International Agency for Research on Cancer

World Health Organization

IARC Postdoctoral Fellowship Charter

Welcome to IARC as a postdoctoral fellow

A period of postdoctoral training at the International Agency for Research on Cancer (IARC) provides a unique opportunity for cancer research training in an international environment with high profile research activities. Compared to traditional postdoctoral fellowships, IARC postdoctoral fellows have manifold opportunities to establish an international network, become involved in multinational studies or consortia, or meet renowned researchers in their field collaborating with or working at IARC. The programme is designed to provide young researchers with a strong foundation for a career in cancer research.

The training period provides an opportunity:
1) to apply knowledge acquired in basic and PhD training in a first-rate research programme;
2) to develop the skills required to become an independent scientist;
3) to gain experience in conducting research in an international environment.

In order to fully benefit from this opportunity the Agency has put in place this "Charter", which describes the opportunities and commitments expected of the postdoctoral fellow, the Supervisor and the Agency during the period of training. The Charter covers postdoctoral fellows who either have been awarded a competitive IARC Postdoctoral Research Training Fellowship within the framework of the official, peer-reviewed Programme governed by IARC/WHO Fellowship rules (hereinafter referred to as "Fellows"), or those who are supported by funding from individual research groups at the Agency (hereinafter referred to as "Postdocs"). It is intended that the training experience is independent of the source of financial support.

Research areas

The objective of the IARC is to promote international collaboration in cancer research. The Agency is inter-disciplinary, bringing together skills in epidemiology, laboratory sciences and biostatistics to identify the causes of cancer and underlying mechanisms so that preventive measures may be adopted and the burden of disease and associated suffering reduced. A significant feature of the IARC is its expertise in coordinating research across countries and organizations; its independent role as an international organization facilitates this activity. The Agency has a particular interest in conducting research in low and middle-income countries through partnerships and collaborations with researchers in these regions.

Disciplines covered are: epidemiology (descriptive - including cancer registration techniques - analytical, genetic, molecular as well as evaluation of preventive interventions), biostatistics, bioinformatics, and areas related to mechanisms of carcinogenesis including molecular and cell biology, molecular genetics, epigenetics, and molecular pathology. There is an emphasis on interdisciplinary projects.

Fellowship duration and supervision

IARC Fellows:

The duration of an IARC Fellowship is two years, the second year being subject to satisfactory performance. Fellows requesting this extension must prepare a written summary of work to date

plus plans for the second year and present this to the IARC Fellowship Selection Committee for review at the end of March of each year. The purpose of the review is to decide whether the Fellow should be recommended for funding for a second year and to monitor progress, offer feedback on research already conducted and discuss future plans as well as any other issues which might be relevant to the Fellow's progress. An additional two years may be approved by the Director subject to funding being available from other sources e.g. a grant within the research Group. Fellows receive an IARC stipend, which is internationally competitive.

It is anticipated that with widened experience gained from working at the Agency, the Fellows will return to their home institute, able to make an increasing contribution to cancer research. As an international Agency with an interest in capacity building in LMICs, an important selection criterion is return home, especially with regard to candidates from LMICs: additional points will therefore be granted to applications from LMIC candidates who are likely to return to their country of origin.

Postdocs:

Postdocs funded by means other than the IARC Fellowship Programme, can remain at IARC for up to a maximum of four years. Once the initial application for a postdoctoral position at IARC has been approved by the IARC Director, subsequent requests for extension up to and including a fourth year are initiated and submitted by the research Group, for clearance by the Director of Administration and Finance. Requests for extension are to be made on the related form available on the IARC Intranet. This form includes a section requiring the Group's comments on performance to date and reasons for the extension. Stipends are the same as those for the Fellows funded through the IARC Fellowship Programme. For practicalities, see Annex 1.

Each Fellow/Postdoc is assigned at least one staff scientist as a formal supervisor. The Head of the Research Section/Group, the Fellowship Officer and the Head of the Education and Training Group provide further advisory support.

Generic Training and Self-Learning

An important feature of the postdoctoral training programme at IARC is generic training. The objective of generic training is to provide the opportunity for Fellows/Postdocs to acquire a broad set of skills and competences necessary to developing a successful career in international cancer research.

A number of specifically tailored training courses and lectures are organized in the context of generic training, e.g., laboratory safety and good practices, grant writing, scientific writing, poster preparation/presentation and biostatistics, together with language classes, United Nations Basic Security in the Field (security for travel purposes), computer/laboratory technologies, ethical considerations and scientific information search and retrieval (see Annex 2).

