

## Bill Hempfling Named Human Resources Director

**B**NL has named Bill Hempfling Director of the Human Resources Division, effective March 1. He replaces Robert D'Angio, who retired.

With a staff of 35, the Human Resources (HR) Division is responsible for recruitment, placement, compensation and employee benefits, employee relations, management and staff development, and employee recreation programs. The division also administers an on-line information system for employees and guests of the Laboratory. In addition, Hempfling develops all Laboratory policies and procedures on labor relations and discipline.

Laboratory Director John Marburger commented, "Bill emerged as the strongest candidate in an extensive search to fill the Human Resources directorship. His experience with the Laboratory and strong leadership skills make him ideal for the job. I look forward to working with him."

Hempfling says he has two main goals that he would like to accomplish in his new position. First, he would like to attract "the best and the brightest" employees to the Laboratory, and work with the Diversity Office to ensure that BNL has a diverse employee population. Second, he wants to improve Human Resources' operations and services continually to reflect employees' needs.

"We are operating in an extremely tight job market," Hempfling said. "Organizations are vying for talented employees and offering all kinds of incentives to attract and retain people. One of our biggest challenges is to hire and retain world-class, diverse employees in this competitive environment." To do so, Hempfling says he is open to employees' suggestions.

Currently, Hempfling is examining employee benefits to determine if they can be improved. Also, he has started a new initiative in which Brookhaven Lab retiree-volunteers help other retirees who have questions or problems concerning benefits. In addition, Hempfling says he hopes to help Human Resources to become more "e-centered, eliminating many paper-driven duties."

Hempfling plans to meet more employees, to listen to their suggestions for improvement in his division, and he wants everyone in his division to "be approachable." He said, "When employees have a question, they deserve a prompt answer."

He added, "I've built many relationships with rank-and-file employees and management over my 20-year career at BNL, which is a key part of doing my job well. I hope to continue to build more relationships here in my new position."

After earning a B.S. in marketing from Fairfield University in 1968, Hempfling was hired by the Brooklyn Union Gas Company (now known as KeySpan Energy Corpora-

*(continued on page 2)*



Roger Stoulenburgh CNA-229-01

## BNL's 'Smart Cities Initiative' Starts With Battery Park City



Roger Stoulenburgh CNA-227-01

**R**ising from an area that was once a marshy landfill on the southwestern tip of New York City, the gleaming towers of Battery Park City have transformed a corner of lower Manhattan into a futuristic community featuring pocket parks and upscale residential and commercial properties. Now, BNL scientists are working with the Battery Park City Authority (BPCA), which manages the area, to help keep the infrastructure of these and future buildings robust and intact.

"Our aim is to bring together all the parties that are involved in the care of urban infrastructure in order to develop optimal operation and maintenance strategies," said Bob Hall, head of BNL's Smart Cities

Initiative (SCI) group in the Energy, Environment & National Security Directorate. "We hope not only to address acute problems emerging from present infrastructure decay, but also look ahead with a view to incorporating the best of technology in future planning and design."

Since its creation through a Laboratory Directed Research & Development (LDRD) grant less than a year ago, SCI has already forged alliances as far

afield as Brazil and France. SCI sees itself as a "think tank" that can help cities sort out present infrastructure decay, and identify and use existing technology to improve the quality of life in the urban environment.

The research arm of SCI, the Advanced Systems Development Group, is led by BNL's Udo von Wimmersperg. This development group has been instrumental in securing substantial financial backing

from nongovernment sources, as well as attracting collaborations *(cont'd. on page 2)*



Roger Stoulenburgh CNA-229-01

Bob Hall is seen in Battery Park City, where the Museum of Jewish Heritage (back, left) is one of the buildings in which Smart Cities Initiative technologies are expected to be found useful.

## Calendar of Laboratory Events

- The BERA Sales Office is located in Berkner Hall and is open weekdays from 9 a.m. to 3 p.m. For more information on BERA events, contact Andrea Dehler, Ext. 3347; or M. Kay Dellimore, Ext. 2873.
- Additional information for Hospitality Committee events can be found at the Lollipop House and the laundry in the apartment area.
- The Recreation Building is located in the apartment area.
- Contact names are provided for most events in case more information is required.
- Calendar events flagged with an asterisk (\*) have an accompanying story in this week's Bulletin.

