**Postdoctoral Researcher Mentoring Plan**

The Postdoctoral researchers (postdocs) will be supported by [Name of PI or Name of CoPI in charge of trainings, or Name of Center], and the XXX team will provide mentoring to develop the skills, knowledge, and experience needed for the postdocs to succeed in their chosen career path. Our Postdoctoral Mentoring Plan includes the following elements:

**Orientation.** The Principal Investigator (PI), Co-PIs, and Directors will provide a comprehensive orientation introducing postdocs to existing facilities, resources, and laboratories involved in the project. The project team will ensure that postdocs have access to all file sharing repositories and communication channels and are otherwise connected to Rutgers University’s (RU) Office of Postdoctoral Affairs (OPA), for institutional support, career counseling, as well as professional development opportunities, and networking with other postdocs on campus. RU OPA has monthly activities, trainings and social events for postdocs on campus.

**Individual development plan.** The PI/Co-PIs and Directors will work closely with postdocs in developing individualized development plans (IDP) outlining concrete steps toward achieving their development goals. The PI and postdocs will review progress each quarter.

**Weekly mentor meetings.** The PI/Co-PIs and Leads will meet with postdocs on a weekly basis to review work, advise on upcoming tasks, and answer questions. This structured and frequent communication allows for training needs to be quickly identified and addressed.

**Publications and presentations.** The postdocs will be responsible, with direction of the PI/Co-PIs, for documenting research results in technical reports and dissemination through publication of results. Beyond the third year of this project, PI/Co-PIs will also seek opportunities for postdocs to write comprehensive reviews of their findings in journals such as XXX or XXX. The postdocs will present their research findings to the project team at internal research meetings and at public conferences such as the annual XXX and XXX conferences.

**Hands on experience and improving teaching and mentoring skills.** Graduate students and undergraduates will be recruited based on project direction developed jointly by the PI/Co-PIs and postdocs. The undergraduates will be directly mentored by the postdoc thereby giving postdocs direct experience with teaching and learning supervisory skills.

**Training with practitioners and the public.** The PI/Co-PIs will also actively seek to create opportunities for their postdocs to give seminars and colloquia by organizing sessions at annual meetings and proposing new theme-relevant workshops (e.g., XXX workshops) where postdocs will be invited to present their research findings. The postdocs will also contribute to the XXX Research Program.

**Collaborating effectively with researchers from diverse backgrounds and disciplines.** The postdocs will collaborate with members from our diverse project team and participate in meetings and activities across all Major Thurst Areas at the direction of the PI. Postdocs can apply to participate in the RU iJobs program to explore non-academic career pathways.

**Responsible professional practices.** Postdocs will complete an online Responsible Conduct in Research (RCR) training module, and complete a quiz to demonstrate their knowledge, and attend an RCR workshop within the first year of their appointment.

**Career Counseling.** Postdocs will be encouraged to participate in career workshops and job fairs, networking and training events provided by the Office of Postdoc Affairs, and to use the National Postdoc Association Career Page. Mentors will advise postdocs on job talk preparation and networking with academic and industry collaborators. Postdocs can also receive 1:1 career counseling from the RU OPA.

**Training in preparation of grant proposals.** Postdocs will have access to training in proposal development including workshops hosted both by Rutgers University and the other partner institutions, this project team, and by Program Officers from funding agencies. Postdocs can also work with the RU GradFund program to learn about grant and fellowship opportunities and receive peer reviews on their own proposals.