In addition, on-going opportunities for training through self-learning in other important areas are available: presentation techniques are learned and enhanced through attendance and presentation at IARC Seminars, Science Cafés, laboratory meetings and journal clubs; experience in organization of major international meetings is acquired through observing or acting as secretariat at IARC meetings; supervisory skills and responsibilities are developed via the opportunity to serve as teaching assistants and faculty on the IARC Summer School, and by co-supervision of trainees and students.

As the specialized cancer research agency of the WHO/UN, IARC is keenly aware of the broader ethical and policy implications of the international collaborative research it leads. For young researchers this formative environment nurtures motivation, impartiality and commitment to public health.

Expectations

What you can expect from us

1. opportunities to put into practice knowledge acquired during your studies to date and in particular in your specific areas of competence;
2. participation in an on-going research project with a defined role and responsibilities;
3. receiving supervision, training and resources as necessary for the conduct of the project;
4. gaining research experience in international projects and the possibility to establish international networks;
5. opportunity to attend at least one national or international conference, dependent on having sufficient data to present a poster or make an oral presentation;
6. recognition of authorship, in major role when appropriate, in scientific publications and other outputs;
7. opportunities to develop skills in grant writing with the possibility, in specific circumstances, to apply for a grant as co-PI or PI.;
8. exposure to an international, multicultural, multi-linguistic and multi-disciplinary environment;
9. an introduction to the opportunities, duties and constraints of the professional research world;
10. a unique and first hand experience of the workings of IARC, part of the World Health Organization (WHO), Specialized Agency of the United Nations;
11. career development advice from supervisors, including an annual appraisal, and participation in the IARC global network for long-term mentoring.

What we can expect from you

1. bring enthusiasm, fresh points of view and up to date scientific knowledge;
2. undertake the tasks and activities set out in the research training programme agreed with your supervisor at the start of the fellowship;
3. contribute to the overall planning and development of the research project as outlined in the programme;
4. publish and/or present the results of the research project and of other related activities, including a presentation at least once during your stay at an IARC Science Café;
5. attend in an accurate, timely and orderly fashion to the conduct of your research project;
6. demonstrate progress in relation to the level you had when arriving at IARC in:
    - knowledge of current cancer research issues as well as advances in the area of your project,
    - competence in techniques relevant to your work,
    - analysing data collected during the project and in interpreting and discussing the results of these analyses,
    - accurately and clearly reporting orally and in writing the project results,
    - ability to work independently,
    - planning new studies and formulating these as possible grant applications,
    - awareness of the public health implications of your work at national and international level,
7. show evidence of a globally satisfactory performance at the yearly evaluations;
8. attend generic training courses and lectures as appropriate to the conduct of your research project and to the widening of your scientific horizon in cancer research;
9. behave with integrity, courtesy and consideration with everyone with whom you come into contact, respecting the cultural differences at IARC and being able to work with all nationalities;
10. comply with IARC's discipline and health and safety procedures, including attendance of safety training courses and occupational health monitoring where appropriate.

International Agency for Research on Cancer

World Health Organization

Annex 1

In practice

1. Upon arrival at IARC the Fellow/Postdoc will report to the Fellowship Office to finalize the administrative formalities and for a brief introduction to the postdoctoral training programme.

2. Fellows/Postdocs do not have the status of an employee of IARC / WHO nor does the training period create an employee / employer relationship. From the administrative point of view, they retain the status of Fellow / Postdoc and are subject to the rules and regulations governing trainees, students, postdocs and visiting scientists at IARC.

3. An IARC Postdoctoral Fellowship / training award does not entitled Fellows / Postdocs to benefit from the United Nations pension fund nor from the French social protection system (i.e., unemployment benefit / French state pension, etc.). It is the responsibility of the Fellow / Postdoc to make their own arrangements in this regard should they so wish.

4. Fellows/Postdocs have access to the Social Advisor available for consultation every Monday and Thursday. She can assist newly arrived people in adapting to the living conditions in Lyon (assistance in the search for suitable accommodation, assistance and advice on integration into the French community, etc). She can also advise upon request, on personal matters such as child care, education, domestic help, insurance (flat/vehicle), etc.

5. A monthly stipend will be paid to the Fellow/Postdoc based on IARC's own stipend scale. Stipend is paid at the beginning of each month. Fellows/Postdocs are therefore entitled to their first stipend on arrival.

