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Advance your career with expert advice from Science Careers.
The biotechnology and pharmaceutical sectors have emerged from the global recession to find technological breakthroughs driving renewed enthusiasm and risk-taking at companies. The firms landing at the top of the 2015 Science Careers Top Employers Survey have harnessed these innovative sparks and created workplaces that recruit the best and brightest scientific minds. Their researchers are largely given free rein to develop the next big thing in green agricultural biotechnology (agbiotech) or cancer treatment. Real-world results from such breakthrough innovations inspire the next generation of industry researchers as they ride the crest of a new wave of biological advances. These top employers ensure that their scientists surf that wave with agility, passion for what they do, and creativity to arrive at technologies that will transform lives. By Kendall Powell

It sounds like an old game show. The buzzword is “transformative technologies.” But it’s truly more than a buzzword. A palpable excitement travels through both boardrooms and scientific conferences. Developing breakthroughs in immune therapy, messenger RNA (mRNA) therapies, or microbiome mining. Many companies have made a strategic migration away from the tried-and-true (but also too long and costly) pathways of drug discovery toward novel approaches that promise unprecedented speed and precision.

That excitement is one reason that scores in this year’s Science Careers Top Employers Survey were higher in general—more so than in the last four years. A better economic outlook, with venture capital money flowing into the biotechnology and biopharmaceutical sectors more freely, doesn’t hurt either. The scores reflect a breath of fresh air from scientific advances that translate into not merely incremental advances, but rather transformative new medicines or solutions.

This year like all others, scientists want to work at companies that keep innovation front and center, and the top 20 employers in 2015 include those biotechnology and pharmaceutical firms on the leading edge of these advances. Three new players arrive on the top 10 leaderboard this year, focused on making the world a greener place, developing therapies for unique patient populations, or creating a revolutionary technology platform—all first-time survey participants. Each firm is relatively small, but with growing global reach: Novozymes (#1) has 6,000 employees, Alexion Pharmaceuticals (#5) has 2,800 employees, and Moderna Therapeutics (#7) has more than 250 employees.

“We’re a mid-sized company and that actually matters,” says Peder Holk Nielsen, chief executive officer of top-ranked Novozymes. “It’s possible to maintain a family-like environment and still operate globally.” Novozymes boasts of an uber-friendly workplace (rooted in the company’s Danish heritage) and a culture that is science-centric. Twenty-one percent of the company’s employees are working in labs, and the company touts the fact that 14% of its total revenue is reinvested into R&D annually.

“Zymers,” as company employees are called, are also given high levels of responsibility from day one. “It means that young scientists will be charged with significant programs without a lot of managerial follow-up,” says Nielsen. “We trust people to do their best—it’s a flat organization where everyone can talk to everyone else—and you are expected to have an opinion and voice it.” Politely, of course.

All the top employers included here exhibit these notions of open communication, flat hierarchies, and environments that encourage scientists to challenge conventional wisdom. As the highest-revenue pharmaceutical company to make the top 10, Roche (#8) had 17,566 R&D employees and invested $9 billion in R&D in 2014. Bristol-Myers Squibb (BMS), which returns to the survey at #20 after an eight-year absence, has a corporate stance of taking big risks while following solid science. Biocon (#13), based in Bengaluru, India, returns to the list this year as the only firm headquartered in Asia. And Celgene Corporation (moving up to #12 this year after placing #17 in 2013 and #15 in 2014) leaps ahead of other mid-sized biopharma peers, Biogen (#18) and Gilead (#19).

These successful workplaces keep creativity and innovation at the heart of operations—giving employees the responsibility and control over developing projects and their own careers. These firms are filled with motivated employees because real-life examples of their work’s impact on the world are woven into their cultures. And though recruiting and retaining a highly skilled work force is cited as a major challenge for the industry, these companies excel at attracting and keeping top talent. Benefits, both official and fun perks, keep employees’ eyes on the prize—developing bold ideas into the next transformative application.

“We are not looking for therapies that give incremental benefits,” says Martin Mackay, head of research and development for Cheshire, Connecticut-based Alexion. He explains that a focus on rare and ultrarare diseases grew organically out of the company’s mission to find transformative therapies for devastating diseases. One such condition, hypophosphatasia (HPP), can be fatal in severe cases in newborns who lack a properly formed ribcage needed for breathing. This year, Alexion anticipates U.S. approval for Strensiq, an enzyme replacement therapy for HPP. continued>
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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 2015 survey undertaken for the Science/AAAS Custom Publishing Office. The companies without a 2014 rank did not receive enough mentions to qualify or did not receive a high enough ranking during the 2014 survey.

<table>
<thead>
<tr>
<th>2015 Rank</th>
<th>2014 Rank</th>
<th>Employer (Global headquarters)</th>
<th>Innovative leader in the industry</th>
<th>Treats employees with respect</th>
<th>Has loyal employees</th>
<th>Is socially responsible</th>
<th>Work culture values aligned</th>
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<tbody>
<tr>
<td>1</td>
<td>–</td>
<td>Novo Nordisk (Bagsvaerd, Denmark)</td>
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<td>✓</td>
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<td>2</td>
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<td>4</td>
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<td>5</td>
<td>–</td>
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<td>3</td>
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<td>8</td>
<td>8</td>
<td>Roche—excluding Genentech (Basel, Switzerland)</td>
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<td>Eli Lilly and Company (Indianapolis, IN)</td>
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<td>Merck KGaA (Darmstadt, Germany)</td>
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<td>18</td>
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<td>✓</td>
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<tr>
<td>20</td>
<td>–</td>
<td>Bristol-Myers Squibb (New York, NY)</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
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Mackay ticks off the impressive results that patients and their families have experienced: “Babies breathing on their own, children growing at normal rates, even playing sports—this is the daily drive we have at Alexion.”

What makes top employers shine?
Each year, Science Careers commissions a survey to identify the top employers in the biotechnology and pharmaceutical industry and to determine the characteristics that best describe a top employer. This year, the results are based on 5,700 responses to a web-based survey deployed by e-mail (see Survey Methodology online at www.sciencemag.org/nearemployers2015).

The vast majority of respondents are scientists working in areas of basic or applied research and development (see Survey Demographics box, page 578). Of the one-fifth of respondents likely to seek a new job in the next year, more than half will do so to seek career advancement or new opportunities. Human resources officers at top firms are not surprised—they say employees place a higher emphasis on career development than total compensation.

In selecting the best companies, respondents yet again chose “innovative leader” as the top-driving characteristic. A top employer is also defined as an organization that “treats employees with respect,” “has loyal employees,” “is socially responsible,” and has a “work culture aligned” with employees’ values (see Driving Characteristics table, 580).

The 2015 survey included a way for respondents to rank the biggest advantages to working in the biopharma industry. Workers voted “innovation” solidly as #1, followed by “working with smart colleagues” and “excellent compensation and benefits” as a close #2 and #3, respectively. Interestingly, workers ranked having the funding and resources for research projects as a more distant #4.

Companies meeting those challenges adeptly and fulfilling those advantages include Regeneron Pharmaceuticals, Incorporated (#2), Novo Nordisk (#3), Vertex Pharmaceuticals (#4), Genentech (a member of the Roche group) (#6), Monsanto Company (#9), and AbbVie (#10), which round out the top 10 employers (see chart above for full top 20 list).

