

## Contacts

**Publisher:** Ben Crowe  
**Editor:** Paul Smaglik  
**Marketing Manager:** David Bowen

### European Head Office, London

The Macmillan Building  
4 Crinan Street  
London N1 9XW, UK  
Tel +44 (0) 20 7843 4961  
Fax +44 (0) 20 7843 4996  
e-mail: [naturejobs@nature.com](mailto:naturejobs@nature.com)

### Senior European Sales Manager: Nevin Bayoumi (4978)

### UK/ RoW/ Ireland:

Matt Powell (4953)  
Andy Douglas (4975)  
Frank Phelan (4944)

### Netherlands/ Italy/ Iberia:

Evelina Rubio Hakansson (4973)

**Scandinavia:** Silje Opstrup (4994)

### France/ Belgium:

Amelie Pequignot (4974)

### Production Manager: Billie Franklin

To send materials use London  
address above.  
Tel +44 (0) 20 7843 4814  
Fax +44 (0) 20 7843 4996  
e-mail: [naturejobs@nature.com](mailto:naturejobs@nature.com)

### International

#### Advertising Coordinator:

Hind Berrada (4935)

#### Naturejobs web development:

Tom Hancock

#### Naturejobs online production:

Ben Lund

### European Satellite Office

#### Germany/ Austria/ Switzerland:

Patrick Phelan, Odo Wulffen  
Tel + 49 89 54 90 57 11/-2  
Fax + 49 89 54 90 57 20  
e-mail: [p.phelan@nature.com](mailto:p.phelan@nature.com)  
[o.wulffen@nature.com](mailto:o.wulffen@nature.com)

### US Head Office, New York

345 Park Avenue South,  
10th Floor, New York, NY 10010-1707  
Tel +1 800 989 7718  
Fax +1 800 989 7103  
e-mail: [naturejobs@nature.com](mailto:naturejobs@nature.com)

### US Sales Manager: Peter Bless

### US Advertising Coordinator:

Linda Adam

### Japan Head Office, Tokyo

MG Ichigaya Building (5F),  
19-1 Haraikatamachi,  
Shinjuku-ku,  
Tokyo 162-0841  
Tel +81 3 3267 8751  
Fax +81 3 3267 8746

### Asia-Pacific Sales Director:

Hideki Watanabe  
e-mail: [h.watanabe@nature.jp](mailto:h.watanabe@nature.jp)

# naturejobs

## The glory of autonomy

To paraphrase John Donne, no institution is an island. But Salvador Moncada, director of the Wolfson Institute for Biomedical Research in London, feels that cultivating self-sufficiency can be a virtue. The independently funded institute opened on the University College London campus in 1997. Three years later it moved into its own building, a red-brick Victorian edifice. It has since set up its own technology-transfer office and created four companies that between them have raised £100 million (US\$160 million). Now, the institute is taking another step forwards: it is spinning off its own contract-research division.

All of these moves have meant job creation and training, particularly in medicinal chemistry. "The need for medicinal chemists is so big, we've got people knocking on our doors morning, noon and night," says Moncada. The contract-research division is helping the drug-development industry, providing funds to fuel the expansion of the institute's medicinal-chemistry department from 20 to 30 people, and offering more training opportunities for students and postdocs.

Moncada says he has found that the more the institute exerts its autonomy, the greater the need for its researchers to work with each other. Ironically, the building that houses them, a former hospital, was designed as a cruciform supposedly to avoid infectious diseases from travelling from wing to wing. "That's quite a problem if you want to create interactions," says Moncada. So to encourage intellectual cross-pollination, he has had to do some social engineering, which includes providing "the best coffee around" and placing chemists doing pharmacology next to geneticists doing microarrays.

Such moves ensure that the Wolfson Institute is an island that people will want to journey to, as well as communicate with.

**Paul Smaglik**  
Naturejobs editor



## Contents

### CAREERS & RECRUITMENT

A permanence problem in  
the United States p354

Europe's struggle to  
strengthen its science base p356

### WWW.NATUREJOBS.COM

Career centre  
Information on the  
scientific job market

### FOCUS

### SPOTLIGHT

### RECRUITMENT

### SCIENTIFIC ANNOUNCEMENTS

### SCIENTIFIC EVENTS

