure of insulin. “Even in our architecture, we’re trying to mimic things that exist in the human body,” he says.

At Regeneron, critical breakthroughs are tackled by bringing the intellectual firepower under one roof. They call it the “think tank.” It’s just an ordinary meeting room, except the 10–30 invitees expect marathon meetings, sometimes reassembling over the course of several days to kick around new ideas. “We have great stamina here,” says Neil Stahl, Regeneron’s senior vice president for research and development. Their Veloc-Immune mouse model was an idea which evolved during a “think tank” meeting. The model has been used to produce fully human monoclonal antibodies and was key to creating the 15 antibodies the company currently has in the clinic—among them a cholesterol reducer and a pain reliever. Even though Regeneron now has external scientists bringing innovative ideas to their doorstep, it doesn’t change their approach. “A lot of these ideas are clever, but not useful or applicable to the bottlenecks in the drug discovery world,” says Yancopoulos. “We understand where innovations are needed to speed drug development and pursue those ideas.”

In keeping with the Apple analogy, the most inventive design is often the game-changing idea. For example, they are excited about their new “bi-specific” technology—essentially one antibody, two actions. One arm of the antibody activates T cells and another arm binds to a tumor target. “It’s an elegant design—an antibody hybrid, made cleanly, with no artificial pieces unlike other bi-specifics that have more of a ‘Rube Goldberg’ design,” says Stahl. It is Regeneron’s first drug candidate that will harness the immune system to attack cancer cells, he says. “That’s the kind of stuff that our employees see coming up, and keeps them excited about in the future.”

When Janssen Pharmaceuticals, the R&D arm of pharma giant J&J, decided they were going to focus on novel therapeutics of big impact, rather than follow the competition’s focus on branded generics or biosimilars, they completely redesigned how they could tackle that goal by opening five so-called innovation centers. The aim is to bring expertise together, rather than reinvent the wheel. Once academic and small company researchers make discoveries, pharma executives can contribute their scientific expertise to help turn those discoveries into products. “We want to find the best partners and the best science to develop innovative products,” says Jeffrey Nye, head of neuroscience innovation and partnership strategy at Janssen R&D and the J&J Innovation Centers. “And it’s working.” For example, their Boston-based innovation center launched with news of a $12.9 million deal to back Rodin Therapeutics, a Cambridge, Massachusetts-based biotech using epigenetics to develop novel therapeutics for neurological disorders, notably Alzheimer’s disease.

It may sound like giving academics money to do a research job, but Peter Lebowitz, global head of oncology R&D at Janssen, says that couldn’t be further from the truth. “We build a close tie to what these researchers are doing and provide our own expertise,” he says. In fact, his neuroscience colleagues are dreaming up unprecedented drug delivery strategies. “We think, in the near future, it will be possible to treat schizophrenia with four injections per year instead of [patients] having to take pills three times a day,” says Husseini Manji, global head of neuroscience R&D at Janssen. But that’s an approach that only one of the largest pharma companies in the world can take. In contrast, small, young biopharmaceutical companies, like Actelion, carve out their niche through discovery. Actelion is only 15 years old—and their first internally-discovered compound, macitentan, was approved to treat pulmonary arterial hypertension—making 2013 a big year for them. “Science is all about overcoming obstacles and staying excited to do it,” says Olivier Naylor, Actelion’s head of cardiovascular and fibrosis biology. At Actelion, employees are increasingly motivated by visualization technologies, such as automated live-cell imaging and high content screening, that offer new means to view and quantify cellular, even subcellular, processes. “It opens up a whole new world, by letting us see what impact our compounds have on cells, which stimulates our creativity to explore new experimental approaches,” says Naylor.

Developing cutting-edge products in the agricultural seed sector, where a constant need to protect crops from drought and disease requires multi-prong strategies, takes on a number of different flavors. For example, both Monsanto and Syngenta have released drought-tolerant seeds. Genomics-based discovery is key for identifying genes of potential interest to plant breeders and biotech seed developers. Monsanto’s newest drought-tolerant product, Drought Guard, relies on a gene that creates a chaperone protein to coat a plant’s RNA during stressful conditions and maintain the plant’s normal cell functions, while Syngenta’s hybrid contains novel drought-tolerant gene combinations. Both companies are also exploring RNA interference (RNAi) technology—the use of RNA molecules to inhibit gene expression—to prevent plant diseases. And while Monsanto is digging into which soil
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Driving Characteristics of Top Employers

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<td>1. Innovative leader in the industry</td>
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<td>2. Treats employees with respect</td>
<td>2. Treats employees with respect</td>
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<td>3. Loyal employees</td>
<td>3. Socially responsible</td>
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<tr>
<td>4. Socially responsible</td>
<td>4. Loyal employees</td>
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<tr>
<td>5. Work culture values aligned</td>
<td>5. Has a clear vision</td>
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<tr>
<td>6. Makes changes needed</td>
<td>6. Does important quality research</td>
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Driving characteristics are listed in descending order of impact on overall employer rankings. Shaded backgrounds indicate the characteristics in common for the two years.

microbes might help grow seeds better, Syngenta is hot on uncovering what metabolites can reveal about maximizing plant growth.

**Something to believe in**

This year’s survey responses revealed that employees want to work for a company that holds itself to a high ethic—and walks the walk to prove it. Syngenta employees have long enjoyed a community garden on campus where green thumbs could raise potatoes and carrots from company seeds to donate to a local food bank. In addition, last fall, Syngenta put forward a more global strategy called The Good Growth Plan which makes six commitments to improve resource use efficiency, including finding ways to produce more food with less waste, degradation, and poverty.

For Hope Hart, Syngenta’s product safety team leader, the company’s commitment to social responsibility reinforces her volunteer work at local schools or community groups where she discusses the safety of GM crops or how they help increase small-farm—holders’ profits. “I’ll go wherever we are invited to share how we know that GM crops are safe because it’s an issue that is close to my heart,” says Hart.

