

Preparing for a Position at a Research Institution

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- **Assess and develop your skills**
 - you need to be ‘well rounded’
- **Develop your own research program**
 - you need to bring something with you to start your lab
 - develop plans for your first R01
- **Make yourself a strong candidate**
 - career development grants
- **Finding, applying and interviewing for jobs**
 - what ‘we’ are looking for

Assess and develop your skills

- **Assess your strengths and weaknesses**
- **You need to be well rounded to succeed in academics**
 - writing
 - grantsmanship
 - public speaking
 - technology
 - working with others
 - providing leadership
- **As you become a more senior person in your lab, challenge yourself to provide intellectual leadership to others in the lab; there is nothing to stop you from coming up with ideas that will help other projects**

Develop your own research program

- **Choice of a postdoctoral lab is critically important - it defines you scientifically, since you ideally need to develop and bring a project with you when you start your own lab**
- **Develop your own research project that you can bring with you**
 - **need to discuss plans with your postdoc advisor**
- **Ask what your first R01 will be**
- **Think about learning new, cutting-edge technologies**

Make yourself a strong candidate

- **Become known at your home institution – go to seminars, ask questions, interact with other faculty. We always make phone calls to friends/colleagues we know at institutions of candidates whom we are interested in.**
- **Write and win a career development grant**
 - **K08**
 - **K22**
 - **K99/R00**
 - **Grants from private foundations**
- **As a senior postdoc, you may be able to move into a non-tenure track position (research associate, instructor), that enables you to write your own grant (R21, R01)**

NIH Career Transition Awards: Grants you can write as a postdoc

- **K22 Research Scholar Development Award.**
Provides support for postdoctoral fellows who are moving to assistant professor positions. Candidate **NO LONGER** needs to be intramural, or on a T32, NRSA, or minority supplement - you can also be supported by a NIAID grant of some sort. If candidate receives a fundable score, they have 12 months to identify a suitable position as an Asst. Prof.
- **K99 Pathway to Independence Award.** For NIAID, this is a 3 year award - similar to K22, except that it has one year of mentored support, followed by 2 years of independent support that is contingent on the candidate obtaining a position. Apply for this towards the end of your postdoc. **You do not have to be a US citizen or permanent resident for this award.**

Career Transition Awards: Grants you can write as a postdoc

- **K08 Mentored Clinical Scientist Development Award.** Supports the development of outstanding clinician research scientists committed to a career in lab or field-based research. Candidates must have the potential to develop into independent investigators.
- **Grants from private foundations.**
Many private foundations have grant programs that sponsor young scientists. Some have grants designed to bridge the transition from postdoc to assistant professor: Burroughs Wellcome, Ellison Foundation, HHMI
- **R21 or R01 if you can be promoted to a non-tenure track position**

Finding, applying and interviewing for jobs

- **Finding Jobs**

- ASV Job Site
- AMSMIC
- ASM
- Journals (look every week)
- Letters sent to your chair
- Talk to you advisor and other colleagues in the hopes that they can 'talk you up'

- **Applying for a job**

- Read the job description; Craft your cover letter, stress what is being looked for.
- If you know someone there, or if your advisor knows someone there, contact them.
- A three page research plan - stress what is being looked for; have others read and edit this

Finding, applying and interviewing for jobs

- **Background Research**

- Read up on the department/institution you are visiting
- Possible collaborative opportunities?
- Identify the most recently hired Asst. Profs.; ask them what it was like for them starting out

- **The Job talk**

- Increased emphasis on what you are going to do, somewhat less on what you have done

- **The chalk talk**

- Not always asked for; could be during a first or second visit. Tends to be very informal, sometimes without slides. It is you describing your research plan. Can think in terms of your first R01 - you need to show that you have thought about this and have a practical plan for a grant
- Practice your chalk talk! It is quite unlike a regular seminar