## — EACH WEEK —

### Tuesdays: Welcome Coffee

10-11:30 a.m. Recreation Bldg. Newcomers meet friends. Mimi Luccio, 821-1435.  
— Hospitality event

### Wednesdays: On-Site Play Group

9:30 a.m.-11:30 a.m. Recreation Bldg. Parents meet while children play. Free, drop in any time. Monique de la Beij. 399-7656. — Hospitality event.

### Wednesdays: beg.-adv. Dance Lessons

6-9 p.m., Brookhaven Ctr. North Ballroom  
Marsha Belford, Ext. 5053.

### Wednesdays: Yoga Practice Sessions

12:10-12:50 p.m., Recreation Bldg., free. Ila Campbell, Ext. 2206.

### Tues. & Thurs: Aerobic Dance

5:15 p.m., Recreation Bldg.  
\$4 per class or \$35 for any ten classes. Pat Flood, Ext. 7886; or Susan Monteleone, Ext. 7235.

### Mon., Tues., & Thurs: Kickboxing

noon-1 p.m., Mon. & Thurs. and 5:15-6:15 p.m., Tues. & Thurs. Mary Wood, Ext. 5923, or wood2@bnl.gov.

## — TODAY —

Friday, 3/30

### \*BERA Spring Fling

6 p.m., Rock Hill Country Club, Manorville, \$15 per person includes, hot buffet, DJ, and cash bar. Andrea Dehler, Ext. 3347, John McCaffrey, Ext. 2075; Louie Nieves, Ext. 4897; Laurie Pearl, Ext. 5520.

## — WEEK OF 4/2 —

Tuesday, 4/3

### VoiceStream/Omnipoint Demo

10 a.m.-2:30 p.m., Berkner Hall  
Special rates for BNLers will be offered for digital PCS wireless services on their GSM network. Richard Goll, (516) 343-5900.

Wednesday, 4/4

### \*Weight Watchers at Work

noon - 1 p.m., Brookhaven Center South Room. \$89 registration fee includes 10 sessions and can be paid at the first session. Mary Wood, Ext. 5923, or wood2@bnl.gov.

Thursday, 4/5

### \*Science, Politics & Budgets'

noon, Bldg. 911 Seminar Room  
Peter Bond will reprise his talk.

## 'Smart Cities Initiative'

(cont'd.)

with institutions such as the United States Geological Survey and Stony Brook University.

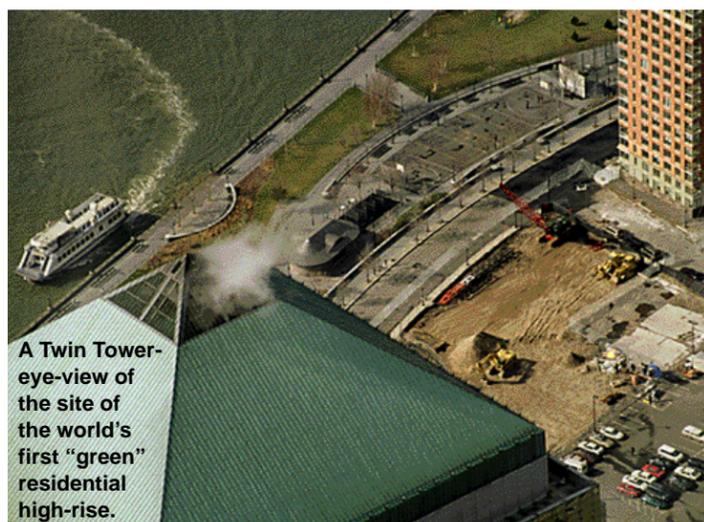
The Battery Park City Authority, however, is SCI's first major customer. BPCA has contracted with the Albanese Development Corporation (ADC) to build the world's first high-rise "green" residential building which will incorporate environmentally friendly and "smart" technologies.

Recognizing that BNL offers a broad base of expertise in science and technology, officials from BPCA and ADC visited the Lab last November to get

an idea of the kind of services SCI could provide as the Authority moves forward with this multi-billion dollar project.