Monsanto, too, is facing the controversy surrounding genetic engineering head on. A couple of years ago, the company assessed the challenges of, and criticisms against, genetic modification research and realized that they needed to have a more proactive voice on the issue. “We have really started to create a path for employees to engage more in social media or participate in science-based interactions with the public on the questions about the role of science and innovation in agriculture,” says Robb Fraley, Monsanto’s chief technology officer. Their solution, an ambassador program, generated a huge amount of interest. Over 1,000 employees signed up to receive training to be an ambassador and reach out directly to consumers to address question and concerns about science.

“You can tell there was a pent-up, innate desire to get more involved. It’s been a great employee motivator,” adds Fraley. “People really are making a difference in farmer’s lives and they want that to continue,” he adds.

Fraley says the company’s core mission is a critical part of its attraction to potential employees. Internal Monsanto surveys reveal that employee engagement scores are 80%-90%. “That is extraordinary,” says Fraley. “We’re competing for talent all around the world to expand breeding efforts and having an engaged, diverse workforce is key,” he adds.

It’s not just the agricultural biotech companies that want to do right by the environment. Actelion has incorporated green building standards in all new construction projects, including the use of solar panels and electric car charging stations, and continues to increase waste recycling efforts. “The young scientists we hire care about these things,” says Tina Kitt, communications specialist at Actelion. That sentiment is reflected in the survey results as well. Employees are happiest when their work values align with their employer.

But it goes beyond corporate social responsibility. “We are passionate about doing research that helps the patient,” says Krogsgaard Thomsen. In fact, Novo Nordisk routinely invites patients to the research facilities to share their experiences.

“When we heard that patient outcomes are held back by fear of hypoglycemia (low blood sugar), we created drugs that result in a reduced risk of hypoglycemia,” he says.

Novo Nordisk adheres to what they describe as a triple bottom line: doing business that focuses on public health, society, and the shareholders. “Novo Nordisk is consistently one of the top two health care companies in the Dow Jones Sustainability Index, which tracks the sustainability performance of the largest 2,500 companies listed on the Dow Jones Global Total Stock Market Index. When employees can identify with a company’s vision, and it goes beyond making a profit, they feel they can really align with shared goals,” says Krogsgaard Thomsen.

Not surprisingly, several of these top employers, including Actelion, Syngenta, and Regeneron, also make science education a focus of their social responsibility efforts. Actelion supports the Mobile Bus, a rambling lab equipped with basic science experiments. Yancopoulos says Regeneron sponsors the Westchester Science and Engineering Fair owing largely to two persistent high school science teachers who made him realize that most scientists had, at some point, a science teacher who helped make a difference. “We have to do this for the next generation,” he says.

**Employee appreciation**

The survey data reveals that employee appreciation creates a positive feedback with company loyalty. The company rated highest on “treats employees with respect,” Novo Nordisk, also had the highest “loyal employee” rating. “Our international colleagues often comment on how much they appreciate the trust we show in our employees, that it’s a sign of respect,” says Ann-Charlotte Hasselager, corporate vice president of R&D Human Resources at Novo Nordisk. That trust goes both ways. “Every now and then while turmoil surrounds... continued>
Scientist’s choice – University vs. Industry

There are a few key reasons why outstanding scientists should consider joining big pharma like Roche. Dr. Andrew Thomas, Head of Medicinal Chemistry, Neuroscience at Roche in Basel, explains why he joined one of the leading pharma companies a few years ago.

What is your current role?
I am a member of our Chemistry Leadership Team, Extended Small Molecule Research Leadership Team, global Non Clinical Drug Safety Committee and I’m directly involved in the discovery and development of new medicines for the therapeutic areas of neuroscience ophthalmology and rare diseases. The goal of my team is design and discover molecules that will one day become medicines. One of the main responsibilities of my current role is to ensure that our department retain a reputation as being an employer of choice for the best scientists in our domain by attracting world class talent to join us.

Why did you decide to join Roche?
There are a few key reasons why I joined Roche. First and foremost – I had an immediate strong and authentic affinity to the outstanding scientists I met during my interviews – which continues to this day. Before I interviewed with Roche I was thinking to become a University Professor – but I was convinced by joining Roche I would be able to get the best of both worlds by generating new knowledge, teaching and mentoring students and more important being to directly impact healthcare through the implementation of medicinal chemistry knowledge. These have all been realised – which is why I have decided to stay with Roche.

What can Roche offer to young scientists?
We are able to offer a unique experience – where we provide the future leading scientists a stimulating and truly enriching environment interacting within very experienced teams where our young scientists gain an authentic insight into the leading capabilities of our organisation. Because we attract leading talents they are regarded right from the beginning as competent researchers and our skill is to support them advancing their own hypotheses and trying out new approaches to their research. The development of novel medicines and diagnostics gives them the opportunity to use their skills in complex areas of science, where there is still so much to discover. Industry has the advantage over academia that we focus very efficiently on the direct application of our research results rather than only generating them for others to use which is often the case in academia. We are able to drive this through our focus on creating new knowledge and value through inventions followed by timely publications. In addition the core of our industry is composed of a team of multi-disciplinary and recognized world experts across all key areas. Having access to experts internally is an asset unique to industry as well as our efficient infrastructure that ensures our company runs smoothly so we can focus on our research.

What would you advise job seekers who want to join Roche?
Make personal contact to our recruiters and departmental representatives who are out in the field at career fairs and/or giving scientific seminars around the world. If you are someone who has the passion to be a world class contributor to the discovery and development of new medicines demonstrate your potential early in your career during your formal education which will catalyse you being recognized by Roche employers.

