2020’s Top Employers: Rapid response to COVID-19, diversity, and innovation

In a year like no other, 2020’s Top Employers Survey not only highlighted the best working environments in pharma and biotech but also addressed some of the unique issues that arose this year, such as how to respond to a pandemic. By Alaina G. Levine

When an employee boasts that your business, Vertex Pharmaceuticals, is “the best company I’ve ever worked for,” you tend to take note. This was just one of hundreds of comments from respondents to Science’s 19th annual Top Employers Survey. Another observation concerning Vertex, a Boston-based firm that moved up four places from last year to No. 8, states that “Vertex puts its employees first. I am so proud to work here.”

The Top Employers Survey was conducted by Cell Associates and Brighton Consulting. This year, the online survey took place from March 3 through May 3, 2020, and included approximately 7,600 respondents from across the world. Typically, the survey has highlighted pharma and biotech companies’ commitment to innovation and progressive corporate culture as well as advanced technology and cutting-edge techniques, such as the use of CRISPR-Cas9 for genome editing and artificial intelligence, and machine learning for design, development, and manufacture of therapeutics and interventions. Not surprisingly, we saw these trends emerge again. But as we know, 2020 is unlike any other year. Given that the survey rolled out as quarantines were taking effect, respondents were able to provide a peek into the ambitious initiatives their companies were pursuing in response to COVID-19—which include everything from developing new work-at-home policies for family-focused employees to rapidly shifting corporate assets to support public health concerns and develop novel therapeutics.

For the companies that emerged in the top 20, remarks from respondents reflected their pride and gratitude in the fact that the organizations they represented had continuously invested in their well-being while still putting science and patients first. When employees see meaningful action by their employers that is designed to empower and support them in every way possible, they respond in kind: They produce their best work. And in the arena of pharma and biotech, that easily translates into better patient outcomes.

Gratitude is particularly strong among respondents whose corporations have appeared on the list before. “Being recognized is a great thing,” says Hervé Hoppenot, CEO of Incyte (No. 2, advancing from No. 3 in 2019), a Delaware-based pharma company. “It means a lot to be on the list. Being at the cutting edge of science and having the best people want to work here [gives us] a sense of pride.” John Frels, vice president of R&D at Abbott, a Chicago-based medical device and health care company that moved up to No. 14 this year from the No. 17 spot last year, notes the placement “validates what I have come to appreciate over my career: This is a company concerned about the long-term sustainability of delivering great value to our patients and customers, and it’s a great place for scientists to apply their skills. We bring out the best in our scientists over the course of their career.”

Having a work culture aligned with employee values is another important driver for the top employers and is referenced many times in the survey comments. Says one respondent, “Vertex innovates with speed and ferocity like no other company, while also putting a priority on culture that is amazingly open and supportive.” An employee of Syngenta, the No. 4-ranked Swiss-based biotech firm that focuses on agrochemicals and seeds, notes what they consider to be their company’s benefits: “Organizational culture, concern with the environment, concern with the well-being of employees.” And a respondent referring to Alnylam Pharmaceuticals, headquartered in Cambridge, Massachusetts (No. 3), practically shouts their answer: “GREAT culture!! Collaborative! Inclusive! Exciting!”

DNA of top employers

What is the winning formulation that puts companies on the Top Employers list? Chief among the ingredients is an articulated mission of supporting scientists and science. Almost all of the top employers indicated that they are science- and patient-centered. And over and over again, the survey respondents echoed this philosophy.

“Regeneron is built around a science-first approach,” says Drew Murphy, executive vice president of research at the American biotech organization based in Tarrytown, New York, which ranked No. 1 in this year’s survey. “Unlike other
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companies, our commercial people don’t tell our researchers what to do. The scientists set the agenda. And if you do science the right way, you never really fail. You either succeed or learn something more valuable.” The strategy is clearly working, as the attrition rate of its 8,600 staff (approximately half of whom are in R&D or administration) was less than half the industry average in each of the last 5 years. For example, Regeneron’s 2019 turnover rate was 7.8% compared to an industry average of 18.7%, with turnover in its R&D organization ranking lowest of all employee groups. (The industry average is based on the Radford 2019 U.S. Workforce Trends Report for life sciences.)