6. Annual leave of up to 2.5 days' per month or 30 days per 12-month period may be taken at the discretion of the supervisor, in addition to the 10 official IARC holidays.

7. IARC-fully funded Fellows/Postdocs who have been training at IARC for a minimum period of six months, and who have a minimum of three months' training left to complete at IARC, can take maternity leave for a maximum period of six weeks in total, financed by the budget that covers their stipend. If more than six weeks of leave are required then the stipend will be stopped: the length of the subsequent leave without pay will be decided by the Section/Group Head. In special circumstances, the Section/Group Head may escalate for the decision of the Director and DAF with the advice of the IARC staff physician, an extension of maternity leave normally up to a maximum of three months financed via an emergency fund from the IARC Administration. At the end of a postdoctoral scientist's stay at IARC which included maternity leave, an extension may be required to complete the envisioned activities. Any stipend payment for this additional period will depend on the type of funds used and will be decided by, and be the responsibility of, the Section/Group Head.

8. The normal workday at IARC is eight hours and the normal workweek 40 hours, not including the time taken for lunch break (45 minutes). However, some flexibility is possible at the discretion of the supervisor, provided that the person is in attendance for eight hours a day and is present during the core time, i.e., 9 a.m. to 12 noon and 2 p.m. to 5 p.m. Any absences during working hours must have the prior approval of the supervisor.

9. Where Fellows/Postdocs are fully funded by IARC, IARC will arrange for return travel for the Fellow/Postdoc and in certain circumstances, for dependants, as well as health insurance cover according to its rules.

10. Fellows/Postsdocs who stay at IARC for a minimum of six months are entitled to IARC Business Cards. These can be obtained upon request from the Section Head, through the Fellowship Office to the Agency's Supplies Office.

11. Fellows/Postdocs have access to the IARC Staff physician for any health-related queries.

12. IARC has a strong policy on prevention of harassment and support is in place for anyone finding themselves in such a position. Full details can be found on the Agency's Intranet (http://intranet.iarc.fr/OfficeGuidelines/IC1012_Harassment.pdf).

13. The Fellow/Postdoc is placed under the responsibility of an IARC supervisor. The supervisor must closely guide the Fellow/Postdoc during their fellowship at the Agency, providing both training opportunities and mentoring.

14. IARC will provide office or laboratory space, computing facilities and laboratory supplies where applicable.

15. Fellows/Postdocs will undergo a formal career development meeting with their supervisor no later than one month after arrival at IARC, during which research and training priorities will be identified. There will be an annual review thereafter at which progress will be reviewed in relation to research and training. The outcomes of this meeting will be recorded on the attached form Annex 3.

16. Fellows/Postdocs will be supported by their supervisor in participating in a set of generic training courses which will be formally tracked through completion of the attached form Annex 4 (as guidance, it is recommended that the Fellow/Postdoc should attend 2-5 generic training courses per year).

17. Fellows/Postdocs may attend meetings at IARC on subjects of interest to their work (provided these meetings are neither restricted nor confidential), receive documentation and participate in the work of the Group and Section to which they are attached at a level corresponding to their educational and working background.

18. Fellows/Postdocs should gain experience in preparing grant applications; should such an application be submitted they can be named in it when justified by their contribution to the work. In some specific cases they may apply for a grant as PI (e.g., for some awards to individual "young researchers"), subject to compliance with the IARC policy for Fellows and Postdocs, including conditions for extension and maximum duration of stay. It is recognized that it is not always possible to contribute to a submitted grant but in such instances Fellows/Postdocs will/should have an opportunity to prepare a 'mock' application evaluated by their supervisor.

19. Fellows/Postdocs must record their daily research activities, including every manipulation and experiment carried out in the Agency laboratories in an Electronic Laboratory Notebook (ELN). The login and password to be obtained from the Group Secretary. When completing their ELN, Fellows/Postdocs must follow the instructions described in the Standard Operating Procedures (SOP). Upon leaving the Agency, the Fellow/Postdoc can copy (pdf) all or part of their lab book material for their own use and have access to data storage and retrieval, according to rules as applied to all IARC staff.

20. All publications must be approved before submission. All rights, including title, copyright and patent rights, in any work or invention produced or developed by a Fellow/Postdoc as part of his/her assignment in IARC shall be vested in/remain property of the Agency. The Director shall decide on the use to be made of these rights.