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our company, employees support the company and management. There’s not a them [versus] us thing,” says Krosggaard Thomsen. Flexible work policies, especially those that bolster work-life balance, are a way the company demonstrates its respect for employees.

Rewarding top work is perhaps the best employee motivator. Monsanto’s strong focus on employee recognition includes quarterly recognition events, as well as an annual “Above and Beyond” awards ceremony, with the highest awards going to scientists who have discovered products. They also have sustainable yield pledge awards for actions, such as improving water availability or increasing crop productivity, that conserve more or improve lives.

Monsanto has also taken a broad view of employee well-being. To better understand employee needs and feedback, Monsanto has opened several lines of communication between employees and management. In addition to a biannual internal survey, they also conduct “pulse” surveys on specific employee populations each quarter.

The goal is to provide an inclusive environment in which employees can thrive. Melissa Harper, Monsanto’s head of diversity, can rattle off a dozen resource groups designed to support employees—the focus can range from adoption assistance to a lesbian, gay, bisexual, and transgendered network. “We take the time not only to listen but to act on what we’re hearing from our employees,” says Harper. Similarly, Janssen Pharmaceuticals offers adoption assistance and health care advocacy and support.

During the World Cup, there’s one surefire way to acknowledge and appreciate that diversity: televising the soccer matches. In fact, World Cup viewing was a common theme among the top employers. “Our company recognizes that its employees are passionate about sports, and playing the World Cup shows they appreciate our passions as much as they trust us to get our work done,” says Hart. Actelion employees are so soccer-crazed, they hold their own tournament each year. “We all get a bit worried because the teams play so hard,” says Haefeli. “We keep our medical services nearby—just in case.”

The teams that play hard together, work hard together. “When people come together and play on teams, it feels like a family,” says Gaby Scherer, Actelion director of human resources. Appreciative of that family feel, Actelion recently built an on-site day care because Basel, in particular, has a tight childcare market. They also accommodate employees who choose to work less than full-time, often after having children. In fact, 17% of their workforce is part-time.

Still, most of the top employers cast aside any form of a caste system, “There’s not the stereotypical hierarchy at Syngenta,” says Hart. “Of course we have levels of management, but everyone’s ideas matter.” Syngenta’s collaborative nature initially unnerved Michiel van Lookeren Campagne, Syngenta’s head of biotechnology “My first meeting at the company, we sat in a round circle of chairs,” he says, “and I wondered ‘where did I land?’” But, he found, it’s just the company’s culture. “When we are meeting, we are all present—no one is typing on a computer.”

For scientists, a collaborative culture can matter most. Regeneron was formed, in part, because Yancopoulos, who was discouraged from collaborating during his days in academia, thought that was the wrong way to do science. “Science is interactive and that was one of our core values from day one,” says Stahl. Yancopoulos says successful collaborations are all about finding synergies. “Most companies exchange dollars for brains, but we don’t work that way,” says Yancopoulos. “We have a lot of biologics and antibodies that we want to test in collaborators’ systems, but we exchange things of respected value like our technologies, reagents, and know-how.” As a result, they are building a company, like Merck KGaA and Genentech (a member of the Roche group) before them, on a foundation of science and technology. “We’re not going to just come up with one drug, we’re going to build a company that’s able to go from basic science into the clinic over and over again.”

But, as Janssen’s Manji points out, the only way to set up outstanding collaborations is to have a lot of strength on the inside. “When I came here over five years ago, one thing I noted is that we’re trying to do things that are so complex, and there is a lot of good science going on outside our walls—we should find ways to work together,” he says. “It is not just ‘us or them’ anymore.”

Virginia Gewin is a freelance science writer based in Portland, Oregon.

DOI: 10.1126/science.opms.r1400147
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2) Molecular & cellular: The Picower Institute is searching for a candidate studying development, function or plasticity of neuronal circuits at the cellular, circuit, and/or systems levels using a multi-faceted approach combining different methodologies and levels of analysis. Candidates with strong molecular-biologists who are studying development of brain circuits or using stem cell technologies are particularly encouraged to apply.

3) Human cognition and/or cognitive neuroscience using behavioral methods, especially in the areas of language and/or cognitive development OR using fMRI/neuroscience methods.

Successful applicants are expected to develop and lead independent, internationally competitive research programs and to share in our commitment to excellence in undergraduate and graduate education by teaching courses and mentoring graduate and undergraduate research. PhD must be completed by start day of employment and some postdoctoral training is preferred.

Application materials — cover letter, CV, statement of research and teaching interests and representative reprints – online at https://academicjobsonline.org/gap/jobs/4020. Please state research area in cover letter. To help direct the application, applicants should indicate which of the three areas listed above is their main research area by answering the mandatory questions included in the application. In addition, please arrange to have three letters of recommendation submitted online. Review of applications will begin on November 1, 2014.

MIT is an affirmative action employer, and we encourage applications from women and underrepresented minorities.

Tenure-Track Assistant/Associate Professor

The Department of Physics at the University of Miami invites applications from highly qualified persons for a faculty position in Experimental Condensed Matter Physics focusing on Energy/Materials. This appointment will be made at the Assistant or Associate Professor rank to begin Fall 2015. Targeted research agendas include, but are not limited to, energy harvesting, storage, conversion, and optoelectronics. The successful candidate is expected to interact with physics and chemistry faculty. Candidates must have a Ph.D. in physics or related field, a demonstrated record of research achievements, and a strong commitment to teaching and mentoring students at the undergraduate and graduate levels. The physics department is located within the University’s attractive Coral Gables campus in the greater Miami area, and has a wide-ranging research expertise and established Ph.D. program.

Application materials, including curriculum vitae with list of publications and statement of research plans, should be sent electronically (as a single PDF) to energysrch@physics.miami.edu or to Energy Search Committee Chair, Department of Physics, University of Miami, Knight Physics Building, Coral Gables, FL 33124. Applicants should arrange for three letters of recommendation to be sent to the same address. Review of applications will begin on December 1, 2014 and continue until the position is filled.

