Faculty Positions in Translational Neurosciences: Addiction

As part of a broad institutional initiative in Integrative Biosciences, the Translational Neuroscience Initiative (TNI) at Wayne State University (WSU) is recruiting up to three faculty positions (tenured or tenure-track, open rank). The program in translational neuroscience fosters interdisciplinary, integrative, and collaborative approaches to understand the basic neurobiology of addiction and its clinical application in substance use (addictive) disorders. Primary focus areas are as follows.

- Pharmacological, neuromodulatory, or behavioral interventions that target novel mechanisms for treating substance use disorders
- Genetic, biomarker, and biomedical imaging approaches centered on addiction-related processes or behaviors
- Leveraging this knowledge to direct precision approaches that can improve outcomes in diverse substance-using populations (e.g. those with psychiatric, pain, or other co-occurring conditions)

The TNI serves to promote integrative and collaborative research in basic and clinical neuroscience and is situated in the new 200,000 sq. ft. Integrative Biosciences Center (IBio) that houses coordinated inter- and trans-disciplinary research teams, and a Clinical Research Center. IBio is a fulcrum for leading-edge technology platforms and specialized resources in support of advanced studies in precision medicine. Through research, clinical care, community engagement, and education, the TNI team of researchers and community partners seek to discover, investigate, and solve complex health problems that affect the human nervous system. Successful faculty candidates will have a Ph.D., M.D., or equivalent degree in biomedical sciences relevant to neurosciences with evidence of peer recognition in the field, a commitment to excellence in research education and training, and the ability to engage with broader neuroscience themes for the purpose of achieving transformative and translational research gains. Applicants are expected to have already established extramural research funding or to be on a clear path to secure extramural funding in support of their research programs. Faculty recruits will integrate with departments and colleges or schools consistent with their areas of expertise and shared interests and engage in all aspects of our academic mission, including research, training, instruction and service.

Competitive recruitment packages are available with salary and faculty rank based on qualifications. Applicants are encouraged to apply to posting 043730 and 043718 through the WSU Online Hiring System https://jobs.wayne.edu. Applications will be accepted until positions are filled, but for full consideration this fall, application materials should be submitted by November 30, 2018. Applications should include a curriculum vitae and a brief narrative cover letter addressed to Mark Greenwald, Ph.D. and the Vice President for Research indicating the applicant’s potential for research synergy within the TNI and the broader institutional initiative in integrative biosciences.

Wayne State University is a premier, public, urban research university located in the heart of Detroit where students from all backgrounds are offered a rich, high quality education. Our deep-rooted commitment to excellence, collaboration, integrity, diversity and inclusion creates exceptional educational opportunities preparing students for success in a diverse, global society. WSU encourages applications from women, people of color and other underrepresented people. WSU is an affirmative action/equal opportunity employer.

Founded in 1868, Wayne State University offers a range of academic programs through 13 schools and colleges to nearly 28,000 students. The campus in Midtown Detroit comprises 100 buildings over 200 acres including the School of Medicine, the Eugene Applebaum College of Pharmacy and Health Sciences and the College of Nursing. The university is home to the Perinatology Research Branch of the National Institutes of Health, the Karmanos Cancer Center, a National Cancer Institute-designated comprehensive cancer center, and a National Institute of Environmental Health Sciences Core Center - Center for Urban Responses to Environmental Stressors (CURES).
Results are in from the 16th annual Science Careers Top Employers Survey. Responses from employees in the biotechnology and pharmaceutical industry reflect growing interest in new R&D data sources and technologies, general uncertainty about drug pricing and regulations, and a tumultuous year in global politics. Companies chosen as top employers are those who proactively make necessary changes while holding fast to their fundamental principles.

By Chris Tachibana

Like the biotech and pharma industry itself, the annual Science Careers Top Employers Survey continues to change and grow. This year, more than 8,000 responded, the most in the history of the survey, up from 6,950 last year. Of more than 180 companies mentioned frequently by survey participants, 20 emerged as top employers.

Survey respondents were mainly from North America (63%), followed by Europe (24%) and the Asia/Pacific Rim (9%). Most were industry employees; 93% work in a biotech, biopharma, or pharmaceutical company. Although 80% were age 30 or older, and two-thirds reported 10 or more years of work experience, 76% said they had not yet reached their career peak.

Innovation was the leading driver for top employers. Work culture, respect for employees, and social responsibility were also highly valued. An unusual feature in this year’s survey compared to recent years was the emergence of “top leadership that successfully makes changes needed to keep the organization moving in the right direction” as a characteristic of top employers.

