

Dear Biosciences Early Career Researcher:

Biosciences Area Leadership is committed to ensuring that all scientists have the tools that they need to grow and thrive as research professionals. We are excited that you have chosen to advance your research career by pursuing Early Career Laboratory Directed Research and Development (EC LDRD) funding.

### MENTORSHIP

Behind most strong leaders is a cadre of mentors who provide guidance and support to help navigate and avoid pitfalls on the road to success. To that end, the Area's Division Directors and Department Heads are committed to providing mentorship to help you prosper. You are encouraged to reach out to Senior Scientists and Leadership in your Division for feedback and direction. In addition, Division Leaders will work with you to develop a mentorship plan that will be presented to Lab Leadership as part of the EC LDRD process.

### THE PRESENTATION

Once you've developed and refined your research proposal, it is important to invest time in developing a clear and concise presentation that frames the problem and shines a spotlight on how your research direction proposes to address it. Below are a few tips to help you prepare for presentation of your proposal:

**Know Your Audience** - You will be presenting to Division Directors and Department Heads who are good scientists but who are not necessarily educated on an advanced level about your subject. Be sure your overall presentation is clear for a broad audience, even if some of the details are for experts in your area.

#### **Remember to clearly describe:**

- Why your project is important and why it needs to be done at Berkeley Lab. Frame the problem.
- The impact your project will have
- Opportunities for future funding. Where will future funding come from?

**Be Prepared for Questions:** You are encouraged to look at the [Biosciences Strategic Plan, Technologies for Characterizing Molecular and Cellular Systems Relevant to Bioenergy and the Environment](#), the [BER Grand Challenges Report](#), and the [BERAC Scientific User Facilities Report](#) and be prepared to explain how your proposal might be aligned with any of those priorities.

### COMMITMENT TO DIVERSITY

Biosciences Area Leadership embraces diversity as a means to inspire creativity and bring a variety of ideas and perspectives to the table. In addition, cultivating a diverse workforce helps to attract and retain the best talent. As a reflection of our commitment, we are asking all EC

LDRD applicants to prepare a one-page inclusion, diversity, equity, and accountability (IDEA) statement that provides some explanation of your past experiences but is largely focused on your plans for the future. The purpose of the statement is to showcase your understanding and demonstrated activities in (1) an awareness of historical, social, and economic factors that influence underrepresentation of particular groups in STEM fields and (2) development of goals, strategies, and outcomes to be inclusive of marginalized groups. Depending on where you are in your career, you may have had more opportunities or experiences with working to create open and collaborative environments. However, a clear commitment to 'doing your part' in the future is also valued.

Our colleagues at UC Berkeley have posted [guidelines](#) that may aid you in developing a clear statement.

We believe that you have the ability to develop a thriving research career and are here to support you on your journey.

Regards,

Biosciences Area Leadership

ALD Mary Maxon  
Paul Adams, MBIB Division Director  
Susannah Tringe, EGSB Division Director  
Nigel Mouncey, JGI Director  
Blake Simmons, BSE Division Director

References:

[LBNL LDRD FY2020 Call for Proposals](#)

[BSA FY22 LDRD Process](#)