Michigan State University's Department of Obstetrics, Gynecology and Reproductive Biology searches for a postdoctoral researcher with ResearchGate.

Challenges

- Finding ‘top-tier’ research candidates
- Recruiting scientists with verifiable publishing history
- Increasing reach of advertisement

Results

- 1 job offer made
- 47 applications for postdoc position advertised on ResearchGate, with 12 shortlisted candidates
- 1.7k views of postdoc position advertised on ResearchGate

Michigan State University (MSU) is a public research university located in East Lansing, Michigan, in the US. The university ranks among the top 30 public universities in the United States and the top 100 research universities in the world.

Ronald Chandler, Assistant Professor at MSU’s Department of Obstetrics, Gynecology, and Reproductive Biology in the College of Human Medicine, is responsible for hiring postdoctoral students to work with him on cutting-edge research in his laboratory.

In October 2015, Chandler was looking for candidates with either a PhD in biochemistry, molecular and cell biology, or cancer-related fields, to fill a postdoc position. His laboratory is working on a project to elucidate SWI/SNF-PI3-kinase pathway crosstalk mechanisms and to provide a broader understanding of how cells and tissues within the human female reproductive tract cope with repeated cell turnover, stress, and inflammation.

Chandler needs to attract top-tier talent to help him advance this research. He had previously used Science Careers and www.postdocjobs.com to fill his postdoc positions, but wanted to expand his advertising efforts to source better candidates.

After being recommended ResearchGate Recruitment Solutions by a colleague, Chandler decided it could help him widen his reach.

He was also attracted by ResearchGate’s approach: “With Science and other journals, the ads are displayed for a certain length of time and then disappear,” said Chandler, “ResearchGate appealed [to me] because potential candidates receive emails. It’s more of a

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proactive approach.”

The position was posted on ResearchGate for a month, from October to November. It received over 1,700 views and 46 applications, the majority of which came from biology and medicine. Chandler shortlisted 12 candidates from these applications. He is happy with the level of interest his position has attracted: “I posted an ad through Science but I got far more people reaching out through ResearchGate.”

The applications were easy to validate, as the candidates had their skills, publications, and more information listed on their ResearchGate profiles.

“The advantage of RG is that you get this relational information, such as publications and their institution,” said Chandler. “You can get a feel for people and what they’re about.” The job was offered to an international candidate.

As a result of his positive experience with ResearchGate, Chandler would recommend others looking to fill postdoc positions, saying “I was recommended ResearchGate by a colleague and I had a good experience, so I would definitely recommend it to others.”

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Ronald Chandler, PhD
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