

The Opportunity

The Department of Molecular Biology (MOLBIO) at the Massachusetts General Hospital (MGH) invites applications for a JUNIOR FELLOW, an independent, funded, non-tenure-track position typically lasting three to five years. The position represents an alternative to traditional postdoctoral fellowships and will allow the successful candidate to establish their own independent research program directly after graduate school or an initial postdoctoral period. The successful applicant will be a senior graduate student (PhD, MD or MD-PhD) or a postdoctoral fellow showing great academic promise, creativity, and a clear vision for their independent research goals. Junior Fellows serve as principal investigators who lead small research groups (2-4 people) and can dedicate 100% of their time to research, free from teaching responsibilities. Successful applicants would work in fields that synergize with current research areas in the Department, increasing the opportunities for interaction and mentoring. MOLBIO will provide a research assistant and supplies to substantively augment funds generated from independent support.

Diversity, Equity, & Inclusion

MOLBIO strongly believes that actively addressing issues related to institutional racism and other forms of oppression such as sexism will improve our community and increase scientific creativity. MOLBIO has established an active Diversity, Equity, and Inclusion (DEI) Committee that works with a full-time departmental manager who was hired to facilitate DEI efforts. We seek new department members in all capacities who have the interest and drive to continuously enhance our workplace culture. We believe that the most impactful science will be done by creating an environment where people of diverse socio-economic origins, nationalities, immigration statuses, races, colors, religions, genders, gender identities or expressions, sexual orientations, genetics, disabilities, ages, or veteran statuses feel a sense of belonging.

Applicants should apply via electronic submission by March 15, 2022 at:

<https://molbio-search.mgh.harvard.edu/molbio/careers>

Please submit:

- 1.) a CV,
- 2.) One PDF file containing:
 - a. Statement of research plans (2-3 pages).
 - b. Citations and description of significance (200 words or less) for two publications.
 - c. A response of no more than 500 words to the following: how have you addressed your own bias(es)? Can you give us an example?
- 3.) PDF copies of the two publications mentioned in item 2b.
- 4.) contact information for three references.

For more information on the Junior Fellow position, the MOLBIO Department, and MGH follow this link:

<https://molbio-api.massgeneral.org/wp-content/uploads/2022/01/jrfellow-2022.pdf>

Junior Fellow

The Junior Fellow is expected to establish an independent research program and transition to a tenure-track position outside of MGH. The successful candidate would conduct research within the broadly construed disciplines of molecular biology, genetics, stem cell biology, bioinformatics, or other fields that would synergize with the current faculty's research. Salary, equipment, laboratory space, and research funding will be guaranteed by the department for the Fellow and a research assistant. Fellows will be well positioned to compete for independent grants and fellowships, therefore establishing a track record of independent funding and allowing them to expand their programs. The fellow's laboratory will be in the Department of Molecular Biology at MGH, a teaching affiliate of Harvard Medical School (HMS). Michael Fishbach, Jen Sheen, Cliff Tabin, and Ting Wu are among our alumni of Junior Fellows.

- Create a bold and sustainable independent research plan that lays out a path towards achieving scientific impact
- Collaborate with MOLBIO trainees, staff, and other faculty towards advancing issues of equity, diversity, and inclusion and contribute as a conscientious departmental citizen
- Serve as a model for trainees in continuous development of scientific technique and commitment to respectful and inclusive lab and departmental behavior
- Possess effective communication skills such as empathetic reflecting, active listening, clear instruction, and engaging presentation skills
- Demonstrated resilience, creativity, inventiveness, and advanced problem-solving skills on challenging projects
- Demonstrated successful leadership skills inside and outside of the lab environment
- Coached or mentored peers in the lab environment
- Acted as a team player including both following and leading in projects, group discussions, and other relevant areas

Research at the Department of Molecular Biology

Established in 1982, MOLBIO's mission is to advance knowledge and to improve human health. Operating at the frontiers of fundamental and translational molecular biology, MOLBIO provides an environment that allows scientists to push the limits of knowledge. It offers premier training conditions for early-career researchers, who launched careers in academia, industry, and government. Research at MOLBIO includes organelle biogenesis, chromatin biology, brain signaling, 3D genome organization, mitochondrial biology and disease, somatosensation, innate and adaptive immunity, micro-RNA and small RNA pathways, and biophysical mechanisms of developmental disorders.

Please visit <http://molbio.mgh.harvard.edu/> to meet our faculty and learn more about our department.

About Mass General Hospital

Massachusetts General Hospital was established to provide care to Boston's sick, regardless of socioeconomic status, and became the first teaching hospital of Harvard University's new medical school. We have remained at the forefront of medicine by fostering a culture of collaboration and education, pushing the boundaries of medical research, and maintaining an unwavering commitment to the diverse community we were created to serve. We believe that because of diversity we excel, through inclusion we respect our community, and with a keen focus on equity we serve, heal, educate and innovate at the highest levels. Mass General is consistently ranked among the top hospitals in the United States by *U.S. News & World Report*. The hospital is part of a larger integrated healthcare and research system in Massachusetts called Mass General Brigham, consisting of Brigham and Women's Hospital and other affiliates and members.

Benefits

When you become a member of the Department of Molecular Biology, you join undergraduates, graduates, post-doctoral fellows, facilities and research support staff, technicians, and faculty from around the world and an invested administrative staff. The Mass General Physician's Office offers a comprehensive benefits package you can tailor to meet your needs, inclusive of subsidized health care plans; vision, dental and life insurance coverage; life and AD&D insurances as well as long-term disability. Vested employees receive a cash balance retirement plan with credits ranging from 4-10% of their annual base pay with a growth value through interest guaranteed to be at least 5%. Additionally, employees may invest up to 2% (employer matched after 3 yrs. of service) of their pay into 403(b) retirement plan of their choosing with options of a Roth or traditional contributions. Partners HealthCare On Demand and non-Partners telemedicine services are fully covered without a co-pay, including mental health counselling. Other benefits and perks include flexible paid time off, health and dependent care flexible spending accounts, unlimited access to various services via the employee assistance program, professional staff preferred mortgages and banking programs, a professional staff student loan program, and subsidized transportation/MBTA system passes.

Location & Accessibility

The Molecular Biology Department, located at 185 Cambridge St in Boston, Massachusetts in the Simches building, remains ideally located for commuters off the red line on two wheels, two feet, or traveling by public transportation. Most employees use the public transportation (MBTA) system to reach work. Parking options vary in cost and may require starting on a waitlist.