The University of Miami is an Equal Opportunity Employer — Females/Minorities/Protected Veterans/Individuals with Disabilities are encouraged to apply. Applicants and employees are protected from discrimination based on certain categories protected by Federal law.

Tenure-Track Assistant/Associate Professor

The Department of Physics at the University of Miami invites applications from highly qualified persons for a faculty position in Experimental Biological Physics at the Assistant or Associate Professor rank, starting fall 2015. The successful candidate will be expected to complement research activities within the Department involving dynamic processes at the organismal level and complexity science, and to exploit opportunities to collaborate with faculty in the University’s Department of Biology and the Miller School of Medicine. Candidates must have a Ph.D. in physics or a related field, a demonstrated record of research achievements, and a strong commitment to teaching and mentoring students at the undergraduate and graduate levels. The Physics Department is located within the University’s attractive Coral Gables campus in the greater Miami area, and has a wide-ranging research expertise and established Ph.D. program.

Application materials, including curriculum vitae with list of publications and statement of research plans, should be sent electronically (as a single PDF) to biophysics@physics.miami.edu or to Biological Physics Search Committee Chair, Department of Physics, University of Miami, Knight Physics Building, Coral Gables, FL 33124. Applicants should arrange for three letters of recommendation to be sent to the same address. Review of applications will begin on December 1, 2014 and continue until the position is filled.

The University of Miami is an Equal Opportunity Employer — Females/Minorities/Protected Veterans/Individuals with Disabilities are encouraged to apply. Applicants and employees are protected from discrimination based on certain categories protected by Federal law.
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UNIVERSITY OF WASHINGTON

Faculty Position
Eukaryotic Cell Biology
Department of Biology

As part of a long-term strategy to enhance strengths in Cell Biology, the Department of Biology is searching to hire a full-time (9-month) Assistant Professor (Job class 0116) for a tenure-track faculty position in eukaryotic cell biology. We seek candidates who integrate perspectives from multiple disciplines, use quantitative approaches, and appreciate the breadth of research encompassed within the Department. We are especially interested in candidates using experimentally tractable plant, animal or protist systems to investigate fields including but not limited to cell homeostasis, signaling, polarity, proliferation, motility, membrane trafficking, interactions between cells and their environments, developmental cell biology, and evolutionary cell biology.

We are looking for individuals with a record of outstanding achievement or strong indications of outstanding future potential. Priority will be given to applications received by 3 November 2014 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. All qualified applicants will receive consideration for employment without regard to, among other things, race, religion, color, national origin, sex, age, status as protected veterans, or status as qualified individuals with disabilities. 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.

Yale University

Tenure-Track Faculty Positions
(Assistant/Associate/Full Professor)
Department of Genetics,
Yale University School of Medicine

The Department of Genetics at Yale University School of Medicine invites applications for junior or senior tenure-track faculty positions. The search is open to investigators from all areas of biological and biomedical research. We are particularly interested in applicants focused on Functional Genomics, Genome Informatics, Computational Biology or Systems Biology. Applications from investigators working on the interface of these areas and Developmental Biology and Genetics will also be strongly considered. The rank of the appointment will be commensurate with experience.

The Department of Genetics comprises an exceptional group of 22 primary basic science faculty with research interests including fundamental aspects of genetics, genomics and epigenetics, with investigation of model systems including flies, worms, fish and mouse, as well as humans.

Review of applications will begin immediately and will continue until the position is filled. Curriculum vitae, a concise statement of research plans (up to 3 pages), and three letters of recommendation should be sent electronically to: genetics.admin@yale.edu to the attention of Richard Lifton, Chair, Department of Genetics.

Yale University is an Affirmative Action/Equal Opportunity Employer and welcomes applications from women, persons with disabilities, protected veterans, and members of minority groups.
The Sarcoma Medical Oncology Service in the Department of Medicine of Memorial Sloan Kettering Cancer Center is seeking an outstanding **scientist/physician-scientist** with expertise in drug development/discovery and translational research. The successful candidate will be have a research program directed at translational sarcoma research and lead the Jennifer Linn Laboratory of New Drug Development in Sarcoma and Rare Cancers that will interface with the Hospital’s sarcoma disease management team. Applicants should have a significant record of research accomplishment, and a proven ability to collaborate with translational physicians on clinically relevant projects. Candidates may have scientific background in any relevant translational field including stem cell biology, epigenetics, metabolomics, cell signaling, etc. Research applicable to sarcoma is desirable but not necessary, but work in the Linn Laboratory will be directed to Sarcoma and rare unidentified cancers.

Interested applicants should forward a cover letter, curriculum vitae, statement of research interests, and list of references to **David Spriggs, M.D. Head of the Solid Tumor Oncology Division, Memorial Sloan Kettering Cancer Center, 300 E 66th Street, 13th Floor, New York, NY 10065, faxes will be accepted at 646-888-4270 and emails should be sent to rodriguez@msscc.org.**

Memorial Sloan Kettering Cancer Center is an Equal Opportunity Employer with a strong commitment to enhancing the diversity of its faculty and staff. Women and applicants from diverse racial, ethnic and cultural backgrounds are encouraged to apply.

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California State Polytechnic University, Pomona is an Equal Opportunity, Affirmative Action Employer.

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**Tenure-Track Faculty Position in Human Systems Neuroscience**

Tenure-track faculty search, Assistant Professor in Systems Neuroscience, Data Science, Dept. Health Sciences, Boston Univ. Start date: Fall 2015. Candidates who study normal or abnormal brain function using brain imaging (MRI, MEG/EEG), and/or genetic approaches are especially encouraged to apply. The department includes undergraduate program in human physiology and graduate programs in physiology and neurobiology (MS and Ph.D). Faculty members have research programs in neurobiology, muscle biology and cytoskeletal signaling. Opportunities for collaborations also exist in other research programs on the Charles River and Medical School campuses, and through interdisciplinary university-wide programs in bioinformatics, computational science, and neuroscience. Applicants should have an earned doctorate in neuroscience, physiology, cell biology, or related field, including post-doctoral training and a strong scholarly record with research funding, or potential for funding from extramural sources, and commitment to departmental undergraduate and graduate programs.

