Tenure-Track Opportunities at NIH and Beyond

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The NIH Tenure-Track

- Up to seven years (nine years for clinical and epidemiology investigators) of independent resources to establish your record as an independent scientist before being evaluated for tenure

- Equivalent to an Assistant Professor in a university, except no teaching and no grant writing required

- Government retirement plan and health benefits.

- May be eligible for student loan repayment http://www.lrp.nih.gov/

- Approximately 20-30 T-T hires per year across NIH

https://oir.nih.gov/sourcebook/tenure-nih-intramural-research-program/tenure-track-overview

The Main NIH Campus

The NIH has 75 buildings on 322 acres in Bethesda, Maryland

Two Metro stops from Washington, DC

The NIH Clinical Center

- Our 240-bed research hospital
- The nation's largest hospital devoted entirely to clinical research
- Winner of 2011 Lasker-Bloomberg Award for Public Service

NIH Has Facilities Around the Country

- Rockville, Gaithersburg, Frederick and Baltimore, MD (NCI, NIA, NIAAA, NIAID, NIDA)

- Research Triangle Park (Raleigh/Durham), NC (NIEHS)

- Hamilton, MT (NIAID)

- Phoenix, AZ (NIDDK)

- Framingham, Mass. (NHLBI)

- Detroit, MI (NICHD)

http://irp.nih.gov/our-research/our-programs/text

Earl Stadtman Search Mission

- To provide our Scientific Directors with a diverse group of highly qualified candidates who they may want to hire into tenure-track positions in the NIH Intramural Research Program (IRP)

- Annual search open to all biomedical and behavioral researchers interested in NIH Intramural tenure-track positions

- A chance to present your best ideas, rather than trying to force-fit them to a specific ad

Earl Stadtman

NIH TO RECRUIT OUTSTANDING TENURE-TRACK SCIENTISTS

"Earl Stadtman Investigators," named after the legendary NIH scientist who **mentored** multiple Nobel Laureates, members of the National Academy of Sciences, and many current leaders in the biomedical community.

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one program
many people
infinite possibilities

Proposed 2018-2019 Timeline-Part 1

- August 1, 2018-Application website goes live
- Sept. 30, 2018-Application closing date
- Applications include:
    - CV with bibliography (including mentoring/outreach)
    - Three-page proposal titled Research Goals
    - One-page statement titled Long-term Research Vision and Impact (e.g. why should U.S. taxpayers invest in your research)
    - Three letters of recommendation
- Applicants select two scientific areas for evaluation
- Letters of rec accepted until Oct. 7

2017 Subject Areas and Applicant #s.

Category*	App#	Category	App#
Biomedical Engineering/ Biophysics/Physics	57	Microbiology/Infectious diseases (non-viral) Molecular and Cellular Neuroscience	46 60
Cancer Biology	80	Molecular Biology/Biochemistry	67
Cell Biology/Cell Signaling	75	Molecular Pharmacology/Toxicology	23
Chemistry/Chemical Biology	23	Neurodevelopment	20
Chromosome Biology/ Epigenetics/Transcription	43	Physiology and Systems Biology RNA Biology	20 45
Computational Biology/ Bioinformatics/Biostatistics/ Mathematics	36	Social and Behavioral Sciences	17
Developmental Biology	33	Stem Cells/Induced Pluripotent Stem Cells	24
Epidemiology/Population Sciences	14	Structural Biology	16
Genetics/Genomics	49	Synapses and Circuits	38
Health Disparities	8	Systems and Cognitive Neuroscience	31
Immunology	64	Virology	21

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*Applicants could select two sub-committees for evaluation

Proposed 2018-2019 Timeline-Part 2

- Review of applicants by sub-committees to generate top 25% in each area to be forwarded to Scientific Directors

- December-March: 50-80 candidates selected by NIH Scientific Directors for interviews with interested Institutes and Centers

- Usually another 2 years before complete list of hires is known

Most ICs Have Hired Earl Stadtman Investigators
(Onboard as of April 30, 2018)

NCCIH (1)

NCI/CCR (23), NCI/DCEG (9)

NEI (2)

NHGRI (1)

NHLBI (7)

NIA (2)

NIAID (7), NIAID/VRC (1)

NIAMS (1)

NIBIB (2)

