

Guidelines for Postdoctoral Fellow Supervisors

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<http://esd.lbl.gov/about/staff/postdocs.html>

@ a glance

Role of the Supervisor

The supervisor's primary role is to lead a successful research collaboration with the postdoc. Via this collaboration, it is expected that the supervisor will mentor and train the postdoc in scientific research techniques and assist in launching the postdoc's scientific career.

Supervisor's Research Training & Development

- In consultation with the postdoc, develop a research plan and publication schedule within 3 months of the postdoc's start date
- Train postdoc on new research techniques
- Provide regular feedback on postdoc's progress through informal meetings and formal annual written review
- Acknowledge and promote postdoc's research achievements
- Allow postdoc to pursue independent research with some appropriate portion of their time

Professional Skills Development

- Provide opportunities to participate as a project lead
- Provide opportunities for supervisory experience
- Provide opportunities for networking, attending conferences, presenting seminars and co-authoring publications
- Nominate for fellowships and awards, as appropriate
- Consider partnering with postdoc on proposal and grant writing opportunities

Career Development & Mentoring

- Provide postdoc with an understanding of the Lab and Division organization structure and strategic science focus areas
- Discuss postdoc's career goals and as appropriate, assist with networking opportunities
- Support postdoc's professional relationship with other mentors

Important Resources/Contacts

- Berkeley Lab Institute Training link: <http://www.lbl.gov/BLI/nettraining.html>
- The ESD Postdoc webpage: <http://esd.lbl.gov/about/staff/postdocs.html>

Postdoctoral training in the Earth Sciences Division is a vital part of obtaining the appropriate experience to advance to a career as a scientific professional within Berkeley Lab, other national labs, academic institutions and in industry. ESD postdocs are a significant member of the scientific community at Berkeley Lab. A postdoc position offers opportunities to undertake scholarly research, interact with career scientists in many areas of expertise, and develop supervisory skills through training students. Other activities that provide excellent experience for career advancement include assisting in organizing scientific meetings and volunteering for committees.