



Position Summary

Postdoctoral Fellow

Purpose

According to the National Institute of Health (NIH) and the National Science Foundation (NSF), a postdoc is an individual who has received a doctoral degree (or equivalent) and is engaged in a temporary and defined period of mentored advanced research training to enhance the professional skills and research independence needed to pursue his or her chosen career path. In addition, according to the National Postdoc Association (NPA), Postdoctoral appointees can pursue basic, clinical or translational projects so long as their primary effort is devoted toward their own scholarship. Postdocs are essential to the scholarly mission of the mentor and host institution, and thus are expected to have the freedom to publish the results of their scholarship.

Medical College of Wisconsin Department of Pharmacology & Toxicology is dedicated to quality biomedical research. Department research and training activities are supported through multiple federal and non-federal grants, and an NIH postdoctoral training cardiovascular training grant.

The Department of Pharmacology & Toxicology and Drug Discovery Center at the Medical College of Wisconsin is seeking to hire a Postdoctoral Research Associate to join our team. The applicant must be willing and able to work fast-paced, translational discovery and development research projects spanning multiple disciplines. This is primarily a research position requiring various types of laboratory work, including cell culture, measurement of intracellular signaling molecules, basic molecular biology and protein chemistry techniques, animal handling, dosing and pharmacology experiments, and other procedures as needed.

Characteristics of a postdoctoral appointment:

It is expected that postdocs at MCW, with the assistance of their supervisor, will:

- Transition to career independence through the development of professional skills that enable the postdoc to actively pursue a career of his/her own choosing.
- Be supervised by at least one senior scholar who actively promotes the postdoc's professional development.
- Establish an individual development plan (IDP) that incorporates equally the postdoc's career and training goals and the mentor's research goals.
- Pursue basic, clinical, or translational projects so long as effort is focused primarily on research.
- Publish results of the postdoc's research and scholarship during their appointment.
- The postdoctoral appointment is temporary by nature, the aggregate amount of time spent as a postdoc is recommended to not exceed five years (not including family medical leave or maternity/paternity leave).
- As postdocs are important members of the host institution's community, appropriate levels of compensation, health care, and other benefits commensurate with their essential status should be afforded, independent of the postdoc's source of funding.

Primary Functions

- * Modifying and improving existing and writing and developing new experimental protocols.
- * Writing and preparation of manuscripts for peer-reviewed publication.
- * Creating posters and/or oral presentations for scientific meetings.
- * Laboratory calculations, entering, graphing and statistical analysis of data.
- * Training and working collaboratively with other lab members as needed.
- * Compliance with safety and mission critical procedures.
- * Ordering of laboratory supplies and equipment, maintaining a laboratory notebook.



Knowledge – Skills – Abilities

- * Strong foundation in one or more of the following: pharmacology, drug development, cell biology, cardiovascular, kidney, diabetes.
- * Strong English reading, writing, speaking and comprehension skills.
- * Strong organizational skills.
- * Strong working knowledge of PC computers and software programs.
- * Extensive experience with cell culture, in vitro measurement of second messengers, ELISA, molecular biology, protein chemistry, microscopy, and animal techniques.
- * A record of achievement in research and a solid publication portfolio.

Organizational Structure

Building:	Basic Science Building
Department:	Pharmacology & Toxicology
Division:	N/A
Reports to (Title):	Professor
Direct Reports (Titles):	N/A
Collaborates with (Titles):	Faculty, Research Technicians

Specifications

Minimum Required Education:	PhD in a scientific field
Minimum Required Experience:	None
Preferred Education:	PhD in a scientific field
Preferred Experience:	Strong working experience with cell culture, in vitro measurement of second messengers, ELISA, molecular biology, protein chemistry, microscopy, and animal techniques
Field:	pharmacology, drug development, cell biology, cardiovascular, kidney, diabetes

Classification

Grade Name	NULL
Full-Time Equivalent	1.0
FLSA Status	Exempt
FLSA Test	Learned Professional
Workweek	Full-time role with expectations for coverage during core business hours and flexibility required as necessary to accommodate business needs.



