Standard Search Evaluation Procedures (SSEP) Guidelines*

The Formation of a Search Committee:

- The search committee should have at least 3 members that hold a title above the level of the title of position that is being recruited.
- At least one member should be a female and/or minority if possible.

Minimum Qualifications for Various Officers of Research (applicable to LDEO):

Staff Associate:  
- BS plus 4 or MS plus 2 years of experience

Sr. Staff Associate:  
- BS plus 8 or MS plus 4 years of experience

PDRS:  
- Candidate must have completed the degree of PhD prior to the appointment

Doherty ARS:  
- PhD in related field
- At least 2 years of post-PhD experience

Doherty RS:  
- PhD in related field
- At least 6 years of post-PhD experience

Doherty SRS:  
- PhD in related field
- At least 10 years of post-PhD experience

Project ARS:  
- PhD in science
- Demonstrated expertise that is important to an existing or nascent Lamont Project
- Record of publications in scientific literature

Project RS:  
- PhD in science
- At least 6 years of post-PhD experience
- Demonstrated expertise that is important to an existing or nascent Lamont Project
- Record of publications in scientific literature

Project SRS:  
- PhD in science
- At least 10 years of post-PhD experience
- Demonstrated expertise that is important to an existing or nascent Lamont Project
- Record of publications in scientific literature
- Capable of carrying major responsibility for the success of the project

* Taken from SSEP Guidelines and procedures, Columbia University