In the life sciences sector, there is a symbiosis between science and patient priorities, and the top employers (and many survey respondents) emphasize this as a marker of a great company. This synergy manifests in multiple ways. bluebird bio (No. 20), for example, hosts Patient Days, in which scientists have the exceptional experience of interacting with those who directly benefit from their outputs and get a taste of the patient’s journey. “You get a window into what it’s like to be a patient dealing with the challenges we are trying to solve,” says Philip Gregory, chief scientific officer of the Cambridge, Massachusetts–based firm that develops gene therapies for severe genetic disorders and cancer. “This is one way we connect the employees to the patient, so they can see why they are doing this—it grounds you and reminds you that you have a purpose beyond the one step you are aiming to do.”

Abbott also places R&D in front, so that science serves as its fuel for constant growth, scaling, and sustainability. “There are ample opportunities to stay with the company,” says Frels. “You can set yourself into your career at Abbott, knowing that even if you move to different roles in the company, you can have confidence that what you will do will always be challenging and impactful in the long-term.”

Access to professional development goes hand-in-hand with career advancement, of course, and the top employers are generous and proactive in designing and implementing programs that allow for skill building, networking, self-promotion, and leadership development. Abbott offers extensive training, including an engineering rotation program for new hires to learn about different divisions of the business. Its scientific employees are encouraged to produce individual development plans to map out their career, and there are plentiful opportunities for employees to move across departments, functions, and locations.

Language matters too. bluebird executives refer to their employees as “birds” and the firm itself as the “nest.” They offer leadership development for all staff and have leadership coaches on-site to enable employees to go in the direction they want to. To facilitate better and more meaningful interpersonal messaging, the company uses a psychometric tool called Insights Discovery, which has a four-colored model to help people understand their personal style and preferences, including those related to communication. When you walk by someone’s desk, you may see a stack of colored bricks on their cubical; the top brick signifies which communication behavior you lead with. For example, Cool Blue indicates a preference for data, structure and/or process. “It helps others to engage me, for example, in a way that is most effective. You understand who you are interacting with and their communication preference,” says Gregory. “It creates a dialogue.” And of course, better communication makes a better (and a top) company.

Flexibility is also important, and many companies actively demonstrate this trait, according to the survey. This is clear from the responses to COVID-19, as discussed below, but it is also seen in other ways, especially when it comes to harnessing the power of new and advancing technologies, such as data science. Vertex for example, leverages the kaleidoscope of data science benefits and applications across the enterprise, from human resources to legal to R&D.

### Top Twenty Employers

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<th>2020 Rank</th>
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<th>Employer (global headquarters)</th>
<th>Innovative leader in the industry</th>
<th>Treats employees with respect</th>
<th>Is socially responsible</th>
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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 2020 survey undertaken for the Science/AAAS Custom Publishing Office.

The companies without a 2019 rank did not receive enough mentions to qualify or did not receive a high enough ranking from the 2019 survey.

The fifth attribute in the above table is “Has work culture values that are aligned with employees’ personal values.”

### Innovation mechanisms

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notice innovation. In fact, one of the most common words survey respondents used to describe their employers was “innovative.”

Vertex, for example, has its VOICE Challenge, which engages employees so that “everyone is included in the innovation mission,” says Altshuler. This annual innovation tournament starts with identifying grand scientific and business challenges, which Altshuler describes as “things that would make a big difference to what we do.” He adds, “We invite the entire company to come up with ideas. Last year, we got 360 ideas.” Those ideas were suggested by 1,000 employees across all business units (making up about a third of the company). The top suggestions are assigned resources to develop, pitch, and design a program that advances them from conception to implementation. Some recent suggestions that have become reality include Vertex’s sickle cell disease and beta-thalassemia research programs, a mobile app and iPad kiosk system to help "Vertexians" find conference rooms and colleagues at their Boston headquarters, and a commuter bus program to reduce traffic congestion in Boston’s Seaport District.

“Innovation can come from everywhere,” says Natalie Hosea, site head for Takeda California and Drug Metabolism and Pharmacokinetics at Takeda Pharmaceutical Company Limited (No. 18). “Our scientists feel empowered to innovate in the space and feel comfortable with idea generation. We are a patient-first company: For every day it takes for an intervention to get to a patent, a patient is suffering. This motivates us.”