The comeback company
BMS’s comeback as a top employer after last appearing on the list in 2007 is no mere coincidence. That period aligns with a company-wide makeover, during which BMS made a series of decisions to turn around a firm that had become one of the least profitable in the industry. continued>
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for position on the immunotherapy wave, with BMS holding the leader’s position.

BMS’s two monoclonal antibody products both act on T-cell checkpoints, mechanisms that normally act to shut down an immune response once the job is finished. Some cancers have also found ways to trigger these checkpoints to effectively shut off T cells and hide from the immune system. By masking checkpoint receptors, Yervoy and Opdivo expand the number of circulating, tumor-recognizing T cells.

“The consequence is that the T lymphocytes are back at work and our natural defense system does a very good job” attacking tumors, says Namouni. Both drugs are approved for treating metastatic melanoma, and Opdivo is also approved for squamous lung cancer. Namouni says the immuno-oncology field exploded after BMS showed that the immune-activating approach not only worked, but worked on notoriously stubborn cancers.

These amazing successes have made believers of investors and researchers alike, with a flood of companies adding cancer immunotherapy components to their portfolios. Both Celgene and Roche have firmly staked out territory on the immunotherapy stage already.

Roche has four biologic cancer immunotherapy molecules in clinical trials that could work in powerful combinations with each other or with current drugs, says William Pao, global head of oncology discovery in Basel. Those candidates include antibodies that would activate and arm more T cells and bispecific, engineered antibodies that physically bring T cells to the tumor cells they are armed to kill. Another engineered antibody would tag tumor cells with an immunocytokine that preferentially activates killer T cells.

Much like BMS, Celgene also made a big gamble about a decade ago when it developed a class of immune-modulating drugs that included the infamous teratogen thalidomide. These immunomodulatory drug (IMiD) compounds, including Revlimid, were successful at targeting multiple myeloma and lymphoma. They work by boosting the degradation of key factors for white blood cell production.

Transformative biotechnologies
Other top employer innovations harbor the potential to change lives as well. Transformative biotechnologies at Moderna and Novozymes are changing the way scientists approach both medicine and agriculture.

Novozymes is a relative newcomer to the biopharmaceutical realm, having split from Novo Nordisk in 2000. Headquartered in Bagsvaerd, Denmark, the enzyme-based company makes industrial, biofuel, agricultural, and medical products. Some of Novozymes’ latest technological pushes rely on mining the microbiome to find powerful new enzymes or activities.

Chief Scientific Officer Per Falholt says that the enzymes discovered to date are only the tip of the iceberg. “In the past, we were restricted to microbes we could grow in the lab, but metagenomics gets around that,” he says.

Teaming up with fellow top employer Monsanto, Novozymes’ scientists are developing microbial seed treatments that will yield more corn and soybeans, ideally with less chemical fertilizers, pesticides, or water. These microbes might increase crop yields by releasing more phosphate or nitrogen from the soil. Nathan Cude works in Novozymes’ agbiotech division in Durham, North Carolina in the microbial discovery group, which isolates and identifies thousands of microbes collected from soil samples around the United States. After characterizing the bugs genetically and biochemically, and assessing safety risks, the group nominates promising candidates to Monsanto for testing in 500,000 annual field trials of every imaginable soil and weather scenario. continued>

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Founded in 1978, Biogen is one of the world’s oldest independent biotechnology companies.
Driving characteristics of top employers

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<thead>
<tr>
<th>2015:</th>
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<tbody>
<tr>
<td>1. Innovative leader in the</td>
<td>1. Innovative leader in the</td>
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<tr>
<td>industry</td>
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<tr>
<td>2. Treats employees with</td>
<td>2. Treats employees with</td>
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<td>respect</td>
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<td>3. Loyal employees</td>
<td>3. Loyal employees</td>
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<td>4. Socially responsible</td>
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<tr>
<td>6. Makes changes needed</td>
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Modernia’s mRNA therapeutics also put the power of molecular genetics to work, but, in this case, as an entirely new drug modality. Formed in 2011 and based in Cambridge, Massachusetts, Modernia is the newest top employer on the block. The company’s modified mRNA drugs incorporate naturally occurring nucleotide analogs that evade the body’s efficient dispatch of foreign, introduced RNA.

Matt Stanton, Modernia’s head of chemistry, says the company’s innovation can use exogenous, synthesized mRNA to create any protein of interest in targeted cell types or tissues. “There are obvious no-brainer advantages to that approach” in cost, speed, and efficacy, he says.

Moderna’s head of chemistry, says the company’s innovation can use exogenous, synthesized mRNA to create any protein of interest in targeted cell types or tissues. “There are obvious no-brainer advantages to that approach” in cost, speed, and efficacy, he says.

Stéphane Bancel adds: “mRNA drugs can do things for patients that small molecules and huge antibodies cannot do.” Among other feats, the technology has the potential to serve up gene therapy without genetic tinkering, and it can deliver regenerative medicine without the messiness of cell-based therapies. Stanton says that the technology could also tackle “undruggable” targets, for example by replacing a missing intracellular protein or disrupting a protein-protein interaction.

Innovation has remained the survey’s top driver for 12 years running. It’s not surprising that scientists want employers who give them the space and freedom for the creativity needed to find new solutions. Celgene scientist Patrick Hagner develops next-generation IMiD therapies, including drug candidate CC122. When asked what he likes best about working there, he replies, “The nerd in me says innovative science is what defines this company.”

But he also mentions a particular 20-year-old lymphoma patient whose cancer had failed to respond to multiple chemotherapies. After enrolling in a clinical trial for CC122, the patient experienced a remission. “To have actually helped somebody live longer—that’s one of the most enjoyable qualities of working here.”

Putting patients, planet first

Hagner is not alone in being motivated by making such a tangible difference. Top employers scored highly for being responsible corporate citizens and for having corporate values that aligned with their employees’ own beliefs. Many have sustainability initiatives like buildings powered by wind and recycled water (Celgene), partnering with local Habitat for Humanity projects (Modernia), or volunteering at patient events like the National Veterans Wheelchair Games (BMS). Last year, Celgene employees raised funds alongside the Multiple Myeloma Research Foundation in the Empire State Building Run-Up, racing up all 86 flights of stairs in less than 15 minutes.

Two firms, however, stand out in the crowd for placing patients’ needs (Alexion) and sustainability (Novozymes) squarely at the center of their business model. “In this industry, everyone is trying to come up with important, good medicines, but at Alexion, we are extremely and genuinely patient-centric,” says Mackay.

That “patientcentricity” can be seen in town-hall meetings where patients share their disease and treatment experiences. After visits from Alexion’s youngest patients, Mackay says he often sees employees “walking on air, going back to their lab benches or offices knowing that they could have a real impact on children.”

The urgency to find treatments for life-threatening conditions translates into a company culture that is fast-paced, hardworking, and entrepreneurial in spirit, says Clare Carmichael, chief human resources officer for Alexion.

Similarly, Novozymes’ Nielsen says that young employees are not driven by the size of their paychecks, but rather by personal development and making an impact. “People want to tell their kids when they pick them up from kindergarten, ‘I did something today that makes this world a better place to live,’” he says.

The company’s tagline “make more with less” plays out across its science, from detergent enzymes that save energy and water to technology for converting waste biomass into biofuels. It even trickles into travel planning, with employee reminders about carbon footprints.