Application deadline is **December 1, 2014**. Applicants should submit a letter of application, curriculum vitae, statement of research plans and names of three individuals who can provide letters of reference to: **Danka Charland, Assistant to the Search Committee, Department of Health Sciences, SAR, Boston University, 635 Commonwealth Avenue, Boston, MA 02215; E-mail: charland@bu.edu.**

For more information about BU Sargent College and our programs, visit our website at [bu.edu/sargent](http://bu.edu/sargent).

*We are an Equal Opportunity Employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, or any other characteristic protected by law. We are a VEVRAA Federal Contractor.*
Brown University Tenured Position in Neuroscience

Brown University’s interdisciplinary Institute for Brain Science and the Department of Neuroscience invite applications for a tenured faculty position at the level of Associate Professor or Professor. The successful applicant will use advanced molecular or genetic approaches to address fundamental mechanisms underlying brain development, function, or disorders. Any experimental system will be considered, but a successful candidate will address questions critical to understanding human brain function. We seek an established scientist with an M.D. and/or Ph.D. degree who has an international reputation, a well supported, highly successful independent research program, and an established record of scholarly contribution. A collaborative approach is essential. The incumbent is expected to participate in the educational mission of Brown University. We strongly encourage applications from women and minorities. Further information about the Department, the Graduate Program, and the Brown Institute of Brain Science are available at http://neuroscience.brown.edu and http://www.brainscience.brown.edu.

The search committee will give full consideration to applications received by December 1, 2014. Applicants should submit their curriculum vitae, teaching statement and a two-page description of their research plans and scientific vision to: apply.interfolio.com/27040.

Brown University is an Affirmative Action/Equal Opportunity Employer.

Assistant Professor
Sustainable Vegetable Production and Nutrition Systems

The Department of Horticulture (http://www.hrt.msu.edu) in the College of Agriculture and Natural Resources at Michigan State University (MSU) invites applications for an Assistant Professor, twelve-month tenure-track position (50% research, 50% extension) to conduct research and extension/outreach programs that promote production of vegetables while maintaining or enhancing environmental quality in Michigan and beyond. The incumbent will develop a nationally and internationally recognized program in vegetable crop nutrition and soil fertility management that builds collaboratively on MSU’s strengths in vegetable production and sustainable cropping systems. Research should utilize both basic science and applied approaches while addressing the issues and opportunities facing the Michigan and Midwest vegetable industry. Other potential areas of research focus include development of integrative systems to optimize plant nutrition and soil health; efficient nutrient and water delivery systems tailored to precision agriculture, drip irrigation, microclimate modification or extended season cropping systems; rhizosphere dynamics; or interactions between cropping systems and food quality/human nutrition.

The successful candidate will establish innovative research and outreach programs, secure competitive/extramural funding, publish in high quality refereed journals, advise and mentor students, provide leadership in state-wide vegetable extension programming (including development of educational materials and other outreach tools), establish strong ties with industry leaders and grower groups; and contribute to the on-going programs of MSU’s Vegetable Extension Team. The salary is competitive and commensurate with the candidate’s experience. A health, dental and retirement benefits program is included.

Qualifications:
Required:
• Ph.D. in horticulture, plant science, plant physiology, soil science or a related field
• Demonstrated capacity to conduct independent research
• Ability to work collaboratively with research and Extension teams
• Excellent oral and written communication skills

Desired:
• Postdoctoral experience in plant nutrition, physiology and vegetable production
• Teaching, Extension, and team management experience
• Three or more years of vegetable production and research experience

Application Procedure:
Qualified applicants should submit a letter of application, a summary of research accomplishments and future research objectives, and a description of Extension/outreach interests and philosophy, a current CV, and contact information for at least three references online at https://jobs.msu.edu. Select Faculty/Academic Staff and apply to posting 0099 before February 28, 2015. Review of applications will begin March 1, 2015 and will continue until the position is filled.

Questions can be directed to Dr. Eric Hanson, Search Committee Chair (hansone@msu.edu). Questions on submitting applications through https://jobs.msu.edu can be directed to hrt@msu.edu.

MSU is an Affirmative Action, Equal Opportunity Employer.

Faculty Positions in Biochemistry and Molecular Genetics

Northwestern University Feinberg School of Medicine has committed substantial resources toward expanding interdisciplinary research in Biochemistry and Molecular Genetics. A new Department of Biochemistry and Molecular Genetics has been established and will be led by Dr. Ali Shilatifard, an internationally recognized leader in chromatin biology, gene expression, epigenetics, and cancer biology. We are now seeking candidates to fill several new full-time faculty positions at the Assistant, Associate, and Full Professor ranks. Northwestern University offers superb start-up packages with collegial and collaborative scientific environment that is rich with core facilities, robust cross-disciplinary graduate training programs, and diverse expertise.

