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Drug discovery is turning a corner in creativity—seeking to solve more unmet medical needs with approaches that come from biological rather than chemical solutions. These drugs include more sophisticated antibody therapeutics, but also encompass messenger RNA (mRNA)-based drugs; immuno-oncology therapeutics that fight cancers with designer, supercharged T cells; and truly personalized medicine, such as tumor vaccines designed to attack individual tumors. At the same time, applying big data bioinformatics to human genomes annotated with a lifetime of physicians’ notes from each patient is revealing novel targets and helping tailor optimal treatments to patients.

The modern era of biopharmaceutical projects requires a level of creative thinking that goes far beyond traditional, chemistry-based drug discovery. So it’s no surprise that scientists rank the highest satisfaction in industry jobs that let them flex their creative muscle, giving them the freedom to pursue risky ideas and the resources to test those ideas out at top speed. This year’s Science Careers Top Employers—leaders in the biotech, biopharmaceutical, and pharmaceutical industries—excel at all three. They also share a dedication to innovation that is pushing biological boundaries, and they prioritize career development that stretches employees’ skills and talents. Last but not least, they encourage healthy levels of work–life integration to keep employees productive and performing at their best.

This year’s results

The top 20 employers of 2016 include companies with rich heritages in drug development that have embraced globalization, as well as relative newcomers with agile, fast-paced programs.

Regeneron Pharmaceuticals (No. 1) returns to the top spot in a continued show of force, having been named No. 1 or No. 2 for the last six years. The 28-year-old company’s fully humanized antibody technology has ripened into a pipeline of a dozen such candidates in clinical trials. Ranked No. 2 this year, Novo Nordisk builds on its tradition of more than 90 years of leading diabetes health care. Based in Bagsvaerd, Denmark, the firm has parlayed that experience into innovations that help patients deal with other chronic conditions: hemophilia, growth disorders, and obesity.

After its debut in the survey at No. 7 last year, Moderna Therapeutics has rapidly moved up the ranks into the No. 3 slot. Headquartered in Cambridge, Massachusetts, Moderna is just five years old and has about 460 employees. But it is a powerhouse of innovation that has quickly turned its mRNA technology platform into two infectious disease mRNA-based vaccines, which are already being tested in early clinical trials. Moderna expects several other internal and partnered candidates to be in human trials by the end of 2016.

Each year, leadership in innovation has been named one of the major drivers of the top firms. However, this year, survey respondents also chose “having a clear vision” as one of the strongest characteristics of the best employers. George Yancopoulos, president of Regeneron Pharmaceuticals, as well as its chief scientific officer and founding scientist, says Regeneron’s success is largely due to a vision that hasn’t changed since the company was founded by Leonard Schleifer in 1988.

“Our vision focuses on three things: teamwork, innovation, and translation. We believe being committed to all three is the best way to do science,” he says. [cont>]

Upcoming Features

Regional Focus: China—November 4  ■  Regional Focus: China—December 16  ■  Faculty Careers—February 10
### Top twenty employers

The 20 companies with the best reputations as employers and the top three driving characteristics for each company, according to respondents in the 2016 survey undertaken for the *Science/AAAS Custom Publishing Office*. The companies without a 2015 rank did not receive enough mentions to qualify or did not receive a high enough ranking during the 2015 survey.

<table>
<thead>
<tr>
<th>2016 Rank</th>
<th>2015 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>Work culture values aligned</th>
<th>Is socially responsible</th>
<th>Has clear vision</th>
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<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
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<td>12</td>
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<tr>
<td>18</td>
<td>16</td>
<td>Bayer (Leverkusen, Germany)</td>
<td>✓</td>
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<tr>
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<tr>
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<td>Johnson &amp; Johnson (New Brunswick, NJ)</td>
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The company’s 5,000 employees are encouraged to contribute ideas from any level—but they can’t be shy, because rigorous critique is considered the company sport. “Twenty or thirty or forty of us will develop an idea together in a room by arguing it out,” says Yancopolous. “That’s going to give us the best chance for success.”

The other part of Regeneron’s ethos is speed—it is a company of fast talkers and fast doers. “How fast things are happening around here makes Regeneron a great place to work,” says Christos Kyratsous, associate director of both the Infectious Diseases and the Viral Vector Technologies group. “I’ve been here only five years, and I’ve seen four molecules progress to development and some even to approval.” This is a rare and lucky thing in the pharmaceutical industry, he says. Regeneron boasts one of the highest percentages of revenue going back into R&D in the industry, at just over 39% in 2015.

Several of the other top employers are big pharmaceutical names that have stayed nimble by looking outward to partnerships, expanding their global footprints, and of course, betting big on biology. Indianapolis-based Eli Lilly and Company (Lilly) charged up in the ranks to No. 4 from the No. 11 spot last year. Founded 140 years ago, Lilly spent US$4.7 billion last year on R&D—nearly one-quarter of its sales revenue—and employs 9,000 R&D workers in six countries.

Similarly, the German giant Merck KGaA (Merck—not to be confused with the U.S. pharmaceutical firm Merck & Co.) climbed six spots to No. 11 this year.

Belén Garijo, chief executive officer of the Merck Healthcare sector and executive board member, says a major transformation has taken place at Merck over the last five years. The company has deep German roots, being founded nearly 350 years ago, but as Garijo explains, it has turned outward from its Eurocentric approach. It has grown through acquisitions that bring a diversity of cultures, such as the recent US$17 billion acquisition of life science and technology giant Sigma-Aldrich.

After not being ranked in 2015, Novartis reemerged to claim the No. 19 slot with new scientific leadership at the helm—former Harvard oncologist James Bradner took over as president of the company’s research arm, the Novartis Institutes for BioMedical Research (NIBR) in March 2016. The company, which employees say has always had a strong pipeline, has 137 pharmaceutical projects underway in areas such as oncology, cardiovascular disease, ophthalmology, and neuroscience.

Above all, creative, cutting-edge science with the potential to improve or save patient lives draws bright, ambitious researchers to these companies. “Ultimately, we want to be the one company to defeat the global burden of diabetes,” says Mads. cont>
One Team, One Mission
Deliver on the promise of mRNA science to create a new generation of transformative medicines for patients
Demographics

Gender
52% Male, 43% Female, 5% No response

Experience:
66% have 10 or more years work experience

Highest degree earned:
33% Doctorate, 33% Master’s, 27% Bachelor’s, 7% Other

Company type:
38% Pharma, 29% Biotech, 26% Biopharma, 3% University, 4% Other; More than 9 out of 10 work in private industry

Nature of work:
27% Development, 18% Applied Research, 15% Basic Research, 9% Administration/Executive, 10% QA/QC, Regulatory Affairs, 7% Production, 11% Other (respondents were able to choose more than one response)

Geography:
56% from North America, 28% from Europe, 12% from Asia/Pacific Rim, 4% from rest of world

Krogsgaard Thomsen, Novo Nordisk chief scientific officer and executive vice president.

Thomsen says the company is tackling risk factors for the disease by searching for novel targets that could prevent or slow the progression of type 2 diabetes. In addition, they are pursuing what he calls “holistic scenarios” for diabetes, including a US$2 billion investment in transforming injectable protein-based drugs into oral tablets, and also developing stem cell therapies that will regenerate or replace insulin-secreting beta cells in the pancreas.

Ingredients for a Top Employer

Every year, Science Careers surveys employees in the biotechnology, pharmaceutical, and biopharmaceutical industries to find out which companies are the top employers and to define the characteristics that make them so. In 2016, 5,984 respondents took the web-based survey deployed via email (see Survey Methodology online at http://bit.ly/TopEmp2016).

The bulk of respondents reported being 30 years of age or older (85%) and lived in North America or Europe (84%). Two-thirds of respondents have an advanced degree and 10 years or more of work experience, and 60% report working in R&D positions (see Survey Demographics box, above).

This year, as in the past, employees chose “innovative leader” as the top-driving characteristic of a top employer. Other company characteristics that drove the rankings were “treat employees with respect,” “having loyal employees,” “having work culture values aligned with employees’ values,” being “socially responsible,” and having a “clear vision” (see Driving Characteristics table, page 492).

The 2016 survey also asked respondents to define what makes companies the worst of the worst. Companies got low marks for ineffective leadership; having too much hierarchy, politics, or bureaucracy; and poor ethics that resulted in harm to patients or the environment. Respondents also dinged companies for profit-driven priorities and weak research-project pipelines.

