

## POSTDOC GRANT APPLICATIONS - CONSERVATION IN BELGIUM

As part of a new project funded by the Belgian National Fund for Scientific Research (FNRS), it is possible for non-Belgian young postdoc researchers to APPLY for a three-year FNRS postdoc grant in the laboratories collaborating to the project (Univ. Mons-Hainaut, UCLouvain-la-Neuve, National Botanical Garden, all located in Belgium).

The topic is "Key factors for the persistence of fragmented populations of rare or declining plant species and their preferential pollinators: pollination patterns, inbreeding depression, gene flow and available resources". Four insect-pollinated plant species from fens are studied: *Comarum palustre*, *Menyanthes trifoliata*, *Vaccinium oxycoccos* and *V. uliginosum*, as well as the diversity and efficiency of their pollinators. In particular we will study the following aspects:

1. Study of the pollinator guilds: diversity, behaviour and diet
2. Reproductive biology: floral biology, pollen transfer limitation, mating system, and inbreeding depression.
3. Population genetics: outcrossing rates and realized pollen flow using DNA microsatellite markers.

The study sites are located in two regions in southern Belgium (High Ardenne and Lorraine). They are protected areas (EU Natura 2000 zones and natural reserves) and ecologically managed fens. This project is realized in collaboration with the local nature managers and aims to contribute to the long-term preservation of viable populations of fen species in these highly threatened habitats.

The grant is for a full-time position, salary up to 37000 euros/year, depending upon experience, with social security cover.

To be qualified to apply to this grant, the candidate must have obtained his /her PhD after 1 January 2003 (= max. 6 years at 1 January 2009), have a good CV (several publications in ecological, conservation or evolutionary journals) and did not stay in Belgium for more than 24 months during the last 3 years.

Three different profiles are sought:

1. A plant population geneticist (training and experience in development and use of microsatellite markers and in genetic data analysis is a requirement, experience in spatial analyses would be an advantage), to be based at the National Botanical Garden of Belgium (Meise; Olivier Raspe, Fabienne Van Rossum; see <http://www.br.fgov.be/RESEARCH/PROJECTS/floraofbelgium.php>).

2. A plant population biologist (experience in reproductive biology, pollination and mating systems; entomological skills would be advantageous), to be based in UCL (Université Catholique de Louvain, Louvain-la-Neuve), in the research group "genetics, populations, reproduction" (Anne-Laure Jacquemart; see <http://www.uclouvain.be/gena-pops.html>).

3. An entomologist (experience in insect observation, ecology and systematics, especially for Apidae, and in plant/pollinator interactions; botanical skills would be advantageous), to be based in University of Mons-Hainaut (Mons), in the laboratory of Zoology (Denis Michez & Pierre Rasmont; see <http://www.zoologie.umh.ac.be>, <http://www.zoologie.umh.ac.be/hymenoptera/>).

If you are interested, please send an e-mail message and attach a cover letter outlining your interest and motivation to join us with your Curriculum vitae (including a publication list and contact information for two reference scientists) as a separate document, to Fabienne Van Rossum, [fabienne.vanrossum@br.fgov.be](mailto:fabienne.vanrossum@br.fgov.be) BEFORE 24 AUGUST 2008. Please indicate which profile you are interested in. The selected candidates will be informed beginning of September. The deadline of the application to the FNRS grant (done by the promoter of the project) is 15 September. IF GRANTED, the starting date is 1 January 2009.

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