Comments from respondents reflected a year of prominent political news, impactful elections worldwide, and heated public discussions about health care reform, drug pricing, and industry regulations. The announcement by Amazon, JPMorgan Chase, and Berkshire Hathaway of a joint venture to create a technology-based health care company may have been on survey respondents’ minds when they noted new data sources, analytic methods, and automation as industry changes. Other comments covered market trends, including mergers and acquisitions and the rise of biosimilars and generic drugs, and new R&D avenues such as gene editing.

Against that backdrop, representatives from top companies explain how their organizations respond to an ever-changing industry while holding to “true north.” A common theme was making rational, data-driven decisions and taking actions that reflect their company’s location, employee base, and foundational values.

Stability at the top

For the third straight year and the sixth time since 2011, Regeneron Pharmaceuticals in Tarrytown, New York, was chosen as the No. 1 employer. Chief Scientific Officer and President George Yancopoulos is enthusiastic about the top ranking, saying, “It never gets old.” He attributes the continuing recognition to two major factors: “We’re the only major biopharma company started by and still run by scientists after 30 years, and we continue to build on our innovation, particularly in genetics.”

Citing the company principle of “doing well by doing good,” Yancopoulos adds, “We believe that if we do the right thing based on our science, then we’ll do fine from the business standpoint.” He names Dupixent, an atopic dermatitis drug from Regeneron and developmental partner Sanofi, based in Paris, France, as an example. It wasn’t initially predicted to be profitable, but is becoming a success, and its clinical trial data shows promise for asthma and other allergic diseases as well.

Moreover, Regeneron’s leadership is not averse to change. “One of our strengths,” Yancopoulos says, “is that we’re willing to adapt or die. That’s how we survived for 20 years before our first product approval.” The company previously focused on in-house discoveries, many of which were later developed or commercialized with other companies, but is now increasingly engaged in external partnerships. Brian Zambrowicz, Regeneron’s vice president of functional genomics and chief of its VelociGene Operations, says the company was one of the first to work with transgenic mice and continues to build on that technology. Recent expansions in other areas include CRISPR-based gene-editing therapies through a partnership with Intellia; RNA-interference therapeutics with Alnylam; and treatments for hearing loss with Decibel Therapeutics.

Company leaders expect future discoveries from the Regeneron Genetics Center (RGC), a company subsidiary focused on genotype-phenotype data, which Yancopoulos...

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describes as “taking human genetics to the space-age level.” RGC partners with health organizations that use clinical data or biobanks with tissue samples.

RGC’s activities align with survey respondents’ comments about automation and industry trends in artificial intelligence and machine learning. These methods require big data in order to train algorithms to detect patterns, Yancopoulos says, and generating those large datasets is an RGC goal. To expand RGC’s database of exome sequences linked to over 300,000 individual health records, the center is leading a consortium of pharmaceutical companies, including AbbVie, AstraZeneca, Biogen, and Pfizer, to perform exome sequencing on half a million samples from UK Biobank by 2019. Each company provides USD 10 million to sequence samples linked to clinical and imaging data from study participants. Consortium members will have access to the data six to 12 months before public release.

At the No. 2 spot is a newcomer to the top employer rankings—Delaware-based pharmaceutical company Incyte, which also earned high marks for innovation. To CEO Hervé Hoppenot, the company’s main innovation is its model: “We’re a large research center with a small company on top of it. We do discovery and basic science and have a track record of developing our own medicines.” Incyte’s drugs focus on unmet patient needs in cancer and other conditions such as rheumatoid arthritis. The company is unique, Hoppenot says, because of its large, diverse portfolio of projects addressing different diseases, stages, mechanisms, targets, and therapeutic areas. “We have multiple ways to get to where we want to go. We don’t rely on one idea about what Incyte will be in the future.”

Incyte’s leaders say its business decisions are rooted in scientific results. “The foundation of Incyte is medicinal chemistry and biology,” says Group Vice President for U.S. Medical Affairs Peg Squier. Adds Hoppenot, “We love our chemists and biologists. They make the difference at our company. At our town halls, we have chemists give presentations, and while it’s sometimes outside of some people’s expertise, we think it’s important that everybody knows how our projects begin.”