The organization’s official innovation framework for research, Portfolio Entry, involves actively vetting ideas and testing hypotheses among its internal scientific community and external collaborators. Data is reviewed in a cross-functional manner, she adds, and feedback is provided as the R&D team reviews cases and narratives to decide what to invest in. The program is robust and fosters an important sense of organizational pride. And here, creativity begets creativity: Takeda focuses on four therapeutic areas, Hosea notes, but when an idea is generated that goes beyond those areas, the company aims high, actively pursuing unique licensing partnerships or other external arrangements—anything that gets to the bedside.

Novo Nordisk, an almost century-old Danish multinational pharmaceutical company with over 43,000 employees across the world and R&D centers in five nations (No. 7), recently initiated an R&D ideas challenge, which welcomes proposals for disruption from every employee. Recently, it received 500 proposals for transformational medications or diagnostics. “We were going to fund one, but we ended up funding the top five,” says Mads Krogsgaard Thomsen, chief scientific officer. “They get time off and work in an incubator environment to see if they can validate their idea. We give them the resources for do this for 6 months.”

The company sees an appetite for repeating this process. Biocon Limited (No. 5) takes a decidedly entrepreneurial approach to "impassioned innovation," says Kiran Mazumdar-Shaw, founder and executive chairperson of this Bangalore, India–based institution. Its victorious innovation program, Novel Biologics, acts like an incubator inside its R&D division, has regularly achieved key business and scientific benchmarks, including the creation of new assets within the portfolio of the company, and, not surprisingly, spin-off startups. In fact, one of the spin-offs has its own incubator. One example of their success with the Novel Biologics group is an immuno-oncology program focusing on development of novel bifunctional fusion antibodies, which is now housed in Biocon’s wholly owned subsidiary Bicara Therapeutics, based out of Boston.

Other companies, while still championing innovation, do not have formal programs to spur it. Regeneron’s leadership prefers to capitalize on organically generated discoveries. “Innovation is so rooted in the way we do everything, we don’t need an artificial mechanism to try and instill it,” says Murphy. “We don’t formalize this, and a lack of formality and being able to go off script allows us to pursue and pressure test ideas.”

The culture at Regeneron is such that employees have autonomy to discuss hypotheses. “We don’t like people hiding the idea until they get all the data,” he says. “It’s like the Beatles’ lyric ‘Take a sad song and make it better’—you have to talk these things through. We encourage people to be generous with their ideas.”

**COVID-19 responses**

Not every industry gives its employees the privilege of being able to improve human health, and very few organizations are agile enough to grant their staff the opportunity to shift their focus and assets to confront an emerging plague. The pharmaceutical and biotech enterprises on this list are the notable exceptions. And those companies have quickly embraced the chance to serve humanity by fighting COVID-19.

Abbott has extensive experience in infectious disease diagnostics; it delivered the world’s first HIV test in the 1980s. Soon after SARS-CoV-2 was identified, Abbott’s scientists swung into action, initiating the fastest diagnostic product development campaign in the company’s history. “We leveraged next generation sequencing and informatics tools to rapidly design prototype tests,” explains Frels. “Our scientists collaborated quickly and effectively to help accelerate product development.”

By the end of March, the teams had developed and launched laboratory and rapid point-of-care molecular diagnostic COVID-19 tests. This was followed quickly in mid-April with the launch of the first large-scale, high-throughput laboratory COVID-19 serology test. Since then, the teams have
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create cures and yes,
even beat pandemics.
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and the rigor
to withstand even
the most arduous scrutiny.
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continued their work, developing and launching additional laboratory-based and rapid diagnostic tests. "We’ve had high-level management support and leadership through it all," explains Frels, "and together with committed teams of staff from across Abbott working 24/7 shifts, we’ve made it happen."