NICHD (3), NICHD/DIPR (2)

NIDA (1)

NIDCR (1)

NIDDK (4)

NIEHS (2)

***NIMHD (1)**

NINDS (5)

NLM/NCBI (1)

*Two other investigators have secondary appointments in NIMHD
Total= 76

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2009
(First Year)

833 Applicants

25 Interviewed

8 Hired

Disciplines Represented :

Cell Biology
Epidemiology
Genetics
Neuroscience
Pharmacology
Stem Cells
Systems Biology

2010
(Second Year)

563 Applicants

81 Interviewed

9 Hired

Disciplines Represented:

Behavioral Science
Cancer Biology
Cell Biology/Cell Signaling
Genetics
Computational Biology
Immunology
Molecular Biology/Biochemistry
Neuroscience
Stem Cells
Virology

2011
(Third Year)

405 Applicants

80 Interviewed

11 Hired

Disciplines Represented:

Cancer Biology
Cell Biology/Cell Signaling
Chemistry
Chromosome Biology
Computational Biology
Developmental Biology
Epidemiology
Genetics
Immunology
Neuroscience
Stem Cells
Structural Biology

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2012	**2013**	**2014**
(Fourth Year)	**(Fifth Year)**	**(Sixth Year)**
648 Applicants	766 Applicants	745 Applicants
88 Interviewed	96 Interviewed	92 Interviewed
10 Hired	7 Hired	8 Hired

Disciplines Represented :

Biomedical Engineering
Biophysics/Physics
Cell Biology
Epidemiology
Genetics
Health Disparities
Immunology
Neuroscience
Social/Behavioral Sciences
Systems Biology
Virology

Disciplines Represented:

Cancer Biology
Epidemiology
Genetics
Health Disparities
Immunology
Microbiology/Infectious Diseases
Molecular Biology/Biochemistry
Structural Biology
Virology

Disciplines Represented:

Biomedical Engineering
Biophysics/Physics
Chromosome Biology/Epigenetics
Computational Biology
Developmental Biology
Epidemiology
Genetics
Health Disparities
Immunology
Molecular Biology/Biochemistry
Neuroscience
Structural Biology
Systems Biology
Virology

2015
(Seventh Year)

521 Applicants

60 Interviewed

15 Hired

Disciplines Represented :

Biomedical Engineering
Biophysics/Physics
Cancer Biology
Cell Biology
Chromosome Biology/Epigenetics
Developmental Biology
Epidemiology
Genetics
Health Disparities
Immunology
Molecular Biology/Biochemistry
Neuroscience
Social/Behavioral Sciences
Stem Cells
Structural Biology
Systems Biology

2016
(Eighth Year)

567

59 Interviewed

8 Hired*

Disciplines Represented:

Cancer Biology
Cell Biology
Developmental Biology
Epidemiology
Genetics
Immunology
Microbiology/Infectious Diseases
Molecular Biology/Biochemistry
Physiology/Systems Biology
Virology

2017
(Ninth Year)

491 Applicants

52 Interviewed

11 Approved Offers*

Disciplines Represented:

Biomedical Engineering
Biophysics/Physics
Chromosome Biology/Epigenetics
Developmental Biology
Epidemiology
Genetics
Physiology/Systems Biology

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*Additional Candidates in the pipeline

Internal and External Candidates Have Competed Effectively in the Earl Stadtman Search

Hired from Same IC	24 (31.6%)
Hired from different IC	11 (14.5%)
Hired from Outside NIH	41 (53.9%)

As of April 30, 2018
N=76

Additional Clarification

- Only the NIH Office of Human Resources can make an official offer of employment. Do not make any irreversible moves (e.g. selling a house, resigning from a job, signing a lease) until you receive an official offer letter from OHR.

Tangible Factors Considered Include

- Publication Record
- The quality and innovation shown in previous work and research plan
- Your ability to describe your work in writing (proofread carefully) and orally (practice your talks)
- Potential impact on public health
- Do you complement existing expertise?
- Leadership/mentoring/outreach activities
- For clinicians, board certifications
- Previous competitive research support (e.g. fellowships) or other special recognition
- For University positions:
  - Teaching experience
  - Transferrable grants (e.g. K99/R00)

Publication Record

- Usually need first-author publications (may vary with field) in the #1 or # 2 field-specific journals or other high quality, peer-reviewed journals.