Job ID 283
Job Name Postdoctoral Fellow
Position Category Research Services (RS)

Job Scope

Complexity – regularly applied judgment to accomplish tasks; develops policies and procedures
Impact – errors may cause moderate to serious damage; accuracy highly important
Autonomy – performs work independently with regular check-ins; supervision available as needed
Communication – occasionally resolves conflicts; adapts communication style to audiences
Responsibility – advises others
Confidentiality – regularly prepares and uses confidential information
Leadership – acts as a role model

Physical Requirements

Work requires occasionally lifting moderate weight materials, standing, or walking continuously.

Risk Potential

Little or no exposure to hazards such as dust, fumes, or extreme temperatures, airborne or blood borne pathogens, extreme temperatures, or allergens.

Sensory Acuity

Ability to detect and translate speech or other communication required. May occasionally require the ability to distinguish colors and perceive relative distances between objects.

Work Environment

Occasional exposure to dust, noise, temperature changes, or contact with water or other liquids. Work is performed in an environmentally controlled environment.



Performance Dimensions

Collegiality

Exhibit confidentiality, honesty, and actions that build trust and strengthen relationships. Listen to others and effectively communicate in a clear and concise manner through written and verbal communication. Demonstrate respect and commitment to the values of diversity and equity; seek out and incorporate diverse perspectives into decision making.

Excellence and Creativity

Exhibit initiative and ingenuity by taking ownership of tasks to proactively improve services, avoid problems, or develop opportunities. Generate novel and valuable ideas to impact institutional missions. Identify and implement new methods to increase efficiency and quality.

Education and Development

Displays an ongoing commitment to continuous learning and self-improvement in one's area of responsibility. Actively seek out mentorship and learning opportunities that can be applied to current and future work activities. Develop and maintain professional affiliations. Participate in design, development, and/or evaluation of instructional materials, methods, courses, or programs.

Agility and Judgment

Remain flexible and versatile in rapidly changing environment and adapt quickly to changing circumstances. Change behavioral style or method of approach when necessary to achieve a goal. Make timely and sound decisions based on analysis of information, experience, and logic. Show reliability and accountability in the successful completion of all work.

Stewardship and Institutional Citizenship

Support transformational change to achieve institutional vision and strategies. Be an active and thoughtful participant in institutional initiatives, meetings, and committee work. Conserve resources and use in an efficient and cost effective manner across all institutional missions. Look for ways to improve and promote quality within area of influence.



Disclaimers

Background Check

Employment in this position may be contingent upon successfully completing a background and criminal history check, caregiver background check in accordance with the Wisconsin Caregiver Background Check Law, physical examination, and / or driving record check.

Equal Opportunity Employer

The Medical College of Wisconsin is an affirmative action / equal opportunity employer and does not discriminate in hiring or employment on the basis of age, sex, race, color, religion, national origin, veteran status, disability, or sexual orientation.

Diversity and Inclusion

The Medical College of Wisconsin defines diversity as a commitment to recognizing and appreciating the variety of individual differences in an environment that promotes and celebrates individual and collective achievement. The diversity of MCW continues to be an important source of innovative ideas and creative accomplishments.

Confidentiality

Employees that have access to MCW, affiliate, subsidiary, or student data or Protected Health Information (PHI), or research protected information are obligated to protect the confidentiality and proper use and access of this information in order to prevent loss, misuse, unauthorized access, unnecessary identification, or security breaches.

Completeness

This job description is not an employment contract and the Medical College of Wisconsin may modify this document at any time. This document is intended to indicate the types of tasks and levels of skill, effort, and responsibility required by positions assigned this title. This information shall not be construed as a declaration of the specific duties and responsibilities of any particular position. It is not intended to limit or modify the right of any supervisor to assign, direct, and control the work of direct reports. The functions described are not to be interpreted as exclusive or all-inclusive of the various functions performed.

Effective Date: