

How to Hire a Postdoc – Helpful Hints from the Ethics Committee

Achieve visibility

- always give invited talks yourself
- when you go to a research institution to give a seminar, show 1-2 slides about the intramural program (OIR can provide some) and always ask to meet with the graduate students
- be sure to acknowledge those in your lab who have done the work, and preferably acknowledge them throughout the talk, not just at the end
- announce at your talk that you are looking for fellows
- if you are giving a poster at a national meeting, put an ad on it stating that you are looking for a fellow

Other sources and ad methods

- Scientific interest groups – encourage the PIs in yours to share letters/applications that they cannot use
- OITE Postdoctoral Openings Site
<http://www.training.nih.gov/nihonly/nihonly.asp>
- Science ads – 2 page bannered spread

For applications from foreign countries, sources to help you judge the applications

- GRIP grantees who return to their home countries
- Visiting Fellow committee could provide NIH alumni to contact
- Be sure to contact references – try to do so in a way that they cannot ‘fool’ you!