  - Publications do not have to be in "one-word journals"
  - We like to see publications from at least two different research environments (e.g. grad school and postdoc)

Things to Include in Your Research Plan or Vision Statement

- Background on the problem(s) you wish to study

- Why it is an important problem

- Details on what approaches and methods you would use to move your field forward in the short term (about 5 years)

- What are the key experiments that have to be done first and why

- Advantages of your approach to the problem

- Tools or skills you have that give you an advantage in tackling this problem

Things to Include in Your Research Plan or Vision Statement (cont.)

- What is your vision for your future research and its potential impact

- Potential impact on public health and/or our general understanding of biology

- Can you connect the dots between your research and the treatment of a disease 20 years from now

- Can you anticipate the next steps if you achieve your immediate research goals

Things to Include in Your Research Plan or Vision Statement (cont.)

- What hypotheses drive your experimental designs?

- Will your experiments help to form or eliminate models of how a biological process, disease or behavior occurs?

- Will your experiments identify intervention points?

Focus

- Multiple projects must appear to be tied together in a logical fashion.

- The number of projects should be appropriate for your projected group size and resources (3-4 persons).

- Your goal is to become a world leader in at least one specific area.

- If your area is technology development, be sure to apply this to an important biological problem.

Less Tangible Factors Considered Include

- Letters of Recommendation

- Reputation of labs/institutions where you have worked

- Can you make use of the special environment at NIH?

Letters of Recommendation

- Want people familiar with you as a scientist (your lab PIs are best)

- Need 3 letters

- Internationally-respected active researchers best

- Show them the job ad and your cv, and be sure they think you are highly qualified

- Double check with recruiter to be sure letters arrived

An Ideal Letter Says

- "S/he is best student/postdoc I have ever had in my lab"

- "S/he compares favorably to other postdocs who have gone on to outstanding research careers" (should list names)

- "His/her specific contribution to the work was….."

- "S/he is a highly-intelligent, independent thinker who is ready to run his/her own lab"

- "I do not plan to compete with her/him in her proposed area of research"

- "S/he gets along well with others in the group"

- "S/he has helped others in the lab be more productive"

Thinking on Your Feet
(Surviving a Chalk Talk)

- You should be able to describe your future plans with no electronic aids.

- It should be clear what you want to do first and why. You should be very knowledgeable in your field and able to answer tough questions about problems that could arise in your research.

- **Be prepared to answer these two questions:**

  1. Why did you choose this field of research?

  2. How would you go about recruiting staff and fellows in such a way that you would attract a diverse group of highly qualified applicants?

Reasons to Re-apply

- Your CV has improved
- You have updated your research plan/vision statement
- Your letter writers thought of new nice things to say about you
- Each year there are some new committee members
- Two new Scientific Directors expected this year (NINDS, NIDCR)

*NIH Science Career Options After the Fellowship

IRTA
CRTA
Visiting Fellow
Clinical Fellow

Clinical Research →

Contractor
Staff Clinician
Assistant Clinical Investigator
Tenure-Track Investigator (e.g., Lasker)
**Medical Officer

Basic Research →

Contractor
Research Fellow
Staff Scientist
Tenure-Track Investigator (e.g., Stadtman)

Admin./Policy →

Contractor
Presidential Management Fellow
AAAS Fellow
**Health Science Administrator
**Medical Officer

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*This list is not exhaustive
**Usually open to U.S. Citizens only

Key Resources for Identifying Scientific Career Opportunities at NIH

- Advertised NIH Intramural postdoc positions https://www.training.nih.gov/career_services/postdoc_jobs_nih

- Link to Selected Positions of Interest to fellows https://www.training.nih.gov/career_services/jobs

- NIH Intramural Research Program Faculty-Level careers http://irp.nih.gov/careers/tenured-and-tenure-track-scientific-careers

- NIH Office of Human Resources Jobs sites http://www.jobs.nih.gov/ http://search.nih.gov/search?affiliate=jobsnih&query=jobs

- Global recruitment for Medical Officers And Health Science Administrators http://www.jobs.nih.gov/globalrecruitment/

Questions?

See Careers Menu at
The NIH Intramural Research Program
http://irp.nih.gov/

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