After initial talks, BPCA agreed that BNL should join the team. SCI will first focus on developing novel techniques for monitoring indoor air quality and assisting to prepare a commissioning plan for the complex integrated utility systems of these buildings.

"For this project, we will start with the best existing technology and add to that," said von Wimmersperg. "We're not looking to reinvent the wheel."



A Twin Tower-eye-view of the site of the world's first "green" residential high-rise.

Roger Stoulenburgh 013-28-01

Other SCI group members include Helen Todosow, Paul Moskowitz, Mike Villaran, John

Taylor, and Sonja Santos, all in the Energy, Environment, & National Security Directorate.

While its primary focus is on this Battery Park City project, BNL's SCI team is working in other areas, such as photovoltaic power generation through large arrays. The Advanced Systems Development Group, meanwhile, is developing a better magnetic sensor to detect underground utilities in proposed construction sites.

According to von Wimmersperg and Hall, this is just the beginning. "We have a can-do attitude," said von Wimmersperg. "With the multidisciplinary expertise available at BNL, whatever the problem, we're well-placed to contribute to a solution."

— Peter Genzer



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(Left) Ground-floor-view of the Battery Park City "green" residential high-rise site being excavated (see also above, right).

## Arrivals & Departures

### Arrivals

Gregory Citver ..... Coll.-Accel.

### Departures

Beth Cardona ..... Coll.-Accel.

## Science Funding Talk

Peter Bond, former Interim Director of BNL, will reprise his talk, "Science, Politics, and Budgets," at noon on Thursday, April 5, in the Snyder Seminar Room, Collider-Accelerator Department, Bldg. 911. Bond will share his insights on how the Washington budget process works and how scientists can influence it. All are invited to attend.

## In Memoriam

Henry Schwartz, who had joined Plant Engineering Division as a refrigerator and air-conditioner engineer in May 1977 and had retired in May 1980, died on February 27, 2000. He was 82.

George Schoener died on June 3, 2000, at age 72. He had joined BNL in March 1948 as a technician and became a technical security specialist in the Safeguards & Security Division before retiring in January 1992.

## Scharff-Goldhaber Prize Award, 4/2

Sponsored by Brookhaven Women in Science, this year's Gertrude Scharff-Goldhaber Prizes will be awarded by BNL Distinguished Scientist Maurice Goldhaber on Monday, April 2, at 3:30 p.m., in the Large Seminar Room of the Physics Department, Bldg. 510.

The three winners — Rebecca Christianson of the Massachusetts Institute of Technology, Jane Burward-Hoy of Stony Brook University (SBU), and Irina Mocioui of SBU — are Ph.D. candidates in physics, who will make brief presentations of their work. Refreshments will follow the presentations. All are invited.

## Trial Change in Posting Procedure: Job Description Now With Salary Grade

During a six-month trial, the Human Resources (HR) Division will change the procedure for job openings posted in the Bulletin. Effective April 6, job openings will include not only the description, but also the salary grade assigned to the job.

Bill Hempfling, HR Director (see story page one), explained that the new procedure has been developed by a group of Laboratory managers in response to inquiries from employees. The revised procedure will help employees decide whether or not an opening represents a promotional opportunity.

"We are also going to try out another change," Hempfling said. "At present, employees are required to work in a specific job for one year before being eligible to apply for other positions at the Lab. We are going to remove this requirement during the same six-month trial and see how it goes."

"We will welcome any comments from the Lab community as we effect these changes," he said.

The group who worked on the changes includes Marsha Kipperman, Susan Foster, Nancy Sobrito, and Bob Kelly from HR, and several hiring supervisors from the departments: Pat Fox, Stephanie LaMontagne, Bruce Penn and Andy McNeerney.

"We hope that these changes will work out, and we are looking forward to getting feedback from all concerned," said Hempfling. "It has been encouraging in the planning stage to have the support of the Directorate."

Laboratory Director John Marburger noted, "I like this proposal. I believe jobs should be posted with grades and salary ranges determined by the level of skill and experience required, and that all applicants should be treated equally in the recruitment and hiring process."

## HR Director (cont'd.)

tion) as a management trainee. He held several positions at the company, including management development coordinator. In that role, he was responsible for designing and conducting all supervisory and management training for the company.

