



Postdoctoral Fellowship Training Career Ladder

Level	Job Title	Description	Knowledge, Skills, & Abilities	Minimum Education/ Experience
Trainee (a 2-4 year assignment)	Post-doctoral Fellow	<p>This is a mentored position for postdoctoral training. Incumbents at this level plan, design and conduct research experiments; manage research projects; prepare reports and papers for publication, presentation and future research; contribute to grant writing and are encouraged to write applications for fellowships. Learn the complexities of research lab management and participate in various lab management responsibilities.</p> <p>Benchmark Accountabilities:</p> <ul style="list-style-type: none">• Conducts scientific research• Manages research projects• Contributes to grant writing; prepares reports and papers for publication• May present scientific/technical information both formally and informally• Performs lab management responsibilities as assigned	Knowledge of the principles and practices of scientific theory and research; demonstrates skill in formulating and testing hypotheses; ability to conduct scientific research experiments; to analyze and summarize data and results; to write technical, scientific papers; to write grants and to communicate effectively both orally and in writing; to mentor students and guide/direct the work of less senior scientists; to manage a research lab with progressive competency and to demonstrate leadership in a research lab	Ph.D. in a biological science, chemistry, physics or other relevant area, M.D., or equivalent
Advanced Trainee (typically a maximum of a 2 yr. assignment)	Senior Post-doctoral Fellow	<p>This is an advanced level for of mentored postdoctoral fellowship training for scientists who are progressing towards becoming a principal investigator. Incumbents at this level independently and with distinct competency plan, design and conduct research experiments; manage research projects; provide guidance and oversight to graduate students and postdoctoral fellows as well as other assigned lab staff; lead the preparation of reports and papers for publication, presentation and future research; independently write fellowships, assist with grant writing, and may secure training or fellowship support. Demonstrates refined competency in research lab management.</p> <p>Benchmark Accountabilities:</p> <ul style="list-style-type: none">• Conducts scientific research that provides meaningful contributions to the lab and respective program• Manages research projects as well as guiding graduate students, postdocs, and other assigned lab staff• Writes applications for training grant positions and independent fellowships, assists with grant writing, and may secure independent research funding; leads the preparation of reports and papers for publication• Presents scientific/technical information both formally and informally as appropriate• Provides significant contributions to lab management and demonstrates key competencies indicative of the ability to independently manage a research lab		Ph.D. in a biological science, chemistry, physics or other relevant area, M.D., or equivalent AND a minimum of three (3) years postdoctoral experience

Postdoctoral fellows are apprentices with designated mentors; those who continue on this track have formulated a well-defined career goal. While many will go on to academic positions, others will have rewarding careers in areas such as biotechnology, industry or teaching. A selected few will pursue faculty careers at OMRF with dedicated laboratory space, independent budgets and personnel. Others may transition to research track positions at OMRF or other organizations. Regardless of the goal, there must be a clearly outlined training plan that is rigorously discussed in formal performance evaluation sessions with the mentor. Additionally, it is expected that these scientists in training receive continuous performance feedback during the year. Postdocs are encouraged to apply for fellowship and career development awards. OMRF will provide enrichment programs and activities specifically designed to assist postdocs in achieving their career goals.

Salaries for postdoctoral scientists at the first “trainee” level will be based on the NIH pay scale (up to the first four years).

There is no requirement to progress through both levels prior to being selected for a Research Assistant Member or faculty level position. They represent potential career development stages in a progression towards such position. Performance, job duties/accountabilities, organizational/business needs, as well as progression towards becoming a PI are considerations for continuation and advancement.