When asked what makes the best companies the best, employees noted that the top firms operate as meritocracies, possess adequate resources, have trusted brands, and are responsive to stakeholders. Companies exhibiting these qualities include the rest of this year’s top 10 employers: Vertex Pharmaceuticals (No. 5), Novozymes (No. 6), Genentech (No. 7), Alexion Pharmaceuticals (No. 8), Bioclin (No. 9), and Roche (No. 10) (see chart on page 488 for full top 20 list).

Innovate big, go creative

For the last 14 years, companies that lead in innovative solutions to health care and biotechnology dominate the list of top employers. This year, the leading companies take innovation even further, seeking creative biological solutions that will take their therapies for cancer, diabetes, and Alzheimer’s disease truly outside of the box—or rather, the pill bottle. Not surprisingly, the companies that cultivate scientific creativity and encourage researchers to follow where their curiosity leads attract and retain the best scientific workforces.

Moderna’s scientists are motivated by the company’s mission to use mRNA science to deliver transformative medicines, including medicines that can replace missing or flawed intracellular proteins. Moderna’s mRNA therapeutics, made with proprietary nucleotide analogs, have the potential to generate any conceivable protein using the body’s own cellular machinery.

Kerry Benenato, associate director of chemistry at Moderna, was hooked by “the challenges we were going to face, knowing that what’s in the literature is not quite good enough, so we were going to have to do some pretty inventive discovery.” Her enthusiasm for the science she’s doing is catching—she’s recruited six friends and colleagues to work for Moderna in her two years there.

Regeneron believes that “innovation can be taught to the next generation,” says Yancopoulos. He notes that many of the company’s top technology innovators are “still in the conference room every day helping nurture the next great scientists.”

Yancopoulos cites Praluent, Regeneron’s new cholesterol-lowering drug, as an example of the next generation of drugs developed by leveraging the wealth of human genetics data. The Regeneron Genetics Center, which opened in 2014, already houses the sequences of more than 100,000 human exomes—the parts of the genome that encode proteins—linked to patient electronic medical records from the Geisinger Health System and other collaborators.

Last year, Novartis invested US$8.9 billion in R&D, supporting more than 11,000 R&D employees worldwide. Ann Taylor, global head of the program office for NIBR, says the company has cultivated a culture that listens to everyone and looks to multiple sources for the next great idea—from external collaborators to postdocs.

As a group leader at the NIBR Biologics Center in Basel, Switzerland, Darko Skogro engineers bispecific antibodies to target cancer and modifies antibodies to overcome cancer resistance. “Normally antibodies against cancer recruit natural killer cells, but can we switch up the antibody in a way that it suddenly recruits other cell types to come and kill the cancer cells?” he asks. When his group shared this risky idea with colleagues in Basel and Cambridge, they were immediately given the green light to try it.

“This is why Novartis is a great place to work—I have the freedom to explore things and innovate—and with the support of many other groups.”

Alliances strengthen innovation

Whether it’s through mergers and acquisitions, partnerships, or academic collaborations, top employers find strategic ways to make alliances work to their portfolio’s advantage. Both Regeneron and Moderna represent relatively small but lightning-fast companies whose platform technologies have matured into clinical programs advancing at a rapid clip. A key to both companies’ success has been identifying the appropriate partners for drug development projects.

This summer, Moderna announced two major deals with pharmaceutical partners to advance projects in oncology and cystic fibrosis. A US$200 million deal with U.S.-based Merck & Co. would pair Merck & Co.’s immuno-oncology cont>
drug Keytruda with mRNA-based personalized cancer vaccines made by Moderna. Moderna has also paired with Vertex Pharmaceuticals (ranked No. 5 in this year’s list), to discover and develop mRNA therapies for cystic fibrosis patients who have a dysfunctional cystic fibrosis transmembrane conductance regulator (CFTR) protein or are missing it altogether.

Both of these collaborations combine the deep disease expertise and experience of a partner with Moderna’s core technology to try to develop breakthrough treatments, says Stephen Hoge, president of Moderna. “We know our technology. But we also understand that we need help from others who know the most about a given disease. So we look to partner wherever we believe it can improve our chance of getting medicines to patients.”

Moderna’s leaders like to point out that although the company feels cozy and young like a startup, it has the resources of a much larger operation. As of September, Moderna had US$1.4 billion in cash assets on hand—due in no small part to these alliances—to invest in its large and diverse pipeline for drug development.

“We don’t have to limit ourselves. The financial backing we have enables us to move fast and do the right experiments,” says Benenato. “That’s unique about Moderna.”

Likewise, Yancopoulos calls Regeneron’s alliance with Geisinger Health Systems “a perfect marriage.” Regeneron gains access to high-quality medical records and patient DNA, and in return, Geisinger gets detailed genetic information that helps them improve and anticipate health care for patients.

Stretching keeps careers limber

Overall, job satisfaction is high among R&D industry workers. Only one-fifth of survey respondents said they were likely to search for a new position in the next year. But more than half of those (54%) gave “career advancement,” “professional growth,” or “seeking new experiences” as the reason behind their potential move. Top employer firms keep employees engaged and challenged by catering to researchers’ restless minds.

“All scientists love learning new things, and people learn in different ways,” notes Adam Kievman, head of talent management for Moderna. And so Moderna University, the company’s professional development program, increases its offerings by the day. This fall, employees can choose between a 30-hour clinical lecture series on genome evolution, workshops on building a professional brand, and talks on leading group members through change.

Lilly caters to scientists who want to climb the career ladder without becoming the dreaded “M” word—management. The technical ladder track allows researchers to take on more leadership within the company and be promoted for their technical expertise.

Distinguished research fellow Henry Bryant, an immunologist, has hit the pinnacle of the technical ladder at Lilly, with a position equivalent to a senior vice president. He can influence company direction and strategy, he says, but still spends most of his time “dreaming up experiments to unravel a key question, seeing the results, and redesigning.”

He also says that Lilly’s breadth allows employees to make lateral or geographic moves that advance their professional growth. Employees can do work exchanges for six months to two years at another R&D site such as New York, San Diego, Shanghai, the United Kingdom, or Spain. “Working on diabetes in China, employees get to see that it’s a very different disease there than it is in the United States,” Bryant says.

Merck employees have opportunities to work across the company’s three business sectors, Healthcare, Life Science, and the company’s Performance Materials, says Kai Beckmann, chief administration officer. For example, the materials and health care teams are collaborating on the LicriEye project, which aims to develop a cataract treatment using a liquid crystal–based lens.

Merck’s globalization means that the company puts a high priority on diversity and inclusiveness among its employees, who are drawn from 122 different nationalities. Merck sees gender, age, and cultural diversity as a source of competitive advantage that brings the right set of people to the conference table to meet challenges, says Garjio. Women make up 41% of the Merck workforce and hold 27% of the company’s upper management positions.

“Our talent pool has grown to match the dynamics of our business,” says Garjio. Keeping that talent pool engaged and productive while preventing burnout and stress are key to retaining the best scientists. “We are not only a family-owned company, but a family-oriented company. Work–life balance is one of our top priorities and one of the most important factors bringing people to Merck today.”

Promoting better balance

The fact that a growing portion of the industry’s workforce comes from the Millennial generation means that many employees grew up with a smartphone in their hands and are used to maintaining a constant connection to their work colleagues, family, and friends. That connectivity can be both a boon to productivity and a fast track to burnout. Top employers have figured out how to help their researchers integrate their work and home lives so that projects proceed and time off is protected and restful.

At Regeneron and Novo Nordisk, leaders recognize that fast-paced work carries a higher risk for employee exhaustion, so they encourage taking personal time and working from home when possible. They also carve out a hard boundary around weekends and vacation time.

Two years ago, Novartis introduced some forced downtime into its yearly calendar, reserving two weeks in the middle of
summer for a company-wide break from formal meetings. This “Rejuvenation Period” gives employees a window to pursue a backburner project, dive into a literature search, or simply catch up with colleagues over lunch. Skgro used his time this summer to “dig into intellectual property, look at what our competition is doing, and see what we can do to be a strong competitor.”

Lilly, like many top employers, offers traditional work-life balance options for flexible scheduling, part-time weeks, job shares, and on-site daycare to support working parents. But, says Terri Grant, vice president of human resources for global R&D, it’s the on-campus amenities that employees take advantage of the most for relieving stress. Indianapolis employees jog on the track, play a pickup soccer game, or grab a beer on the REVel pub’s patio; and San Diego employees have space to store their surfboards. “When you’re really chewing on a problem, there’s nothing better than to be able to go out and run for 15 minutes,” to literally jog an idea to the surface, says Lilly research scientist Jennifer Howell.