21. Fellows/Postdocs must agree to follow the IARC health and safety rules, especially with respect to handling biological samples and radioactive or toxic products. All requirements and precautions are detailed in the Safety Manual which can be consulted in English and in French on the IARC Intranet under Policy documents. (cf. http://intranet.iarc.fr/Manuals_Docs/safety_manual2009/index.php)

22. While not WHO staff, Fellows/Postdocs must nevertheless comply with the WHO Staff rules concerning security and confidentiality. In addition, Fellows/Postdocs must not disclose to any unauthorized persons, either during or after their fellowship, any information not already made public.

23. The use of the Agency's letterhead is restricted to official communications only, and these must be cleared by the Group Head.

24. Fellows/Postdocs shall be required to comply with the instructions given by their supervisor and by other senior IARC staff.

25. The supervisor will report on scientific incompetence, absences, accidents, inappropriate behaviour or interruption of the fellowship to the Head of ETR for sanction up to and including termination of fellowship.

26. IARC Postdoctoral Research Training Fellows are required to submit a report to IARC at the end of their fellowship. The IARC supervisor will also be asked to submit a confidential report on the work of the Fellow.

27. IARC Fellows and Postdocs who wish to end their training period before the official termination date should give 30 days' notice in writing to their IARC supervisor and to ETR. Termination of the fellowship / training period with a shorter notice could be negotiated in certain circumstances.

28. Upon arriving at the Agency, all Fellows/Postdocs will attend an Entrance Interview with the Head of the Education & Training Group (ETR) and the Fellowship Office, to discuss training progress and any issues with arrival and settling in. At the end of the training period they will attend an Exit Interview to provide feedback on their experience at IARC.

I certify that I have read the above information and will conform to it.

Signature Fellow/Postdoc   ……………………………………..………….   Date:

Signature IARC Supervisor   …………………………………………..…….   Date:

Signature Fellowship Officer (*for Fellows only*) ………………………….   Date:

Signature Head of Education and Training   …………………………….   Date:

Signature Director   ……………………………………………………   Date:

Copy to FEL

International Agency for Research on Cancer

World Health Organization

Annex 2

Generic Training – Courses and lectures

IARC is committed to training the fellows and students it hosts. Below are examples of courses and activities that are currently offered. The list of courses available is subject to change without notice.

Courses

1. Generic Courses for Early Career Scientists

IARC provides opportunities for generic training to equip you with essential skills to enhance career prospects. Courses are taught by professionals from IARC or external experts and are organised within 4 categories of generic skills: Research skill development; Communication skills; Leadership and management; Responsible conduct of research.

Course	Duration
Research skills development	
Epidemiology for non-epidemiologists: a short introduction	3 x 1 day
Principles of oncology	1 day
Biostatistics: Data preparation and formatting	2 hours
Biostatistics: Generalised Linear Models using Stata	4 x 2 hours
Basic UNIX for handling large datasets	half day
Communication Skills	
Publishing in Scientific journals	1 x half day + 1.5 hour
Effective scientific posters	1 x 1.5 hour
CV and cover letter preparation	To be determined (2014)
Job interviews (preparation and tips)	To be determined (2014)
Presentation skills	To be determined (2014)
Leadership and management	
Project management	3 x 1 day
Task management (time management)	2 x half day
Grant writing	3 x half day
Financial management	half day
Responsible conduct of research	
Biomedical research ethics: an introductory course	2 x 1 day

The calendar, detail of courses and application procedure are available on the IARC Intranet: **http://intranet.iarc.fr/etr/index.php**

2. Other relevant courses & briefings

Reference Manager: Introduction and Cite While You Write (CWYW)

The objective of these sessions is to learn to use Reference Manager for importing references from sources such as PubMed or journal web sites. Participants then learn to create, organize and search Reference Manager databases. The use of Reference Manager with WORD for the preparation of manuscripts with formatted bibliographies and in-text citations is covered in CWYW.
Contact: Librarian at IARC

Web of Science: Journal Citation Reports

The seminar introduces participants to the Web of Science suite of databases also known as Science Citation Index. The key features explored include: the broad subject coverage, article bibliographies, citation counts per article, cited reference search capabilities and more. The Journal Citation Reports seminar introduces participants to the ISI subject categories which are used to generate and define journal rankings through the often cited journal "Impact Factors".
Contact: Librarian at IARC

PubMed: Basic and Advanced

The objective of these sessions is to ensure that users spend less time searching PubMed and more time using relevant information retrieved. The sessions focus on the basic and advanced search functionalities of PubMed as well as options for navigating, viewing and printing. The advanced session focuses how to create **MyNCBI** accounts to customize PubMed sessions and to store, manage and share information on the PubMed server.