Incyte mobilized its resources to enable employees to work from home. "While working remotely after March 13th, we launched a new product and in addition realized that two of our established products could be helpful with the respiratory issues attached to COVID," shares Hoppenot. "We had our teams on nights and weekends putting together a clinical program to send to the FDA [U.S. Food and Drug Administration] and get it approved. All of this was done remotely and was an enormous amount of work. Having an active role in the fight against COVID was important for all of us, and being able to do it while working remotely was even more motivating."

Takeda reacted to COVID by focusing its efforts in five areas: research to address future pandemics; working with the CoVig-19 Plasma Alliance to develop a plasma-derived hyperimmune globulin therapy for COVID; repurposing approved products or assets in development; data and information sharing; and establishing R&D partnerships. Takeda already has a culture that fosters external collaborations, so they were poised for establishing R&D partnerships. Takeda’s leadership is reaching out to organizations to assist it with making changes in the company to advance this mission. The firm’s leadership is reaching out to organizations to assist it with improving the recruiting and mentoring of underrepresented minorities, especially African Americans, in its employee ranks. "We have always had this as a top priority, but we realized we needed to include more people in the discussion. To that end, our Inclusion Team is actively working to identify and implement initiatives that increase inclusion and also provide development opportunities for our employees," says Paula Swain, Incyte’s executive vice president of human resources. "We don’t want to look at this as a moment in time. Investing in inclusion, mentoring, development, and retention will be part of what we will do as an organization now and in the future."

But COVID response didn’t just mean pumping out new medicines. At bluebird, it involved a lot of employee care. The company enacted an extra day off per month for every staff member, provided open Q and A sessions at open mics to converse with the entire leadership team on a regular basis, and organized support programs for "baby birds" (the children of employees) to help parents and caregivers—actions that were all in line with its core values.

**Diversity and social justice**

While these companies have waged war against a microscopic virus, a macroscopic issue has come to light, as social justice conversations in the United States have reinforced many organizations’ commitment to provide nurturing, inclusive spaces for all employees. Diversity, equity, and inclusion (DEI) programs are closely tied to company cultures. Scientists look for such programs as signs of a place where they can thrive, where their inputs are seen, and where their voices are heard. Over and over again, survey respondents mentioned their gratitude to employers for building programs that buoy these critical efforts.

But there is still work to be done. “There is a lack of diversity in this industry,” admits Hoppenot. “Racism and science do not go together. If you are to be successful in science, we cannot have racism.” Hoppenot, like many leaders of Top Employer companies, is committed to having the difficult but necessary discussions about race, inclusivity, and diversity, and is already making changes in the company to advance this mission. The firm’s leadership is reaching out to organizations to assist it with improving the recruiting and mentoring of underrepresented minorities, especially African Americans, in its employee ranks. "We have always had this as a top priority, but we realized we needed to include more people in the discussion. To that end, our Inclusion Team is actively working to identify and implement initiatives that increase inclusion and also provide development opportunities for our employees," says Paula Swain, Incyte’s executive vice president of human resources. "We don’t want to look at this as a moment in time. Investing in inclusion, mentoring, development, and retention will be part of what we will do as an organization now and in the future."

bluebird bio is one of several organizations that has instituted DEI practices throughout its structure. "Our philosophy can be summarized as ‘all birds fly together.’ The diversity of the ‘flock’ is something we measure. We stand for an environment where everyone can be their best selves and know they belong. Diversity and equity and inclusion allow us to dream boldly," says Gregory. He explains that the company has three "domains of action and accountability"—inclusive business practices, cont.>
inclusive workforce culture, and workforce diversity—and adds, “Our core values are connected to our five nonnegotiables: We challenge our colleagues to be authentic, courageous, humble, caring, and transparent.” The DEI initiatives include top-down investments in hiring, retention, and development as well as employee resource groups, such as those that support individuals who are LGBTQ, Black, Latinx, Asian, women, veterans, disabled, and parents and caregivers. The company has a DEI officer on its senior management team and has developed specific programs to support underrepresented employees and foster an inclusive culture.

Regeneron is also willing to scrutinize its own diversity practices. “We believe that diversity of employees is as important as diversity of ideas. We are proud of a diverse workforce in terms of immigrants. But we look to do more. We can do better,” says Murphy. One example of the company’s dedication to this philosophy is its increase in recruitment activities at Historically Black Colleges and Universities. “There is more talent. We want to be truly reflective of the U.S. and the world. Biotech is not as diverse as it could be.”