Other ways employers help workers stay balanced include providing backup caregiving for sick children or aging relatives (Novartis), weekly deliveries of fresh fruit (Novo Nordisk), and on-site counseling when employees feel overwhelmed by life’s pressures (Merck). With its headquarters in Denmark, Novo Nordisk has some work–life balance supported by national policy: The company offers yearlong, fully paid maternity leave for new mothers (or split with new fathers) and a 37-hour workweek. When senior scientist Shan Ren took her maternity leave for her second child, she naturally worried that she might lose her place on her team as her project moved ahead. Instead, she says, her group helped her transition and briefed her on new aspects that had developed. “Looking back, I didn’t feel like I lost anything. It was a year of joy” to be at home with a new baby, she says.

It’s the little things
Respecting employees’ time, supporting working parents, and encouraging healthy, active lifestyles are par for the course for top employers. It’s a recipe shown to attract loyal employees who want to work for socially responsible companies. But it’s also the little things that companies provide as perks or fun benefits that keep employees happy and motivate them to recruit their colleagues.

Both Novartis and Lilly have employee networking groups that bring together people with common interests, goals, or backgrounds. Distinguished research fellow Jirong Lu is part of the 700-member Chinese Culture Network at Lilly: “It is one of the things that makes you feel like Lilly is a family.”

There’s also a family feel to the ice cream truck that pulls up in Cambridge each Tuesday in the summer to treat Novartis employees. Moderna’s catered daily lunches with selections like aloo mutter, Brazilian chorizo, and quinoa beet salad keep workers breaking bread together and trading ideas. And lucky Regeneron raffle winners can enjoy prime seats at a New York Yankees or Mets baseball game with their kids.

All top employers offer ways to give back to the community, whether it’s building a community lab space for local middle- and high-school students (Novartis) or sending employees on two-week global service projects (Lilly). Lu is typical of survey respondents who seek companies with values that reflect their own: “Integrity, respect for people, and excellence—I’m really proud to work for a company that shares those values.”

For researchers, of course, the most important “bonus” their jobs provide is feeling that their science is making a real difference.

At Novo Nordisk, senior scientist Ren works on the company’s oral formulation project in Måløv, Denmark. She was attracted by the groundbreaking challenge of putting large peptides or proteins stably into a tablet form that could be safely absorbed—but not degraded—by the gut. Either GLP-1 (glucagon-like peptide-1)—which stimulates insulin secretion—or insulin in tablet form would revolutionize treatment for patients who need multiple injections per day, she says.

Ren admits that many people are skeptical about whether peptide drugs can be made into tablets. Her team not only believes it will work, but that they will be the ones to deliver the first successful formulation. “We are systematically and seriously working on this concept,” she says, and people frequently ask her when the first tablets might be approved. “To know that I am doing something that will bring a big change to so many patients makes me feel really proud.”

Kendall Powell is a freelance science writer based in Lafayette, Colorado.
DOI: 10.1126/science.opms.r1600170
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2017 AAAS MARTIN AND ROSE WACHTEL CANCER RESEARCH AWARD

Recognize the work of an early career scientist who has performed outstanding work in the field of cancer research. Award nominees must have received their Ph.D. or M.D. within the last 10 years. The winner will deliver a public lecture on his or her research, receive a cash award of $25,000, and publish a Focus article in Science Translational Medicine.

For more information visit www.aaas.org/aboutaaas/awards/wachtel or e-mail wachtelprize@aaas.org. Deadline for submission: March 1, 2017.
SciLifeLab is a national center for molecular biosciences with focus on health and environmental research. The center combines frontline technical expertise with advanced knowledge of translational medicine and molecular bioscience. SciLifeLab is a national resource hosted by Karolinska Institutet, KTH Royal Institute of Technology, Stockholm University and Uppsala University. The center also collaborates with several other universities.

SciLifeLab is now looking to recruit two outstanding young group leaders to further strengthen the research environment at the Uppsala node.

**Tenure Track Position as Associate Senior Lecturer in Molecular Psychiatry**
Uppsala University, Disciplinary Domain of Medicine and Pharmacy

**Tenure Track Position as Associate Senior Lecturer in Precision Medicine**
Uppsala University, Disciplinary Domain of Medicine and Pharmacy
Applications for the postdoctoral fellowship program at the Monterey Bay Aquarium Research Institute (MBARI) are currently being accepted. MBARI is dedicated to the development of state-of-the-art instrumentation, systems, and methods for scientific research in the oceans. Ongoing programs at MBARI span marine robotics, ocean physics, chemistry, geology, and biology as well as research and development related to information management and ocean instrumentation. Located in Moss Landing, California at the head of Monterey Canyon, MBARI enjoys convenient access to diverse oceanographic environments. The institute operates research vessels equipped with remotely operated vehicles, autonomous underwater vehicles, oceanographic moorings, the MARS seafloor cabled observatory, and a diverse range of oceanographic equipment. MBARI is a non-profit oceanographic research institute supported by the David and Lucille Packard Foundation.

Offers will be made to candidates from the fields of biological, chemical, and physical oceanography; marine geology; and ocean engineering. Candidates must be awarded the Ph.D. degree prior to commencing the two-year appointment and must begin work in 2018. Applicants are encouraged to communicate with potential research sponsors at MBARI for guidance on project feasibility, relevance to ongoing research projects, and resource availability (http://www.mbari.org/science-and-engineering-mentors/).

Application deadline: Wednesday, December 14, 2016
Selected candidates will be contacted in early March 2017.

Application requirements:
1. Curriculum vitae
2. At least three professional letters of recommendation
3. Succinct statement of the applicant’s doctoral research
4. Potential research goals at MBARI
5. Supplemental information online form (http://www.mbari.org/postdoctoral-fellowship-application/)

Address your application materials to:
MBARI, Human Resources
Job code: Postdocs-2018
7700 Sandholdt Road, Moss Landing, CA 95039-9644
Submit by e-mail to: jobs_postdocs@mbari.org (preferred), by mail, or fax to (831) 775-1620.

MBARI is an equal opportunity and affirmative action employer. MBARI considers all applicants for employment without regard to race, color, religion, sex, national origin, age, disability, or covered veteran status in accordance with applicable federal, state, and local laws. Competitive compensation and benefits package.

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Monterey Bay Aquarium Research Institute

2018 POSTDOCTORAL FELLOWSHIP PROGRAM

Professor (Open Rank)
DEPARTMENT OF BIOENGINEERING
College of Engineering
University of Illinois at Urbana-Champaign

The Department of Bioengineering at the University of Illinois at Urbana-Champaign (UIUC) seeks full-time Bioengineering faculty for tenured or tenure-track positions in the areas of translational bioengineering, computational biology at the cell and molecular levels, neuro-engineering, and cancer bioengineering.

Please visit the website http://mybioen.illinois.edu/join to view the complete position announcement and application instructions. Applications received prior to January 15, 2017 will receive full consideration.

The University of Illinois conducts criminal background checks on all job candidates upon acceptance of a contingent offer.

Illinois is an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, religion, color, national origin, sex, sexual orientation, gender identity, age, status as a protected veteran, or status as a qualified individual with a disability. Illinois welcomes individuals with diverse backgrounds, experiences, and ideas who embrace and value diversity and inclusivity. (www.inclusiveillinois.illinois.edu)

EOE

John Innes Centre

Unveiling Nature’s Diversity

John Innes Foundation
Chris J Leaver Fellowship

The John Innes Centre (JIC), Norwich, UK is a world-leading centre of excellence in plant and microbial sciences based on the Norwich Research Park. We are inviting applications from outstanding early-career-stage researchers for a Chris J Leaver Fellowship, funded by the John Innes Foundation (JIF). This is a 5-year Fellowship aimed at individuals wanting to start their own research group, and includes a Project Leader salary, funding for a post-doc, and considerable additional resources provided by the Centre. Shortlisted candidates will attend the Annual Fellows Conference at the JIC on 30 January, 2017. At the meeting you will be able to present a talk about your proposed area of research and to discuss your proposals, the development of your group and your future career plans in depth with senior JIC Scientists.

Further details and particulars can be found at http://www.jic.ac.uk/training-careers/training/fellowships/independent-research-fellows-conference/

Please e-mail a 2-page summary of your research plan, a copy of your CV and arrange for three letters of recommendation to be emailed to wendy.forsdick@jic.ac.uk by 30 November 2016.

The John Innes Centre is a registered charity (No223852) grant-aided by the Biotechnology and Biological Sciences Research Council and is an Equal Opportunities Employer and supports flexible working. The John Innes Centre is proud to have an Athena SWAN Silver Award.

