

ASSISTANT PROFESSOR, MOLECULAR BIOPHYSICS & BIOCHEMISTRY

The Department of Molecular Biophysics & Biochemistry (<http://mbb.yale.edu/>) at Yale University invites applications for a tenure-track Assistant Professor position. We seek a new colleague who will direct a vibrant research program in any area of molecular biosciences and who has an established interest in promoting equity and inclusion among diverse scientists at any level. We welcome applicants who use any approach to advance understanding of the molecular basis of life.

Successful candidates will be expected to contribute to the excellence of the scientific community at many levels: they will establish a strong research program, teach undergraduate and graduate students from diverse backgrounds, and be an interactive member of the department and the Yale community.

The Department is committed to hiring, mentoring and advocating for promotion of colleagues who will contribute to equity, inclusion and excellence in our community through their research, teaching, and service. The candidate's plans to promote these values in teaching, mentoring, and research will be an integral part of their application and should demonstrate an understanding of the barriers facing historically disenfranchised groups in academia, including but not limited to women, people of color, and members of the LGBTQ community.

APPLICATION REQUIREMENTS

Applicants are expected to hold a Ph.D. or equivalent degree at the time of hire. The anticipated start date is 1 July 2023. Review of applications will begin in mid-October and will continue until the position is filled. Please submit all materials by October 15, 2022 to ensure full consideration. Address questions to mbbfacultysearch@mailman.yale.edu.

Applications will be reviewed in two stages, with the first round of selection using only three, de-identified application materials. This is to mitigate unconscious bias that might compromise a fair assessment of your application. Scoring in round one will be conducted using the research and teaching statements that you yourself have anonymized, and your de-identified statement on Diversity, Equity and Inclusion that our administrator will code and separate from the rest of your application before delivery to the committee (see below for details). For transparency, we provide our detailed scoring rubrics for you to download (<https://mbb.yale.edu/about-us/job-opportunities>). In round two, we employ the CV, confidential letters and optional unpublished works to finalize our short list.

Applicants should create a profile at Interfolio (<https://apply.interfolio.com/112252>) and upload the required application documents listed below.

DOCUMENT REQUIREMENTS

Anonymized statements:

We ask you to submit the following anonymized statements to mitigate unconscious biases that might compromise a fair assessment of the strengths of your application. Initial rounds of review will be conducted using only this anonymized content. Documents will be reviewed administratively to ensure that non-anonymized content is not seen by the search committee. To be clear, "anonymized" does not mean that the applicant in any way obscures the specific scientific content of their work and plans. Rather, the omission of lab name, institution, and journal names facilitates evaluation of scientific merit. *See examples below for anonymized vs. traditional statements.

- Anonymized Research Statement (3 pages maximum; figures encouraged): Briefly describe your most significant scientific accomplishment to date (~1 page) and describe your goals and vision for your future research program in the resource-rich environment of Yale. You may refer to past experiences and qualifications that make you particularly well-suited to achieve your goals, but do not include any names of researchers who performed the work, institutions where the work was performed, organizations that funded the work, or journals in which the work was published. We recognize the scientific impact of discoveries made by candidates working in many settings and publishing in a wide range of journals.
- Anonymized Teaching Statement (500 words max). We are interested in hearing about your teaching awareness, training, experience and goals.

Non-anonymized additional required documents:

- Statement on Diversity, Equity, and Inclusion (700 words max): Describe your understanding of the inequities and challenges facing historically underrepresented groups in STEM and describe your past and future contributions to diversity, equity, and inclusion through research, teaching, and service. This statement is not strictly anonymous, because we encourage you to make personal statements about your identity, experiences, and activities. Please omit your name and information that could potentially link this statement to the anonymized portions of the application.
- Curriculum Vitae: Your most recently updated C.V. including published and accepted papers. The C.V. will be read in the second round after a group of excellent applications has been selected for further consideration based on the anonymized statements. We welcome applicants to use narrative C.V. formats such as the [Résumé for Researchers](#). For papers listed in a traditional C.V. format, we encourage applicants to add 2-3 sentences describing their hoped-for impact of the work. We are interested in your accomplishments, not in the journal impact factors where your work was published. We encourage the use of article-level metrics.
- Three confidential letters of reference submitted through the Interfolio system.
- (Optional): Preprints of up to 2 accepted, but still unpublished manuscripts

***Statement Example:**

Traditional, non-anonymized: "As a [Named Fellowship] postdoc in Professor X's lab at University of Z, I designed and built a new instrument that can [do something amazing]. I used this to discover [important finding]. Reference: J. Doe et al. "Article title", JBC, 2020.

Anonymized: "As a postdoc I designed and built a new instrument that can [do something amazing]. I used this to discover [important finding]. Reference: Applicant et al. "Article title", 2020.

NOTE: For papers authored by the applicant, indicate authorship position, e.g. Applicant: #3 out of 9 authors, followed by the complete article title and year of publication. For all other references, include the article title and year only.

Yale University is an Affirmative Action/Equal Opportunity employer. Yale values diversity among its students, staff, and faculty and strongly welcomes applications from women, persons with disabilities, protected veterans, and underrepresented minorities.