Another unique aspect of Incyte is its collaborations, says Squier. For example, it offers drugs for investigator-initiated clinical trials earlier than other companies—right after a molecule has undergone preliminary safety profiling rather than at first regulatory cont.>

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<thead>
<tr>
<th>Rank</th>
<th>2018 Rank</th>
<th>Employer (global headquarters)</th>
<th>Innovative leader in the industry</th>
<th>Work culture values aligned</th>
<th>Treats employees with respect</th>
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SCIENCE & DIPLOMACY

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Chirmule describes Biocon as having “a culture of youth,” with many R&D employees under 35. In addition, he says, “India’s culture is about diversity.” In that environment, Biocon encourages individual expression. At an annual company talent show, 80% of employees participate. “It invigorates the company and emphasizes our diversity,” Chirmule says. “It shows that people have ability in both science and arts, and have diverse experiences, and it encourages a culture of innovation.”

At Biocon, work-life balance means “the intertwining of science and creative arts and work and life,” Chirmule says. “That’s what a human being is, so we’re creating a culture that lets people express all aspects of themselves.” He adds, “In this day and age it’s not about working from 9 to 5 and going home. Work-life balance mixes throughout the day.” To stay inspired and add some fun to the workday, Chirmule keeps band equipment, including a drum set, in his office.

At Incyte, respect for individuals and work-life balance is tailored to a different employee population. Executive Vice President of Human Resources Paula Swain is not surprised that the 2018 survey found only 17% of respondents planning to seek a new job in the next year. Incyte tends to hire mid-career employees and has a stable workforce, she says. Of about 60 people who started the company in 2002, including Swain, more than 50 are still there.

Like Biocon, Incyte strives for a work culture that treats employees as individuals. At Incyte, work-life balance translates into good pay, benefits, and flexibility in accommodating individual needs. The company covers 100% of medical insurance for employees. Based on employee input, Incyte initiated paid maternity and paternity leave, including for adoption. It subsidizes a concierge service for employees for tasks such as running errands, planning vacations, and walking dogs.

“We have guidelines instead of being driven by strict rules, regulations, and policies that restrict how we handle situations,” Swain says. “We focus on people as individuals.” An example is offering part-time employment to people approaching retirement who aren’t ready to stop working altogether. One way that Swain and Hoppenot keep in touch with employee needs is having lunch with all new employees six months after they are hired, to hear what they like and don’t like about their jobs. “We’re responsive to employee needs about what would make their work more pleasant, but sometimes we say no,” Swain says. “We buck the trend on working from home. We want people to have flexibility but like having them interact.”

Moderna’s 2018 survey findings indicate that innovation unquestionably drove its employer ranking. This emphasis shapes the corporate culture. Hoge names four core company values as “bold, curious, relentless, and collaborative,” and sees some combination of these traits in every employee. Being located in Cambridge, Massachusetts, also shapes Moderna’s work culture. “We’re pioneering something,” Hoge says. “There’s a bit of self-selection for people who are drawn to that kind of challenge, for which there’s no guarantee of success—people who want to do things that have never been done before.”

Social responsibility: An expectation
A consistent message from the survey is that employees value and expect social responsibility at their workplace. This trait has driven selection as a top employer for more than 10 years. As with work culture and innovation, corporate responsibility programs reflect a company’s location, employee characteristics, and ethos.

gender: 50% Male, 45% Female, 5% No response

experience: 67% have 10 or more years work experience

highest degree earned: 28% Doctorate, 31% Master’s, 33% Bachelor’s, 8% Other

company type: 24% Pharma, 27% Biotech, 42% Biopharma, 2% University, 5% Other; More than 9 out of 10 work in private industry

nature of work: 24% Development, 16% Applied Research, 11% Basic Research, 9% Administration/Executive, 12% QA/QC/Regulatory Affairs, 10% Production, 18% Other (respondents were able to choose more than one response)

geography: 63% from North America, 24% from Europe, 9% from Asia/Pacific, 4% from rest of world

approval. Squier also cites single-trial collaborations with other companies that test the effectiveness of combined treatments. “The biology is telling us we need to look at combining therapies,” she says, “so we open partnerships with other companies, sometimes just for one clinical trial to test combining our molecules.”

Incyte is followed in the survey by No. 3 Novozymes, a global biotechnology company headquartered in Bagsværden, Denmark. Moving from sixth place in 2017 to fourth in 2018 is Massachusetts-based Moderna Therapeutics, which also scored high in innovation. Moderna is developing a new class of medicines using messenger RNAs (mRNAs) instead of proteins, peptides, or small molecules—so the anticipated products themselves are the innovation. “Our science is inherently novel,” says President Stephen Hoge. “There’s no roadmap for how to build an mRNA company. We have to invent as we go.”

Innovation is in the eye of the beholder and doesn’t necessarily equate with drug discovery. A notable contrast to what other companies feel makes them innovative is found at Biocon in Bangalore, India, which was No. 7 after Merck KGaA and Vertex Pharmaceuticals. Biocon is known for success in generic drugs and biosimilars.

“Innovation means many things to many people,” says Head of R&D Narendra Chirmule. “For mature companies, it means new targets and new therapies. But it can also mean finding new ways to do drug development and be efficient.” Biocon focuses on process innovation, he says, and is moving into molecule discovery.

Process innovation at Biocon stems from its employees’ broad knowledge. “If a process requires cells to increase yield,” Chirmule says, “then our chemical engineers know enough cell biology to make changes through biological processes.”

Culture: Context matters
Respect for employees and a work culture aligned with employee values are consistently endorsed characteristics in the top employer surveys. Comparing companies illustrates how these features are intertwined and how company culture influences the workforce and vice versa.
Social responsibility was one factor that made Regeneron the most highly regarded employer in 2018. Vice President of Corporate Communications and Citizenship Hala Mirza says corporate responsibility needs to be an authentic extension of how a company operates. “Companies can’t run the commercial side of their business unethically and talk on social responsibility as a mitigating factor,” she says. In other words, “You can’t behave one way in business and another in corporate citizenship.”

Regeneron integrates citizenship with its business and science, for example, applying its VelociSuite technologies for generating human antibodies to develop medicines for infectious diseases, including Zika and Middle East Respiratory Syndrome, with support from U.S. government agencies. On the business side, Regeneron’s Ebola drug, developed using VelociSuite, earned orphan drug designation from the U.S. Food and Drug Administration.

The Regeneron priorities for corporate citizenship are supporting STEM (science, technology, engineering, and mathematics) education by developing top scientific talent, improving scientific teaching, and building awareness of scientific careers at all levels, Mirza says. “Our overall goal is elevating science in society. We envision a world in which scientists are heroes. We believe if we support them, they will solve the great problems of our time.”

A keystone project is the national Regeneron Science Talent Search, which honors 300 top high school students every year, supported by an annual USD 10 million contribution from the company. Nationally and regionally, Regeneron promotes science education, especially in underprivileged communities, with mentorship, teacher training, and programs for hands-on science exploration. In 2017, Regeneron launched a company-wide Day for Doing Good, on which more than 50% of employees used their workday to participate in corporate service projects “from STEM programs to rebuilding bridges,” says Mirza. Part of the employee benefit package, she adds, is paid leave for volunteering.

In addition to a paid volunteer day every year, Incyte gives employees a matching gift account, Swain says. The company matches employee donations to a charity dollar-for-dollar, up to USD 1,000 a year. Corporate giving through the Incyte Charitable Giving Foundation supports organizations in Delaware, Incyte’s home state.

Biocon’s corporate responsibility policies also stem from the company’s vision and location, says Head of Human Resources Amitava Saha. “The cost of long-term therapy is incredibly high in most countries,” he says, “particularly in a third-world economy where government support is limited. It’s almost prohibitive for some patients. If you can make it affordable, it can save a lot of lives.”

The Biocon Foundation helps people in remote areas by providing free or low-cost medical care, primary education, and community-infrastructure building. Employees are encouraged to take part in foundation initiatives and can use a workday for community service.

Biocon social responsibility efforts focus on education to build the talent pool in India for the biotech industry, Saha says. The company trains university graduates at the Biocon Academy, which he calls “a finishing school for biotech grads.” They get classroom training and experiential learning in an industry setting. More than 300 students have been through the program, with fees subsidized up to 75% by Biocon. The academy has a 100% placement record, with graduates employed at Biocon across the industry, Saha says. To reach a larger population of students, the academy also has refresher courses for instructors at biotech colleges.

Social responsibility boosted Boehringer Ingelheim to No. 15, above other organizations with similar survey rankings. Karen Lannella, president of the BI Cares Foundation, the company’s philanthropic arm, says the foundation’s programs focus on underserved communities. Two programs provide company medicines to people in need. A patient-assistance program gives Boehringer Ingelheim medicines for free to uninsured and underinsured U.S. patients. A product donation program does the same internationally through nonprofit partners, as part of disaster relief, for example. The foundation also contributes to community STEM education programs.

Change: A constant

The 2018 survey results represent an important cultural moment. One of the top five criteria for employers was “has top leadership that successfully makes changes.” This has not been a top priority in recent years. Chirmule understands why this feature might be valued by Biocon’s employees. “I interact with a lot of younger and junior staff whose role models are creators of disruptive technologies like Facebook, Tesla, or Uber,” he says. “Maybe an element of the younger staff is asking, ‘What is our company doing to become that innovative?’”