All sessions 4, 5 and 6 are offered to individuals or to groups. Consultations are also offered for refining literature searches and techniques.
Contact: Librarian at IARC

References: http://library.iarc.fr/

Information meetings on laboratory safety at IARC

These meetings are briefings on safety issues relating to working in the IARC laboratories. Several sessions are organized during the year (approximately every 3 months) for all newcomers working in the laboratories or handling biological samples. It provides information on IARC safety rules and regulations and good laboratory practices.
Contact: Brigitte Chapot, Laboratory Safety Officer

Specific training courses on laboratory safety at IARC

Each year training courses are given on specific topics relating to laboratory activities providing updates on new regulations, good laboratory practices and safe working procedures. The topics include safe handling of biological and chemical agents such as blood samples, cell lines, radioisotopes and carcinogenic products.
Contact: Brigitte Chapot, Laboratory Safety Officer

Sample Management and Information System for IARC

This workshop is aimed at presenting the Sample Management System for IARC Biobank, its structure and its functionalities as well as training future users how to work with the software. We

explain in detail how to enter sample data, sample location and sample movements, how to search for specific information using various criteria and how to generate customized reports.
Contact: Catherine Voegele, Lucile Alteyrac, Elodie Caboux and Maimuna Mendy

Language classes in English and French

Language classes in English and French are offered to all persons working at the Agency (and spouses under the same preferential conditions) for a small financial contribution. There are three levels for each language (Group 1, beginners; Group 2, intermediate; Group 3, advanced).
Teachers: Mr Stephen Martin and Mrs Hélène Bourgeois
Contact: Communications Group

Journal Club

What better opportunity to broaden your horizons, sharpen your critical thinking and develop your presentation skills than by joining a journal club in lab sciences or in epidemiology?

The IARC Seminar Series

Often it is easy to get so involved in your own research project that you lose sight of the big picture. This seminar series, which takes place once a month on Tuesday
- stimulates scientific communication and collaboration within the Agency,
- reports on scientific findings and discuss their impact and relevance,
- raises scientific hypotheses and suggestions on ongoing or planned projects,
- reviews and highlights important scientific breakthroughs which impact on cancer research and cancer prevention.

The Science Café

Knowledge not shared is knowledge lost. An important part of research is learning to explain your research to other scientists. Every week on Tuesday a Senior or Junior Scientist informally presents their ongoing work for discussion. During your stay at IARC your supervisor will arrange for you to present at least once at a Science Café.

Organization of international meetings

Participation in the organization of one of the world-renowned IARC Monographs meetings on the Evaluation of Carcinogenic Risks to Humans will allow you to gain a unique insight in what is involved in setting up and running a major international meeting.

IARC Staff Day

This team-building day enables all of us across the Agency to take a day out from our routine work to better appreciate each others' roles.

IARC Day

An annual event celebrating truly exceptional achievements in cancer research:
- Roger Sohier Lecture
- Richard Doll Lecture
- Presentation of the IARC Medal of Honour
- Poster presentations of research at IARC

Basic Security in the field

This course is designed to address basic staff security, health and welfare issues. The training consists of six modules:

- Introduction
- UN Security Management System
- On the Move
- Where You Work and Live
- Your Health and Welfare
- Your Personal Safety

Advanced Security in the field

The second part of the self-administered, security awareness and response course, consists of six substantive modules:

- Introduction
- Your Public Behaviour, Image and Personal Safety
- Knowing and Using your Vital Security Tools
- Assessing Your Security Risks
- Your Options in Challenging Environments
- Nothing is More Important Than Your Wellbeing

IARC Alumni

Within the LinkedIn® social network, the IARC Alumni Group is open to former fellows, postdocs, and staff. The purpose is to create a community of people who have spent time at IARC in the past and to be able to keep them informed of activities and opportunities at the Agency in an informal manner.

The choice of LinkedIn® as a vehicle is deliberately meant to maintain a "light-touch" to the IARC Alumni. There will be no constitution, administrative structure or subscription.

