



The MIT Postdoctoral Fellowship Program for Engineering Excellence

The MIT School of Engineering is pleased to announce the [MIT Postdoctoral Fellowship Program for Engineering Excellence](#) starting in July 2022. The program houses postdoctoral fellowships for any field of engineering supported by the MIT School of Engineering (SoE). The School is looking for exceptional individuals who will enhance the diversity of the School of Engineering through their research, educational efforts, and service and contribute to excellence in the field of engineering.

The goal is to increase the diversity of postdoctoral fellows in the field of Engineering, and to help the candidates to develop professionally for a range of positions in academia, research labs, industry and government. The initial postdoctoral appointment will be for two years.

The annual stipend will start at \$75,000 and will be reviewed annually for a merit increase with additional funding to cover medical insurance and professional travel.

This SoE program is designed to help postdoctoral fellows develop in multiple dimensions. In addition to an emphasis on research, it will focus on providing resources and opportunities, and building a professional network for its mentees. The program will arrange a set of professional development opportunities as presentations and discussions for the cohort, along three career paths:

1. **Academic** – coordinated with the school’s departments and an overall faculty lead. This will include strategic workshops or sessions including choosing research projects, grant writing and networking, building your mentoring community, academic job searches, crafting a job application package (with rounds of feedback), navigating bias in the job search, and strategies for addressing career bias, among others.
2. **Engineering Leadership** – supported by the [Gordon Leadership Program](#). There will also be connections established with specific companies that may provide placement for postdocs following completion of the program.
3. **Entrepreneurship** – supported by The Engine in collaboration with the academic track, this will include grant writing, running a research group, and teaching, as well as how to engage in successful research. Postdocs will participate in a set of talks from founders to prepare and assist them with terminology. The postdocs will then be eligible to participate in The Engine program called [Blueprint](#). Blueprint is a twice annual 5-week program that prepares individuals to start a company.

In addition to the criteria of research excellence, applicants will be evaluated on their research potential and how their plans and actions advance or have advanced diversity and inclusion.

APPLICATIONS

Promising candidates from any discipline in engineering supported by the MIT School of Engineering are encouraged to apply:

- Graduate students who are within a year of finishing their PhD;
- Postdoctoral scholars within a year of earning their PhD;
- Scholars in industry within a year of earning their PhD who wish to pivot to an academic career.

Since the development of independence is an important goal of the program, candidates will be encouraged to come prepared with ideas for projects they wish to accomplish during their tenure in the program.

Eligibility Criteria

1. Member of an ethnic group, racial group or gender identity historically underrepresented in engineering at MIT (Black/African American, American Indian/Alaskan Native, Native Hawaiian, or other Native Pacific Islander, Hispanic/Latinx, women); and/or
2. Have experienced overcoming significant challenges in their path toward graduate school or be a member of an underserved population.

Applicants are encouraged to indicate faculty mentors that they are interested in working with. All admitted postdoctoral fellows will be matched with MIT faculty mentors within the School of Engineering. A mentor will be recommended by the SoE if one is not initially suggested. Final admission to the program will require an MIT faculty member to affirmatively agree to be an advisor to the candidate. All members in the program will be associated with at least one Department in the School and at least one faculty member in the Department.

How to apply

Applications should be submitted at <https://postdoc.soe.mit.edu>. Applications **are due by January 31, 2022. Decisions by February 28, 2022.**

Applicants are asked to include:

- **A cover letter** stating why the program is a good fit for them and in which area of engineering they wish to work. This is where they could indicate a possible faculty adviser at MIT and if possible, include an endorsement from the faculty member.
- **A research summary** of past work and a vision for their potential future research
- **A CV**
- **A diversity statement** detailing how they think about diversity, have contributed to diversity and/or how their research or other work has advanced or will advance diversity, equity, and inclusion
- **Three references**