Hempfling joined the Lab in 1980 as assistant training and development administrator in the Human Resources Division. In 1983, he became labor relations manager, responsible for working on contract negotiations with the three unions at the Laboratory. In October 2000, he was appointed Interim Director of the Human Resources Division, a position he held until he assumed his current role.

While at BNL, Hempfling earned a certificate in employee relations law from Antioch Law School, and a certificate in employee and labor relations from Cornell University. He is a member of the American Arbitration Association, the Industrial Relations Research Association, and the Society for Professionals in Dispute Resolution. He also serves on the panel of labor arbitrators for the New York State Employee Relations Board.

— Diane Greenberg

# March Is Women's History Month

## Renée Flack

Hi, Linda, I've got a student or two to place. You need chemistry and computer? We can certainly help you there. I'll be in touch."

This phone conversation is typical of many such calls made any day, any year, by Renée Flack, Educational Programs Administrator in BNL's Office of Educational Programs (OEP). But finding Lab mentors for the students or teachers in the programs that she organizes is just one component of Flack's work.

Flack's main responsibilities are to set up and organize several of OEP's core programs which help students and pre-and in-service teachers develop enthusiasm about the sciences. The programs that she runs are:

- Community College Institute
- Brookhaven Semester Program
- College Mini-Semester Program
- Minority High School Apprenticeship Program
- BSA Scholars' Recognition Event.

Flack is also involved with several BNL events and organizations — such as Healthfest and Brookhaven Women in Science.

"You have to be able to keep many balls in the air at once," said Flack. "It's stressful, but it's worthwhile. When you find out that a student from years back now has a job in science, or that students in a recent session want to return to join another of BNL's intern research programs, you feel great."

A highlight for Flack is finding out that one of BNL's students has given a prize-winning science paper at the annual meeting of the Beta Kappa Chi/National Institute of Science/Brookhaven Semester Program. "Then you realize again what BNL is achieving through OEP programs and feel proud to be a part of it," she said.

Flack explained that the meeting is hosted yearly by a consortium of historically



Renée Flack is seen in a photo composition combining many of the groups of students, teachers, and BNL staff who have been involved with Office of Educational Programs over past years.

black colleges and universities, which counts BNL as an honorary member because of the Lab's long history of supporting this research enrichment program.

"Our students have won a first or second prize with their papers at this meeting every year except two since BNL joined in 1972," said Flack. The winners receive cash prizes and an opportunity to meet graduate school and corporate recruiters. BSA has given \$2,000 this year to help fund prizes.

To do Flack's job requires much time-consuming organization. But she still makes time to suggest activities for anxious students on their first stay away from home or to try straightening out less hard-working students. Any spare moments can always be filled by searching for more mentors.

"We get wonderful help from many of the BNL staff who believe that our programs are important," said Flack.

One of her best helpers has been Veronica Varlak, from Staff Services.

"The City of New York Research Foundation believes

strongly in the value of BNL's work with minority students," said Flack. "Through Inner City Outreach, they send us five students each summer — but we have to find families to host them during the week. For the past several years, Veronica has been the host parent to all five students. I try and arrange it so that she has two during July and three during August. Thanks to her care, they are able to participate in the program."

Flack represents the Lab on the Suffolk Community College Cooperative Education Advisory Board, the Eastern Suffolk BOCES Career & Technical Education Board, and Habitat for Humanity of Suffolk, Inc.

She is also on the steering committee of the Long Island United Way Project Blueprint, which trains community-minded minorities and women to be members of a board, then matches them with nonprofit organizations, where they are in considerable demand, Flack said.

Flack herself is in demand in another sphere. St. Joseph's College put her on the cover

of their Weekend College brochure and on recruiting posters. Having earned her B.S. in human relations at St. Joseph's, Flack is an adjunct professor and an academic counsellor there.

There's more about Flack, but she hasn't time to tell it. She is too busy. To show appreciation for her voluntary efforts with the youth in the community and at BNL, Brookhaven Town members named June 16, 1990, as Renée Flack Day.

Many students and teachers Flack has worked with at BNL appreciate her efforts as well. One such ex-student, Idayat Osho, now has an appointment at the Lab in the Environmental Sciences Department.