That emphasis on sustainability appealed to scientist Leah Blasiak when she transitioned from academia to her current post in the agbiotech division at Novozymes. “What I do matters, and I am much closer to the direct application of my research,” she says.

Recruiting and retaining top talent

Recruiting talented young scientists like Blasiak and keeping them on board for the long haul was cited by this year’s survey respondents as one of the industry’s biggest challenges. Top firms say they have not-so-secret weapons for attracting the best scientists and keeping them stimulated.

“Novozymes’ success is determined by the passion and energy that Zymers bring to work each morning,” says Nielsen. He says his firm is often a first choice for scientists in Denmark, Sweden, and Germany who are familiar with it, but recruiting in the United States or Asia is more difficult.

Falholt says that Novozymes looks for scientists who “burn high,” chewing on problems until a solution comes to them, whether during work hours or not. Likewise, every Moderna employee is given an iPhone and iPad connected to the company cloud, so if genius strikes while an employee reads her Sunday paper, it can be captured instantly.

Many top employers are growing rapidly, and so they look for employees who are “learning agile,” who can wear multiple hats, and who excel at cross-functional or even cross-company collaboration. Job candidates must...
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show the capacity for managing uncertainty, change, and even ambiguity in a fast-moving company, says Moderna’s Steve Harbin, senior vice president for human resources. “I look for it in every interviewee, because the one constant is that Moderna is changing,” he says.

When hiring at Roche, Pao says that personality is equally as important as a deep understanding of disease biology and an appreciation of drug development. “We look for a team player who can fit into a matrix environment,” he says, echoing other top employers as well. That means someone who can ferry his ideas and data between all the various layers of a drug development program—from target discovery to chemistry to preclinical tools and testing, clinical development, and beyond.

Respect begets loyalty
It’s an old maxim of business: People leave employers because of bad managers. This year, the second-most important driver of top employers was respecting employees, followed closely by having loyal employees. Workers at the best companies say that respect, which can take many forms, begets loyalty. At Novo-zymes, employee turnover is low—just 8.5% worldwide in 2014—reflecting a very low proportion of heavy-handed managers, says Michael Almer, vice president of human resources.

The company also puts a Scandinavian twist on trust—giving employees a hefty dose of responsibility upfront. Cude recalls being handed that mantle on day one, starting in an empty lab with 12 others at the new agbiotech facility. “We still had these goals and timelines dictated by the growing season to meet,” he says. “I was put into the deep end, but it was a really great learning and networking experience.”

A smaller token of employee appreciation doesn’t hurt either. Companies have brought in “jeans every day” dress codes (Alexion), free ice cream trucks (Novo-zymes), and an electric car for zipping between campuses (Moderna).

More serious benefits make high-performance employees’ lives a little less stressful. Alexion provides paid caregiver leave to spend time with a terminally ill loved one and coaches for families navigating college applications. Celgene places a heavy emphasis on employee wellness, employing a nurse practitioner to treat employees on-site and providing hot, healthy to-go dinners from its cafeteria and local, farm-fresh produce for employees to buy on their way home. Moderna operates on the cantina model, serving a free catered lunch so employees can discuss matters over the daily meal.

But Harbin pooh-poohs the idea that perks like foosball tables will reel in or retain employees. “So Moderna provides free lunch, who cares?” he dismisses. Providing an environment where employees can dream up new ideas and carry them out is more important. “It is the speed with which we move from ideation to execution that makes Moderna special.”

Unbridled enthusiasm
That buzz for getting things done permeates all top employer companies and shines through in this year’s historically positive overall survey scores. Even though the global economic outlook has ticked upward, industry leaders attribute the survey’s optimistic attitudes to scientific excitement rather than financial security.

“It’s unique to be at a company sitting on top of discoveries that are actually changing the standard of care in cancer,” says Carl Decicco, head of discovery at BMS. Four of the company’s immuno-oncology drug trials had to be stopped due to the ethical need to offer the more effective experimental treatment to the other arm of patients receiving standard care. “BMS is willing to take risks that are backed by good scientific data,” he says. “We’re getting a lot of things right and people are finding it an exciting place to work.”

Not resting on laurels inspires Celgene’s employees to always strive for the next level of success, says Chief Financial Officer Peter Kellogg. “We try to keep the money focused on the science and innovation.” He says employees appreciate long-range planning and vision that allows companies to ride out shifting financial trade winds. “There’s something to be said for persistence and never feeling like we are a successful company.”

Above all else, employees rank innovations that allow them to make a positive, real impact in the world—not compensation, retirement benefits, or career advancement—as the biggest reward of working in biotech and pharmaceuticals. Blasiak refers to an oft-repeated motto at Novo-zymes about having a “triple bottom line.”

“People, planet, profit—which is totally buzz-wordy—but it really does mean something here,” she says. Because the company’s leaders truly care that profitable products also do some good for people and the environment, Blasiak and her colleagues are inspired to put forward their best effort. “At the end of the day, everyone wants their work to be doing some good.”

Kendall Powell is a freelance science writer based in Lafayette, Colorado.

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CHINESE ACADEMY OF SCIENCES
JOHN INNES CENTRE

Centre of Excellence for Plant and Microbial Sciences (CEPAMS)

CEPAMS Group Leader Positions

The Chinese Academy of Sciences (CAS) Institute of Genetics and Developmental Biology (Beijing) and the CAS Shanghai Institute of Plant Physiology and Ecology, together with the John Innes Centre in the UK, have established a joint Centre of Excellence for Plant and Microbial Sciences (CEPAMS).

We wish to recruit up to ten new tenure track Group Leaders to join this Centre, to be based either in Beijing or Shanghai. Group Leaders will run internationally outstanding and innovative research programmes. We are particularly interested in candidates in the areas of plant developmental genetics, crop improvement and plant and microbial natural products, but invite candidates from any field of plant and microbial sciences to apply.

These positions will be affiliated with both the Chinese Academy of Sciences and the John Innes Centre. Successful candidates will be employed by CAS and based in new and dedicated CAS laboratories in either Beijing or Shanghai. Successful candidates will be expected to also apply to the CAS Pioneer Hundred Talents Program or the National Thousand Young Talents Program.

Application forms and further information can be obtained from Christopher DARBY at christopher.darby@jic.ac.uk (+44 1603 450970). Applications should be submitted to Lei Qi by e-mail to lqi@genetics.ac.cn (+86 10 64806505).

Applications will be welcomed until all ten positions are filled. There is no closing date, but the first sift for potential applicants will take place from 14 December 2015. The first round of interviews will take place in Shanghai between 15 and 18 March 2016.

This recruitment exercise and any subsequent appointment are exclusively regulated by the employment law of the People’s Republic of China.

Institute of Genetics and Developmental Biology

Chinese Academy of Sciences

Faculty Positions

The Institute of Genetics and Developmental Biology (IGDB), Chinese Academy of Sciences is a leading life science institution in China, and aims to address fundamental questions in modern agriculture and human health, making internationally recognized contributions in these fields.

IGDB invites applicants for ten faculty positions. The appointments will be at Full, Associate or Assistant Professor Level. We are particularly interested in candidates in the areas of molecular genetics, genomics, crop design, genome engineering, stem cells and regenerative medicine, organ development, metabolic health, computational biology and systems biology. In addition, positions are also open for biotech IP management and product development.

Successful candidates will be expected to also apply to the CAS Pioneer Hundred Talents Program or the National Thousand Young Talents Program. Applications will be welcomed until all positions are filled.

