**Postdoctoral Researcher Mentoring Plan**

**Collaborative Research: The SuperCDMS SNOLAB Experiment**

All of the institutions participating in this collaborative proposal are requesting funds to support postdoctoral researchers. As part of the mentoring activities that we have implemented in our collaboration for our young scientists, we will provide the following support:

*Goals/Career Counseling:* In order to help our postdoctoral researchers be more effective in their jobs and to prepare them for future positions of greater leadership, the PIs at each institution will act as role models and take the time to understand their postdocs’ aspirations. Mutual expectations will be discussed and agreed upon in advance and the PIs will participate in regular meetings to discuss postdocs’ personal goals and career plans to build roadmaps to success. The PIs will also give the postdocs access to others whose guidance will be of additional value. The postdocs will be given increased responsibilities over time to further support development of leadership skills and confidence, helping to prepare them for future positions. Postdocs will also be encouraged to participate in career building workshops and take advantage of all relevant professional development and support services at their institutions.

*Experience with Preparation of Grant Proposals:* Postdocs at each institution will become familiar with their campus’s Sponsored Projects Office procedures and regulations, and they will participate in funding proposal preparation for the group. The PIs will encourage their postdocs to apply for grants, which will advance their research and range of experience. As mentors, the PIs will provide advice during the preparation of these proposals. Postdocs will have an opportunity, through the PIs’ guidance, to learn best practices in proposal preparation including identification of key research questions, definition of objectives, and construction of a work plan, timeline, and budget.

*Professional Development and Experience:* The PIs are dedicated to displaying their postdocs’ scientific efforts with journal publications and invited conference talks and providing them technical training on cutting-edge equipment and analysis. To support the postdocs’ scientific efforts, they will be given opportunities to present their research in a range of settings, including practice sessions to help them gain confidence and polish their ideas, at group and department meetings, and, when deemed appropriate, at high profile conferences affording them exceptional experience and exposure to potential career opportunities. To hone their technical training, postdocs will be given hardware, software, and data analysis experience while working in the SuperCDMS collaboration.

*Mentor by Example:* Each of the postdocs (including those working remotely) will interact with their research group regularly and spend at least a portion of their time at the home institution. This allows them to observe their PI’s interactions with students and colleagues, to experience and understand the process of effective collaboration, internalize exemplary ethics standards, and be able to discuss each of these areas directly with their mentor. The postdocs will be given opportunities to guide graduate and undergraduate students and receive their PI’s constructive feedback and advice.