Although the MeToo movement has ignited support for gender diversity among several of the top employers, Biocas stands out because Mazumdar-Shaw has always aimed to promote gender parity. Of the company’s 12,000 employees, half are in R&D, and over a third of its scientific employees are female. “As a woman scientist, I have been driven to make sure the company is supportive of women scientists,” says Mazumdar-Shaw, who serves as executive chairman. “I wanted this to be a company where women scientists feel comfortable and excited to go to work.” As the pandemic anchored her employees to their residences, she launched a listening tour to dialogue with them and find out how they were managing. She noticed that working from home could be leveraged—for the benefit of the staff. “Working from home is a boon to our women scientists,” she says. “To offer better work–life balance, we will give them the opportunity to work from home 2 days a week when things normalize post-COVID.”

Building sustainable organizations, one human at a time
Top employers continue to look for ways to express their commitment to their communities. Of key importance are environmental and sustainability concerns. At Syngenta, for example, climate change is not just a consideration—it is the impetus for innovation to support farmers.

“...We consider what we do as contributing to the world’s food security and helping agriculture to protect the planet,” says Gusu Wu, head of global seeds research. “The world faces significant environmental and nutritional challenges, which are magnified in the developing world and recently underscored by COVID.” Detailed, rigorous decisions about how to assist food growers in an environmentally friendly avenue is fortified through data science that pervades every touchpoint of the organization. But data doesn’t run the show, humans do. “From multiple surveys we have done over the years, there is a genuine feeling from our employees that we are proud of what we do because we are contributing to the global food supply. By 2050, there will be a global population of 10 billion, so the world needs to significantly increase its food supply,” he adds. “Employees know that our continuous work is needed by our customers. Farmers depend on the products and technologies we develop. We are a big part of the ag economy.”

Indeed, the future of pharma and biotech industries, and for that matter, science, is decidedly human. And our top employers celebrate this.

“Employees drive our business,” says Murphy, noting that his company has been on the Top Employers list at either No.1 or No. 2 over the last ten years. “It’s really important to us. Organizations don’t make drugs, people do.”
Zhengzhou University is one of the key universities of the national “211 Project”, and of “World 1st University Project”, as well as of universities co-sponsored by the Henan Provincial Government and the Ministry of Education. It was born in 10th, July 2000 when the former ZZU, Zhengzhou University of Technology (ZUT) and Henan Medical University (HMU) merged into one, and now developed into a comprehensive university with 12 major disciplines, namely liberal arts, science, engineering and medicine, etc. It has over 50,000 full-time undergraduates, more than 23,000 full-time postgraduates and nearly 2,500 international students. Meanwhile, there are 30 first-level disciplines authorized to confer doctorate degrees, 3 professional doctorate programs, 28 postdoctoral research stations; 3 “first-class” disciplines and 6 national key (being cultivated) disciplines. ZZU is home to 12 national scientific and research platforms including state key laboratories, engineering research centers, engineering laboratories, etc. Among a total of more than 5800 faculty members, there are 15 academicians of Chinese Academy of Science and Chinese Academy of Engineering, 2 members of Chinese Academy of Social Sciences and 4 overseas academicians as well as 62 elected into national talent programs (projects). They have formed a strong team with academicians and academic masters as the head, distinguished young scholars and Yangtze River scholars as academic leaders, and outstanding PhDs as core talents.

Rooted in the broad and profound culture of the Central Plains of China and nurtured by blended diversified cultures and disciplines, ZZU people have developed the virtues of tolerance, lenience and can-do spirit and pursued ZZU’s mission and spirit of seeking truth and being responsible, thus forming typical school ethos-- Perseverance, Trustworthiness, Benevolence, Tolerance, Modesty, Prudence, and Critical Thinking and Diligence. Standing at this new starting line, ZZU decided where to go and laid out a three-step strategy to make it to the list of world-class comprehensive & research-oriented universities by the middle of this century. To achieve high-quality development, the university has made efforts to strengthen itself though talents. With the idea of “top-notch talents breakthrough, team integration, excellent scholars cultivation and structural optimization”, ZZU implemented Distinguished Professor Program to attract more academic masters, and Excellent Scholar Cultivation Program to create an ideal environment for the growth of talents. ZZU, your stage to make a difference!