You may wish to have a look at the IARC Alumni Group page:
http://www.linkedin.com/groups?mostPopular=&gid=3713610

A link to the IARC Alumni Group is also available on the IARC Intranet under "Quick Links" (http://intranet.iarc.fr)

Career development

The WHO Career Development website which you can find on the WHO Intranet is designed for you to learn about career planning and paths, performance management, mentoring and networking.

http://intranet.who.int/sites/cardev/

References:
Robert C. Reardon, Janet G. Lenz, James P. Sampson, Gary W. Peterson, Career Development and Planning: A Comprehensive Approach
Sharon L. Hanna, Career Development by Design
Real World Career Development Strategies That Work
Annabelle Reitman, Caitlin Williams Career Moves: Take Charge of Your Training Career Now!
Richard N. Bolles, What Color Is Your Parachute? 2011: A Practical Manual for Job-Hunters and Career-Changers
The US NIH guidelines on mentoring:
http://sourcebook.od.nih.gov/ethic-conduct/TrainingMentoringGuide_7.3.02.pdf.

Science careers from the Journal Science:
http://sciencecareers.sciencemag.org/tools_tips/multimedia/webinars/
Mentoring Early-Career Scientists
Facts and Fiction: Careers in Industry and Academia
Networking: Building Solid Career Connections

Join LinkedIn http://www.linkedin.com/

Learn about WHO vacancies http://intranet.who.int/homes/hrd/erecruitment/

Learn about UN vacancies http://icsc.un.org/joblinks.asp

Learn about vacancies within the UNDP Junior Professional Officer (JPO) Programme: http://www.jposc.org/content/programme/presentation-en.html ; visit the JPO Service Centre for Career Management: http://www.jposc.org/career_management/content/job_site/job_site-en.html

International Agency for Research on Cancer

World Health Organization

IARC POSTDOCTORAL FELLOWS' CHARTER – ANNEX 3

ANNUAL PERFORMANCE AND DEVELOPMENT
REVIEW FORM

Instructions:
Page 1, Part 1 (a) and (b) to be completed within one month of arrival and a copy sent to ETR/FEL (office 1109, fel@iarc.fr)
Remaining sections to be completed at the end of the first year and a new review form started.
All completed Annual Performance and Development Review Forms are to be handed to ETR/FEL at Exit Interview.

NAME OF FELLOW/POSTDOC:

NAME OF IARC SUPERVISOR: SECTION/GROUP:

PERIOD COVERED: From   To

Part 1(a) **Research training objectives:**	(c) Fellow/Postdoc	(d) Supervisor
Description of proposed programme: *(in about 300 words) – Objectives – Methodology - Expected outcome*	1= not achieved; 2= partly achieved; 3= fully achieved Self Review 1 2 3 ☐ ☐ ☐	1= not achieved; 2= partly achieved; 3= fully achieved Supervisor's assessment 1 2 3 ☐ ☐ ☐
Generic training objectives: *cf. Annex 2 to Charter:*	1 2 3 ☐ ☐ ☐	1 2 3 ☐ ☐ ☐
Personal objectives/skills:	1 2 3 ☐ ☐ ☐	1 2 3 ☐ ☐ ☐
(b) Planned objectives discussed at start of review period Date: Fellow/Postdoc's signature: …………………… Supervisor's signature: ………………………….		

WHO - IARC 60 – 07/12

IARC POSTDOCTORAL FELLOWS' CHARTER – ANNEX 3

ANNUAL PERFORMANCE AND DEVELOPMENT
REVIEW FORM

NAME OF FELLOW/POSTDOC:

NAME OF IARC SUPERVISOR: SECTION/GROUP:

PERIOD COVERED: From   To

Part 2 **Remarks**	
Fellow/Postdoc:	
Please summarize tasks undertaken, training received, experience gained and skills acquired during this period:	
IARC Supervisor:	
Comments on the Fellow/Postdoc's summary and his/her performance in completing tasks assigned and acquiring relevant skills and experience:	

Date: ……………………………….

Signature of Fellow/Postdoc ………………………………….... Signature of Supervisor ……………………………………….

Signature of Section Head: …………………….……… Signature of IARC Director: ………………………………….

International Agency for Research on Cancer

World Health Organization

IARC POSTDOCTORAL FELLOWS' CHARTER – ANNEX 4

Training Courses attended at IARC

NAME OF FELLOW/POSTDOC:

NAME OF IARC SUPERVISOR: SECTION/GROUP:

PERIOD COVERED: From   To

Title of course	Date attended	Signature of fellow	Signature of teacher

I Certify that the above is correct

Signature of Fellow   Date
Signature of Supervisor   Date
Signature ETR   Date