

field or expect to obtain the degree before taking up the Associateship. Selections will be made on a competitive basis. Demonstrated ability to perform original research of high quality in the chosen field will be the main criterion used in selecting candidates and in considering extensions of their term.

Associateships are open to nationals of all countries although preference will be given to Canadians. The award of an Associateship does not of itself entitle the holder to enter Canada as a landed immigrant. It is suggested that non-Canadians who are awarded Associateships who are not landed immigrants apply for non-immigrant status (i.e. temporary status) and an employment visa. Inquiries in this respect should be directed to the Canadian Immigration Office in the country of residence, where advice may be obtained on Canadian immigration admission requirements.

Research Associates will be offered appointments to the staff of the National Research Council on a term basis and will be offered salaries and benefits currently available to members of the continuing staff. Salaries commensurate with experience are taxable and subject to other deductions. As a guide, the 1979 Ph.D. recruiting rate was \$17,993.

The initial appointment will be for a one-year term and may be renewed, subject to the Associate's performance and subject to the requirements of the division. Renewals are considered annually. The term as a Research Associate will vary by division but will not exceed five years. An appointment may be taken up at any time within the calendar year in which the offer is made, but preferably in September or October.

An allowance will be provided towards the cost of travel between the place of residence at the time the appointment is made and the laboratory at which the Associateship is held. A similar allowance may be made for return travel on termination.

Applications must be made on special forms which may be obtained from the Research Associates' Office, National Research Council of Canada, Ottawa, Canada, K1A 0R6. Applications and supporting documents should be received in Ottawa not later than January 15. In exceptional circumstances, applications could be considered at other times during the year.