More information about IGDB can be found at http://www.genetics.ac.cn or http://english.genetics.cas.cn. Interested candidates should submit a cover letter, curriculum vitae, representative publications, a statement of research experience and interests as well as the names and contact information of three referees to Dr. Weicai Yang by e-mail (wcyang@genetics.ac.cn), and Ms. Jing Wang (jwang@genetics.ac.cn).
Gan & Lee Pharmaceuticals Is Seeking Talents

Gan & Lee Pharmaceuticals (www.ganlee.com) is an innovative biotech company based in the southern suburb of Beijing, China. The company is experiencing rapid growth. We plan to significantly increase our research and development capability in the coming years, including establishing the Gan & Lee Laboratories and a Clinic Development Center in the US. We are recruiting talented, productive and ambitious scientists and professionals to join our highly motivated research team.

Scientists at various levels (Job code: SCI033) The candidates must have a Ph.D. degree in biology or chemistry. Postdoctoral training in relevant fields is strongly recommended. We expect the candidates to have demonstrated independent research capability and excellent productivity with strong publication record. Drug-development experience is NOT required.

The successful candidates will be compensated competitively according to their qualifications. The compensation package includes a salary starting from $65,000 for entry-level positions and $150,000 for the senior position (from scientists to principle scientists), plus bonus and generous stock option plans. The Beijing-based positions will be compensated with equivalent RMB. We have immediate openings of five entry-level positions and one senior position. Both will never turn down a talented scientist.

The scientists will work in Beijing- and/or US-based R&D laboratories, which are joined by many independent collaborating labs, not dissimilar to an integrated graduate program in academics. Each lab, led by a principle investigator (you could be one of them), carries on one or more drug development programs, initiated by the PIs or assigned by the management. In addition, the PIs are allowed to spend up to 20% of time and effort to engage in their own research interest. Publication is highly encouraged.

Managing Director, Medical/Clinical Operations (Job code: MED009) This is a full time position. The incumbent reports to board of directors of Gan & Lee USA and leads the clinical development of the diabetes disease area. The successful candidate will function as a scientific and medical resource for the Medical Affairs department at Gan & Lee Pharmaceuticals, and as a medical monitor for ongoing clinical trials. For detailed responsibilities and qualifications, please visit: http://www.ganlee.com/en/index.php?optionid=685

Manager, Regulatory Affairs (Job code: REG012) This is a full time position. Working closely with Associate Director of Regulatory Affairs, the incumbent will be responsible for outlining the regulatory strategy, coordinating activities related to regulatory interactions, such as global regulatory filing, meetings, etc. For detailed responsibilities and qualifications, please visit: http://www.ganlee.com/en/index.php?optionid=685

Interested candidates can submit their applications electronically to hrrd@ganlee.com. Please indicate the job code in the subject field. In addition to your CV, please also include a one-page essay briefly highlighting your accomplishments, research interests and career goal.

Associate or Full Professor Biochemistry and Cell Biology

The Department of Biochemistry and Cell Biology at Stony Brook University invites applications for a faculty position at the tenured Associate or Full Professor level. Candidates doing innovative work in any area of biochemistry, molecular or cell biology are encouraged to apply. We particularly welcome applications from candidates working at the interface of Cancer and Metabolism.

Candidates must have an MD and/or Ph.D. and a strong record of significant scholarship and extramural funding. The opportunity also exists for the successful applicant to play a leadership role in the newly formed Biomedical Sciences Institute. The Institute will house multi-departmental collaborative teams of investigators and serve as the administrative hub for the Basic Science departments of Stony Brook Medical School.

Comprised of faculty in both the College of Arts and Sciences, and the School of Medicine, the Department of Biochemistry and Cell Biology is an active, collaborative community of scholars with broad research interests dedicated to both scientific discovery and to education at the undergraduate, graduate and post-graduate levels. Beyond the Department there are opportunities for collaboration with other research programs including the Cancer Center, the Laufer Center for Physical and Quantitative Biology, and the Institute for Chemical Biology and Drug Discovery. In addition, the University maintains professionally staffed core facilities to support research including ones for proteomics, next generation sequencing, NMR spectroscopy, and microscopy.

Interested individuals should complete the Academic Jobs application process online at https://academicjobsonline.org/ajo/jobs/6464. The application process consists of: 1) cover letter, 2) curriculum vitae, 3) teaching statement, 4) research statement, 5) State employment application, 6) three reference letters 7) publication list. Electronic submission via Academic Jobs Online is highly preferred.

Alternatively, submit above mentioned materials to: Chair of the Search Committee, c/o Carol Juliano, Department of Biochemistry and Cell Biology, Life Sciences Building, Room 450, Stony Brook University, Stony Brook, NY 11794-5215, Fax: (631) 632-8575.

For a full position description, or to apply online visit, www.stonybrook.edu/jobs (Ref. # F-9566-15-10).

Equal Opportunity Employer, females, minorities, disabled, veterans.
The Marine Biological Laboratory
2016 Whitman Center Fellowship Program

THE MARINE BIOLOGICAL LABORATORY, a hub for research and education and an affiliate of the University of Chicago, convenes biologists from around the world each year to advance the mission of biological discovery. We are now accepting applications for Whitman Center Fellowships for the 2016 season. Support is available for scientists to come to the Marine Biological Laboratory for 4 to 10 weeks to conduct independent research.

We particularly encourage applications focused on the following:

- Evolutionary, genetic, and genomic approaches in regenerative and developmental biology and neuroscience with an emphasis on novel marine organisms
- Integrated imaging and computational approaches to illuminate cellular function and biology emerging from the study of marine and other organisms

The 2016 Fellowship Program includes Whitman Early Career Investigator Awards, specifically designated for individuals less than 10 years from their doctoral degree who wish to focus on these areas of biological discovery.

Whitman Center Fellowships cover laboratory rental and housing costs. The Whitman Center offers access to state-of-the-art instrumentation, innovative imaging technology, genome sequencing, availability of model freshwater and marine organisms, and modern laboratory facilities.

Whitman Fellows typically come to Woods Hole during the summer months when the Marine Biological Laboratory hosts hundreds of researchers, postdocs, and graduate students from around the world to participate in scientific discovery courses, research, lectures, and field studies. As a convener of biology, the Marine Biological Laboratory is well known for fostering a highly collaborative environment, with scientists and students engaged in intensive research in a collegial and informal atmosphere.

Applications will be evaluated on the basis of scientific merit. Eligible applicants must hold appointments at accredited universities, colleges, or research institutions anywhere in the world. Researchers who have received Whitman Center Fellowships more than twice previously are not eligible. The Marine Biological Laboratory is especially interested in qualified candidates who can contribute to the diversity and excellence of its research community.

mbl.edu/research/whitman-fellowship
researchprograms@mbl.edu

Application Deadline: December 15, 2015
Yale Cancer Biology Institute

The Cancer Biology Institute, part of the Yale Comprehensive Cancer Center (YCC) at Yale University School of Medicine, invites applications from basic and physician scientists for an Assistant, Associate, or Full Professor position in the tenure track. Appointment at Yale School of Medicine is available in a number of departments, and rank will be commensurate with experience. Applicants must have an M.D. and/or Ph.D. or equivalent degree and have demonstrated excellent qualifications in research and education. The successful candidate will have experience in the field of cancer biology, with specific target areas for this recruitment being cancer proteomics, metabolomics/metabolism, biomathematics, cancer genetics and genomics, chemical biology, RNA/transcriptomics, tumor microenvironment, and tumor immunology. Responsibilities include establishing a vigorous and independently funded research program in cancer biology while supervising and mentoring students with diverse backgrounds, as well as contributing to the graduate and medical school educational missions. We seek individuals with strong records of independent creative accomplishments, who will interact productively with colleagues within the Cancer Biology Institute, across the Yale West Campus, and across the Yale Comprehensive Cancer Center – taking advantage of the unique opportunities to translate basic findings from the Institute into clinical practice.

