

SPOTLIGHT ON FACULTY POSITIONS

Formula for success

In a competitive market, demonstrating your abilities can help to secure a job as a professor.

“The most important thing is to keep an eye out and get an idea of what is available, when you’re not desperate for a job.”

*Johanna Kallio,
European Molecular Laboratory*

DOROTHY SCHAFER had a tough choice to make. Her neuroscience background brought offers of faculty positions at the University of Massachusetts Medical School outside Boston, Dartmouth University in New Hampshire, and the University of Virginia. Not only did she have to decide which job was best, she also had to deal with the dreaded “two-body problem”; her decision had to account for her husband’s career as well. A year earlier he had taken a job at a private foundation near Boston that funds medical research. “He liked his job and was willing to move for me, but it had to be the right job.”

After weighing it up, she started the UMass job as assistant professor of neurobiology in January 2015. It was a good fit and meant she wouldn’t have to uproot her family. Still, she felt bad that her decision meant she had to turn down the other offers. “These are friends and colleagues and they put a lot of effort and investment into you, but you have to make the best choice for yourself and your family.”

Tough as that experience was, she admits, “it’s a good problem to have.” Not every researcher finishing up a postdoc career is faced with the choice between several offers. There are far more people with science doctorates than there are faculty positions for scientists (see **Tight times**). Many end up working instead for industry or government, often using their experience to do a variety of science-related jobs that don’t entail bench work. But, there are steps early career researchers can take to improve their chances of getting that first junior faculty position. Much of it comes down to demonstrating that they have much to contribute to a department by participating in the scientific community; publishing results, laying out a research vision, and attracting financial support.



Dorothy Schafer, University of Massachusetts Medical School

Play Well With Others

The first step is to be a good colleague, says Sandeep Datta, assistant professor of neurobiology at Harvard Medical School (HMS), who helps run a workshop for Harvard-affiliated postdocs interested in finding faculty jobs. Long before people apply for jobs, they should be attending scientific meetings, talking to everyone from grad students to established veterans, contributing wherever they can. “You want to make sure you have a strong relationship with a mentor, be an active member of the community,” Datta says, “so you’re known and to become more confident interacting with that community.”

Staying connected with fellow scientists early in your postdoc career can let you know where positions are likely to open up. “The most important thing is to keep an eye out and get an idea of what is available, when you’re not

desperate for a job,” says Johanna Kallio, a protein crystallographer at the European Molecular Biology Laboratory in Hamburg, Germany. Applying when there’s still a year or two left in a postdoc contract takes away some of the pressure, and people who get offers while still under contract can negotiate starting dates.

In Europe, positions become available at any time, whereas US faculty jobs are generally advertised in the autumn with interviews conducted in the spring. On the other hand, whereas Americans will send in dozens of applications at once, Europeans often proceed one at a time. It’s more efficient to target multiple jobs in one go, says Sylvia Cremer, an evolutionary biologist at the Institute of Science and Technology, Austria. It gives job seekers a chance to compare different institutions to find the right fit, increases their odds of getting an offer in a given time and strengthens their negotiating position if they have more than one offer.

“You know when you’re ready to apply,” Schafer says. “You just get to a point when ‘I feel confident, I know I can do it.’”

Publish or Perish?

One sign of readiness is having published results. Most people believe applicants get more traction from a single paper in a prestigious journal than several in lower impact journals. Papers, though, are not the determining factor, says Angela DePace, a systems biologist at HMS who runs the workshop with Datta. “I know people who have gotten their jobs with no papers. I know people who have not got a job despite a ton of papers,” she says. Papers under review or exciting results presented at conferences that could be published can be used as alternatives.



Sandeep Datta, Harvard Medical School

Tight times

The market for faculty positions is tough and even well qualified researchers might not find a spot. Vitae, an international career development programme in Cambridge, UK, published a survey in 2013 that found that about four-fifths of postdocs hope for a job in academia, about three fifths believe they'll get one, but in reality only about one fifth find faculty positions.

In the US, meanwhile, the National Science Foundation found that of the people who held doctorates in science and engineering and had jobs in academia, only 75% of them had full-time faculty positions in 2010, down from 90% in the early 1970s. Meanwhile, the number of non-faculty jobs, including postdocs, was growing faster than the number of faculty.

"I think the competition for jobs is stiffer than it was 10 years ago," says Sandeep Datta, a neurobiologist at Harvard Medical

School (HMS) who offers a workshop for people seeking faculty positions. "You're going to face a lot of rejection. That's true for everyone."

One source of advice Datta suggests is *Making the Right Moves: A Practical Guide to Scientific Management for Postdocs and New Faculty*, developed by the Burroughs Wellcome Fund and the Howard Hughes Medical Institute. The first chapter provides tips on navigating the job application process.

His colleague in presenting the workshop, HMS biologist Angela DePace, says that while there may be hundreds of applicants for a single position, that shouldn't discourage people who are really interesting in a job from applying for it. "If you want to try, you should try your best, and the number applying doesn't change anything about how you do your best," she says.