At Moderna, Chief Digital Officer Marcello Damiani heads a team that is digitizing all company operations. He started from scratch about three years ago with an executive-level mandate to make digitization “part and parcel of our strategy,” he says. His team developed a cloud-based platform that integrates purchased software with in-house programs and links all departments, from finances to legal to R&D.

“Data entered in one system flows to all others,” Damiani says, which creates efficiency. Users don’t need to manage their data in individual spreadsheets. Fewer people are needed to oversee a centralized database compared to a siloed information system, he says, and researchers can easily access data across projects or clinical trials. His team has responsibility for all informatics, automation, and traditional information technology services.

The company’s digitized operations include the Moderna Drug Design Studio, which supports company scientists in designing and ordering mRNA for their research. The studio suggests the best mRNA to make desired proteins, and a fully

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**FOCUS ON CAREERS**

**annual top employers survey**

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**DRIVING CHARACTERISTICS OF TOP EMPLOYERS**

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<th>2018</th>
<th>2017</th>
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<td>2. Work culture values aligned</td>
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<td>5. Has loyal employees</td>
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<td>6. Has clear vision</td>
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Driving characteristics are listed in descending order of impact on overall employer rankings. Colored text indicates the characteristics in common for the two years.
automated central lab generates the mRNA, Damiani explains. “We collect data at each step,” he says, “to learn the best way to design mRNA so the next iteration learns from the previous one.” His team is now working at the company’s recently opened manufacturing facility on developing digital and technical innovations that will help advance clinical programs.

One reason that survey respondents commented on mergers and acquisitions, biosimilars and generics, and big data, may be high-profile recent news—much of it involving **Roche**, this year at No. 12. Patents on three of the company’s highest-earning drugs expire in the next few years, and earlier this year the company acquired Flatiron Health and Foundation Medicine.

Flatiron Health’s comprehensive cancer-care software services, including electronic health records, collect patient data from hundreds of U.S. cancer-care practices. Foundation Medicine focuses on cancer gene profiling. A partnership between the two companies created the Clinico-Genomic Database, holding anonymized longitudinal clinical data on more than 20,000 cancer patients linked to their genomic profiles.

William Pao, Roche’s Head of Pharma Research and Early Development and a member of its executive committee, says the company will use Flatiron Health and Foundation Medicine data in multiple ways. Applications include analyzing treatments that patients are currently getting and the resulting clinical outcomes. Roche scientists are testing how their R&D analyses compare to results using real-world clinical data from patients getting standard care.

Researchers in Pao’s unit are developing digital biomarkers via a smartphone app, for patients with neuromuscular disorders such as Parkinson’s disease. The app tracks symptoms over time, including development of tremors and changes in gait and voice, to gather quantitative data on how patients respond to experimental treatments, says Pao.

The focus on digital development is part of continuous learning by Roche, notes Pao. The company is 120 years old, still family owned, and has a reputation for traditional drug-and-diagnostics development. Although Roche strives for a friendly work environment and has low employee turnover, says Pao, he emphasizes that “change is our only constant.”

In these turbulent times, employees seem to value companies that address uncertainties head-on. Regeneron’s answer to rising drug prices was a deal with a pharmacy benefit manager to reduce the prices of its cholesterol-lowering drug in exchange for simplified patient access and physician reimbursement processes. As long as high-level decisions are consistent with a company’s stated mission and its work culture, employees will understand, says Zambrowicz. Regeneron founders Yancopoulos and Len Schleifer “set the scientific focus and ethical standards and are outspoken about doing the right thing and leading by example. They set the course long ago and maintain it, so people have confidence in their leadership,” he says.

Communicating decisions quickly and effectively is arguably as important to employees as making needed changes. Top employers will try to present the data and reasoning behind tough executive decisions. Especially in a science-driven industry, employees can appreciate that approach. “Focusing on science and data eliminates a lot of politics,” Zambrowicz says. “If decisions are made in a rational way and driven by science, it’s clear why they’re made. People are comfortable with decisions based on data.”

Incyte was highly rated as an employer with a work culture that respects employees, despite a setback with a melanoma drug that happened while the survey was in the field. Hoppenot attributes this outcome to the company’s long-term view. “The sequence of success and failure is inherently part of the scientific process,” he says. “We create a culture that accepts a level of uncertainty and organize our activities knowing that some of our projects will not work as we hoped, but that others will succeed.” The strategy of running multiple, varied projects simultaneously is a way to increase the chances of success, adds Hoppenot.

