

## RAISE Postdoctoral Fellowship

The [Virginia Institute of Marine Science \(VIMS\)](#), [William & Mary](#), is seeking applicants for our **Research, Academic Inclusion, and Scientific Engagement (RAISE) Post-Doctoral Fellowship Program**. The overarching goal of this program is to train the next generation of leading academic faculty. RAISE postdoctoral fellows will receive training in the research, teaching, and governance competencies needed to succeed in tenure-track academic faculty positions. Emphasis is placed on capacity building in academia, with recognition that successfully tackling current marine science challenges requires inclusion of scientists with a diversity of voices, perspectives, and experiences; therefore, we strongly encourage applications from individuals underrepresented in the field of marine science and in higher education. Appointed fellows will be mentored by a faculty member at VIMS. Together they will work in an area of mutual interest. Current research interests of VIMS faculty span a broad range of topics in marine science, which can be explored via the [VIMS Faculty Directory](#). In addition to research, fellows will be expected to engage in professional development activities as part of the program.

Applicants are required to have a PhD with no more than 4 years since conferral of their degree. A degree in marine science is not required, as we are interested in recruiting individuals outside the field that have research interests and experience that are transferable to marine science. Applicants must have independent research experience, with a high level of scholarship through peer-reviewed publications and scientific presentations. Demonstrated commitment to teaching, mentoring, leadership, and governance, as well as grant management experience, is preferred but not required. Appointed fellows will be employees of William & Mary and fellowships are expected to span 2 years, with an annual starting salary of \$70,000. The RAISE Fellowship is eligible for employee benefits and leave as outlined in William & Mary's [Faculty & Professional plans](#). Start date is negotiable, but, ideally, fellows will begin in Spring - Summer 2024.

VIMS has a three-part mission: to conduct research in coastal ocean and estuarine science, educate students and the public, and provide advisory service to policy makers, industry, and the public. Chartered in 1940, VIMS is currently among the largest marine research and education centers in the US. It houses William & Mary's School of Marine Science (SMS), which supports a robust graduate program and a growing undergraduate program.

### To Apply:

Interested applicants should identify a proposed faculty mentor at VIMS and are encouraged to contact that faculty member to discuss research opportunities of mutual interest. The applicant should then submit: 1) a **cover letter** indicating the proposed faculty mentor and expected date available to begin the fellowship; 2) a **CV**; 3) the names and contact information for **three references**; 4) a **statement of research interest** (3 page limit) that describes the applicant's proposed research plan at VIMS, relevant experience, and transferrable skills if coming from an outside field; and 5) a **statement of inclusive excellence** (1 page limit), which describes how the applicant's lived experience and/or service could uniquely contribute to enhancement of



inclusion and diversity in the field of marine science and higher education. The principles of diversity, equity, and inclusion are important to VIMS and more information can be found in the [VIMS Inclusive Excellence Plan](#).

**[Applicants may apply here.](#)**

Position will remain open until filled with **applicant review beginning December 15th, 2023.**

It is anticipated that candidates will receive notification of their application status in February 2024

Questions about the program or application process should be directed to Andrew Wargo at [arwargo@vims.edu](mailto:arwargo@vims.edu).

*William & Mary values diversity and invites applications from underrepresented groups who will enrich the research, teaching and service missions of the university. The university is an Equal Opportunity/Affirmative Action employer and encourages applications from women, minorities, protected veterans, and individuals with disabilities.*