Secured funding can increase your chances of success. Fatma Kaplan, adjunct lecturer at the University of Florida and independent researcher for the US Department of Agriculture, sent out dozens of applications, but didn't receive any requests for interviews until she started including information about federally funded research grants she had co-authored. "Nowadays, there are so many qualified candidates, search committees do not need to find talent," she says. "However, they need to find a way to screen qualified candidates and grant funding is an easy screen,"

Cremer secured a five-year European Research Council (ERC) Starting Grant, which paid for some of her remaining postdoc research and provided funding for any new position. These grants provide up to 2 million euros for up to five years to researchers with two to seven years' experience, and they can be transferred to any new faculty position the group leader takes in Europe. "It makes you attractive for an institution to bring in some research money," Cremer says. Shafer won a K99 award, the US National Institutes of Health

equivalent to the ERC Starting Grant. This pays for up to two years of postdoc work, then transitions to a research grant for up to three years in a tenure-track position.

The job-search process of applying for a grant demands laying out a clear research plan and demonstrating results, then going through peer review, so it's worth applying for one, even if it doesn't result in funding. If nothing else, Schafer says, it sharpens a researcher's focus and prepares them for explaining their scientific vision to a school's search committee.

A Clear Vision

Having a specific research plan and being able to clearly explain it is important. At the interview stage, applicants must be able to talk in detail about the questions they want to pursue and how they plan to do that, but they should also give some thought to the larger questions in their fields.

If there's a particular technique or methodology necessary in their research, applicants should be able to show some expertise in it, or demonstrate how they can acquire that expertise. While



Sylvia Cremer, IST Austria

what they've done in the past can demonstrate their skills and knowledge, where they plan to take their research is just as crucial. They have to show how their work stands out as distinct from the labs they've worked in.

When preparing for their interview day talk, DePace

recommends researchers spend a lot of time explaining their research to a wide variety of people, from scientists in other fields to laymen, and listening to their feedback. This will demonstrate to hiring committees their ability to teach because the audience should come away feeling they learned something. "The talk really tells people a lot about you," she says. "It's when people get to see how excited you are about your own work and also your ability to get others excited about it." The process can be nerve-wracking, but people can relax somewhat if they start early, and if they learn to not worry about the aspects of it they can't control, says Datta. And DePace says it helps for applicants to realize that they and the hiring committees have the same basic aim: to match a person's skills, research goals, and personality with the rest of the department. "Ultimately these are people on the other side looking for wonderful people to work with, so everybody's looking for the same thing, which is a good fit," she says. ■

This content was commissioned and edited by the NatureJobs editor

Michigan State University
invites applications for faculty positions in
**COMPUTATIONAL MODELING &
HIGH PERFORMANCE COMPUTING**
in the

Department of Computational Mathematics, Science and Engineering

The Department of Computational Mathematics, Science and Engineering (CMSE), a newly-created department at Michigan State University, invites applications from outstanding candidates for multiple tenure system open-rank faculty positions in the broad area of computational modeling and high performance computing. The anticipated start date is August 16, 2016.

Michigan State University is making a bold new effort by launching the CMSE department, recognizing that computational and data science is a fundamental area of research in the 21st century. The department seeks to create an interdisciplinary environment that fosters a new breed of algorithmists who will address emergent problems in science and engineering, setting the stage for computation to be on the same footing as experiment and theory in its role in scientific discovery.

In service to this goal, the Department of CMSE will be hiring 10 faculty in computational and data science over the next two years, with the goal of growing the department to roughly 30 faculty. This recruitment effort is one part of a major University initiative, which will hire more than 100 new distinguished and diverse faculty across science, engineering and biomedical disciplines to meet the recognized national and international grand challenges.

A significant area of research focus within CMSE will be on the synergy between algorithms for computational modeling and data science in physical, biological, and engineering applications. The majority of positions within CMSE will be jointly held with other departments on campus, with tenure home in CMSE. Furthermore, the new department has a mandate to develop an innovative curriculum at both the graduate and undergraduate levels that expands upon the role of algorithm development, massively parallel and heterogeneous computing, and the use of computational tools in problem solving.

The department is looking to fill application-oriented algorithm development faculty positions; specifically, the department is looking for algorithmists (fundamental and applied) in areas listed below. While exceptional candidates from all areas of computational modeling and high performance computing will be considered, particular attention will be given to:

Algorithm development: numerical linear algebra, inverse methods, uncertainty quantification, multiscale methods, and algorithms pertaining to massively parallel and heterogeneous computational platforms.

Applications: Broad application areas include biology, materials science, and accelerator technology, with a specific interest in researchers who can make connections with MSU's areas of experimental expertise. Examples include:

- Biology: neuroscience, tissue modeling, image processing
- Material science: energy materials design, materials discovery/characterization, additive manufacturing
- Accelerator technology: compact accelerator design, accelerator component design

Faculty in CMSE are expected to develop a world-leading research program, mentor graduate students, and participate in the development and implementation of the new computational and data science curriculum.

Online application is required via MSU's online job application website <https://jobs.msu.edu> posting #1911. Applications should include a cover letter, CV, statement of research plans, and a one-page teaching statement, all in a single PDF file. In addition, four letters of recommendation should be submitted electronically through this application system. Applications received by Oct. 15, 2015 will receive full consideration, but the search will continue until the positions are filled. Questions regarding the position may be directed to Prof. Bill Punch, Chair of the Search Committee (punch@cse.msu.edu).

MICHIGAN STATE
UNIVERSITY

MSU is an affirmative action, equal opportunity employer and is committed to achieving excellence through cultural diversity.

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

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.