Texas A&M Health Science Center
College of Medicine
Institute for Regenerative Medicine
At College Station, Texas

Positions for Post-Doctoral Fellows and Technicians

The Institute for Regenerative Medicine of the College of Medicine of Texas A&M University is seeking Ph.D. level post-doctoral fellows and technicians for research on adult stem/progenitor cells referred to as mesenchymal stem cells or multipotent mesenchymal cells (MSCs). The Institute is dedicated to research both on the basic biology of MSCs and the potential therapeutic applications of the cells and their products. Current research includes development of new therapies for diseases of the eye, myocardial infarction, cancer, diabetes, stroke, epilepsy, Alzheimer’s disease, and traumatic brain injury. The Institute occupies newly renovated laboratories and a vivarium for small animal experiments. Post-doctoral appointments will be for one year with the opportunity to renew for a second and third year. Post-doctoral candidates should have a Ph.D. or M.D. degree from a well-recognized university. Technicians should have a bachelor’s degree in a biological science and some research experience with mammalian cell culture. Salaries and benefits are competitive.

Applications for post-doctoral positions should include a cover letter, curriculum vitae and brief statement of research interests. Technician applicants should include a cover letter and resume. All applicants should have excellent verbal and written communication skills and should provide contact information for three professional references. All interested parties may apply online at https://jobs.tamhsc.edu/

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The UC Davis College of Agricultural and Environmental Sciences is a global leader in agriculture, food, health, environment, and society. We are in the midst of a major faculty hiring initiative in the areas of:

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- ecosystem viability and functionality
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Tenure-Track Faculty Position (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 Developmental Biology, Systems Biology, Imaging, Quantitative Biology and Genetics. Applications from investigators working at the interface of these areas will be strongly considered. The rank of the appointment will be commensurate with experience.

The Department of Genetics comprises an exceptional group of 23 primary basic science faculty with research interests including fundamental aspects of Developmental Biology, Genetics, Genomics and Epigenetics, using different model systems including flies, worms, fish and mouse, and humans (https://medicine.yale.edu/genetics/). The Department is closely associated with science initiatives at Yale including The Cancer Center, The Center for Neuroscience, The Stem Cell Center and the Yale Center for Genome Analysis.

Candidate must hold a Ph.D., M.D., or equivalent degree. Applications and letters of references can be uploaded through Interfolio’s by Committee application website apply.interfolio.com/38803. Applications should include a cover letter, a curriculum vitae, a description of previous research (1 page), a concise statement of research plans (up to 2 pages), reprints of two publications and the names of three references, to the attention of Dr. Valentina Greco head of the search committee. Questions should be addressed to genetics.admin@yale.edu. Applications will begin to be evaluated December 1st, 2016.

Interviews will take place as part of a multidisciplinary symposium including candidates for different searches. Please reserve the dates of Jan 26-27th, Feb 1-2nd, Feb 8-9th, and Feb 15-16th (snow date) as potential dates for the symposium in case you are selected for an interview.

Yale University is an Affirmative Action/Equal Opportunity Employer and welcomes applications from women, persons with disabilities, protected veterans, and members of minority groups.

2017 Schaefer Research Scholars Program Awards

The College of Physicians and Surgeons (P&S) is pleased to announce the 2017 Schaefer Research Scholars Program Awards. The Awards, made possible through a bequest from Dr. Ludwig Schaefer, are given annually to four research scientists who have distinguished themselves in human physiology, as broadly defined, and whose current work is of outstanding merit. The proposed research must have the potential to illuminate the field. Two awards are made to research scientists residing or working in North or South America, and two awards are made to research scientists residing or working outside North or South America. Each award consists of a $50,000 cash prize and up to $200,000 in direct research support.

Applications must include a research proposal (one page), a research budget (not to exceed $200,000 in total direct costs) delineated by cost category (salary, fringe, supplies, etc.) for one year (July 1, 2017–June 30, 2018), curriculum vitae (not to exceed 10 pages), and a page summarizing applicant’s research support. Internal candidates must obtain a nomination letter from their department chair. External candidates must present letters from the Dean or equivalent in their home institution as well as from the Columbia University Medical Center collaborator, if applicable.

Nominations must be submitted via a single PDF to Naomi Hornedo, Administrative Manager of Research, at nh83@columbia.edu. Nominations will be accepted through November 15, 2016, and awards will be announced in February 2017.
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 Research Awards for the 2017 season. Support is available for scientists to come to the Marine Biological Laboratory for 4 to 10 weeks to conduct research.

We particularly encourage applications from individuals or collaborative groups focused on the following:

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

The 2017 Whitman Center Research Awards include 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 Research Awards 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 Center Research Awardees typically come to Woods Hole, Massachusetts during the summer months when the Marine Biological Laboratory hosts more than 1,000 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. Scientists who have previously been awarded Whitman Center Research Awards for three years are no longer 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.awards
researchprograms@mbl.edu

Application Deadline: December 15, 2016
Faculty Position (Open Rank) – Proteomics Core Director
Weill Cornell Medicine Qatar (WCM-Q)

WCM-Q, a branch of Weill Cornell Medical College of Cornell University, invites applications for a faculty position and directorship of the proteomics core.

In a pioneering effort, the WCM-Q branch campus was established sixteen years ago in partnership with the Qatar Foundation for Education, Science and Community Development. The biomedical research program at WCM-Q focuses on basic, translational and clinical research with a world-class infrastructure, and outstanding scientists to target the most pressing health needs in Qatar and the region. The program, currently in its eighth year of operation, is well established with 32 active research laboratories and a research community of over 200 staff and scientists. In addition to faculty labs, the program is supported by nine centralized cores, including a proteomics core. WCM-Q researchers have authored over 500 publications over the past seven years. More details regarding the WCM-Q research program can be accessed at: www.qatar-med.cornell.edu/research/index.html. The position is based in Doha, which is a vibrant modern city.

The successful candidate must have an MD and/or PhD degree and an outstanding track record of research productivity and will oversee the operations of the existing proteomics core. In addition, he/she will establish an independent research effort in the broad area of proteomics, preferably with a focus on diabetes, metabolic syndrome and related comorbidities. A comprehensive and highly competitive salary and foreign-service benefits and start-up package will be provided.

Applicants are invited to submit a letter of interest outlining their qualifications, a description of their research interests, and future research plans (3-5 pages); as well as a curriculum vitae to http://job.qatar-weill.cornell.edu. The screening of applications will begin immediately and continue until suitable candidates are identified. Please note that only short-listed candidates will be contacted and asked to provide names of three references.

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Register today at ECRI.org.
Tenure-track faculty positions

The Department of Otolaryngology – Head and Neck Surgery at The Ohio State University Comprehensive Cancer Center – James Cancer Hospital and Solove Research Institute is seeking new tenure-track faculty at the associate, assistant or full professor level to join a basic and translational research program that focuses on head and neck cancer.

The program seeks several accomplished scientists within the fields of cancer cell biology, cancer genomics and immunology. Scientists with experience in tumor immunology, cancer stem cells, tumor lineage or single-cell analysis, and translational therapeutics will be strongly considered. Applicants with funded programs or strong evidence of funding potential will be given the highest priority and offered a highly competitive start-up package. Applicants should have a PhD and/or MD degree and will be expected to participate in the research and training mission of the department.

Applicants should send a cover letter describing their interest in the department, along with their CV and brief description of their research interests, as a single PDF document addressed to James W. Rocco, MD, PhD, Professor, Mary E. and John W. Alford Research Chair in Head and Neck Cancer at James.Rocco@osumc.edu.

Review of applications will continue until the positions are filled.

The Ohio State University is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status or protected veteran status.

Chief Academic Officer and Director, Division of Research

The Marine Biological Laboratory in Woods Hole, Massachusetts seeks candidates for the position of Chief Academic Officer and Director of the Division of Research. Founded in 1888 and affiliated with the University of Chicago since 2013, the MBL has a long and distinguished history of research and education in fundamental biological discovery, now with an increasing strategic focus on the biology of marine organisms, ocean health, microbial diversity and ecology, and life on a rapidly changing planet.

The successful candidate will serve as a key member of the executive leadership team, reporting to the President/Director of the MBL. Major responsibilities include leading all aspects of the scientific and academic mission to implement the ambitious strategic plans of the MBL.

The ideal candidate will hold a PhD or equivalent degree with a strong track record of accomplishments in life sciences and/or biomedical research. She/he will be a well-respected scientist/researcher, with significant academic leadership experience including a history of successful strategic implementation, leadership, and administrative management of academic and research initiatives.

