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26 November 1962

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CAREER INVESTIGATORS

The subject I wish to discuss is the staffing of the laboratories. There will be, of course, a permanent staff of senior scientists who will form the backbone of these laboratories. There also will be younger people who will come to work in these laboratories for a limited period of time, two years perhaps, or three years at the most, the length of time being limited by the period of time for which a man who has an academic position can get leave of absence and return to the position which he had previously. It is not possible, however, to establish a well-balanced laboratory if it is composed only of a permanent staff and of scientists who stay no longer than three years.

In order to fill the gap I would propose that the laboratory should appoint career investigators who would be employed for life, in the same manner as the permanent staff. These career investigators would spend, however, only their first ten years in the laboratory, and thereafter would return to their home country, or go to some other country, to continue their research work there. They would continue to draw their salary from the central laboratory. In this manner the central laboratories would have three categories of scientists, permanent senior staff, a less senior group of career investigators who spend the first ten years of their research work at one of the central laboratories, and junior scientists who spend a limited period of time at the central laboratories and who have an assured position in their home country to which they return.

The employment of junior scientists for a limited period of time, up to three years, should not be made dependent on their having a position in their home country to which they can return. Rather, a number of these

junior scientists may, during the years while they work in one of the central laboratories, reach a degree of maturity which may enable them thereafter to receive an academic appointment in their home country.

The institution of career investigators who spend the first ten years at the central laboratories would tend to disseminate the knowledge and skills, embodied in the central laboratories, throughout the world, because after a period of ten years, which they would spend in one of the central laboratories, these career investigators would continue their research elsewhere. The career investigators would be free to choose any country in which to continue their research activity and they would not necessarily have to return to the country from which they came.