Michigan State University
invites applications for faculty positions in
DATA SCIENCE
in the

Department of Computational Mathematics, Science and Engineering

The Department of Computational Mathematics, Science and Engineering (CMSE), a newly-created department at Michigan State University, invites applications from outstanding candidates for multiple tenure system open-rank faculty positions in the broad area of Data Science. The anticipated start date is August 16, 2016.

Michigan State University is making a bold new effort by launching the CMSE department, recognizing that computational and data science is a fundamental area of research in the 21st century. The department seeks to create an interdisciplinary environment that fosters a new breed of algorithmists who will address emergent problems in science and engineering, setting the stage for computation to be on the same footing as experiment and theory in its role in scientific discovery.

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The department is looking to fill application-oriented algorithm development faculty positions; specifically, the department is looking for algorithmists (fundamental and applied) in areas listed here.

While exceptional candidates from all areas of data science will be considered, particular attention will be given to:

Algorithm development: Applied harmonic analysis, topology of big data, optimization, approximate Bayesian computations, statistical learning and inference as well as distributed and parallel algorithms in data science.

Applications: Broad application areas include biology and materials science, with a specific interest in researchers who can make connections with MSU's areas of experimental expertise. Some examples include:

- Biology: Neuroscience, informatics, bioinformatics, systems biology, genomics, proteomics, metabolomics, phenomics
- Material science: Materials characterization, materials design, data-driven scale-bridging modeling in materials

Faculty in CMSE are expected to develop a world-leading research program, mentor graduate students, and participate in the development and implementation of the new computational and data science curriculum.

Online application is required via MSU's online job application website <https://jobs.msu.edu> posting #1915. Applications should include a cover letter, CV, statement of research plans, and a one-page teaching statement, all in a single PDF file. In addition, four letters of recommendation should be submitted electronically through this application system. Applications received by Oct. 15, 2015 will receive full consideration, but the search will continue until the positions are filled. Questions regarding the position may be directed to Prof. Jianliang Qian, Chair of the Search Committee (qian@math.msu.edu).

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Faculty Positions

Candidates must have a Ph.D., M.D., or D.V.M., and relevant postdoctoral training with an exceptional record of research accomplishment, and the ability to develop a competitive, independently funded research program. Opportunities are available for shared mentorship of trainees, and integration with other campuses of The Jackson Laboratory. Faculty members benefit from exceptional postdoctoral and predoctoral training programs, and numerous JAX course and conference offerings.

THE JACKSON LABORATORY FOR MAMMALIAN GENETICS | Bar Harbor, Maine

The Jackson Laboratory for Mammalian Genetics is inviting applications for **Assistant, Associate and Full Professors**. The Jackson Laboratory (JAX) is a highly collaborative environment that fosters multidisciplinary approaches to investigate complex biological questions. At JAX Mammalian Genetics, faculty use genetic and genomic approaches to conduct basic research on fundamental biological processes and on mechanisms of disease – with emphasis on the laboratory mouse as a model system.

We are seeking creative scientists who will design and sustain research programs centered on the generation and characterization of novel models of human biology and disease. Successful applicants will enjoy access to JAX's extensive, professionally staffed scientific resources including innovative gene editing technologies, natural genetically diverse mouse populations, and advanced computing infrastructure.

We are recruiting strong and innovative faculty whose research will complement ongoing programs and areas of focus, including:

- Cancer Biology and Cancer Genomics
- Computational Biology and Bioinformatics
- Developmental and Reproductive Biology
- Epigenetics, Inheritance and Environmental Effects
- Genetics of Metabolic Disorders and Aging
- Genome Stability, Editing and Engineering
- Immunology and Infectious Diseases
- Neurobiology and Behavior
- Statistical and Systems Genetics

Applicants must apply online. Please submit a curriculum vitae and a concise statement of research interests as one document to www.jax.org/careers/faculty.html. In addition, please have three letters of reference sent to: facultyjobs@jax.org. Applicants will be reviewed on a continuing basis.

The Jackson Laboratory is an equal opportunity, affirmative employer, considering all qualified applicants and employees for hiring, placement and advancement, without regard to a person's race, color, religion, national origin, age, genetic information, military status, gender, sexual orientation, gender identity or expression, disability or protected veteran status.

Assistant Professor Position
Department of Molecular and Cellular Biology, Faculty of Arts & Sciences
Harvard University

We seek applications for two tenure-track faculty positions in the Department of Molecular and Cellular Biology. We are particularly interested in candidates who study the molecular mechanisms underlying fundamental questions in biology. The department offers an interactive research community with interests in a broad range of topics, including cell biology, developmental biology, neurobiology, genetics, systems biology, molecular evolution, biochemistry, and structural biology. The appointment provides access to state of the art animal facilities and core facilities for imaging, proteomics, genomics and bioinformatics. The Department is also closely associated with science initiatives at Harvard such as the Center for Brain Science, the Center for Systems Biology, the Harvard Stem Cell Institute, the Broad Institute, and the Center for Nanoscale Systems, and provides opportunities for interactions with the broader Harvard community. We strongly encourage applications from women and minority candidates.

Doctorate or terminal degree in relevant field or related discipline required by the time the appointment begins. Applications should include: curriculum vitae, teaching statement (describing teaching approach and philosophy), a statement of present and future research plans (1-3 pages), three letters of recommendation, and reprints of publications. Complete applications, including letters of recommendation, should be received no later than November 1, 2015.