Additional details can be found at mbl.edu/caoresearchdirector
Questions and informal inquiries can be directed to searchcommittee@mbl.edu

Global Impact Initiative
MICHIGAN STATE UNIVERSITY

Join Michigan State University’s Global Impact Initiative, designed to address the grand challenges through the creation of 100 new faculty positions in some of the most promising and exciting fields of research. We welcome applicants from diverse backgrounds. MSU offers an inclusive and collaborative work environment.

To learn more visit research.msu.edu/global-impact

Department of Plant Biology
Application of Large Scale Biology Data to Fundamental Problems in Plant Biology

The Department of Plant Biology at Michigan State University invites applications for a tenure system position at the Assistant, Associate or Full Professor level for individuals using quantitative/computational approaches involving large-scale “omic” datasets to study fundamental problems in plant biology. MSU is world renowned for fundamental and applied plant research. We seek candidates who employ large-scale or systems approaches to address compelling research questions in plant science that will strengthen and complement ongoing research on campus. Areas of interest include, but are not limited to, phylogenomics, Physiological Genomics, Population Genomics/Genetics, Systems Biology and Quantitative Genomics/Genetics.

Application of computational, bioinformatic, or statistical analysis of large-scale “omic” datasets to cutting-edge topics in plant biology is required. Candidates with experience and interest in computational method development to process, analyze, and interpret large-scale plant “omic” datasets are especially encouraged to apply. We seek colleagues with exceptional promise to be leaders in their field. Candidates for appointment at the associate or full professor level should have demonstrated excellence in teaching, research and outreach as well as sustained external funding.

To apply, individuals with a Ph.D. and a cutting-edge research program should provide a curriculum vitae, summary of research accomplishments and future research objectives, brief description of teaching philosophy and goals, and a list of three references. Candidates must also submit an application for this position through the MSU Human Resources site at https://jobs.msu.edu/posting/4240. The review of applications will begin November 21, 2016 and continue until suitable candidates are identified. Questions regarding this position may be emailed to Robert Last, search chair, at plantgenomics@plantbiology.msu.edu.

Michigan State University has been advancing the common good with uncommon will for more than 160 years. A member of the Association of American Universities, MSU is a research-intensive institution with 17 degree-granting colleges.

MSU is an Affirmative Action, Equal Opportunity Employer and 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. Job applicants are considered for employment opportunities and employees are treated without regard to their race, color, religion, sex, sexual orientation, gender identity, national origin, disability or veteran status.
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Postdoctoral Fellowships in Omics Nanotechnologies for Cancer Precision Medicine

The Carl R. Woese Institute for Genomic Biology at the University of Illinois at Urbana-Champaign offers a number of fellowships for truly exceptional young scholars who have completed their PhD within the last several years, and who are looking for a stimulating and supportive interdisciplinary environment to carry out independent and collaborative research in the field of anticancer drug discovery. IGB Fellows will typically spend two or more years conducting research in one of the IGB themes. A personalized mentoring plan will be developed for each Fellow. Annual salary is $50,000, in addition to a $7,500 allowance.

Omics Nanotechnologies for Cancer Precision Medicine

A goal of the ONC-PM Theme is to identify and exploit novel nucleic acid and protein biomarkers of cancer that can be noninvasively and rapidly measured from a single blood fingerstick using new technology platforms, to eventually measure diagnostic biomarkers in cancer patients to identify cancer sub-classes, monitor recurrence, and track therapy, to provide a more personalized approach toward patient care. We seek an individual who will serve in a research and leadership role to facilitate collaboration between interdisciplinary teams. The Fellow will develop ultra-sensitive technologies that incorporate nanostructured optical biosensors, high contrast nanoparticle tags (quantum dots and plasmonic nanoparticles), and microscopy-based detection instrumentation. Candidates with a PhD in Bioengineering, Electrical and Computer Engineering, Chemistry, Biochemistry, or related discipline preferred. Experience in the development and characterization of biosensors with an emphasis on optics-based approaches such as fluorescence, surface-enhanced Raman spectroscopy, or label-free detection are desired. Preference will be given to candidates familiar with instruments used for optical detection, including microscopes, imaging camera technology, and laser excitation sources. A track record of high impact peer-reviewed journal publications and excellent communication skills are required. Applicants should submit a CV, a research summary, and the names of three recommenders who can write letters on their behalf. This information should be sent to Professor Brian T. Cunningham (Theme Leader), bculing@illinois.edu in advance of the March 12, 2017 closing date. The University of Illinois is an Affirmative Action/Equal Opportunity Employer. Visit www.igb.illinois.edu for additional information.
Spotlight on Universities in Central China: An Educational Blueprint for the Rise of Central China

Zhimin Li
Director of Center for Science and Technology Development
Ministry of Education, People’s Republic of China

Introduction
Central China is considered the cradle of Chinese civilization. Boasting a rich history of humanistic achievements, Chinese culture blossomed here, and is regarded as its most precious treasure. After liberation, the government invested in Central China, prioritizing education, science and sports, and improving basic medical care and public health services. Employment was expanded “by hook or by crook”, resulting in a strengthened social security system.

Comprising only 11% of China’s land, Central China nevertheless boasts 9.8% of the total population and creates approximately 20% of the national GDP. The metropolitan area that includes the Yangtze River Delta, the Pearl River Delta, and the urban agglomeration in the middle region of the Yangtze River is regarded as a contender for the throne in the grand scheme of China’s economic development. It is not an overstatement to say that the rise of China depends on the rise of Central China.

However, because of its unfavorable geographical location, large population and weak foundation, economic development in Central China has been relatively slow. Then in 2006, the Rise of Central China Program was launched, and since then, there have been great changes in Central China. Yet, whereas progress was made in overall economic development during this time, the region is still far from realizing its potential.

Human resources in Central China: a continuing challenge
With regards to economic development in Central China, the major issue has been adequate resources in the area of talent. In fact, this inadequacy is the main obstacle to Central China’s economic development. One cause of the deficiency in talent is that higher education resources are unequally distributed in China for historical reasons. This inequity exists not only in Central China, but also in other regions throughout the country.

Consider Hubei and Jiangxi Provinces, for example. Wuhan, a city in Hubei, is one of the most important bases of scientific research and possesses the most advanced system of higher education in China. It has numerous universities and colleges, with the total number of undergraduates and graduates reaching 1.2 Million. Remarkably, this number is equal to the total number of students pursing all forms of higher education in the whole of Jiangxi Province. This comparison highlights the inequities in educational opportunity that exist from region to region throughout China.

Over the last 20 years, vigorous efforts to more evenly distribute resources for higher education throughout China has led to breakthroughs, such that many regions formerly weak in higher education now match regions with advanced higher education, based on total number of universities and student enrollment. However, despite these successes, a large disparity in the quality of universities in different regions remains.

As an example, both Henan and Hubei Province have 129 universities. In Henan, one of the most populated provinces in China, far fewer universities were selected into Project 985 and Project 211 (the Ministry of Health’s programs to enhance the quality and reputation of China’s universities), as compared with Hubei Province, based on per capita ranking, Central China universities selected into Project 985 and Project 211 are mainly located in Wuhan City, Hubei Province and Changsha City, Hunan Province. In Henan, only one university was selected for Project 211. These examples highlight the remaining regional disparity in distribution of highly ranked universities in Central China.

The New Ten Years Rise of Central China Program

“The education of today is the economy of tomorrow”. Accordingly, to meet China’s need for a highly educated workforce, Central China must establish many more top tier universities. The “Double Tops Program” was designed to meet this challenge, by reallocating educational resources and overcoming regional constraints. This program entitles a grant policy that preferentially provides aid to under-resourced regions with the goal of equitable distribution of resources. As part of this program, top education professionals have been introduced to under-resourced regions and charged with establishing first-class universities built on a foundation of outstanding disciplines.

The Chinese Ministry of Education and Ministry of Finance have also provided special funds to provinces that lack universities directly under the auspices of the Ministry of Education. These funds support the establishment of one high-level university in each province, promoting development of distinctive features that will enhance their overall strength. Since 2012, this program has invested 6 billion in fourteen selected universities, including Shandong, Zhengzhou, and Nanjing Universities.

However, the ultimate goal of the New Rise of Central China Program is to build not just one top university in under-resourced regions, but many, though level differences may exist among them. A group of top universities including University of Science and Technology of China, Wuhan University and Huazhong University of Science and Technology while being the first-class university in China, with enhancing comprehensive strength, they are striven for being the world-class universities. For local universities, they are poised to break ground in specific disciplines, which will solidify their status as top universities in China and throughout the world.