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**Brief Introduction**
Sharing the only garden-like campus in Taiyuan, a beautiful historic city of over 2,500 years old in Shanxi Province, North University of China (NUC) is a multi-disciplinary teaching and research university including engineering, science, liberal arts, economics, management, law, art and education. NUC consists of 1 national key discipline, 15 provincial key advantage disciplines and 6 centers for post-doctoral studies, and is authorized by the Academic Degrees Committee of the State Council to offer 24 PhD programs in 7 first-level disciplines, 64 Master programs in 23 first-level disciplines and 85 Bachelor programs. Up to now, NUC has achieved tremendous accomplishments in a great number of research projects, some of which have won high-level awards, including 5 Second Prizes of National Award for Science & Technology and more than 100 Provincial Awards for Science & Technology.

**Recruitment**
1. Postdoctoral scholar/fellow holding formal research positions in overseas universities, or Graduate student with PhD of overseas universities.
2. Distinguished talents with different titles of National-Level and Provincial-Level Scholars, Known Associated Professor of universities home and abroad and Doctors with remarkable achievements.

**Payment and Welfare**
Generous Settling-down Allowance, Research Start-Up Funds, On-duty Allowance and ample Housing will be offered.

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Who’s the top employer for 2020?

Science Careers’ annual survey reveals the top companies in biotech & pharma voted on by Science readers.

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The Zoological Research Museum Alexander Koenig seeks a

**Head for the Centre of Molecular Biodiversity Research**
**as a joint appointment of a chair in Molecular Biodiversity Research (W3)**
**of the Museum and the University of Bonn**

The Faculty of Mathematics and Natural Sciences of the Rheinische Friedrich-Wilhelms-Universität Bonn, Department of Biology, and the Zoological Research Museum Alexander Koenig (ZFMK) - Leibniz Institute of Animal Biodiversity are looking for a head of the Centre for Molecular Biodiversity Research (successor to Prof. Bernhard Misof) at the Zoological Research Museum Alexander Koenig (Bonn), jointly appointed as Chair of Molecular Biodiversity Research (W3) by the University of Bonn and ZFMK.

The ZFMK is a foundation under public law and member of the Leibniz Association. As an institution, it contributes to the research and conservation of global biodiversity, conducts taxonomic and molecular biodiversity research, documents and analyzes evolutionary and ecological biodiversity change and engages in public communication on biodiversity change and its potential causes. The ZFMK is an internationally renowned research institute for terrestrial and freshwater zoology and houses the Centre for Molecular Biodiversity Research, which is unique in Germany.

**The ZFMK is looking for a strategically thinking and integrative scientist with international standing as head of the center who will further develop molecular biodiversity research as a bridge between basic research and applied biodiversity research at an internationally excellent level.**

Applicants should have leadership experience and must meet the requirements for a professorship (habilitation or habilitation-equivalent performance).

Scientific excellence and expertise should be evident, for example, in the fields of:
- phylogenomics and its algorithms,
- comparative/evolutionary genomics and its method development,
- bioinformatics,
- species-based molecular or computational biodiversity research.

We expect
- applicants to demonstrate successful international networking,
- substantial acquisition of third-party funding,
- and the development of a future strategy of the center including the molecular lab and HPC infrastructure.

It is desirable that applicants are familiar with collection-based science.

Seven working groups with different expertise are cooperating in the Centre for Molecular Biodiversity Research. These range from bioinformatics, method development in phylogenomics and comparative genomics, comparative genomics of vertebrates and insects, evolutionary genomics, to molecular laboratory method development. In addition, the center operates the central molecular laboratory and the HPC cluster of the ZFMK. The center is well connected and enjoys an excellent international reputation (https://www.zfmk.de/en/zmb). The new head of the center will have the opportunity to carry out research in an outstanding research environment, and cooperate with a young, dynamic and motivated team.