Submit applications to:
<http://academicpositions.harvard.edu/postings/6373>

For information contact Michelle Cicerano | mcicerano@mcb.harvard.edu | www.mcb.harvard.edu

Harvard is an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by law.



HARVARD UNIVERSITY | DEPARTMENT OF
Molecular and Cellular Biology

Harvard University
FAS Center for Systems Biology
Faculty Position
<http://sysbio.harvard.edu/csb>



FAS Center
for Systems Biology



The Center for Systems Biology in Harvard's Faculty of Arts and Sciences seeks outstanding candidates for a tenure-track faculty position at the rank of assistant professor. The Center emphasizes quantitative approaches to fundamental problems in biology. It aims to foster interactions across disciplinary boundaries, housing faculty from a spectrum of academic departments in addition to the Bauer Fellows. Exceptional candidates in any area of quantitative biology will be considered, including those taking computational, theoretical, and/or experimental approaches. A doctorate in a relevant discipline is required by the time the appointment begins.

The successful candidate will hold an academic appointment in a natural science department such as, but not restricted to, Molecular and Cellular Biology, Organismic and Evolutionary Biology, Physics, Applied Mathematics, or Chemistry and Chemical Biology. Faculty associated with the Center for Systems Biology have access to facilities and opportunities for collaborative research not only through departments but also through the Bauer Core facilities, the Center for Nanoscale Systems, the Broad Institute, and the Center for Brain Science.

Applications should include: curriculum vitae, a statement of research (up to 5 pages, including a summary of previous research accomplishments), a teaching statement (describing teaching approach and philosophy), and PDFs of up to 3 publications. All files must be submitted electronically in PDF or Word format. Complete applications and three letters of recommendation, solicited by the applicant, should be received no later than November 15, 2015.

We are committed to building a diverse faculty. Applications from, or nominations of, women and minority candidates are strongly encouraged. Harvard is an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by law.

NW266161R

Submit applications to:
<http://academicpositions.harvard.edu/postings/6366>

For information contact Michelle Cicerano
mcicerano@mcb.harvard.edu



COLUMBIA UNIVERSITY

Department of Microbiology & Immunology

Faculty Positions in Immunology and Host-Pathogen Interactions

The Department of Microbiology & Immunology at Columbia University, College of Physicians & Surgeons, is seeking to increase the representation of research in immunology and host-pathogen interactions.

We are therefore seeking outstanding candidates who are pursuing fundamental problems at the molecular, cellular and organismal levels in all areas of immunology and immune responses to commensal and pathogenic microbes. The positions can be filled at any rank from tenure-eligible assistant professors to full professor with tenure. Candidates are expected to maintain or develop an independent research program and participate in departmental teaching.

Competitive recruitment packages, including housing assistance will be provided. For further information about the Department and Columbia University Medical Center, please visit our website at <http://www.microbiology.columbia.edu>.

Please submit a current curriculum vitae, a 2-3 page summary of present and future research interests, and three letters of recommendation. Please visit our online application site at: <https://academicjobs.columbia.edu/applicants/Central?quickFind=61344> for further information about this posting, and to submit your application.

All materials should be received no later than Oct 31, 2015. Review of applications will begin immediately and continue until the positions are filled.

NW265630R

**FACULTY POSITION**Department of Molecular Biology
Massachusetts General HospitalDepartment of Genetics, Department of Biological
Chemistry and Molecular Pharmacology
Harvard Medical School

The Department of Molecular Biology at the Massachusetts General Hospital (MGH) and its colleagues at Harvard Medical School (HMS) invite applications for a joint tenure-track appointment at the level of Assistant or Associate Professor. The successful candidate will conduct research in the broadly defined areas of chemical biology, metabolic biochemistry, or other fields that would synergize with the current faculty's research. The recruit's laboratory would be located in the Department of Molecular Biology at MGH (<http://molbio.mgh.harvard.edu>), a major research center in Boston and a teaching affiliate of HMS. The recruit's academic appointment would be in the HMS Department of Genetics or the Department of Biological Chemistry and Molecular Pharmacology. The following HMS faculty members have labs in the MGH Department of Molecular Biology:

Frederick Ausubel	Joshua Kaplan	Marjorie Oettinger
Joseph Avruch	Robert Kingston, Chair	Gary Ruvkun
Michael Blower	Jeannie Lee	Jen Sheen
Konrad Hochedlinger	Vamsi Mootha	Radhika Subramanian
Deborah Hung		Jack Szostak

Applicants should apply via electronic submission by 5pm on October 31, 2015 at: <http://molbio.mgh.harvard.edu/facultysearch/>

Please submit a CV, statement of research plans, up to three relevant publications, and contact information for three references.

Harvard University and the Massachusetts General Hospital are equal opportunity/affirmative action employers. Applications from women and minorities are encouraged.

NW264345R



As part of a major new initiative in Quantitative Systems Biology of Mammals, the Lewis-Sigler Institute for Integrative Genomics at Princeton University is currently undertaking a search for faculty members at all academic ranks. The initiative will involve multiple faculty hires over the next few years. We are particularly interested in two types of candidates: (i) Outstanding mammalian biologists with a track record of innovative application of 'omics' approaches or genome manipulation methods, who have the ability and desire to collaborate with the more quantitative faculty of the Institute to develop paradigm-shifting advances, and (ii) Outstanding chemists, physicists, and computer scientists with a track record of some research of biological relevance (although perhaps no experience with mammalian systems per se) who have the ability and desire to apply their quantitative skills to transform our understanding of key mammalian processes. We will also give serious consideration to exceptional candidates who apply modern methods of analysis to non-mammalian processes of interest to the Institute.

Faculty positions will be joint with one of the following academic departments at Princeton: Physics, Chemistry, Molecular Biology, Ecology and Evolutionary Biology, Chemical and Biological Engineering, or Computer Science. These joint faculty positions offer significant benefits in terms of infrastructure, research funds, and collaborative opportunities, as well as an opportunity to interact with unusually able and interdisciplinary students.

Essential Qualifications

All applicants must have a Ph.D., M.D., or equivalent degree. In addition, applicants must have a very strong record of research productivity, demonstrate the ability to develop a rigorous research program, and be committed to teaching at both the undergraduate and graduate levels.

How to Apply

Applications must be submitted online at: <http://jobs.princeton.edu/applicants/Central?quickFind=67298> and should include a cover letter, curriculum vitae, a **concise 1-2 page research vision statement**, as well as contact information for three references.

Applications will be reviewed beginning on **November 1, 2015**.

Princeton University is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, or any other characteristic protected by law. This position is subject to the University's background check policy.

NW266162R

FACULTY POSITIONS AT THE ROCKEFELLER UNIVERSITY

The Rockefeller University seeks exceptional, interactive, and creative scientists to join its faculty. We invite applications from outstanding candidates for tenure-track positions.

The University has a laboratory-based organizational structure that fosters interdisciplinary research. We encourage applications in the following areas:

- Chemical & Structural Biology
 - Genetics & Genomics
 - Immunology, Virology & Microbiology
 - Medical Sciences, Systems Physiology & Human Genetics
- Molecular & Cell Biology
 - Neurosciences & Behavior
 - Organismal Biology & Evolution
 - Physical, Mathematical & Computational Biology
 - Stem Cells, Development, Regeneration & Aging

Details about specific subjects of research can be found at: <http://www.rockefeller.edu/facultysearch>.

The Rockefeller University provides strong support for the research work of its faculty. The positions offer competitive salary, benefits and start-up funds, renovated laboratory space, access to state-of-the-art core facilities and extensive opportunities for collaboration both within the University and with neighboring institutions.

Applications are being accepted electronically through our **Online Application System** at <http://oas.rockefeller.edu>. Applicants should follow the online application procedure.

The deadline for application submission is October 9, 2015.



If you have questions regarding submitting an application, please contact our Administrator at facultysearch@rockefeller.edu.

The Rockefeller University is an Equal Opportunity Employer - Minorities/Women/Disabled/Veterans.

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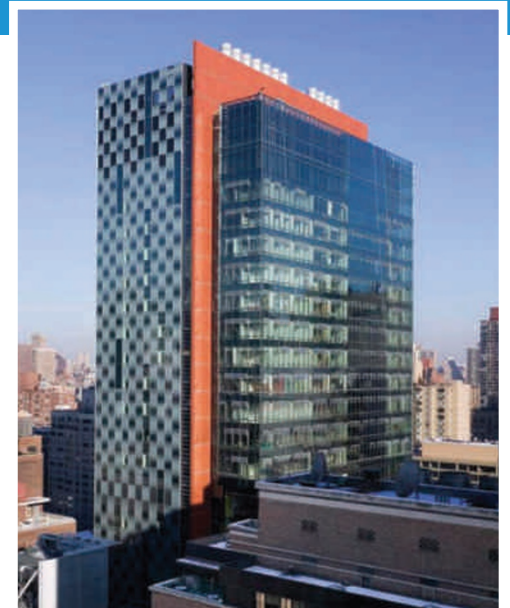


Faculty positions at the Sloan Kettering Institute Memorial Sloan Kettering Cancer Center

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- **Chemistry & Chemical Biology**
- **Computational & Systems Biology**
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- **Stem Cell Biology & Regenerative Medicine**
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Developmental Biology

Chair: Kathryn Anderson, PhD

Immunology

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Structural Biology

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M MEDICAL SCHOOL

UNIVERSITY OF MICHIGAN

Faculty Positions Department of Pharmacology

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

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

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

Review of applications will begin on October 1, 2015, and will continue until both positions are filled.

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

NW266106R

LOYOLA UNIVERSITY CHICAGO STRICTH SCHOOL OF MEDICINE

Vice Dean for Research

The Stritch School of Medicine seeks a senior-level administrator and scholar to provide vision and leadership around the full depth and breadth of the school's research mission as it builds its extramural funding base and expands its reputation for scholarly excellence.

QUALIFICATIONS

- MD, DO, MD/PhD, or PhD with experience in a wide spectrum of biomedical research
- National recognition as a scholar
- Extensive experience with federal funding agencies and regulatory compliance
- Experience with corporate-funded research, including both laboratory and clinical
- Experience with industry-University partnerships, intellectual property, and entrepreneurship is desirable
- Management experience in an academic environment
- Commitment to promoting a culture that nurtures diverse forms of inquiry and scholarship
- Demonstrated evidence of strong interpersonal and communications skills
- Experience in planning, implementing, and sustaining comprehensive research centers or programs is highly desirable
- Strong commitment towards cultural diversity and equal opportunity

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NW266294R

UNI FR

The Faculty of Science
of the University of
Fribourg/Switzerland and the
Department of Medicine

invite applications for a tenured position of a

Professor in Integrative Physiology

Qualified applicants must have an outstanding track record of successful independent research in **systemic physiology on a mammalian - including human - model**.