Higher Education Rejuvenation Program for Central and Western China

Recently the Higher Education Rejuvenation Program for Central and Western China was implemented and a series of projects promulgated. These programs emphasize the strengthening of certain disciplines and the promotion of teaching excellence. Through this program, a number of characteristic and high-level universities have taken shape. Moreover, the overall quality of education is accelerating regional socio-economic development.

The Program aims to direct resources toward building faculty and staff, establishing new disciplines, scientific research, talent training and balanced regional development. Together, these investments will galvanize improvements in higher education in Central and Western China.

Conclusions

Whether evaluating excellence in higher education based on number of institutions, faculty and students, or from the quality of teaching facilities, scientific research apparatus, and R&D achievements, the level of higher education in Central and Western China will determine the overall level of Chinese higher education. The Ministry of Education will continue to implement the Higher Education Rejuvenation Program for Central and Western China, improving higher education in these regions by constructing “World-class Universities and First-class Disciplines”, supporting their essential capabilities, transforming development, and providing comprehensive assistance.
Advertising Feature

Hubei Provincial Department of Education

Talents are the striking features and comparative advantages of Hubei Province. We welcome global talents to join us and apply for “ChuTian Scholars Program”, “ChuTian Scholars Program”, which is authorized by Hubei Provincial Government and implemented by Hubei Provincial Department of Education, aims at recruiting global experts. This program puts high priority on recruiting overseas talents in information, high-end environmental equipment manufacturing and other key industries as well as talents in biotechnology, new materials and other strategic emerging industries.

Xiaohong Li
President of Wuhan University

Wuhan University is a venerable institution devoted to fully supporting talents with top priority in the new and critical chapter of “Double Tops” strategy in Chinese higher education. We sincerely invite your partnership in pursuit of excellence at our university where remarkable talents are highly valued and appreciated.

Jinlin Li
President of South-Central University for Nationalities (SCUN)

The “Double Tops” program encourages South-Central University for Nationalities for further requirement of global top talents. As a comprehensive university of national higher education, SCUN strives for cultivating college students to become professionals with international perspectives and brilliant innovative ideas. We sincerely welcome talents both at home and abroad to join us for the common value pursuit of higher education.

Yiliang Wei
President of Wuhan Textile University

“Bringing in and Going out” is a significant approach for university to launch Double Tops Program. Based on the distinctive features of modern textile, Wuhan Textile University (WTU) will continue adhering to the concept of “characteristic development and open education”, gathering talents excelling in textile and related disciplines, introducing and cultivating high-level academic teams, constantly strengthening the development of distinctive and preponderant disciplinary groups. The WTU will strive to build up first-class disciplines, accelerating the pace of constructing a high-level university with distinctive features.

Shejiao Li
President of Hubei Polytechnic University

Adhering to the principle of “Strengthening the school with high teaching quality, excellent talents, unique features and great reputation”, focusing on “Green, Metallurgy, Virtual and Intelligence”, Hubei Polytechnic University commits itself to cultivate high-level teaching and research team, create featured discipline groups, and construct a high-level application-oriented university.
Advertising Feature

Qingjie Zhang
President of Wuhan University of Technology

Wuhan University of Technology (WUT) insists on the guiding principle of “take the students cultivation as our essence, and take academic development as our priority”. It has become the lofty ideal and core value of WUT to build an excellent university that provides an excellent education to lead our students to a fulfilled life with wisdom and responsibility, winning worldwide recognition and admiration. We offer great opportunities for distinguished scholars all over the world. Welcome to join us at WUT to fully cultivate your talents and achieve your goals.

Mingang Liu
President of Wuhan Polytechnic University

Adhering to the principle of “strengthening the school with high teaching quality, excellent talents and unique features”, Wuhan Polytechnic University is based on the advantageous characteristic subject cluster of Food Science, committing itself to accumulating global talents, building innovative teams and striving for First-class disciplines. Now, Wuhan Polytechnic University is quickening its pace to be a high-level multidisciplinary university with distinctive characteristics.

Hongxin Jiang
President of Hunan Normal University—China’s first Frontiers Institute

We are seeking creative and passionate individuals to nurture with job security, a very light teaching load and unprecedented freedoms to pursue the scientific career of your dreams. If you are tired of endless post-doctoral appointments or exhausting teaching and administrative duties then join us and experience the spirit of Hunan Province where the people have long believed that anything is possible if we dare to redefine frontiers.

Yunqing Huang
President of Xiangtan University

Xiangtan University (XTU) is situated in the cradle of the splendid Hunan Culture. It boasts a time-honored tradition of scholarship and stimulating academic environment. Oriented toward the endeavor of “the World-class University & the First-class Discipline” and the Rise of Central China Strategy, Xiangtan University strives for superb academic quality and a strong and esteemed faculty, offering every staff member brilliant professional prospects—being an accomplished scholar and a renowned teacher. We sincerely look forward to your joining us!

Xiaohong Chen
President of Hunan University of Commerce

The “Double Top” Program by the National Ministry of Education is a new journey for the development of higher education in China. Hunan University of Commerce devotes itself to become an institution with obvious application- and innovation-oriented features. Determined to create first-class academic environment and assemble top-rank faculty, it warmly welcomes global talents!
Advertising Feature

Zhengzhou City Leading Group Office for Talents

To actively lead the economic New Normal, inject new impetus to transformation and upgrading, Zhengzhou municipal Committee and Government launched “Attracting Talents to Zhengzhou, 1125 Program” which plans to invest 4 billion RMB in 5 years, focusing on Zhengzhou key developing industries and emerging industries, introducing 1000 leading talents, 100 research teams, cultivating 200 science and technology entrepreneurs and accumulating 50 top talents. Welcome global talents to innovation and venture in Zhengzhou City!

Jiongtian Liu
President of Zhengzhou University

Comprehensiveness, distinctive disciplines and modernized management are the key to building a world-class university. Guided by the goal of “Building World-class Universities and Disciplines”, Zhengzhou University adopts the strategy of strengthening development by attracting top talent from both China and abroad. Positioning itself as a comprehensive research-oriented university, Zhengzhou University is making significant progress in constructing strong and distinctive disciplines. We invite talents from both China and abroad to join us for a win-win development.

Suotang Jia
President of Shanxi University

With a history of 114 years, Shanxi University is a famous university listed among the Fourteen Key Universities in Central and Western China. Guided by the “Double Tops”, Shanxi University accelerates to become a high-level, research-oriented university with distinctive regional characteristic, making contributions to the development of higher education and the rise and revitalization of Shanxi province. Shanxi University sincerely invites excellent experts from all over the world!

Qingxue Huang
President of Taiyuan University of Technology

President Huang confirmed that Taiyuan University of Technology, with a history of 114 years, is a key university nominated in the National “211 Project”. Numerous elites graduated from here and fruitful achievements have been made. TYUT is going well under way for its goal of an internationalized first-class university at “Double Tops”. Join us, all the international elites, to find the right stage here for your career in our common cause of higher education.

Yunxia Cao
President of Anhui Medical University

Top-ranking teaching staff is the key to high-level university. Against the background of the state’s vigorously advocating Double Top Program, Anhui Medical University aims to be a high-level medical university, setting up the development concept that talent is the core competency. Adhering to the strategy of strengthening university through talents and actively creating favorable atmosphere for talent development, Anhui Medical University has built up a stage for talent introduction, cultivation, and accumulation to promote the comprehensive strength of talent team continuously. Hence we warmly welcome talents from home and abroad to join us and favorable conditions have been created for you to make the most of your intelligence. Let us make concerted efforts for the Dream of Anhui Medical University.
Advertising Feature

Dr. Changping Wang
President of Fujian Normal University

With a fine tradition of 109 years, Fujian Normal University (FNU) is marching toward a high-level comprehensive university with distinctive characteristics. Boasting 19 primary discipline doctoral programs, FNU is striving to build a university with first-class humanities and social sciences, high-level natural sciences and characteristic engineering programs, aiming for breakthroughs in several distinctive disciplines. The key to the growth of a university and a discipline is talented people. Relying on the strategy of “rejuvenating the university through talents”, we welcome on board talents from home and abroad to join hands with us to blaze new grounds for a better future.

Lihong Guo
President of Northwest University

Northwest University sincerely invites talents from China and abroad. With a history of over one hundred years, Northwest University takes the opportunity of One Belt, One Road Initiative, aiming at to construct a world-class university and first-class disciplines. We will spare no efforts to put up a platform for talents development and realize your dreams. Let’s make a concerted effort for our splendid future!