Candidates should have a Ph.D., M.D./Ph.D. or M.D. degree, significant research experience, and evidence of sustainable extramural funding. Salary is commensurate with experience. Northwestern University is an Equal Opportunity, Affirmative Action Employer of all protected classes, including veterans and individuals with disabilities. Women and minorities are encouraged to apply. Hiring is contingent upon eligibility to work in the United States. Start date will be within the 2014-2015 academic year. Applications will be accepted until the positions are filled. Please submit by email (as a single PDF) a cover letter, curriculum vitae, summary of research experience, and future plans along with names and contact information for three references to:

Biochemistry and Molecular Genetics
Feinberg School of Medicine
Northwestern University
Chicago, IL 60611
BMG-search@Northwestern.edu

MSU is committed to achieving excellence through cultural diversity. The University actively encourages applications and/or nominations of women, persons of color, veterans and persons with disabilities.
Yale
Faculty Position at Yale University
Department of Molecular, Cellular and Developmental Biology

The Department of Molecular, Cellular and Developmental Biology at Yale University invites applications for a faculty appointment as an assistant professor from individuals investigating important questions in biology at the cellular or molecular level. The Department encourages applications from candidates using any experimental system, from microbes to multicellular organisms. The broad research interests of the faculty include molecular biology and chemical biology, cellular and developmental biology, computational biology, microbiology, genetics, neurobiology, plant sciences, and biotechnology. We expect the successful candidate will establish an active research group, be an interactive member of the faculty, participate in interdisciplinary research and training, and engage in regular graduate and undergraduate teaching. Teaching skills are essential.

Review of applications will begin October 1, 2014 and will continue until the position is filled. Submit cover letter, a curriculum vitae and a description of research interests on line to https://academicjobsonline.org/ajo/Yale. Request at least three individuals submit letters of recommendation on your behalf to https://academicjobsonline.org/ajo/Yale. For questions, please e-mail medb.search@yale.edu.

Yale University is an Affirmative Action/Equal Opportunity Employer. Yale values diversity among its students, staff, and faculty and strongly welcomes applications from women, persons with disabilities, protected veterans, and underrepresented minorities.

IOWA STATE UNIVERSITY
Assistant Professor in Department of Genetics, Development and Cell Biology

As part of a major interdisciplinary hiring initiative (las.iastate.edu/faculty-careers) in the College of Liberal Arts and Sciences (http://www.las.iastate.edu) at Iowa State University (ISU), a new joint initiative by the Department of Genetics, Development and Cell Biology (http://www.gddc.iastate.edu) and the Department of Physics and Astronomy (http://www.physastro.iastate.edu) aims to chart a Quantitative Roadmap of the Living Cell. Multiple new hires in the field of Physical Biology are planned for the next 2-3 years and should expect to benefit from and contribute to the interaction and collaboration among these and other departments.

The Department of Genetics, Development and Cell Biology seeks creative individuals for a tenure-track faculty position at the Assistant Professor level with an appointment expected to begin in Fall 2015. This position will establish extramurally funded programs of research that interrogate fundamental cellular or developmental processes, using imaging strategies at the interface of physics and biology in animals, plants or microbes. The selected candidate will teach undergraduate biology or genetics courses and graduate courses in their area(s) of expertise. This position will have a primary appointment in the Department of Genetics, Development and Cell Biology, with the option of having a secondary appointment in the Department of Physics and Astronomy.

Qualified applicants must have a Ph.D. or equivalent in a scientific field and demonstrated potential for superior achievement in research. Please visit www.iastatejobs.com/postings/search and search for posting number 400036 to view the entire vacancy and apply electronically. For full consideration, applications must be received by November 14, 2014.

Iowa State University is an EO/AA Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, or protected Vets status.

CLINICAL ASSISTANT PROFESSOR
Department of Biology
ARTS AND SCIENCE

NEW YORK UNIVERSITY

EOE/Minorities/Females/Vet/Disabled

2014/2015 SCU Bioengineering Faculty Search Announcement
Tenure-track Faculty Positions Available
Department of Bioengineering
School of Engineering
Santa Clara University

The newly established Department of Bioengineering in the School of Engineering at Santa Clara University is enjoying a rapid expansion in its education and research endeavors (http://www.scu.edu/engineering/bioengineering/). The department has an undergraduate and graduate student body of over 200 students. We are now searching for two new tenure-track faculty members at the rank of assistant professor to join the department beginning academic year of 2015-16.

Candidates in all areas of bioengineering are welcome to apply, although we are particularly interested in receiving applications from qualified candidates with research and teaching interest and expertise in the broad areas of Bioinstrumentation/Bio-device engineering, Biomechanics, and Cellular and Molecular Engineering.

All applicants must have a strong commitment and ability to teach at the undergraduate and graduate levels as well as excellent communication skills. The successful hires are expected to develop independent, externally supported research programs, and to maintain a strong publication record. Successful hires will also advise students, mentor projects, and provide service to the Department, the School and the University. An earned doctorate in bioengineering or a closely related field is required.

All applicants are required to apply through the Santa Clara University website at www.scu.edu/jobs. Review of applications will start immediately and will continue until the positions are filled. The proposed starting date is September 1, 2015.

Santa Clara University is an Equal Opportunity/Affirmative Action Employer, committed to excellence through diversity and inclusion, and, in this spirit, particularly welcomes applications from women, persons of color, and members of historically underrepresented groups. All qualified applicants will receive consideration for employment without regard to race, religion, color, national origin, sex, sexual orientation, gender identity or expression, age, status as a protected veteran, status as a qualified individual with a disability, or other protected category in accordance with applicable law.
The Noble Foundation launches FORAGE365

The Samuel Roberts Noble Foundation has launched the FORAGE365 research initiative to develop sustainable, low-input forage systems that will enable ranchers to graze cattle year-round and use less or no hay. This will revolutionize agriculture in the Southern Great Plains, providing significant benefits to ranchers and the environment.

As part of FORAGE365, Noble Foundation scientists have developed nine integrated research projects that focus on four pillar forages (alfalfa, bermudagrass, tall fescue, and winter wheat) and relevant model plant species. These projects aim to increase plant nutrient (nitrogen and phosphorus) and water use efficiencies, improve drought tolerance, understand and alter plant root development, harness beneficial plant-microbe interactions, develop informatics tools and databases for genome-assisted plant breeding, and develop superior grazing systems using our target forage species.