The successful candidate is expected to develop an internationally recognized competitive research programme sustained by external funding. Teaching experience at university level is expected.

More information about the application procedure (deadline 30.09.2015) as well as the Department of Medicine, facilities and curriculum are available at www.unifr.ch/science/positions.

W265587R

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Call for Assistant Professors and Professors



Institute of Science and Technology

IST Austria invites applications for **Tenure-Track Assistant Professor** and **Tenured Professor** positions to lead independent research groups in all areas, as well as cross-disciplinary areas of

- **BIOLOGY:** Applicants in biochemistry, genomics, and structural biology are particularly encouraged to apply.
- **NEUROSCIENCE** (such as molecular, cellular, systems and theoretical neuroscience): Applicants using advanced imaging and/or molecular techniques are particularly encouraged to apply.
- **PHYSICS:** Applicants in condensed matter physics, bio- and soft matter physics, as well as chemical and atomic physics are particularly encouraged to apply. IST Austria is in the process of building up a **new physics cluster including a micro- and nanofabrication facility** (300 m² clean room ISO classes 5-7). While at present our main focus is on experimental physics, outstanding theoreticians will be considered as well.

IST Austria is a recently founded public institution dedicated to basic research and graduate education near Vienna. Currently active fields of research include biology, neuroscience, physics, mathematics, and computer science. IST Austria is committed to become a world-class centre for basic science and will grow to about 90 research groups by 2026. The institute has an interdisciplinary campus, an international faculty and student body, as well as state-of-the-art facilities. The working language is English.

Successful candidates will be offered competitive research budgets and salaries. Faculty members are expected to apply for external research funds and participate in graduate teaching. Candidates for tenured positions must be internationally accomplished scientists in their respective fields.

DEADLINES: Open call for Professor applications. For full consideration, Assistant Professor applications should arrive on or before November 3, 2015. Application material must be submitted online: www.ist.ac.at/professor-applications

IST Austria values diversity and is committed to equal opportunity. Female researchers are especially encouraged to apply.



W265100R

University of Texas Southwestern Medical Center Assistant Professor Positions supported by the Endowed Scholars Program

THE ENDOWED SCHOLARS PROGRAM provides *exceptionally generous start-up support, research space, salary and benefits* for new Assistant Professors. The program, now in its 18th year, has launched the careers of 81 investigators, who comprise a supportive network of institutional colleagues.

The Endowed Scholars Program gives early-career investigators the *chance to tackle new and innovative research problems and take risks*, supported by the mentoring of distinguished senior scientists. Up to five new scholars are selected each year. Each scholar is appointed as a tenure-track assistant professor in a UT Southwestern basic science or clinical department.

UT Southwestern has vibrant medical and graduate schools. Endowed Scholars have *access to outstanding graduate training programs and 18 Core Facilities*. The core facilities include DNA sequencing and bioinformatics services; electron microscopy; live-cell imaging; mouse gene knockout and transgenesis, metabolic and behavioral phenotyping; and structural biology.

A state-of-the-art high throughput chemical screening facility is available on campus. UT Southwestern is also home to one of the nation's first 7-Tesla magnetic resonance imaging devices for human studies.

Endowed Scholar positions are restricted to new first-time Assistant Professors. Interested individuals should submit applications to a Chair or Director of one of UT Southwestern's basic or clinical academic departments or research centers. Those chairs or directors then forward finalists' materials for consideration to the medical center's Endowed Scholars Committee.

For detailed information about nomination materials and currently available positions, please visit our Web page: www.utsouthwestern.edu/endowedscholars

UT Southwestern
Medical Center

UT Southwestern is an Affirmative Action/Equal Opportunity Employer.
Women, minorities, veterans and individuals with disabilities are encouraged to apply. NW264344R



Chemistry Department – Faculty Position

The Department of Chemistry at the University of Michigan invites applications for an anticipated tenure-track position in any area of chemistry or biochemistry (including analytical, chemical biology, education, inorganic, materials, organic and physical) with an anticipated start date of September 1, 2016. The position is expected to be filled at the assistant professor level; but, all applicants at all levels of professor rank will be considered. This position will be a University-year appointment (9-months academic year salary with summer salary supported by research funds). Candidates are expected to develop an internationally recognized program of scholarly research and to excel in teaching at undergraduate and graduate levels.

Detailed information regarding the electronic application process and required materials is available on-line: <https://www.chem.lsa.umich.edu/chem/facultyrecruit/>.

Review of applications will begin on October 1, 2015. Information about the Chemistry Department is available on the web: www.lsa.umich.edu/chem.

Questions about the application process may be sent to chemfacrecruit@umich.edu.

The University of Michigan is an equal opportunity/affirmative action employer and is supportive of the needs of dual career couples, women and minorities are encouraged to apply.