To help China’s top-ranked universities attract high-level talent from overseas, CERNET has partnered with Science to launch a print and online media campaign. Many of China’s top universities are recognized as world-class and are doing first-class research but the aim is to build on this and establish worldwide acclaim for all of China’s top universities in both institute and discipline rankings.

The implementation of New Ten Years Rise of Central China Program will inject strong impetus for the economic development of China. We sincerely look forward to your participation!

2. Researchers interested in working in China are invited to consider applying for jobs published in the following special section of this issue, “Opportunities in China”, and online at http://jobs.sciencecareers.org/. Further information can also be located at www.edu.cn/jjzb.

Northwest University
Calls for Talents All Over the World

Established in 1902 and located in Xi’an, China, Northwest University (NWU) currently has been selected as one of the leading universities sponsored by the national “211 Project” and under the joint administration of the Ministry of Education and Shaanxi province. NWU sincerely invites talents home and abroad to join us, and warmly welcome distinguished talents declare the talents programme, for instance, the national “Thousand Talents Plan”, “Changjiang Scholars Program” and Shaanxi “Excellent One Hundred Talents” Project.

Requirements:

A. Academic Leading Talents:
   1. Under the Age of 55;
   2a. Full Professor in Overseas University.
   2b. Candidates should be qualified to be listed in talents programs such as “Thousand Talents Plan”, “Tens of Thousands of People Plan”, “Changjiang Scholars Program”, “The National Distinguished Young Scholars”, etc.

B. Youth Top-notch Talents:
   1. Under the age of 45;
   2a. In the formal position for teaching and scientific research overseas, or the PHD graduates from international top universities, with excellent achievements;
   2b. Candidates are preferable to be listed or qualified for the following programs: “Youth Thousand Talents Plan”, “Ten Thousand Distinguished Young Talents”, “Youth Yangtze River Scholar”, “Outstanding Youth” or published papers in top academic journals (like Science). Scientists with outstanding achievements.

C. Youth Academic Backbone Talents:
   1. Under the age of 35;
   2a. Overseas post-doctor or excellent PHD graduates;
   2b. Domestic excellent scientific research personnel, PHD graduates, with outstanding research achievement or achieved important awards for teaching and scientific research.

D. Chair Professor Position for Level-A Part-time Candidates:
   We sincerely welcome excellent talents home and abroad to join us and salary negotiate.

Website: http://www.nwu.edu.cn/
Email: rch@nwu.edu.cn
Contact Person: Yibo Shen
Tel: (86) 29-88305288
Address: High-level talent project office, Northwest University, 229 North Taibin Road, Baixin District, Xi’an, 710069, Shaanxi Province, China
Wuhan University

Besides a strong package of fringe benefits, we offer a competitive salary, academic resources and supportive conditions that suit you best to stride for your career success.

More information: www.whu.edu.cn
Contact us: recruit@whu.edu.cn
South-Central University for Nationalities Seeks Global Talents

Founded in 1951, South-Central University for Nationalities (SCUN) has achieved a rapid comprehensive development in past decades. Located in Wuhan, the political, economic, financial, cultural, educational and transportation center of central China. SCUN is a comprehensive university directly under the administration of the State Ethnic Affairs Commission, P. R. China.

SCUN’s expansive campus (255 acres) is decorated with trees, fragrant flowers, a beautiful lake and modern buildings with ethnic flavor. It provides a sound environment for teaching, studying, research and living. It is also home to the first Museum of Ethnology in Chinese universities.

SCUN is home to over 26,000 full-time students from 56 nationalities all over the country, who study in various majors for their PhD, masters and bachelor degrees or in preparatory departments. SCUN hopes to make students from all over the world feel comfortable on our campus, which is reflected in the fact that 60% of our students are from ethnic minorities.

At present SCUN runs 1 post-doctoral research station. There is 1 Level I doctoral degree programme in Ethnology, 8 Level II doctoral degree programmes, 4 under-construction doctoral degree programmes sponsored by Hubei Province, 18 Level I research-oriented master degree programmes, 80 Level II research-oriented master degree programmes, 9 professional master degree programmes in 13 fields of study, and 79 undergraduate degree programmes in 10 academic disciplines. There are 33 provincial and ministerial key academic research institutes and laboratories. The total value of laboratory equipments amounts to about 0.24 billion RMB Yuan (38.69 million USD).

All this wouldn’t be possible if it wasn’t for the SCUN’s prominent faculty. Currently the university is home to over 2,000 faculty and staff, including 1311 faculty (228 professors and 538 associate professors). 48% of the faculty has obtained doctoral degrees, and several hundred have studied abroad. Besides, candidates of national and provincial or ministerial talents programmes have been reached nearly one hundred individuals.

SCUN has established long-term cooperation with dozens of foreign universities and academic research institutes, including those in America, Britain, Japan, South Korea, Australia, Canada, Belgium, amongst others.

SCUN is now at a key stage of accelerating development in its construction into a comprehensive teaching-and-research oriented university. We are actively seeking talented individuals, both local and foreign, to join us.

I. Major Fields of Recruitment

1. Disciplines of Sciences:
   - Chemistry, Biology, Biomedical Engineering, Pharmacy, Mathematics
2. Disciplines of Engineering:
   - Computer Science, Telecommunication Engineering & Electronics Information Engineering
3. Disciplines of Humanities and Social Sciences:
   - Ethnology, Literature / Art, Pedagogy, Marxian Theory, Economics, Law, Management

II. Requirements

1. Candidates are expected to hold doctorate degree from overseas renowned universities.
2. Candidates are expected to be able to show prominent achievement in specific fields, or demonstrate the potential to become leading figures in academic research or technology development.
3. Candidates with experience in leading-edge and innovative scientific research are preferred.
4. Candidates are expected to have published high-quality papers in specific top journals for relevant fields.
5. Candidates are expected to have team-work spirit.

III. Salary and Benefits

SCUN offers favourable salary and benefits to successful candidates. Based on an academic assessment by the recruitment committee, we provide competitive annual salary to outstanding talents as negotiated between the university and invited talents, sufficient scientific research funds and a certain amount of housing subsidy. In addition, for candidates with extremely outstanding achievements, we provide housing according to relevant provisions of the university.

Please refer to “SCUN Recruitment Notice on Introduction of High-level Talents II: Supportive Measures for Introduction of High-level Talents of SCUN” for further information:
http://www.scu.ac.cn/zrmb/

IV. Application Documents

1. Curriculum vitae
2. Overview of academic achievements, including a statement of research interest.
3. Major work plan after recruitment.

Candidates should submit the above-mentioned application documents to the E-mail: rsc@scuue.edu.cn.

To meet the demand of disciplinary construction and talents cultivation, we sincerely invite high-level talents at home and abroad to join us. The university provides preferential policies to employed talents. We will offer you a favorable working, developing and living environment. Welcome to join us!
Hubei Polytechnic University Global Talent Recruitment

Hubei Polytechnic University (HPFU) is a multi-disciplinary university focusing on engineering, with faculties in engineering, science, economics, management, medicine, literature, education and arts. It is one of the first batch of universities selected into the pilot project for transformation and development by Hubei Provincial Department of Education. Located in Huangshi, Hubei province, HPFU has a history of more than 40 years since 1975. At present, it has 21 schools and 55 undergraduate programs.

Requirements for Global Talents

Academician of Chinese Academy of Sciences, Academician of Chinese Academy of Engineering, Member of Chinese Academy of Social Sciences, Member of National Thousand Talent Program, Chief Scientist of Project 973 and Project 863, Winner of National Science Fund for Distinguished Young Scholars, Distinguished Professor of Chang Jiang Scholar Program, Member of New Century Talent Project at National Level, Member of One-hundred Talent Program of Chinese Academy of Sciences, Member of One-hundred Talent Program of Hubei Province, Member of New Century Excellent Talent Program of Ministry of Education, Distinguished Professor of Chutian Scholar Program of Hubei.

Principles for Recruitment

Positions available at provincial key disciplines, provincial Chutian Scholar Program, school-level key disciplines and provincial key laboratories, including Environmental Science and Engineering, Mechanical Engineering, Art Theory, Pharmacy, Electrical and Electronic Engineering, and Material Science and Engineering.

How to Apply

Visit the official website: http://hr.hbpu.edu.cn and send your CV to E-mail: bbljgjc@163.com. Address: No. 16, Guanlin North Road, Huangshi, Hubei, China. Zip Code: 435003. Phone: 86-717-6666222. Website: http://www.hbpu.edu.cn.