"I first came to BNL through Renée Flack, who recruited students from York College to OEP's Mini-Semester Program," said Osho. "We were here for one week, and Renée took us everywhere — we saw and learned so much. She was so enthusiastic, it made you want to come back to be part of the research. She opened doors for us." — Liz Seubert

### CHANGE CLOCKS

Remember to change the batteries in your smoke detectors when you change your clocks forward this weekend.

### CHANGE BATTERIES

### Fee Eliminated

As of January 1, 2001, the Vanguard participant fee of \$25 per year has been eliminated. Previously, any employee who elected to invest their 401(k) contributions with Vanguard incurred a quarterly fee of \$6.25.

When participants receive their March 31, 2001, Vanguard quarterly statement, there will be no deduction for this expense. For more information, contact Joyce Wund, Ext. 7516.

## Do You Have The Time?

You may be plotting an April Fool's joke this Sunday, April 1, but don't forget to set your clock forward by one hour to Daylight Savings Time.

Many of us will turn on the radio or TV to check the time. The most precise timepiece, however, is the cesium atomic clock, credited to Norman Ramsey, one of the founders of Associated Universities, Incorporated, and the first chairman of BNL's Physics Department, in 1947. In winning the 1989 Nobel Prize in Physics, Ramsey was specifically commended "for the invention of the separated oscillatory fields method and its use in the hydrogen maser and other atomic clocks."

The cesium atomic clock keeps time by measuring the

movements of the poles of the cesium nucleus, which spins like a top in a magnetic field. In 1967, the cesium atom's natural frequency was formally recognized as the new international unit of time, and the second was defined as exactly 9,192,631,770 oscillations of the cesium atom's resonant frequency, replacing the old second that was defined in terms of the earth's motions. The best cesium standards now keep time to about one-millionth of a second per year.

Transportation, communication, manufacturing, electric power, and many other technologies have become dependent on precise time. And that is true here at Brookhaven, too.

According to Mike Brennan, Collider-Accelerator Department, RHIC's radio frequency (rf) cavities are "disciplined" by an atomic clock. Said Brennan, who heads the RF Group, "Our reference clock for controlling rf cycling is connected to an antenna on the roof of Bldg. 1004 that listens to a global positioning satellite. The GPS gives us official time kept by the National Institute of Standards and Technology and the U.S. Naval Observatory, which own atomic clocks. That time is accurate to less than one second's discrepancy in 100,000 years."

If you would like to set your time to an accuracy within 0.3 seconds, go to [www.time.gov](http://www.time.gov).

## Calendar

(continued)

### Thursday, 4/5 (continued)

#### Motorcycle Club Meeting

4:45 p.m., Brookhaven Center  
BNL Cycletrons will meet to discuss upcoming activities and to collect dues. Frank Dusek, Ext. 2022, or Frank Cetero, Ext. 4220.

### — WEEK OF 4/9 —

#### Wednesday, 4/11

#### Rifle & Pistol Club Meeting

Noon, Bldg. 535A Conference Room. Jim Durnan, Ext. 5993; Sue Foster, Ext. 5529; club hotline, Ext. 2658; club Web page, [www.berahome.bnl.gov/clubs/rpc/rpc.html](http://www.berahome.bnl.gov/clubs/rpc/rpc.html).

#### Thursday, 4/12

#### BERA Bridge Club

7 p.m., Berkner Hall cafeteria  
Morris Strongson, Ext. 4192, [mms@bnl.gov](mailto:mms@bnl.gov).

#### Friday, 4/13

#### GLOBE Meeting

For information about the gay and lesbian club's monthly meeting and meeting location: Mike Loftus, Ext. 2960, or Chris Gardner, Ext. 4537.

#### Sunday, 4/15

#### \*Easter Egg Hunt

10:30 a.m., Recreation Bldg.  
See notice on page 4.

### — WEEK OF 4/16 —

#### Wednesday, 4/18

#### Brookhaven Lecture

4 p.m., Berkner Hall.  
Speaker & title to be announced.