The Cancer Biology Institute is one of 7 newly-formed multi-disciplinary research institutes on Yale’s burgeoning West Campus, which is self-contained but conveniently linked to Yale’s nearby New Haven campuses. Additional West Campus assets include the Systems Biology Institute, the Nanobiology Institute, the Chemical Biology Institute, and the Microbial Sciences Institute – as well as state-of-the-art core facilities in imaging, small molecule discovery, genomic analysis and other technologies. Linkage to these Institutes provides unique opportunities for interdisciplinary research in the Cancer Biology Institute that is simultaneously poised for translation through close involvement with the YCC and Smilow Cancer Hospital at Yale-New Haven.

Please submit a letter describing qualifications, with a CV and three letters of reference to:
Drs. Mark Lemmon and Joseph Schlessinger
Co-Directors, Cancer Biology Institute
Yale Cancer Center
c/o Nathan Kucera
333 Cedar Street
PO Box 208066
New Haven
CT 06520-8028
or send electronically to
cancerbiologyinstitute@yale.edu

We seek candidates who embrace and reflect diversity in the broadest sense. Yale University is an Equal Opportunity/ Affirmative Action Employer. Review of applications will begin immediately and will continue until the position is filled.

Department of Health and Human Services
National Institutes of Health
National Institute on Aging
Diversity in Aging Research Pipeline Program

Post-doctoral Positions

The National Institute on Aging (NIA), a research component of the National Institutes of Health (NIH) and the Department of Health and Human Services (DHHS) is the lead federal agency for aging, age-related disease, and Alzheimer’s disease research. The NIA Intramural Research Program through its Diversity in Aging Research Pipeline Program (DARPP) is advertising two postdoctoral fellowship positions. The goal of DARPP is to enhance diversity within the workforce of aging researchers and to provide training opportunities in aging research for underrepresented minorities and students from socioeconomically disadvantaged backgrounds. Successful candidates will be exceptionally qualified scientists-in-training who are interested in joining the NIA research community. Candidates must have a Ph.D. (or M.D.) degree in molecular biology, biochemistry, bio-informatics, genomics, epigenetics, neuroscience or a related biomedical science field. All applicants must be from a population underrepresented in the biomedical sciences, and have less than 5 years of postdoctoral experience. Candidates may be U.S. citizens or permanent-residents. Salary will be commensurate with research experience, according to the NIH intramural pay scale. Interested applicants should e-mail curriculum vitae, a brief description of their research interests, and 3 letters of reference to: The DARPP Selection Committee c/o Mrs. Taya Dunn Johnson, E-mail: dunn@grc.nia.nih.gov. The deadline for application is February 1, 2016. For more information about the NIA intramural program, please visit http://www.grc.nia.nih.gov/

HHS and NIH are Equal Opportunity Employers

The NIH is dedicated to building a diverse community in its training and employment programs.

MEDICAL SCHOOL
UNIVERSITY OF MICHIGAN

Faculty Positions
Department of Pharmacology

The Department of Pharmacology at the University of Michigan Medical School invites applications for a tenured/tenure-track position at the ASSISTANT, ASSOCIATE or FULL PROFESSOR level. We are seeking outstanding individuals with research experience and interests that augment current department initiatives in the area of ion channel research. Qualifications include a Ph.D. in Pharmacology, or a related discipline, and/or a M.D. degree, and for those applying above the level of Assistant Professor, a strong record of nationally competitive external funding, a sustained record of excellent research productivity, and an outstanding national reputation in their field of interest. Physician-Scientists are encouraged to apply, as joint appointments are available with clinical departments within the University of Michigan Medical School. Applicants will be expected to maintain extramural funding, participate in the teaching of medical, graduate, and undergraduate courses, and to support and mentor graduate students and postdoctoral fellows. An attractive startup package including excellent laboratory space and generous funding is available. Salary will be commensurate with experience.

The successful candidates will join a dynamic, diverse, and collaborative department with new leadership in a Top 10 Medical School in a university setting with superb opportunities for continuing career development. The quality of life in Ann Arbor is outstanding. The combination of a large, major research universe with a diverse, safe, family-oriented community make Ann Arbor an ideal environment for work-life balance. Ann Arbor offers an exceptional combination of sports, recreation, and cultural events.

Applicants should send a cover letter stating the position and subject area for which they are applying and the names and contact information of three referees, their curriculum vitae, a three-page summary of their research program and future research plans, and information related to past and current teaching experience as a single PDF file to jdani@umich.edu. Address all correspondence to: Dr. Leslie Satin, Chair, Search Committee, Department of Pharmacology, The University of Michigan Medical School, 1150 West Medical Center Dr., Ann Arbor, MI 48109-5632.

Review of applications will begin on November 1, 2015, and will continue until the position is filled.

The University of Michigan is an Affirmative Action/Equal Opportunity Employer. Applications from qualified women, minorities and/or disabled individuals are encouraged.
Assistant Professor

The Evergrande Center is inviting applications for a tenure track position at the rank of Assistant Professor commensurate with experience and accomplishments. We seek an exceptional scientist addressing fundamental or translational questions related to chronic inflammation.

Applicants should have a track record of high-quality, published research, and proposals for an exciting line of investigation related to chronic inflammation. The successful candidate will join the current six core faculty members of the Evergrande Center for Immunologic Diseases, where she/he will direct a program of independent research, taking advantage of the Center’s core facilities, expertise and other resources. We are particularly interested in candidates who value a highly collaborative and interactive approach to research. The ideal candidate will have an MD and/or PhD and evidence of a creative, collegial and exceptional research track record. While a track record of grant funding is desirable, it is not required.

The appointment will be with the Department of Neurology at Brigham and Women’s Hospital and the Department of Microbiology and Immunology at Harvard Medical School. The successful candidate will be provided laboratory space in a new research building due to open 2016, and a customary start-up package. Salary and benefits will be competitive with other institutions.

Interested applicants should send a cover letter, a curriculum vitae, and a brief (2-3 pages) statement of current and future research plans to the Chairs of the Committee (Vijay Kuchroo and Arlene Sharpe) at:
Admin@evergrande.hms.harvard.edu

Computational Biologist

The Computational Biologist will coordinate and perform computational analyses of the genomic and transcriptomic data generated within the Center’s laboratories, including working with Center faculty to formulate strategies, assessing and applying software tools and programming languages, developing novel statistical tools and algorithms, orchestrating data integration and advising and training Center researchers. Additionally, the Computational Biologist will coordinate and lead input from other Center computational specialists and coordinate with Brigham and Women’s Hospital and Harvard Medical School IT staff for access to high-performance computer resources and for the deployment and management of data analysis pipelines, databases and web servers. Special projects as assigned.

To apply for the Computational Biologist position, please visit the Brigham & Women’s Hospital Career site at: careers.brighamandwomens.org and search for Job ID # 3001286.

