

# Planning Your Next Steps: Career Options and Your Job Search

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*AAAS/Science Careers*

## AAAS

- International nonprofit organization dedicated to advancing science, engineering, and innovation throughout the world
- Membership-based organization
- Publisher of *Science*
- Source for broad range of career advice and resources through *ScienceCareers.org*
- *Science Careers Outreach Program*



## Introduction

- Are these careers “alternative”?
- What sorts of opportunities are there?
- How do you decide what to do?
- How do you get there?

Right now there are some 60,000 biomedical postdocs in the U.S. ...perhaps 800 get academic jobs each year at ... serious research institutions. Perhaps that many more get faculty positions at other types of institutions. The traditional idea is that a postdoc lasts 3 years, but the way things are going it will take about half a century to get all the current postdocs into good faculty jobs. ... Next year, I am sure, we'll create several thousand new PhDs. Let us be grateful that there are other kinds of work for them to do.

- Jim Austin, Editor, *Science Careers*

Young people themselves don't realize how valuable they are with a PhD. It means an ability to think deeply, solve problems, analyze data, criticize, and be criticized. [PhDs] often don't realize the breadth of what they are capable of doing.

- Neal Lane, Science Advisor to Bill Clinton

Consider that the average person sleeps 8 hours per day; that leaves 16 hours for other activities. From the time that we are roughly five years old through the time we retire in our 60s or beyond, most of us are involved in vocational activities – educational and work – one-half or more of those remaining hours, 5 days per week. If you are unfulfilled in your work like, your dissatisfaction will certainly affect other areas of your life.

- Michael Shahnasarian, *Decision Time: A Guide to Career Enhancement*

## Myths About Post-academic Careers:

- No one would hire you. You have no useful skills.
  - Your research is your most valuable asset.
  - People who work in the business world are stupid and boring.
  - Jobs in the business world are stupid and boring.
- Adapted from Susan Basalla and Maggie Debelius' *"So What Are You Going to Do With That?" Finding Careers Outside Academia*

## What do scientists do outside of research?

- Work with science, technology, or scientists
- Disseminate science
- Work with science in other institutions
- Become their own bosses
- And?...



## Science Writing

- Work in one of many settings
- Write on various topics
- Need strong writing skills
- Training programs, internships, volunteer

## Patent Agent/Attorney

- Advise companies and inventors on intellectual property and patent issues
- No degree necessary
- Strong communication skills
- Comfort with ambiguity

## Science Policy

- Work on government policies that intersect with science
- Bridge between the policy world and scientists
- Communication skills are key
- Fellowships to enter the field

## What career path is right for you?

### The Decision Cycle

 Awareness

 Self-Assessment

 Exploration

 Integration

5. Commitment

6. Implementation

7. Re-evaluation

(Adapted from Carney & Wells 1995)

## Self-Assessment, Exploration, and Integration

- Research your options
- Reflect on your preferences
- Conduct informational interviews
- Network

## Research Your Options

- Ask unbiased sources
- Speak with career counselors
- Read about career paths
  - ScienceCareers.org – articles and forum
  - Alternative Careers in Science – Robbins-Roth
  - Put Your Science to Work - Fiske
  - So What Are You Going to Do With That? – Basalla & Debelius

## Reflect on Your Preferences

- Take career inventories and self-assessments
- Informally reflect on preferences
  - Journal
  - Pro and con lists
  - Lists of skills and values

## Questions to Consider

- What do you like to do?
- What energizes you?
- Do you want to do lab work?
- What would you miss about being in the lab?
- Where do you want to work?
- What do you want to wear to work?
- How often do you want to change projects?
- How much do you want to work with others?



## More Questions to Consider

- What sorts of hours do you want to work?
- Are you willing to travel?
- What sort of funding situation do you want to be in?
- What non-science interests or skills do you want to use?
- How important is your income level? job security?
- What sort of stress levels do you want to deal with?
- Would you like to work independently or as part of a team?
- Who do you know who likes their job?

## Yet Other Considerations

- Employment trends
- Societal needs
- Economic conditions
- Family responsibilities
- Geographic considerations

## Informational Interviewing

- Learn about career options and expand your network
- Ask for a few minutes of the person's time
- Prepare ahead of time
- Ask open-ended questions
- Mind your manners
- Ask for referrals
- Afterwards, write a thank you note

## Questions to ask

- What attracted you to this field?
- What do you like most or least about this position or field?
- Describe a typical day or week.
- What steps did you take to break into this field?
- What skills are most helpful in your job? How can I develop them?
- To what professional associations do you belong?
- What advice would you give somebody interested in your line of work?

## Other Networking

- Ask your contacts about career options
- Social networking
- Career fairs
- Meetings and conferences
- Mentoring programs

## Transitioning/Implementation

- Think about your skill set
  - Skills you have
  - Skills employers want
- Develop and cultivate new skills
- Start following a career path

## Skills You Have

- Data analysis and management
- Project management
- Communication
- Computer and technical operations
- Teaching and leadership
- Teamwork
- Problem-solving and critical thinking
- Technical knowledge

## Skills Employers Want

- Learning to learn
- Reading, writing, and computation
- Communication
- Adaptability
- Personal management
- Group effectiveness
- Leadership



## Develop New Skills

You might need experience in new arenas!

- Volunteer
- Complete an internship
- Pursue fellowships
- Get additional training
- Take a part-time or temporary job
- Demonstrate an interest in your new career path

## Start Following a Career Path

- Decide whether you need a postdoc
- Start sending out applications
- Be explicit about the skills you have
- Make a plan (or not)
  - Individual Development Plans – FASEB

## Finding Job Openings

- Networking
- Professional organizations
- Job boards
- Institution/Company websites
- Regional hiring trends
- Career fairs (?)

## Ways that Employers Like to Fill Vacancies

- From within
- Using proof
- From a friend or colleague
- Using an agency that they trust
- Using an ad they've placed
- Using an unsolicited resume

## Which methods to use?

- Easiest routes:
  - Applying for jobs online and through ads in journals
- Better methods:
  - Asking for leads from your network
  - Seeking out contacts within specific organizations
- Using multiple job search methods!

## CVs and Resumes

- What is the purpose of a CV/resume?
- What is the difference?
- Marketing Tool
- Quantify accomplishments
- Keywords
- Follow up

## Interviewing and Beyond

- Do your research
- Follow up afterwards
- Research before you negotiate

## But what will my advisor/PI think?

- Your career path is about YOU
- You are not the only one to doubt the academic/research path
- Be honest about your concerns
- Many experience relief



Changing careers is not a failure; it often requires more courage than continuing in the expected direction and can lead to much greater personal development.

- Anita Crafts-Lighty

The PhD is good training for a professional life. For me, it was my entrée into the culture of physics and the first step to [my current job].

- P.W. Hammer, American Institute of Physics

## Resources

Available at [sciencecareers.org/outreach](http://sciencecareers.org/outreach)

- These slides
- *Careers Away from the Bench* booklet
- Handout on *Careers Away from the Bench*

Available at [sciencecareers.org/webinar](http://sciencecareers.org/webinar)

- Nontraditional Careers webinar