Squier notes that as Incyte monitors their data, its leaders are thinking of how to respond. They aim to keep organizational bureaucracy low, to facilitate efficient decision-making. “We have contingency plans,” Squier says, “so when we get a result, we don’t slow down, but can change lanes if we need to. People feel that we are ready to handle whatever results come.” The goal, she says, is for leaders to be straightforward with employees, so they feel like they are part of whatever decisions are made.

Yancopoulos acknowledges the uniqueness of this particular time in history: “I understand why people are concerned,” he says, “We live in an uncertain time regarding political, business, and other points of view. Our answer is to continue to do the right thing, operating our business as ethically as possible and knowing the system should appropriately reward innovative companies like us.”

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Chris Tachibana is a science writer based in Seattle, USA, and Copenhagen, Denmark.
Professors or Assistant Professors (Tenure Track) of Mechanical and Process Engineering

The Department of Mechanical and Process Engineering (www.mavt.ethz.ch) at ETH Zurich invites applications for the above-mentioned positions.

Successful candidates must have exceptional accomplishments and future potential in an area of mechanical and process engineering. The new professors should demonstrate an excellent international record of research achievements in engineering and/or natural sciences. They should have a strong motivation and indisputable commitment to undergraduate (in German or English) and graduate education (in English). The Department of Mechanical and Process Engineering is committed to promoting interdisciplinary and cutting-edge research - covering the full range from fundamental to applied - and working to meet societal challenges. Successful candidates should hold a PhD or equivalent degree in mechanical engineering, process/chemical engineering or a related field at the beginning of employment.

Assistant professorships have been established to promote the careers of younger scientists. ETH Zurich implements a tenure track system equivalent to other top international universities. The level of the appointment will depend on the successful candidate’s qualifications.

Please apply online: www.facytuafrs.ethz.ch

Applications should include a curriculum vitae, a list of publications and projects, a statement of future research and teaching interests and a description of the three most important achievements. The letter of application should be addressed to the President of ETH Zurich, Prof. Dr. Lino Guzzella. Submissions will be reviewed starting on 1 December 2018, but applications are welcome until the positions are filled. ETH Zurich is an equal opportunity and family friendly employer and is responsive to the needs of dual career couples. We specifically encourage women to apply.

Assistant Professor of Wildlife Habitat Ecology

The University of California at Davis is pleased to announce the recruitment for a tenure track faculty position in wildlife habitat ecology. Candidates must have the ability to develop a rigorous, extramurally funded research program that focuses on habitat ecology of vertebrate species at local, landscape, or regional scales. Research should focus on spatio-temporal patterns in wildlife distributions, anthropogenic drivers of habitat use, and/or habitat management strategies, using state of the art methods and tools. The successful candidate will join the Department of Wildlife, Fish, and Conservation Biology in the College of Agricultural and Environmental Sciences at the rank of Assistant Professor. Criteria for appointment include: a Ph.D. or equivalent degree in a biological discipline relevant to wildlife habitat ecology, a record of excellence in scholarly research, and demonstrable potential to establish a competitively funded research program. The appointee will be responsible for teaching undergraduate courses in habitat and spatial ecology, as well as other departmental courses, including field courses. The appointee will also be actively involved in undergraduate advising, curricular development, and department and university service. The appointee is also expected to guide and mentor graduate students and participate in research and outreach/engagement programs consistent with the mission of the CA Agricultural Experiment Station.

Applicants should submit materials via the following website: https://recruit.ucdavis.edu. Additional inquiries can be directed to Associate Cooperative Extension Specialist Roger Baldwin, Recruitment Committee Chair, Department of Wildlife, Fish, and Conservation Biology, One Shields Ave., University of California, Davis, CA 95616, Tel (530) 752-4551, FAX (530) 752-4154, email: mailto:rabaldwin@ucdavis.edu. The position will remain open until filled but to ensure consideration, applications should be received by December 1, 2018.

UC Davis is an affirmative action/equal employment opportunity employer and is dedicated to recruiting a diverse faculty community. We welcome all qualified applicants to apply, including women, minorities, veterans, and individuals with disabilities.

To apply, visit http://apprk.com/1306256
Tenure/Tenure Track Faculty Position in Immunology

The Department of Biological Sciences at Wayne State University invites applications for a tenure-track opening for a researcher studying Immunology, broadly considered. Rank will be dependent upon qualifications. Preference will be given to candidates doing innovative research using model organisms in areas complementing existing departmental strengths in systems biology, development, evolution, chromatin biology, gene expression and host/pathogen interactions. Applicants must have a Ph.D. degree, postdoctoral experience and an outstanding record of research achievement. Successful applicants are expected to establish and maintain a vigorous, externally funded research program, participate in graduate and undergraduate education and perform service at the departmental, college and university level. We offer state-of-the-art research facilities and highly competitive start-up packages.