NW266092R



UNIVERSITÄT
HEIDELBERG
ZUKUNFT
SEIT 1386

The Medical Faculty Mannheim, Heidelberg University, offers the position of an

ASSOCIATE PROFESSOR (W3) FOR PATHOBIOCHEMISTRY

The successful candidate should have a distinguished record of qualifications and accomplishments in all areas of pathobiochemistry, in particular with a focus on oncogenic signalling pathways. He/she will head of a department at the Centre for Biomedicine and Medical Technology Mannheim (CBTM).

As an independent principle investigator, the candidate should actively take part in the established research program of the Faculty regarding Oncology to strengthen basic research in the field. He/she should have a research profile focusing on basic mechanisms and/or identification of novel target structures of oncogenic signalling pathways.

Based on a strong record of extramural funding, he/she is expected to take an active role in the establishment of novel extramurally funded collaborative research programs and to support already existing programs such as SFB-TRR 23, SFB 636, IRTG 1874, RTG 2099, SFB 873, SFB 1158, Exzellenzcluster CellNetworks, and M²OLIE. In addition, he/she should actively collaborate with research groups at extramural research institutions of the Metropolregion Rhein-Neckar such as the German Cancer Research Center (DKFZ) or the European Molecular Biology Laboratory (EMBL). In addition, he/she is expected to participate in the establishment of a Comprehensive Cancer Center in Mannheim.

The successful candidate will be responsible for the teaching program in pathobiochemistry and take part in the teaching program in medical chemistry, biochemistry and molecular biology within MaReCuM, the restructured modular medical curriculum at the faculty. He/she will take part in the oral/practical exams (M1) of the Ärztliche Prüfung. He/she will closely collaborate in this respect with the Departments of Biochemistry and Cell and Molecular Biology, and the Institutes of Clinical Chemistry and Pathology.

The successful candidate should have outstanding, internationally acknowledged academic credentials, a distinguished record of original research, mentoring and teaching skills, administrative experience and an understanding of departmental financing at universities. He/she should actively master the integrative task of participating in MaReCuM in a cooperative manner.

Prerequisites for application are a doctoral degree and (in accordance with Article 47, paragraph 2 of the Higher Education Law of the state of Baden-Württemberg) a Habilitation, a successfully evaluated junior professorship or equivalent qualifications.

The position is tenured and, by observing the legal regulations, the appointment will normally be made on the basis of a lifetime civil servant status (Beamtenverhältnis auf Lebenszeit).

The University of Heidelberg is an Equal Opportunity/Affirmative Action Employer. The faculty intends to increase the number of women in teaching and research; women are therefore explicitly invited to apply. Handicapped persons with the same qualifications will be given preference.

Candidates should submit a full CV with copies of certificates, a list of publications and selected reprints (please follow the applicants' guidelines for the full CV and fill in both the applicants' forms found on our webpage at www.umm.uni-heidelberg.de/dekanat/berufungen) within 4 weeks of publication of this advertisement to Prof. Dr. Dr. Dr. h.c. Uwe Bicker, Dean of the Medical Faculty Mannheim, University of Heidelberg, University Medical Center Mannheim, 68135 Mannheim, Germany.

W266316R



UNIVERSITÄT
HEIDELBERG
ZUKUNFT
SEIT 1386

The Medical Faculty Mannheim, Heidelberg University, offers the position of an

ASSOCIATE PROFESSOR (W3) FOR LEUKEMIA RESEARCH (JOSÉ-CARRERAS- STIFTUNGSPROFESSUR FÜR LEUKÄMIEFORSCHUNG)

The successful candidate should have a distinguished record of qualifications and accomplishments in the area of leukemia research, in particular with a focus on myeloid neoplasms including myelodysplastic syndrome and acute promyelocytic leukemia.

As a principle investigator, the candidate should actively take part in the established research programs of the Department of Hematology and Oncology in the fields of "Myelodysplastic Syndromes as an age related disease" and "Translational leukemia research" to strengthen basic research as well as translational hematology. In addition, he/she should actively collaborate with research groups at the German Cancer Research Center (DKFZ). Based on a strong record of extramural funding, he/she is expected to take an active role in the establishment of novel extramurally funded collaborative research programs and to support already existing programs. The successful candidate will be responsible for the teaching program in experimental hematology and oncology within MaReCuM, the restructured modular medical curriculum at the faculty.

The successful candidate must be certified as a physician in Germany (Approbation) and should have outstanding, internationally acknowledged academic credentials, a distinguished record of original research, mentoring and teaching skills, administrative experience and an understanding of departmental financing at universities. He/she should actively master the integrative task of participating in MaReCuM in a cooperative manner.

Prerequisites for application are a doctoral degree and (in accordance with Article 47, paragraph 2 of the Higher Education Law of the state of Baden-Württemberg) a Habilitation, a successfully evaluated junior professorship or equivalent qualifications.

The position is tenured and, by observing the legal regulations, the appointment will normally be made on the basis of a lifetime civil servant status (Beamtenverhältnis auf Lebenszeit).

The University of Heidelberg is an Equal Opportunity/Affirmative Action Employer. The faculty intends to increase the number of women in teaching and research; women are therefore explicitly invited to apply. Handicapped persons with the same qualifications will be given preference.