To accomplish FORAGE365 objectives, the Noble Foundation will expand its research staff, adding six postdoctoral fellows, a toolbox developer/curator, a senior research associate, two bioinformatics analysts and five research associates/assistant positions. Each position will have a multi-disciplinary training and research opportunity at one of the country’s most renowned centers for agriculture and plant science. We seek candidates with research experience in the areas of plant genetics, genomics, breeding, cell and molecular biology, biochemistry, physiology, microbiology, bioinformatics, or agronomy.

To learn more about FORAGE365 and the associated job opportunities, please visit www.noble.org or call Human Resources at 580.224.6230. The Noble Foundation is an equal opportunity employer.

Assistant Professors of Biology

Adelphi University invites applications for two tenure-track positions in biology to begin fall 2015. One position is for a molecular biologist, with teaching responsibilities to include biochemistry, molecular biology, and introductory biology. The other position is for an organismal biologist with expertise in anatomy and physiology, with teaching responsibilities to include human anatomy and physiology, animal behavior, and histology. Ph.D required: postdoctoral experience strongly preferred. The successful applicants will have excellent potential as a teacher, a significant record of research accomplishment, and have or be able to develop a fundable independent research program involving undergraduates and master’s students.

For more information about the department, visit http://academics.adelphi.edu/artsci/bio/.

We encourage applications from members of underrepresented groups. Adelphi is a private university with the spirit of a liberal arts college, committed to combining teaching and scholarship, and located in suburban Long Island within easy reach of New York City. More detailed descriptions of the positions and applications are available through www.adelphi.edu/positions/faculty/

Deadline for applications: November 15, 2014.

Assistant Professor
Aquatic Toxicology/Aquatic Hazard Assessment

The Department of Biology at Texas State University (www.bio.txstate.edu) invites applications for a tenure-track Assistant Professor in Aquatic Toxicology/Aquatic Hazard Assessment. The successful candidate will be expected to teach both graduate and undergraduate courses in the Department of Biology and develop an externally funded research program involving graduate students that complements the existing strengths of our 34-member faculty. Required qualifications are a Ph.D. in the life sciences, environmental toxicology or a related field, postdoctoral experience, and a record of published research accomplishments in aquatic toxicology and/or aquatic hazard assessment. Preferred qualifications are a record of externally funded research, a record of interdisciplinary collaboration, and a research area that complements research interests within the Department. Salary and start-up package are negotiable.

Review of applications will begin December 15, 2014. A letter of application including a statement of research plans and teaching philosophy, CV, copies of five representative publications, and the names and contact information of five people willing to serve as references should be sent, as a single PDF, to Toxicology@txstate.edu. Questions about this position should be addressed to Dr. Joe Tomasso, jt33@txstate.edu. To ensure full consideration all materials must be received by December 15, 2014.

Texas State University is an Affirmative Action/Equal Opportunity Employer.
Born in 1564, Galileo Galilei once contemplated a career in the priesthood. It’s perhaps fortunate for science that upon the urging of his father, he instead decided to enroll at the University of Pisa. His career in science began with medicine and from there he subsequently went on to become a philosopher, physicist, mathematician, and astronomer, for which he is perhaps best known. His astronomical observations and subsequent improvements to telescopes built his reputation as a leading scientist of his time, but also led him to probe subject matter counter to prevailing dogma. His expressed views on the Earth’s movement around the sun caused him to be declared suspect of heresy, which for some time led to a ban on the reprinting of his works.

Galileo’s career changed science for all of us and he was without doubt a leading light in the scientific revolution, which is perhaps why Albert Einstein called him the father of modern science.

Want to challenge the status quo and make the Earth move? At Science we are here to help you in your own scientific career with expert career advice, forums, job postings, and more — all for free. For your career in science, there’s only one Science. Visit ScienceCareers.org today.
Dartmouth seeks to hire several new science faculty who are dedicated to leading-edge research and both graduate and undergraduate teaching. This year Dartmouth has active searches in Applied or Computational Mathematics, Computer Science, Computational Molecular & Cell Biology, Ecology, Geobiology, Materials Chemistry, Psychological and Brain Sciences, and a chaired position in Computational Science. For information on these and all other faculty searches underway, visit dartgo.org/facjobs. Dartmouth scientists are also actively seeking ambitious postdoctoral scholars and motivated graduate students to join our research programs.

To create an atmosphere supportive of research, Dartmouth offers new faculty members grants for research-related expenses, a quarter of sabbatical leave for each three academic years in residence, and flexible scheduling of teaching responsibilities. Dartmouth College, a member of the Ivy League, is located in Hanover, New Hampshire. Dartmouth’s beautiful, historic campus is located in a scenic area with ample recreational and cultural activities. With an even distribution of male and female students and over one third of the undergraduate student population members of minority groups, Dartmouth is deeply committed to diversity among its student body and its faculty.

Dartmouth is an Equal Opportunity/Affirmative Action Employer with a strong commitment to diversity. In that spirit, we are particularly interested in receiving applications from a broad spectrum of people, including women, persons of color, persons with disabilities, veterans or any other legally protected group.

New York University's Center for Genomics & Systems Biology (http://cgsb.as.nyu.edu) in the Department of Biology invites applicants to apply for one open rank faculty position to begin September 1, 2015, or as negotiated pending budgetary and administrative approval. We are interested in applicants who examine how the components of complex biological systems interact. Examples include but are not limited to 1) live imaging approaches that reveal how gene interactions influence cellular, tissue or organismal phenotype, 2) microbial community analysis that takes advantage of high-throughput sequencing, 3) evolutionary questions that use genome-wide information, and 4) computational or mathematical approaches that address biological theory or network inference.

Candidates will be expected to establish an active, externally funded research program and contribute a moderate teaching component in their area of expertise. The Department of Biology (http://biology.as.nyu.edu) offers an outstanding, collegial and interdisciplinary research environment that supports ambitious research programs. The department has strong ties to the Courant Institute of Mathematical Sciences and ample resources in robotics, high-throughput sequencing, and high-performance computing.

Application packages should include a cover letter, research statement, teaching statement, curriculum vitae, and three letters of reference. Please apply online via the New York University Department of Biology website (http://biology.as.nyu.edu), using the “Employment” link. The cover letter should be addressed to: Chair of the CGSB Search Committee, Department of Biology, New York University, 1009 Silver Center, 100 Washington Square East, New York, NY 10003. Selection will begin November 24, 2014. Applications received prior to this date will be guaranteed full evaluation.

EOE/Minorities/Females/Vet/Disabled

New York University invites applications for a Clinical Assistant Professor appointment in the Department of Biology to start September 1, 2015 pending budgetary and administrative approval. Responsibilities include developing and teaching courses related to Statistics, Bio-informatics, Genomics, and Systems Biology to support our growing emphasis on training computational biologists. Teaching duties will include six course equivalents per year; candidates should be able to teach fundamental courses in Statistics, Genomics, Systems Biology, and Large Dataset Analysis at the undergraduate and graduate levels. Candidates should have a PhD in Bioinformatics, Computational Biology, or Biology with a concentration in computer studies, and be fluent in programming languages such as R and Perl or Python. Teaching experience is preferred. The Department of Biology (http://biology.as.nyu.edu) and NYU’s Center for Genomics and Systems Biology (http://cgsb.as.nyu.edu/page/home) offer outstanding and collegial environments.

Candidates should submit applications, including a CV and three letters of references, 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 Bio-informatics and Statistics Search Committee, Department of Biology, New York University, 1009 Silver Center, 100 Washington Square East, New York, NY 10003. Closing date: November 30, 2014.

EOE/Minorities/Females/Vet/Disabled
FACULTY POSITIONS IN IMMUNOLOGY
Boston University School of Medicine

The Department of Microbiology (website: http://www.bumc.bu.edu/microbiology) seeks investigators with exceptional records of research achievement and scientific innovation for faculty positions. The successful applicants will join a vibrant and growing community of researchers in an environment that includes the new Center for Immunobiology (website: http://www.bumc.bu.edu/immunobiology/), strong translational medicine programs and the state-of-the-art National Emerging Infectious Diseases Laboratories (website: http://www.bu.edu/neidl/). Applications in all areas of immunology will be considered, but investigators with expertise in the immunology of infectious diseases or adaptive immunity are especially encouraged to apply. Candidates appropriate for any faculty level position will be considered.

To be considered, please submit curriculum vitae, a summary of research accomplishments, a description of future research plans, and the names of at least three references to Ms. Kathleen Marinelli (e-mail: kfurness@bu.edu). Applications will be considered as they are received, with the positions to be filled after January 1, 2015.

Boston University School of Medicine is an Equal Opportunity/Affirmative Action Employer.

FACULTY POSITION
Johns Hopkins University
School of Medicine
Institute for Cell Engineering

The Institute for Cell Engineering invites applications from outstanding individuals with creative, rigorous, and integrative research approaches to enhance its cell engineering investigative strengths in immunology, stem cell biology, neurosciences, and vascular biology. For additional information about the institute, visit website: http://www.hopkinsmedicine.org/ institute_cell_engineering/. Candidates should have an M.D. and/or a Ph.D. degree with appropriate postdoctoral experience and an outstanding publication record. Primary departmental affiliation will be determined by the applicant’s qualifications and by relevance of the applicant’s research program to departmental initiatives. The successful candidate will have experience in any aspect of stem cell biology or related field. Special attention will be given to investigators in the areas of vascular biology or organogenesis.

To apply, submit curriculum vitae, three letters of reference, copies of relevant publications and a concise description of research interests and research plans (up to three pages) to e-mail: icesearch@jhmi.edu to the attention of Ted M. Dawson, Director, Institute for Cell Engineering. Applications will be assessed on an ongoing basis and the deadline for submission is December 15, 2014. The appointment is expected to be made in 2015.

The John Hopkins University School of Medicine is an Affirmative Action/Equal Opportunity Employer that embraces diversity.

TENURE-TRACK IMMUNOLOGIST
Assistant Professor Position in Immunology

The Department of Pathology, Microbiology, and Immunology at the University of South Carolina’s School of Medicine invites applications for a tenure-track Assistant Professor position in Immunology. The successful candidate is expected to develop a strong extramurally funded research program, and must participate in the teaching mission of the department. Outstanding applicants working in an area complementing our existing faculty research interest (website: http://pmi.med.sc.edu/) will be considered. The departmental strengths include the NIH-funded Center for Complementary and Alternative Medicine, and the COBRE on Dietary Supplements and Inflammation. Candidates must have a Ph.D. or equivalent, and at least three years of postdoctoral research experience. Preference will be given to a candidate who has shown evidence of independence with currently active grant funding. Competitive salary and startup funds are available. Please submit curriculum vitae, teaching philosophy, and statement of research plans to: Dr. Mitzi Nagarkatti, Chair, Department of Pathology, Microbiology, and Immunology, University of South Carolina School of Medicine, Columbia, SC 29208 or e-mail: pmi.immunology@uscmed.sc.edu. Kindly arrange to submit three letters of recommendation upon request. The search will start immediately and will continue until the position is filled.

USC Columbia is an Equal Opportunity/Affirmative Action Employer, encourages applications from women and minorities, and is responsive to the needs of dual career couples.

ScienceCareers.org
- Job Postings
- Job Alerts
- Resume/CV Database
- Career Advice
- Career Forum

Your career is our cause. Get help from the experts.

ScienceCareers.org
- More scientists agree—we are the most useful website.
A career plan customized for you, by you.

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