WTU Announces Recruitment for High-level Talents

With a history of over 60 years, Wuhan Textile University has become a regular higher education institution with distinctive characteristics and prominent advantages, coordinating the multidisciplinary development including engineering, science, arts, economics and management. WTU offers over 60 undergraduate programs and confers Master Degree of Business Administration, Business, Engineering and other majors. To meet the needs of comprehensive development, WTU announces recruitment for high-level talents from home and abroad.

1. Recruitment Requirements

National Distinguished Leading Talents (Academicians, Thousand Talents Program, Changjiang Scholars Program, National Distinguished Young Scholars), Provincial Distinguished Leading Talents (Hundred Talents Program, Chutian Scholars Program), School-level Distinguished Leading Talents (Sunshine Scholars Program), Academic Backbones (Academic leader, Professor, Associate professor with doctorate degree and excellent Doctor).

2. Recruitment Disciplines

Textile Science and Engineering, Materials Science and Engineering, Environmental Science and Engineering, Art, Mechanical Engineering, Electrical Engineering, Electronic Information and Technology, Information and Communication Engineering, Computer Science and Technology, Chemical Engineering and Technology, Civil Engineering, Management Science and Engineering, Applied Economics and Journalism and Communication, etc.

3. Working Conditions and Remuneration

Please check at http://src.wtu.edu.cn/indexnews.do?action=shownews&nwid=3451EAC09E8426DACE0CD01990839B01
Shanxi University, with hundreds of years of history, offers 91 undergraduate programs, 2 vocational programs and 17 undergraduate programs with dual degrees, covering 12 disciplines including Literature, History, Philosophy, Science, Engineering, Agriculture, Economics, Management, Law, Pedagogy, Art and Medicine. At present, there are 15 first level discipline doctoral degrees, 5 second level discipline doctoral degrees, 36 first level discipline Master's degrees, 15 second level discipline Master's degrees and 3 Interdisciplinary doctoral and Master's degrees. Besides, it offers 3 second level discipline doctoral and Master's degree that are not included in the Education Ministry's catalogue of disciplines.

Shanxi University boasts two campuses with pleasing and well-equipped environment, occupying a total area of 1,686 mu and building area 1.1 million square meters, the university is full with green trees and fragrant flowers, thus is excellent for learning and living. A new campus covering 1,865 mu will be built and a more broad development space will be provided for talent cultivation and scientific innovation in the near future.

We sincerely welcome high-level talents and excellent doctoral candidates from home and abroad to join us!

Qualifications Requirements
1. First Level: Academicians in Academy of Sciences and Academy of Engineering from developed countries, Academicians of Chinese Academy of Sciences, Academicians of Chinese Academy of Engineering and members of Chinese Academy of Social Sciences.
2. Second Level: Chief experts of National Key Disciplines and National Key Laboratories, distinguished and leading talents of National Ten Thousand Talent Program, winners of National Thousand Talents Program and Foreign Expert Thousand Talents Program, Chair Professor and specially-appointed professors of Chang Jiang Scholars Program, panelists and chief scientists of National 863 and National 973 Projects, winners of National Outstanding Young Fund, presidents of National Science Foundation of China, national distinguished teachers and professors from high-level universities. Applicants should not be over 50 years old.
3. Third Level: National candidates of the New Century Talents Program, Chief experts of Laboratory of the Ministry of Education, leaders of the innovation teams of the Ministry of Education, associate professors from high-level overseas universities, finalists of Hundred Talent Program of Chinese Academy of Sciences, finalists of Shanxi Province Su Jin Scholars Support Plan and finalists of other Scholars Program. Applicants should not be over 50 years old.
4. Fourth Level: Professors from key universities of National 985 Project, Young Talent of National Ten Thousand Talent Program, winners of National Excellent Doctoral Dissertation, finalists of National Excellent Doctoral Dissertation, finalists of New Century Excellent Talents Support Program, postdoctoral research fellows with outstanding achievements and more than two years working experience from famous overseas universities or prestigious institutions and PhD graduates with remarkable achievements from famous overseas universities. Applicants should not be over 45 years old.
5. Fifth Level: Associate professors with doctorate degree from key universities of National 985 Project, professionals of National Excellent Doctoral Dissertation, and applicants working in Shanghai campus should not be more than 40 years old.
6. Sixth Level: Excellent talents with doctorate degree, applicants from Humanities and Social Science disciplines should be more than 35 years old, applicants from Science disciplines should be more than 30 years old, and applicants working in Dacanggou campus should not be more than 40.

Salaries and Supporting Conditions
Based on the principle of “Attaching priority to development and Supporting according to one’s needs”, Shanxi University implements annual salary system. The university offers sufficient funds for talent’s career development, favorable working condition and competitive remuneration package. Their children have access to first-class education resources of Shanxi University from primary school to middle school.

Contact Information
Address: Department of Human Resources, Shanxi University, No.92, Wucheng Road, Taiyuan, Shanxi Province
Website: www.sxu.edu.cn
E-mail: sxuxrc@163.com
Telephone: +86-351-7018204

Soochow University Institutes for Translational Medicine (SU-TIM) is a new research establishment with a mission to accelerate advancements in strategies for disease prevention and treatment with specific focus on cancer and autoimmune metabolic and degenerative disorders.

FACULTY POSITIONS
Soochow University Institutes for Translational Medicine offers generous start-up funding, newly renovated laboratory space and well-equipped research facilities. SU-TIM is an outstanding research environment including excellent opportunities to collaborate with colleagues at Soochow University and affiliated hospitals. The generous recruitment package includes relocation fees, competitive salaries and social benefits.

Soochow University is highly experienced in assisting applications for national scholarly programs such as the Thousand Talents Program and the Young Thousand Talents Program.

Interested applicants should forward a complete curriculum vitae, a brief research proposal 1-3 exemplary publications, and 2-3 recommendation letters to Dr. Yufang Shi, (shiyufang2@gmail.com) or Dr. Yonglong Chen (cheyongjing@suda.edu.cn).

Southwest Jiao Tong University, Chengdu, China Invites Applications for the Academic Positions

Southwest Jiao Tong University (SWJTU), founded in 1896 and located in Chengdu, the capital of Sichuan province—China’s dynamically growing West, is an elite university with national key multidisciplinary “211” and “985 Feature” projects directly managed by the Ministry of Education. SWJTU is currently on the strategic “Developing and Strengthening the University by Introducing and Cultivating Talents” campaign, thus, you are cordially invited to apply for the following academic positions. More information is available at http://www.swjtu.edu.cn/

Positions and Requirements
A. High-level Talented Leaders: Candidates should be qualified to be listed in national top talents programs such as Program of Global Experts, Top Talents of National Special Support Program, “Chang Jiang Scholars”, China National Funds for Distinguished Young Scientists and National Award for Distinguished Teacher.
B. Young Leaders: Candidates are preferable to be listed or qualified for the following programs: National Thousand Young Talents Program, Top Young Talents of National Special Support Program (Program for Supporting Top Young Talents), Science Foundation for the Excellent Young Scientists.
C. Excellent Young Academic Backbone
D. Research Doctors and Post Doctoral Fellows

Please contact Mr. Yu Wang, Mt. Yz Zeng, Mr. Qian, Mr. Wang. Telephone number: +86-28-66367238/ 66366202. Email: talent@swjtu.edu.cn

Address: Human Resources Department, SWJTU, Western Park of High-Tech Zone, Chengdu, Sichuan, China, 611736.
Lijun WAN  President of University of Science and Technology of China

If “211” and “985” Projects are the “assembly” for Chinese university concentrating education resources and upgrading the education and research capacity, promoting “two tops” will be the “bugle call” for Chinese universities marching to the international forefront and building top universities.

Liang LIANG  President of Hefei University of Technology

Excellent teachers are the key factor in the development of our university, and that whether our young teachers can become outstanding determines how high HFUT can reach in the future. HFUT pays high attention to the introduction and training of our young talents while it is moving ahead to construct a world-class university and build first-class disciplines. Excellent young scholars at home and abroad are warmly welcome to join HFUT to compose a mutual glorious future.

Hua CHENG  President of Anhui University

Anhui University is one of the “211 Project” universities in China, a comprehensive provincial university under the co-construction of Anhui Provincial People’s Government and Chinese Education Ministry.
Anhui University has always been striving to achieve the goal of constructing an internationally and domestically known high-level university with its full strength and consistent innovation.

Please send your CV to consultant2@acabridge.edu.cn
or call the direct line: +86 13810344600  (WeChat: Cchiang13)