For further details on these positions and the Evergrande Center, please visit our website at: evergrande.hms.harvard.edu

Faculty Position in Immunology
Department of Biological Sciences
Purdue University

The Department of Biological Sciences seeks candidates for an academic year, tenure-track position in the area of Immunology at the level of Assistant Professor. Creative investigators employing cutting-edge approaches to study aspects of cellular and molecular immunology are encouraged to apply. Areas of interest include, but are not limited to: pathogen-host interactions, inflammation, immune responses to infectious diseases, and cancer/tumor immunology. This position is aligned with a major investment in the life sciences by the Office of the Executive Vice President for Research and Partnerships at Purdue University supporting the establishment of a Purdue Institute for Inflammation, Immunology and Infectious Disease (PI4D) (https://www.purdue.edu/research/life-sciences/).

Applicants must have a Ph.D. degree or equivalent in an appropriate discipline and at least 2 years of postdoctoral experience. The successful candidate is expected to maintain a dynamic and collaborative research program addressing fundamental questions in the areas listed above and to excel in teaching at the undergraduate and graduate levels. Opportunities for collaboration with microbiologists, structural biologists and cell biologists within the Department of Biological Sciences (https://www.bio.purdue.edu/) are further enhanced by interactions with faculty from the Colleges of Science, Pharmacy, Veterinary Medicine and Engineering and the NCTI-designated Purdue University Center for Cancer Research (http://www.cancerresearch.purdue.edu/). Abundant infrastructural support for research is provided by core facilities in the Bindley Bioscience Center, the Birck Nanotechnology Center and other centers within Discovery Park (http://www.purdue.edu/discoverypark/). As an ADVANCE institution, Purdue University is dedicated to the recruitment, retention, and advancement of women STEM faculty.

Applications should be submitted electronically to http://hiringscience.purdue.edu as a single PDF containing a letter of interest, detailed curriculum vitae, contact information for three references, a 2-3 page summary of research interests and a one page teaching statement. The Department of Biological Sciences is committed to advancing diversity in all areas of faculty effort, including scholarship, instruction, and engagement. Candidates should address at least one of these areas in their cover letter, indicating their past experiences, current interests or activities, and/or future goals to promote a climate that values diversity and inclusion. Inquiries should be directed to Elizabeth J. Taprowsky, Chair, Immunology Search Committee, at Immunology@bio.purdue.edu or at Department of Biological Sciences, 915 State Street, West Lafayette, IN 47907-2054. A background check is required for employment in this position. A review of applications will begin on December 1, 2015, and continue until the position is filled.

Purdue University is an EOE/AA Employer. All qualified applicants, including minorities, women, and individuals with disabilities and veterans are encouraged to apply.
Research Officer in the Department of Chemistry
(Ref.: 201501233)

Applications are invited for appointment as Research Officer in the Department of Chemistry, to commence as soon as possible, on a three-year fixed-term basis, with the possibility of renewal subject to satisfactory performance.

Applicants should possess a Ph.D. degree with extensive experience in X-ray crystallography in academic institutes/industrial sector. They should have in-depth knowledge of and extensive experience in the practical aspects of small-molecule and powder crystallography, including crystallization, data acquisition, structure solution and refinement. The appointee will be responsible for providing structure determination service while supporting the data collections and structure determinations by students, and the daily operation and regular maintenance of X-ray facilities in the Department. He/She will also provide assistance for the development of crystallographic research methodology, and training to research students and authorized users for data collection and analysis.

A globally competitive remuneration package commensurate with qualifications and experience will be offered. At current rates, salaries tax does not exceed 15% of gross income. The appointments will attract a contract-end gratuity and University contribution to a retirement benefits scheme, totalling up to 15% of basic salary, as well as annual leave, and medical benefits. Housing benefits will also be provided as applicable. Please note that the University is not able to offer a relocation assistance package (including housing accommodation and a passage and baggage allowance) to the successful candidate recruited from overseas.

Applicants should send a completed application form together with an up-to-date C.V. by e-mail to chemjob@hku.hk. Application forms (341/1111) can be downloaded at http://www.hku.hk/apptunit/form-ext.doc. Further particulars can be obtained at http://jobs.hku.hk/. Closes November 30, 2015.

The University thanks applicants for their interest, but advises that only candidates shortlisted for interviews will be notified of the application result.

The University is an equal opportunities employer and is committed to a No-Smoking Policy.

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Chair of the School of Biology

The Georgia Institute of Technology invites applications for the Chair of the School of Biology. We are a dynamic department with diverse research activities in areas including genomics, molecular biology, chemical biology, bioinformatics, ecology and evolution, and integrative approaches to complex biosystems. Our research programs have been highly successful in capitalizing on the engineering and computing expertise and access to world-class facilities at Georgia Tech. The School is strongly supported by campus-wide initiatives in the life sciences, including the Petit Institute for Bioengineering and Biosciences and the newly opened Engineering Biosystems Building. We have expanded with 14 new faculty hires during the last five years. The School seeks to continue its positive trajectory as a leader in interdisciplinary science and innovative educational practices. The School offers B.S., M.S., and Ph.D. degree programs in Biology, and participates in interdisciplinary degree programs in Bioinformatics and Quantitative Biosciences. Georgia Tech is situated on an attractive urban campus in the heart of Atlanta, a vibrant city with diverse cultural and economic opportunities.

We seek candidates with established excellence in leadership and scholarship, and who possess strong commitments to interdisciplinary research as well as undergraduate and graduate education. Candidates with a demonstrated interest in promoting diversity in the sciences are encouraged to apply. Applications should be sent by e-mail to: biochair@cos.gatech.edu.

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ScienceCareers.org
Jinan University implements Jinan Double Hundred Talents Plan to recruit global talents

Jinan University, first university of overseas Chinese founded by the state, with the largest foreign student among the country currently, is the national “211 Project” of key comprehensive university directly under the guidance of Overseas Chinese Affairs Office of State Council. Jinan University, known as “Chinese top university.”

According to the school discipline construction and innovative platform construction, Jinan University now recruiting global talents and will provide favorable working and living condition. There are multiple positions open at Economics College (applied economics, statistics, finance, regional economics) / Science and Technology College (Optical Engineering, Mechanical Engineering, Materials Science and Engineering, Physics, Food Science and Engineering) / Information Science and Technology College (Information & Communication Engineering, Electronic Science and Technology, Computer Science and Technology, Basic Mathematics, Computational Mathematics, Applied Mathematics, Cyberspace Security) / Life Science and Technology College (Chemical, Biological Engineering, Biochemistry and Molecular Biology, Cell Biology, Biology, Medical Engineering, Ecology, Developmental and Regenerative Biology, Immunobiology, Red Tide and Marine Biology)

Candidate material

a. A resume
b. Assumed research projects of nearly five years, published papers (specify the collection situation, journal impact factor and the number of papers he cited of SCI, EI, SSCI, CSSCI ), the list of award-winning achievements;
c. Copy of Degree Certificates/Diploma, all research projects, awards and patents;
d. The full text of 2-5 representative papers;
e. Copy of certificate and incumbents certificate of holding an important position in the foreign office or in the domestic one;
f. Work plan after coming to school.

Treatments provided

Jinan University provides 300,000-1,100,000 RMB annual salary for successful candidates, with 500,000-10,000,000 RMB research start-up fund and 1,000,000-5,000,000 RMB settling-in allowance.

