



## **SNAPP Post-Doctoral Researcher Requirements**

The Science for Nature and People Partnership (SNAPP) provides funds to convene working groups and, in some cases, to support salaries of postdoctoral fellows/associates (hereafter postdocs) or technical researchers committed to specific aspects of the project. If support for a post-doc is requested, then additional scrutiny will be applied to the proposal to evaluate how well it also delivers on professional development goals of the SNAPP post-doc.

As described by the Oak Ridge Institute for Science and Education (ORISE) a post-doc is a, “training-focused position available to people who have earned a doctorate. Postdoc positions usually act as a stepping-stone between the student experience and the full-time professional experience. For the postdoc appointee, a postdoc position offers in-depth training. For the postdoc institution or organization, a postdoc is a dedicated researcher, with specialized knowledge but flexible to explore other topics.” Any SNAPP working group who seeks to hire a postdoc takes on certain mentoring and administrative responsibilities when doing so.

Typically, a SNAPP postdoc is hosted by an academic institution, often where one of the PIs or SNAPP group members has a formal affiliation. These are colleges and universities whose primary mission is teaching, education and research. Postdocs at an academic institution should be supervised by faculty engaged and interested in the core research questions and analysis of the SNAPP team. Most universities have a rich set of training, career and development opportunities into which the post-doc should be integrated. Academic postdocs are paid through a contract or grant between SNAPP and the institution to cover salary, benefits and supplies; no overheads may be charged to SNAPP per our published [postdoc policy](#). SNAPP would also be willing to consider hybrid models with postdocs co-mentored by an academic and practitioner, if such a model would benefit the group and was adequately described and justified.

Postdocs may also be stationed at public (government) agencies with similar research and educational missions and mentoring support structures. Under certain circumstances, a postdoc may be based at a not-for profit organization, provided specific criteria for supporting the education and career development aspect of a postdoc are met. Under no circumstances may a postdoc be stationed at a private (for-profit) institution. The PI or mentor for any postdoc at a not-for-profit institution (including not-for-profit research institutions) is required to provide the following documentation:

- A CV or similar documentation that the individual selected for the postdoc holds a PhD or internationally recognized equivalent. Certified transcripts are not required.

- A letter from an academic or public research institution acknowledging the formal affiliation of the postdoc stationed at a not-for profit institution and detailing how the SNAPP project and work of the postdoc fits into their research and educational programs.
- A clear, concise postdoc recruitment, management and mentorship plan that includes details about the specific responsibilities of the postdoc's advisor(s), a plan for training and career development activities and opportunities, as well as other outcomes. The plan should include specific milestones and a mechanism for reporting progress.

Postdoc appointments are subject to the approval of the SNAPP Director and governance bodies. While postdocs are expected to gain leadership skills, particularly in coordinating transdisciplinary science endeavors, the postdoc position is recognized as a career stepping-stone, and ultimate responsibility for the SNAPP working group outcomes remains with the PIs.