#### Saturday, 4/22

#### Atlantic City Bus Trip

\$25 per person. Bus to Resorts Hotel/Casino leaves the Brookhaven Center at 8 a.m. and returns at 10:30 p.m. First-come first served, prepaid reservations can be made at the BERA Sales Office. Andrea Dehler, Ext. 3347 or M. Kay Dellimore, Ext. 2873.

### — WEEK OF 4/23 —

#### Thursday, 4/26

#### Take Our Daughters to Work Day

More information to follow.

#### BERA Bridge Club

7 p.m., Berkner Hall cafeteria  
Morris Strongson, Ext. 4192, [mms@bnl.gov](mailto:mms@bnl.gov).

Note: This calendar is updated continuously and will appear in the Bulletin whenever space permits. Submissions must be received by the preceding Friday at noon to appear in the following week's Bulletin. Please enter the information for each event in the order listed above (date, event name, description, and cost) and send it to [bulletin@bnl.gov](mailto:bulletin@bnl.gov). Write "Bulletin Calendar" in the subject line.

# Recital

## Trio Back at Berkner Noon Recital, 4/11

On Wednesday, April 11, at noon, Vesco Gellev, violin, Vadim Lando, clarinet, and Pippa Borisy, piano, will return to Berkner Hall by popular request to give a recital, following last year's outstanding performance. This year, a work by Paul Schoen-field, *The New Gershwin*, will be a program highlight. The concert is free and open to the public. All are welcome, bring your lunch.

Each of the Gellev-Lando-Borisy Trio artists has been acclaimed as a soloist and chamber musician and has extensive experience in the United States and abroad. For more information on their prizes and other achievements, see <http://music.bnl.gov>.



## Divorced, Separated Support Group

BERA is sponsoring a new peer support group, started by Mary Campbell and Nancy Concadoro for individuals who have divorced or separated. The group meets every other Wednesday at noon in Berkner Hall. Meetings are informal, input from all members is encouraged, and confidentiality is required and respected.

To initiate the group's activity, on Thursday, April 5, in Berkner Hall, Room C, noon-1 p.m., certified social worker Bernadette Gilda will talk on parenting issues affecting single parents. Gilda is co-founder of Sophisticated Solutions, which offers the alternative of divorce mediation to the traditional legal path. Bring your lunch.

More talks on other single-parent issues, such as financial concerns, mediation, etc., will be announced in future Bulletins. If you are interested in attending the group or have questions or suggestions, contact Mary Campbell, Ext. 4776 or [maryc@bnl.gov](mailto:maryc@bnl.gov).

## Computer Training

The following PC training classes have been scheduled for April and May:

April 24 .....	Excel — beginner
April 25 .....	PowerPoint — beginner
May 3 .....	Word — beginner
May 10 & 11 (two-day class) .....	Access — beginner
May 16 .....	Word — intermediate
May 17 .....	PowerPoint — intermediate
May 23 .....	Excel — intermediate
May 24 & 25 (two-day class) .....	Project — intermediate
May 30 & 31 (two-day class) .....	Word — advanced

To register for classes, submit a training request form, and an ILR or Web requisition for the appropriate amount to Pam Mansfield, Bldg. 515. When the form is received your name will be placed on a waiting list. All classes are scheduled based on the number of requests received. For more information, registration forms, and class schedules, visit the ITD training page, <http://training.bnl.gov/>.



## Spring Fling Tonight

Fling yourself into spring by buying a ticket for the BERA annual Spring Fling, to be held this evening at 6 p.m., at the Rock Hill Country Club in Manorsville. Tickets are \$15 each, which includes a hot buffet and DJ music. For tickets, contact Andrea Dehler, Ext. 3347; John McCaffrey, Ext. 2075; Louie Nieves, Ext. 4897; or Laurie Pearl, Ext. 5520.

## Weight Watchers

The first session of Weight Watchers at Work will be held on Wednesday, April 4, from noon to 1 p.m. in the Brookhaven Center South Room.

The registration fee of \$89, which includes ten sessions, will be collected on April 4 at the first session.

For more information, contact Mary Wood, Ext. 5923, or [wood2@bnl.gov](mailto:wood2@bnl.gov).

## Volunteers Needed For MRI Study

Healthy, English-speaking males and females between 18 and 50 years of age who do not use illicit drugs are needed to volunteer for magnetic resonance imaging (MRI) studies.