Contact

Personnel department home page: http://personal.jnu.edu.cn/
Tel: 0086-20-85227283 (including fax), 0086-20-85235252
Contact: Mr. Tong, Mr. Liu
E-mail: talents@jnu.edu.cn
Address: Human Resources Development and Management Service of Jinan University, No. 601, Huangpu Road West, Guangzhou.
Postal Code: 510632

Job Vacancies in China’s Universities

China’s Rapid Development — More Opportunities

- Beijing University of Posts and Telecommunications(BUPT)
  For more information about BUPT, please visit http://ssc.bupt.edu.cn/.
- North China Electric Power University(NCEPU)
  For more information about NCEPU, please visit: http://www.ncepu.edu.cn/czsc/index.htm
- Beijing Jiaotong University(NJUT)
  For more information about NJUT, please visit: http://gjc.mobi.edu.cn/sbtech_index.asp
- Beijing Technology and Business University(BITBU)
  For more information about BITBU, please visit: http://www.bitbu.edu.cn/tzxx/tz/201605/36.htm

For more details, visit http://www.edu.cn/zhaopin

科学工作者待遇: 1000-1100万

Jinan University provides 300,000-1,100,000 RMB annual salary for successful candidates, with 500,000-10,000,000 RMB research start-up fund and 1,000,000-5,000,000 RMB settling-in allowance.

Laboratory for Laser Plasmas

Multiple Faculty Positions and Postdoc Positions in Lasers, Plasma Physics, and Ultrafast Science

The Laboratory for Laser Plasmas at Shanghai Jiao Tong University, founded jointly by the University and the Ministry of Education of China in 2010, is a unique multidisciplinary research center. It brings together the best scientists, engineers, and educators from the fields of laser, plasma, accelerator physics and technologies, and ultrafast science to solve some key challenges of our modern society related to energy, environment, and health issues. The Laboratory has equipped with a series of state-of-the-art facilities including a multi-100 terawatt high power laser system, kHz terawatt laser systems, a high power mid-infrared laser system, a multi-MeV RF electron accelerator, advanced laser-target interaction chompers and diagnostics.

To further intensify our innovation capabilities, we are now seeking outstanding scholars to join us. The ideal candidates are supposed to have a PhD and a strong research record related to one of the following areas: high power laser technology, laser plasma theory and simulation, laser-plasma experiment, advanced particle accelerators and applications, high energy density physics, or ultrafast science. The following positions are available according to the candidates' experience:

(a) Distinguished professors selected by “National 1000 Talent Plan”, “Cheung Kong Scholars Program”, or “National Science Fund for Distinguished Young Scholars”
(b) Distinguished researchers selected by “National 1000 Talent Plan”, “National Science Fund for Excellent Young Scholars”
(c) Postdocs with a strong record of academic accomplishments (normally appointed for two years for this position).

For positions (a) and (b), the following qualifications are required at least: Working experience as a professor, associate professor or equivalent at top overseas universities or research institutes; Competence of leading a research team to carry out world-class scientific research. Competence of cultivating young researchers and promoting international academic collaboration. For successful candidates, the University will provide attractive annual salary, start-up fund, housing allowance together with other benefits from the Laboratory. For positions (c), there is a good opportunity to be promoted to research staff provided excellent performance is achieved during the postdoc period.

All applicants should send a cover letter, a curriculum vitae with a publication list, a research proposal (3-4 pages), and a statement of teaching interest in a single pdf file by February 28, 2016 to Ms. Dan Zhang through e-mail: laser_plasma@sjtu.edu.cn. Please also arrange three reference letters directly to the above e-mail address. Applications sent for deadline could be reviewed until the positions are filled.
The Department of Biology at Drexel University (www.drexel.edu/biology) is seeking applications for a senior scientist at the level of Associate or Full Professor. We seek an established scientist who has a national/international reputation, a well-funded, highly successful independent research program and an established record of scholarly and educational accomplishments. The successful applicant will use a variety of approaches to address fundamental questions in biology. We are particularly interested in individuals studying genomics, structure and function of the nucleus, and/or cell and organismal stress responses. This individual should enhance the strengths within the Department of Biology and promote strong interactions and collaborations with other departments throughout the various colleges of Drexel University. Competitive compensation and start-up packages are available. The anticipated start date for this position will be September 2016. Applicants should have a Ph.D., M.D., or D.Phil. as well as a significant record of external funding.

Please apply through Drexel Jobs by accessing this link: https://www.drexeljobs.com/applicants/Central?quickFind=80269 Please attach your CV, two-page statement of research interests and goals, and a statement on teaching philosophy and experience. The deadline for receipt of applications is January 31, 2016. After that applications will be considered until the position is filled.

Please address all correspondence to Professor John R. Bethea, Head of Biology and Chair of the Biology Search Committee, Dept. of Biology, Drexel University, 3245 Chestnut St., Philadelphia, PA 19104 (biology.search@drexel.edu).

Drexel University is an Equal Opportunity/Affirmative Action Employer and encourages applications from women, members of minority groups, disabled individuals, and veterans.

FACULTY POSITION
IN OCULAR PHYSIOLOGY

The Graduate Center for Vision Research at the State University of New York, College of Optometry, invites applications for a tenure-track position from individuals with interests in molecular, biochemical, or cellular techniques to study the physiology of the eye. The successful candidate will have strong translational and clinical research interests that complement existing research strengths. The successful candidate will be expected to maintain an externally funded research program and teach in the professional optometry degree (OD) and graduate programs (MS and PhD). The Graduate Center for Vision Research consists of a scientifically vibrant community addressing a variety of basic and applied topics in vision science and includes the Clinical Vision Research Center where clinical research is performed in collaboration with the College’s University Eye Center. The College is situated in the center of Manhattan’s scientific, medical and cultural activities. Competitive salary and start-up funds will be provided.

Applications will be considered at all ranks. The position will remain open until filled. Applicants should provide a CV, statement of research interests, reprints of up to three papers, and the names and contact information of three references, to Mr. Canh Tran (ctran@sunyopt.edu). SUNY Optometry, 33 West 42nd St., New York, NY 10036.

For more information about the College, including our Annual Safety Report, visit www.sunyopt.edu/careers.

The SUNY College of Optometry is an affirmative action, equal opportunity employer and does not discriminate on the basis of race, color, national origin, religion, creed, age, disability, sex, gender identity, sexual orientation, familial status, pregnancy, predisposing genetic characteristics, military status, domestic violence victim status, criminal conviction, or retaliation.

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Editor-in-Chief
The Journal of Biological Chemistry

The American Society for Biochemistry and Molecular Biology welcomes nominations and applications for the position of editor-in-chief of The Journal of Biological Chemistry. The JBC publishes original research that makes novel and important contributions to the study of the molecular and cellular bases of biological processes. The next editor-in-chief should be a public-facing thought leader, a committed advocate for authors and readers, a leader who listens and delegates, and an active researcher of significant accomplishment.

Candidates should possess:
- broad, general knowledge of biological chemistry;
- strategic planning experience;
- a commitment to publishing the very best science;
- an appreciation for data-driven decision making;
- the ability and desire to recruit outstanding scientists to serve as contributors, associate editors and editorial board members;
- a willingness to provide sustained and consistent editorial direction;
- proven interpersonal, communication, leadership and coalition-building skills;
- financial and business prowess; and
- scientific editorial experience.

