



Advice for candidates applying for an IRB position

Before considering to apply for a position at the IRB, you are encouraged to read the following advice.

Having an outstanding CV is a very good start but is not sufficient to be short listed for an interview, and is definitely not enough *per se* to get the position you are applying for. Your motivation and career plan are crucial and will be of high impact on the success of your application.

In your motivation letter, which has to be written in English, you need to clearly demonstrate why you want to join the IRB and this group of research in particular. Your application should also contain the e-mail addresses of at least two referees.

If you intend to join the IRB, you should wonder not only what the Institute will bring to you but also what You will bring to the Institute. We ask you not only to be self-critical but also to be scientifically critical with your future team. The Institute is looking for good Scientists not for tasks executors.

Working efficiently is more expected than working hard, even if one does not exclude the other and *vice versa*.

If finally you have the chance to be short listed for an interview, please prepare it. Look all over our website to know the environment surrounding the research group you are applying to, read their last publications, current projects and research networks; study the core facilities available at the Institute. Even if in the job advertisement you have only a few sentences describing your future project, start to think about it, how you would approach it.

In short, applying at the IRB should not be one of the X applications you are writing and sending. Instead, it should be thoroughly prepared.