

CRITERIA AND GUIDELINES FOR RECRUITMENT OF POSTDOCTORAL RESEARCH ASSOCIATES

OVERVIEW AND GENERAL GUIDELINES

Postdoctoral research associates play an essential role in research universities of providing qualified manpower at a much lower cost than tenured faculty. They are recruited primarily for research acumen, and the engagement is generally temporary and project-based. Additional benefits for DLSU include enhancement of intellectual diversity as well as creation of extended professional networks for faculty members (i.e., postdocs become potential collaborators even if they eventually leave DLSU).

- Salary of P70,000 per month
- Support of up to P100,000 per year for attending conferences
- Coverage of insurance costs for foreign candidates
- Work arrangements will be based on one-year contracts, subject to renewal following periodic performance-based review
- Processing of legal requirements for foreign candidates (e.g., visa and work permits) to be facilitated by OPM and ERIO.

QUALIFICATIONS

Candidates for the postdoctoral research associate position must:

- Have completed a research-based Ph.D. degree within the previous three years from a reputable foreign university based on QS World or Asian Rankings; in the case of candidates from local universities, the Ph.D. degree must have been completed at a department recognized by CHED as a COD or COE.
- Have previously published at least four (4) ISI- or Scopus-indexed journal papers
- Have other evidence of research acumen (e.g., conference papers, book chapters, patents)

PROCEDURE FOR RECRUITMENT

Candidates must submit the following documents to the OVCRI:

- Detailed curriculum vitae indicating research interests, career goals and key publications
- Copies of diploma and transcripts
- Letter of recommendation from a previous supervisor (preferably the former Ph.D. adviser) attesting to the candidate's relevant research experience, work ethic, communication/interpersonal skills and cultural adaptability
- Copies of relevant journal papers as well as other evidence of research acumen (e.g., conference papers, book chapters)
- Qualified candidates are to be screened by a committee comprised of the VCRI, the head of the host unit and a third member to be designated on a case-to-case basis

GENERAL TASKS AND DELIVERABLES

The Postdoctoral Research Associate is expected to provide research support to a team leader based at a DLSU research center or academic department. In any given year, each associate is expected to:

- Submit three (3) manuscripts to ISI- or Scopus-indexed journals per year
- Co-supervise at least one (1) Ph.D. student and at least one (1) master's level student
- Assist in the preparation of at least three (3) research proposals
- Assist in other miscellaneous research functions (e.g., organizing conferences and giving talks)