The University of Bonn, as one of the few Excellence Universities in Germany, offers an outstanding intellectual research environment. The Department of Biology at the University of Bonn and especially the Department of Zoology cooperate intensively with the ZFMK. The common research focus lies on the interaction between environment, phenotype and genome as a basis for an understanding of evolutionary as well as ecological biodiversity change. The W3 Professorship Molecular Biodiversity Research will be integrated in the Institute of Evolutionary Biology and Ecology; the professorship will be filled for an unlimited period of time; the appointment will be based on the leave of absence model (“Jülich model”). The reduced teaching commitment of 2 SWS should be provided in the international Master's programme OEP Biology. The membership status of a professor can be granted. Further information can be found at [www.biologie.uni-bonn.de](http://www.biologie.uni-bonn.de) and [www.oep-bio.uni-bonn.de](http://www.oep-bio.uni-bonn.de). The working place will be the ZFMK.

The requirements for employment are based on the standards for filling scientific leadership positions in the Leibniz Association and on § 36 of the Higher Education Act of North Rhine-Westphalia.

The Leibniz Association and the University of Bonn are committed to diversity and equal opportunities. The University of Bonn is certified as a family-friendly university and has a dual career service. The ZFMK is also certified as a family-friendly institute and cooperates with the Dual Career Network of the Science Campus Bonn. The aim is to increase the proportion of women in areas in which women are underrepresented and to particularly promote their careers. Therefore, women with relevant qualifications are strongly encouraged to apply. Applications are treated in accordance with the State Equal Opportunities Act.

The application of suitable candidates with proven severe disabilities and persons of equal status is particularly welcome.

Applications in English with the usual documents (CV, list of publications, teaching experience, details of third-party funding, copies of university certificates and diplomas) and a concept for the development of the Centre for Molecular Biodiversity Research and for the cooperation with the university are requested in electronic form by 6th of December 2020 to the Chair of the Division of Biology, Endenicher Allee 11 - 13, 53115 Bonn, Germany (email: biologie@uni-bonn.de).

The call for proposals is available on the university website:
https://www.uni-bonn.de/die-universitaet/stellenangebote/professuren
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- Download our career booklets, including Career Basics, Careers Beyond the Bench, and Developing Your Skills.
- Complete an interactive, personalized career plan at “my IDP.”
- Visit our Employer Profiles to learn more about prospective employers.
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Applications are invited for positions of Group Leaders/Scientists at International Centre for Genetic Engineering and Biotechnology (ICGEB), New Delhi Component.

ICGEB is an international intergovernmental organization with components at Trieste (Italy), New Delhi (India) and Cape Town (South Africa). ICGEB is a Centre of Excellence for research and training in biotechnology addressing issues of the developing world and works under United Nations Common System. ICGEB, New Delhi has about two dozen independent groups working in three broad domains; Molecular Medicine, Plant Biology and Integrative Biology (Further information: http://www.icgeb.org).

Incumbents can be of any nationality and must have an excellent post Ph.D. record of research/ publications in any area of modern biology and biotechnology. While highly competent candidates under any of the research mandates of ICGEB, New Delhi will be considered, expertise in areas of plant biology with direct applications in agriculture and virology concerning new and emerging diseases are currently preferred. Ability and commitment to build a dynamic program of international stature is essential. Incumbent must have significant accomplishments commensurate with their career stage and should have proven ability to compete for extramural national/international funding and head a successful research laboratory. Evidence of independent research achievements, ability to guide Ph.D. students and teach Ph.D. level courses as well as post-Ph.D. level training programmes will be an asset. Applicants should submit their curriculum vitae, a statement of research interests and names and addresses of three referees to The Director, ICGEB, Aruna Asaf Ali Marg, New Delhi- 110 007, INDIA. Additionally, applicants should submit their full CV by completing the ICGEB’s Personal History Form available online at: https://www.icgeb.org/about-us/work-with-us/, and address it to email id: icgeb.director@gmail.com.