Candidates should submit a full CV with copies of certificates, a list of publications and selected reprints (please follow the applicants' guidelines for the full CV and fill in the two applicants' forms found on our webpage at www.umm.uni-heidelberg.de/dekanat/berufungen) within 4 weeks of publication of this advertisement to Prof. Dr. Dr. h.c. Uwe Bicker, Dean of the Medical Faculty Mannheim, University of Heidelberg, University Medical Center Mannheim, 68135 Mannheim, Germany.

W266317R

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Keck School of Medicine of USC

Department of Stem Cell Biology
and Regenerative Medicine
Assistant Professorship in Stem Cells
and Regenerative Medicine

The Department of Stem Cell Biology and Regenerative Medicine is recruiting up to two candidates whose research focuses on understanding fundamental principles of regenerative processes and developing knowledge-based approaches to organ repair. The Department is housed in the Eli and Edythe Broad Center for Regenerative Medicine and Stem Cell Research within the Keck School of Medicine of USC. Significant resources are available to support all aspects of stem cell research within the building and adjacent centers. Excellent collaborative opportunities exist across the USC campuses.

The Department is particularly interested in researchers employing tissue engineering strategies to the goals of regenerative medicine. In addition to its research mission, all members will play an important role in the educational mission of this Department. Generous start-up packages will be awarded to the successful candidates. Women and individuals belonging to minority groups are particularly encouraged to apply. The University of Southern California is an equal opportunity affirmative action employer.

Online applications will be accepted; please apply to <http://jobs.usc.edu/postings/51790>. Applications should include a letter of interest, curriculum vitae, brief 2-3 page outline of research past, present and future, and four letters of reference. The applicant is responsible for ensuring that the completed application is received before October 30th, 2015.

NW265763R

FACULTY POSITION

Department of Physics

ARTS AND SCIENCE

The Department of Physics of New York University invites applications for one open rank faculty position in the general area of Astrophysics, Astroparticle Physics and Cosmology to begin as early as September 1, 2016, pending administrative and budgetary approval.

A theorist whose expertise and interests overlap broadly with all of these areas will be favored, but exceptional candidates with other profiles will be considered. The successful candidate will have a PhD and a demonstrated record of research accomplishments and leadership at the highest level. The job responsibilities include research, teaching in the graduate and undergraduate programs, and participation in the life of the Department.

Interested candidates should apply online (see instructions at <http://cosmo.nyu.edu/opportunities.html>). Applications should consist of a letter describing current and planned research and teaching activities, a curriculum vitae, list of publications, and the names of three references. *Applications before November 1, 2015 will receive highest priority.* More information about the Physics Department's research programs can be found at <http://physics.as.nyu.edu>.



NEW YORK UNIVERSITY

EOE/Minorities/Females/Vet/Disabled

NW265437R

Assistant/Associate Professor

Department of Chemistry
University of Miami

The Department of Chemistry in the College of Arts and Sciences at the University of Miami seeks applicants for a tenure-track appointment at the level of Assistant or Associate Professor in the general area(s) of Chemical Neuroscience starting in the 2016-17 academic year. Potential areas of focus include neurotransmitters and receptors, chemical and physical methods in neuroscience, neurotoxins, neuroscience-inspired bioengineering and neuroimaging agents and technologies.

The ideal candidate should be able to integrate his/her research activities with existing faculty in both the Department of Chemistry and the broader Neuroscience Program at the University of Miami including the Miami Project to Cure Paralysis.

Minimal qualifications include a Ph.D. in Chemistry and significant postdoctoral experience. To be considered at the Associate professor level, the candidate must have independent teaching and research experience.

Applicants should submit electronic versions of their CV, research plans, and a statement of teaching philosophy, as well as arrange to have three letters of recommendation sent to: Chair of Search Committee, Department of Chemistry, University of Miami, Coral Gables, FL at chemistry@miami.edu with Subject "Chemical Neuroscience." Review of applications will begin October 15, 2015 and will continue until the position is filled. Information about the Department can be found at <http://www.as.miami.edu/chemistry/>.

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

NW265378R

NYU School of Medicine
NYU LANGONE MEDICAL CENTER

The Skirball Institute of Biomolecular Medicine and the Department of Cell Biology

FACULTY POSITIONS

The Skirball Institute of Biomolecular Medicine and the Department of Cell Biology at the New York University Langone Medical Center invite applications for tenure-track positions at the Assistant and Associate Professor level. We seek applicants with exceptional records of achievement to join our highly interdisciplinary faculty (www.skirball.med.nyu.edu). We are looking for interactive and creative candidates whose research interests synergize with the Institute's research interests, specifically in metabolic signaling and cellular dynamics.

The NYU Langone Medical Center will support new faculty with generous start-up packages, excellent research laboratory space, and state-of-the-art core facilities. Successful candidates are expected to initiate and maintain vigorous, independent, and highly innovative research programs that synergize with the highly collaborative environment at the Skirball Institute and throughout the NYU research community. New faculty members will hold a primary academic appointment in the Department of Cell Biology and will participate in the NYU School of Medicine graduate programs.

To apply, submit the following documents via apply.interfolio.com/31093. 1) Cover Letter; 2) Curriculum Vitae; 3) Research Statement; 4) One recent publication; 5) Three letters of reference will also be required from all applicants. All materials should be received by November 30, 2015. This is an electronic application process only.

New York University was founded in 1841 and is an equal opportunity affirmative action employer. Women and minority candidates are strongly encouraged to apply.

NW265817R