The editor-in-chief will:
- provide visionary strategic direction,
- act as the steward of the journal’s scientific content;
- report results and next steps to ASBMB executives and elected leadership;
- establish and refine journal policies and editorial guidelines;
- lead inclusive, productive meetings for board members and associate editors;
- respond to media requests;
- collaborate with staff members and vendors;
- represent the journal at meetings and other venues; and
- write quarterly (or more frequent) editorials.

The editor-in-chief will serve a five-year term, with the possibility of reappointment. The ASBMB will provide administrative support and a stipend. A search committee appointed by the president of the ASBMB will review nominations and applications. An application package should include a cover letter, a one-page vision for the journal and a CV (of no more than four pages) highlighting relevant experience and achievements.

Send nominations and applications by January 1, 2016, to the ASBMB Editor-in-Chief Search Committee, c/o ASBMB Senior Director of Publications and Content Development, Nancy Rodnan (nrodnan@asbmb.org).

University of Miami

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 Astrophysics. This appointment will be made at the Assistant or Associate Professor rank to begin Fall 2016. Targeted research topics include, but are not limited to, experimental or observational work that is synergistic with ongoing activities in the department: cosmic microwave background polarization, mm-wave spectroscopy, studies of solar wind charge exchange, diffuse x-ray emission, large scale structures, and detector development. Candidates must have a Ph.D. in physics or related discipline, 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 astroseach@physics.miami.edu or to Astrophysics Search Committee Chair, Department of Physics, University of Miami, Knight Physics Building, Coral Gables, FL 33124. Applicants must arrange for three letters of recommendation to be sent to the same address. Review of applications will begin on December 1, 2015 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.

University of Miami

Tenure-Track Assistant/Associate Professor

The Department of Physics at the University of Miami invites applications from highly qualified persons for a faculty position focusing on experimental Energy/Materials research. This appointment will be made at the Assistant or Associate Professor rank to begin Fall 2016. Targeted research topics include, but are not limited to, energy harvesting, storage, conversion, and optoelectronics, encompassing hard and/or soft matter. The successful candidate is expected to interact with both physics and chemistry faculty. Candidates must have a Ph.D. in physics or related discipline, 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 energysearch@physics.miami.edu or to Energy Search Committee Chair, Department of Physics, University of Miami, Knight Physics Building, Coral Gables, FL 33124. Applicants must arrange for three letters of recommendation to be sent to the same address. Review of applications will begin on November 23, 2015 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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The Department of Biochemistry & Molecular Biology, together with the OHSU Center for Spatial Systems Biomedicine (OCSBB) seek an established scientist for a leadership role within the OHSU/FEI Living Laboratory. The position is a tenure-track faculty position with primary responsibilities for research, graduate training and opportunities in medical education.

As part of the Knight Cancer Center, OCSBB is investing heavily in development of biomolecular imaging including multiple forms of electron and super-resolution microscopy. The recruit will provide leadership in the highest resolution activities, with additional recruitment and expansion of instrumentation (currently including a Titan Krios™), taking advantage of collaborations with FEI Inc. and Intel Corp. in Portland to develop new capabilities in image collection and processing.

Candidates should have extensive records of extramurally funded research in structural biology, interest in advancing the technology, leadership experience, and the vision to help EM realize its full potential in cancer and basic biomedical research. Applications will be considered from December 1, 2015 until the position is filled. Please apply online at www.OHSU.jobs.com, ref. IRC49876. Include a CV, contact information for three referees and a statement of research interests and plans. Enquiries may be directed to Michael Chapman (chapmami@ohsu.edu).

OHSU is an Equal Opportunity, Affirmative Action Institution that encourages diverse applicants to consider this opportunity. Applicants with disabilities can request reasonable accommodation by contacting the Affirmative Action and Equal Opportunity department at 503-494-5148.

The USC Michelson Center for Convergent Bioscience (http://michelsonmedical.org/portfolio-item/gary-michelson-center-convergent-bioscience) is a joint initiative between the USC Dornsife College of Letters Arts and Sciences and the USC Viterbi School of Engineering. It focuses on the convergence of engineering and the biological sciences at various scales (from the quantum to the molecular, cellular, and organ) with particular emphasis on the understanding of how the various parts of the human body interact and the subsequent engineering of new solutions for human health. This new paradigm promises to permanently reconfigure the way biomedical advances are made and ensure that those advances are rapidly translated into interventions. The USC Viterbi School of Engineering invites applications from outstanding candidates for tenure-track positions at any faculty rank in the relevant engineering disciplines, including Biomedical Engineering, Chemical Engineering and Materials Science, Electrical Engineering, and Mechanical Engineering. Faculty under this initiative may be part of The Bridge@USC and may be housed in the new USC Michelson Center, under construction.

This search is part of a cross-departmental hiring initiative involving multiple departments and multiple openings in the Viterbi School. The School is committed to increasing the diversity of its faculty and welcomes applications from women, underrepresented minorities, veterans, and persons with disabilities. We welcome synergies between departments and value demonstrated abilities of successful applicants to work across disciplines. Applications for faculty appointment in any department in the Viterbi School, with particular interest in the following areas:

- Aerospace and Mechanical Engineering – computational engineering, biomechanical systems.
- Biomedical Engineering – systems cellular-molecular bioengineering, neuroengineering, and medical imaging with emphasis on clinical translation, theranostics or multi-modal imaging.
- Chemical Engineering and Materials Science – systems and synthetic biology, drug delivery, immunoenengineering, biomolecular, biomaterials, viral, cellular, and computational approaches.
- Electrical Engineering – bio-electronics, bio-nanotechnology, bio-photonics, brain engineering, image formation and analysis for next-generation microscopy, neuromorphic systems.

We are also interested in exceptionally accomplished candidates who can be transformational in areas of the search across other departments in the Viterbi School. Outstanding senior applicants who have demonstrated academic excellence and leadership, and whose past activities document a commitment to issues involving the advancement of women in science and engineering may be also considered for the Lloyd Armstrong, Jr. Endowed Chair, which is supported by the Women in Science and Engineering Program endowment. We expect all candidates to have a strong commitment to research, doctoral student mentoring, and teaching at the undergraduate and graduate levels. All applicants must have earned a doctorate in the respective areas or closely related fields by the date of appointment.

To receive full consideration, candidates should apply on-line at the School’s faculty openings website corresponding to where there is most interest in having a primary appointment, found at http://viterbi.usc.edu/academics/faculty/faculty_position.php. Application materials generally include a cover letter, curriculum vitae, statement of research and teaching interests, and contact information for suggested references. Applications should be submitted by December 31, 2015 to receive full consideration. Interested persons are welcome to contact the department Chair.

The USC Viterbi School of Engineering is among the top engineering schools. It counts 180 full-time, tenure-track faculty members, and it is home to the Information Sciences Institute. The school is affiliated with the Alfred E. Mann Institute for Biomedical Engineering, the Institute for Creative Technologies and the USC Stevens Center for Innovation. In addition to its commitment to faculty diversity, the USC Viterbi School of Engineering is committed to enabling the success of dual career families and fosters a family-friendly environment.

USC is an Equal Opportunity Educator and Employer, proudly pluralistic and firmly committed to providing equal opportunity for outstanding persons of every race, gender, creed and background. The University particularly encourages women, members of underrepresented groups, veterans and individuals with disabilities to apply.