Wayne State University is a premier, public, urban research university located in the heart of Detroit where students from all backgrounds are offered a rich, high quality education. Our deep-rooted commitment to excellence, collaboration, integrity, diversity and inclusion creates exceptional educational opportunities preparing students for success in a diverse, global society. WSU encourages applications from women, people of color and other underrepresented people. WSU is an Affirmative Action/Equal Opportunity Employer.

Please submit a cover letter, curriculum vitae and 2-page statement of research plans on-line at jobs.wayne.edu (posting #043892) by November 16, 2018 for full consideration. Three letters of reference should be sent to: Faculty Search Committee, Department of Biological Sciences, Wayne State University, Detroit MI 48202 (ay3459@wayne.edu). Applications will be considered only when all materials have been received.

The new Cluster in Evolutionary Genetics and Genomics at the University of Utah (http://www.uegg.org), a joint initiative between the Human Genetics and Biology Departments, invites applications for a tenure-track position based within the Department of Human Genetics (School of Medicine). Individuals hired under this initiative will complement related hires in the School of Biological Sciences (College of Science). Successful applicants will join a vibrant intellectual community across the University of Utah working at the interface of genomics, computational biology, and molecular biology. The Cluster will build on substantial, ongoing investments in genome science and experimental basic science at the University of Utah, a unique and inclusive community at the foothills of the Wasatch Mountains with nearby world-class cultural and recreational opportunities.

Competitive candidates will demonstrate an ability to develop independent and vigorous research programs. Applications by investigators, both experimental and theoretical, in all areas of evolutionary genetics and genomics of any organism(s) are encouraged. Examples of areas that will be considered include (but are not limited to): microbial evolutionary genomics, vertebrate population genomics, comparative evolutionary genomics and developmental biology, and human evolutionary genomics. Faculty hired through this initiative will participate in the development and teaching of innovative courses. We expect to make two faculty appointments in the 2018-2019 academic year. Openings are at the Assistant Professor level, but exceptional candidates at the Associate Professor and Professor level will be considered.

All applicants should submit: (1) a cover letter with contact information; (2) a CV, (3) description of current and proposed research (3 pages maximum); (4) a statement of teaching experience and interests (1 page maximum); (5) a description of past and/or potential contributions to advancing diversity, inclusion, and equitable access to education (1 page maximum); and (6) up to three reprints and/or preprints. Applicants at the Assistant Professor level should also arrange for three letters of recommendation to be sent on their behalf before the deadline. Applications should be submitted by October 1, 2018 but later submissions may be considered. Applicants to other searches at the University of Utah with appropriate experience may be considered in this applicant pool.

Princeton Environmental Institute – the interdisciplinary center of environmental research, education and outreach at Princeton University -- seeks distinguished candidates for a senior appointment (tenured level) in the natural and applied sciences. The individual should have a demonstrated record of excellence in scholarship and teaching in a field that may include, but is not limited to, global change, biogeochemistry, biodiversity, ecosystem services, and environmental fluids and hydrology. We seek a broad thinker who can integrate perspectives across one or more disciplines including geosciences, ecology and evolutionary biology, chemistry, engineering, hydrology, and/or applied mathematics. The successful candidate will be jointly appointed in the department best suited to her or his research and in the Princeton Environmental Institute. Fields of specialization are open.

Applicants should apply online at https://www.princeton.edu/acad-position/position/9341 and should submit a letter of interest along with a vitae, teaching statement, a summary of research plans, and a list of three potential references. The letter of interest should include the candidate’s vision of the field and identify major unanswered questions of interest to the candidate. Evaluation of applicants will begin on January 7, 2019 and continue until the position is filled.
Vacancy Women In Science Excel programme – 2019

Four Women In Science Excel (WISE) positions at five NWO research institutes

The Women In Science Excel (WISE) programme provides talented female researchers with an opportunity to develop or expand their own research group at one of the NWO institutes. NWO believes in providing opportunities for all talented researchers to excel. As such, NWO is committed to improving the gender balance among its research staff. WISE contributes directly by attracting top female researchers and promoting their advancement.