All participants will be compensated for their time. For more information, contact Megan Gaiefsky, Ext. 5953, or Trish Spoto, Ext. 2773.

## Family Easter Egg Hunt, 4/15

The Hospitality Committee invites families and friends

to join an Easter egg hunt on Sunday, April 15, at 10:30 a.m., at the Recreation Building in the apartment area.



Participants should bring

20 plastic eggs per child, each filled with a treat — no hard candy, please — and a snack to share. For more information, contact Monique de la Beij, 399-7656.

## Atlantic City, 4/22

Join the BERA bus trip to Resorts Hotel/Casino, Atlantic City, on April 22. The bus will leave the Brookhaven Center at 8 a.m., returning at 10:30 p.m. Make paid reservations at \$25 per person, with some coin return, at the BERA Sales Office. For tickets, contact Andrea Dehler, Ext. 3347, or M. Kay Dellimore, Ext. 2873.

## Classified Advertisements

### Placement Notices

The Lab's placement policy is to select the best-qualified candidate for an available position. Candidates are considered in the following order: (1) present employees within the department/division and/or appropriate bargaining unit, with preference for those within the immediate work group; (2) present employees within the Laboratory; and (3) outside applicants. In keeping with the Affirmative Action Plan, selections are made without regard to age, race, color, religion, national origin, sex, disability or veteran status. Each week, the Human Resources Division lists new placement notices, first, so employees may request consideration for themselves, and, second, for open recruitment. Because of the priority policy stated above, each listing does not necessarily represent an opportunity for all people. Except when operational needs require otherwise, positions will be open for one week after publication. For more information, contact the Employment Manager, Ext. 2882; call the JOBLINE, Ext. 7744 (344-7744), for a list of all job openings; use a TDD system to access job information by calling (631) 344-6018; or access current job openings on the World Wide Web at [www.bnl.gov/JOBS/jobs.html](http://www.bnl.gov/JOBS/jobs.html).

**OPEN RECRUITMENT** - Opportunities for Laboratory Employees and Outside Candidates.

**MK2223. POSTDOCTORAL RESEARCH ASSOCIATE** - Requires a Ph.D. in biochemistry, chemistry, plant science or related discipline; a strong understanding of metabolism and molecular genetics, and experience with plant genetics is desired. Research program involves improving the quality of plant fatty acids and storage oils under the Oilseed Engineering Alliance CRADA. Under the direction of J. Shanklin, Biology Department.

**MK8962. ASSISTANT/ASSOCIATE SCIENTIST** - Requires a Ph.D., experience as a micrometeorologist, and a thorough understanding of the eddy covariance flux technique and experience with the instrumentation and models required for quantifying Net Ecosystem Exchange (NEE). Individual will join a group in the Earth System Sciences Division and work with several universities in developing, operating and analyzing data from a 50m tall eddy-covariance flux tower. Group will provide multiple tracers to be released simultaneously in experiments to help define source/sink relationships in both horizontal and vertical plains. Rank and salary will be commensurate with experience. Under the direction of G. Hendrey, Environmental Sciences Department.

**NS7899. MANAGER, NETWORK SERVICES** - Requires an MS in computer science, or a related field, or equivalent extensive experience in the area of networking/telecommunications. Experience should include the management of a complex, heterogeneous networking and telecommunications environment. Strong leadership and management skills, good problem-solving abilities and excellent communication skills are required. Responsibilities will include strategic planning, design, implementation, and operation of the Laboratory's network, voice and video conferencing facilities. This position will interface closely with the scientific community and the Cyber Security staff to ensure effective planning for and management of the networking/telecommunication services which are critical to the scientific mission of the Laboratory. Information Technology Division.

**DD8945. CARPENTER POSITION** - Under minimum supervision lays out, constructs, modifies and maintains buildings and component parts from construction drawings, rough sketches, or verbal instructions. Works with wood, wood substitutes, and combination materials and flooring, roofing and wall materials. Uses hand, portable, and fixed tools common to building construction trades. Installs cabinets, door frames, window glass, finishes interiors, and hangs doors. May perform Cabinetmaker duties as required. Plant Engineering Division.