

## PDG Scientific Positions

PDG staff will be hired according to the usual policy for indefinite career staff. An international search will be conducted by a committee consisting of Division staff and/or faculty, including at least one current member of the PDG. The position will be advertised as 50/50 PDG and research. Past policy has been to allow the successful candidate to select a PD research area once they arrive.

The initial hire will be into a two-year term position, with the intent to convert to indefinite career staff following a review by the Physics Division Staff Committee after one year. If the selected candidate already has a tenured position, or cannot be hired into a term position for other reasons, a direct appointment to career staff may be made. The primary criterion in the review after one year is that the candidate should have demonstrated effective involvement in both the PDG and in their chosen research area. At least two letters to support the promotion are required, and both may be solicited from within the Division.

Promotion of PDG staff to Senior Scientist will follow the usual Division and Laboratory guidelines. Division policy is the following: "The Staff Senior Scientists, together with the Faculty Senior Scientists, provide the intellectual driving force behind the research programs. They must be creative, original and inventive in a broad intellectual and technical sense. Only the very best physicists available, comparable in ability to candidates for tenure at first class physics facilities, should be considered for appointment as Senior Scientist."

For PDG promotions to Senior Scientist, both their research and PDG activities should be considered when evaluating their achievements. After review by the Physics Division Staff Committee, the Physics Division Director will forward the case to the Laboratory Director for final approval, including review by the Laboratory Staff Committee.