In five recruitment rounds, the NWO institutes will be offering a total of 20 WISE positions. Four WISE positions are being offered in the third round of the programme with the deadline on 4 December 2018 14:00 CET. The NWO research institutes participating in this third round are: ARCNL, CWI, Nikhef, NIOZ and SRON.

We offer a top-level research environment with excellent opportunities to expand and develop your own research programme and personal development plan. A WISE position is for a period of three to five years depending on experience and accomplishments. For more information about the WISE programme and the application procedure, please visit the website: www.nwo.nl/wise.

HUMAN FRONTIER SCIENCE PROGRAM (HFSP)
12, quai Saint-Jean, 67080 Strasbourg, France

DIRECTOR OF RESEARCH GRANTS

The International Human Frontier Science Program Organization (HFSP) seeks to appoint a Director of Research Grants responsible for the administration of the HFSP Research Grant program. The Director of Research Grants must be capable of upholding HFSP’s reputation for undertaking the highest quality peer review with leading scientists from around the world.

Applications are welcome from all HFSP Member countries.

Primary job responsibility is to conduct the annual competition and peer review of applications and to oversee administration of awarded grants. The Director is a member of the senior management of the HFSP, working closely with the Secretary-General and the other Directors of the Secretariat.

The applicants should have a distinguished track record in frontier life science research that is relevant to the interdisciplinary context of the Human Frontier Science Program, a commitment to the mission of HFSP, and demonstrated organisational skills.

The position is held in Strasbourg, France. Appointments are for 3 years, renewable. A competitive salary will be offered. Removal expenses are available.

Expressions of interest should be sent to info@hfsp.org by 31st December 2018. For further information and a full job description see our website at http://www.hfsp.org/DirectorResearchGrants.

Faculty Searches
Biomedical Engineering

The Department of Biomedical Engineering is inviting applications for an Assistant, Associate and/or Full Professor tenure-track faculty position in any BME area. Candidates must have a Ph.D. in BME or related field. A minimum of 2 years of postdoctoral experience is preferred. Outstanding candidates wishing to be considered at the Associate or Full Professor level must have active, funded research programs in their area of expertise. Candidates are expected to develop and maintain competitive extramurally funded interdisciplinary research programs and to excel in teaching at both graduate and undergraduate levels - www.stonybrook.edu/bme/.

Qualified individuals should submit their full CV, research and teaching statement, and contact information of three references electronically to: https://academicjobsonline.org/ajo/jobs/12297. Questions and inquiries should be directed to: Professor Richard Clark, Ph.D. Chair of the Search Committee. Richard.Clark@stonybrookmedicine.edu. Applications should be received by December 1, 2018, but the position will remain open until filled.

Preferred start date: August 2019.

For a full position description, or application procedure, visit: www.stonybrook.edu/jobs (Ref # F-9941-18-10)

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FACULTY POSITION IN QUANTITATIVE & COMPUTATIONAL BIOLOGY

The Battelle Center for Mathematical Medicine (BCMM) at The Research Institute at Nationwide Children’s Hospital and the Department of Pediatrics of The Ohio State University College of Medicine is seeking to fill an open-rank tenure track position. We are looking for candidates who would extend the quantitative and computational technologies of the BCMM in creative ways; who are interested in both basic quantitative research and collaborative clinical research; and who seek a highly collaborative, biomedical research-focused, environment. Candidates are expected to have a Ph.D. in a quantitative or computational field, or a comparable degree with a quantitative research focus. A generous start-up package is available for highly qualified candidates.

The mission of the BCMM is to assemble and support a broad range of mathematical, statistical, and computational experts for the purposes of conducting cutting-edge quantitative research, with the goal of informing and improving clinical care in pediatrics. Nationwide Children’s Hospital is one of the largest freestanding children’s hospitals in the United States. The Research Institute occupies over 528,000 square feet of dedicated space, with outstanding shared facilities and core laboratories. Joint faculty appointments in graduate departments at The Ohio State University are available. For more information, please visit our website at www.mathmed.org. Send correspondence, including curriculum vitae, a brief statement of research interests, and contact information for three references to e-mail: Gail.White@nationwidechildrens.org.

It is the policy of Nationwide Children’s Hospital to provide equal employment opportunities, without regard to race, color, religion, national origin, sex, age or disability and strive to establish a workforce that is representative of the community, patients, and families that we serve.
JOB SEEKERS! Science Careers has teamed up with Research in Germany to offer an exciting job fair focused on career opportunities in Germany. Meet online with representatives of German universities and research and funding organizations to learn about positions for Ph.D. students and postdoctoral researchers, funding opportunities, and studying and research in Germany.

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