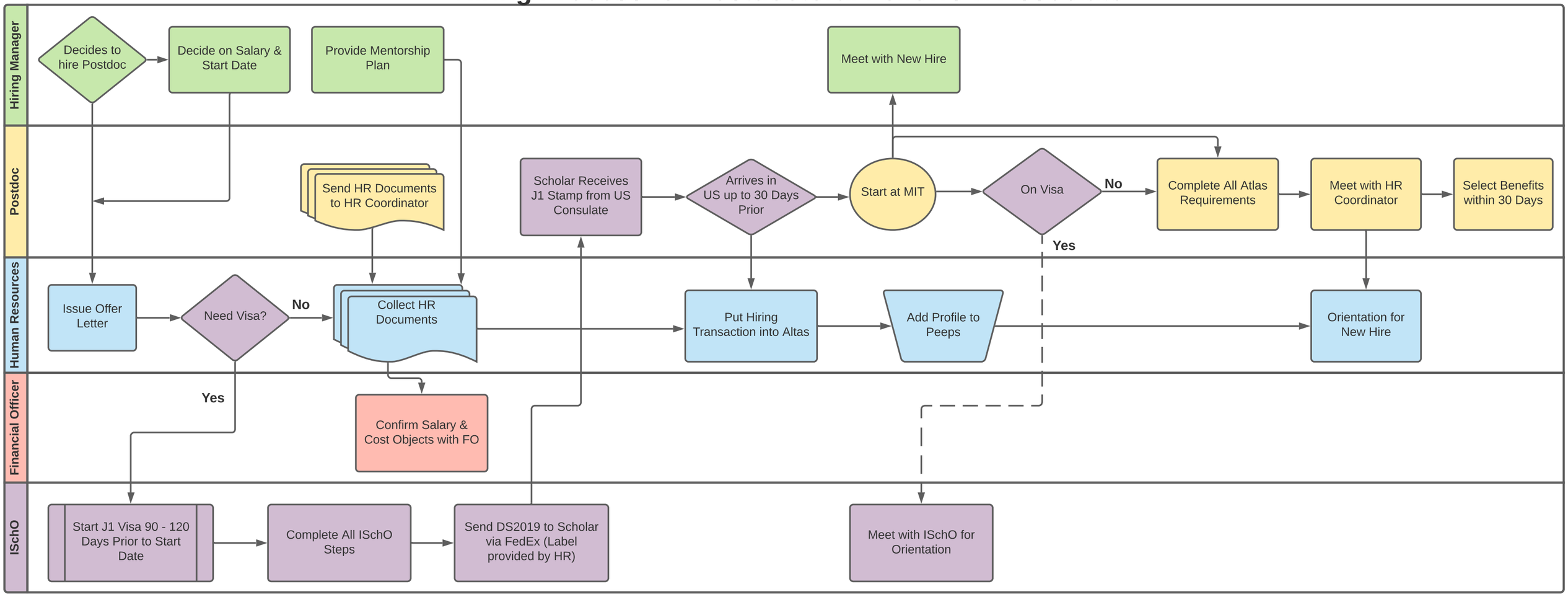Hiring Process for Postdoctoral Fellows & Associate