The Gastrointestinal (GI) Cancer Genetics Program at The Case Comprehensive Cancer Center (https://case.edu/cancer/), an NCI-designated Comprehensive Cancer Center at CWRU, with affiliates University Hospitals Cleveland Medical Center and Cleveland Clinic, invites applications for tenure track/tenured faculty positions at the level of Assistant, Associate, or Full Professor. The program has a nationally recognized GI cancer translational research faculty that is currently supported by multiple team awards that include: GI SPORE (NIH Specialized Program in Research Excellence in GI Cancers, BETRNet (NIH Barrett’s Esophagus Translational Research Network), EDRN (NIH Early Detection Research Network), and SU2C (Stand Up 2 Cancer) colorectal cancer dream team award. Our areas of strength include colorectal and esophageal cancers. Applicants are being sought that have basic/translational GI cancer research expertise in one of the following areas: molecular pathology, cancer genetics, bioinformatics, cancer immunology, cancer metabolism or signaling. Qualified individuals should have a doctoral degree (PhD or MD) with established expertise in the specific cancer to be studied. Applicants for Assistant Professor must have a track record of outstanding cancer research and publications and potential for extramural funding. Candidates applying for consideration at a senior rank must possess national (Associate Professor) or international (Professor) reputations in collaborative cancer research, a distinguished record of publication and funding, a commitment to mentoring, teaching, and leadership, and they must fulfill other qualifications necessary for a tenured appointment at CWRU.

Please send curriculum vitae and a cover letter outlining your research interests electronically to: Zhenghe John Wang, PhD, Co-leader, GI Cancer Genetics Program, Case Comprehensive Cancer Center, c/o cancersearch@case.edu. After initial review, you will be asked for a list of three or more references. Please include “GI Cancer Faculty Search” in the subject line.

In employment, as in education, Case Western Reserve University is committed to Equal Opportunity and Diversity. Women, veterans, members of underrepresented minority groups, and individuals with disabilities are encouraged to apply.

Case Western Reserve University provides reasonable accommodations to applicants with disabilities. Applicants requiring a reasonable accommodation for any part of the application and hiring process should contact the Office of Inclusion, Diversity and Equal Opportunity at 216-368-8877 to request a reasonable accommodation. Determinations as to granting reasonable accommodations for any applicant will be made on a case-by-case basis.
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Building on a successful multyear initiative to hire, support, and retain leading research scientists with a strong commitment to promoting the success of underrepresented students, the Division of Life Sciences in the UCLA College of Letters and Sciences announces an open rank faculty position with a tenure-track, Academic Senate appointment in one of the departments of Life Sciences (www.lifesciences.ucla.edu). The departments of Ecology and Evolutionary Biology (EEB); Integrative Biology and Physiology (IBP); Microbiology, Immunology, and Molecular Genetics (MIMG); Molecular, Cell, and Developmental Biology (MCDB); Institute for Society and Genetics (ISG), and Psychology are all partnering in this search, as are many associated research institutes. Candidates must have a PhD in a field relevant to one of the above departments and a history of mentoring acumen in addition to an outstanding record of scholarly publications and success obtaining funding. The successful candidate will be expected to initiate or continue an active independent research program and continue participating in mentoring activities with particular focus on students and trainees from underrepresented groups. Service and teaching expectations will not exceed those of any other tenure track faculty position. Faculty appointment at the level of Assistant, Associate, or Full Professor will be commensurate with experience and academic standing. We highly encourage applications from women and individuals who are from groups underrepresented in the sciences. UCLA offers competitive salaries, research set-up funds, and recruitment allowances as well as a thriving community of scholars committed to mutually supporting one another.

Application packages should be submitted online through https://recruit.apo.ucla.edu/JPF05899 and include the following documents: 1) a curriculum vita; 2) a research statement; 3) a statement of contributions to equity, diversity, and inclusion with particular attention to formal and informal mentoring activities and detailed plans for continuing such activities in the future; 4) a statement of teaching interests; and 5) a cover letter that includes the names of three referees who can be contacted for letters. Each of the five items should be submitted as a standalone document. Review of applications will begin on November 13, 2020 and continue until the position is filled. Both inquiries about the position and nominations of potential candidates should be sent to search committee chair: Professor Gina Poe (ginapoe@ucla.edu).

The University of California is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, or protected veteran status. For the complete University of California nondiscrimination and affirmative action policy see: UC Nondiscrimination & Affirmative Action Policy. (http://policy.ucop.edu/doc/4000376/NondiscrimAffirmAct).