

Career Management & Job Landing

S.W. Johnny Lau

The views and opinions of this presentation are only the presenter's.

Outline

- **Session 1**
 - self assessment
 - job search prep
 - interview (\leftarrow , \leftrightarrow , and \rightarrow)
 - decision making
 - Q & A
- **Session 2**
 - post-doc vs. no post-doc
 - academia vs. industry
 - special prep
 - Q & A

vocare, vocation

to call or summon (Latin → Middle English)

- a summons or strong inclination to a particular state or course of action; especially: a ***divine call*** to the religious life
- the work in which a person is regularly employed: ***occupation***



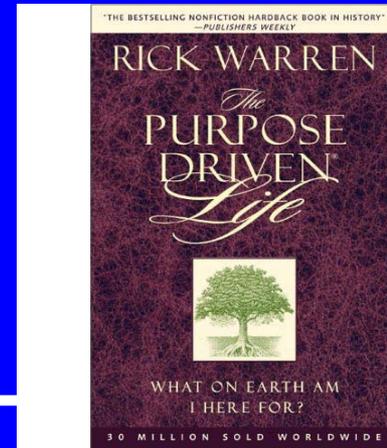
“The candidates for the cell biologist job are here and, Dr. Francis, I think one of them has a big edge.”

Self Assessment

Significance: We spend a good portion of our lives working.

- What do you want to do?
- What do you do well?
- What do you enjoy doing?
- Where do you want to do?
- When do you want to do?

+)



**God, what do you want me to do with my life?
... for the rest of my life?**

Reading: The Purpose Driven Life: what on earth am I here for? 2002 by Rick Warren

Where to look for a job?

- connections
- connections
- connections
- local newspapers
- placement office on campuses
- professional meetings
- professional journals & newsletters
- recruiters

Highlight Attributes with “XYZ”

“XYZ” (written):

- qualification brief, curriculum vitae, résumé
- cover letter

- Significance: ~er’s attention span = sec

Actual prep: \geq moment you stepped off the airplane

Basics

What is it?

Match: ~er's need = ~ee's service

Why do it?

**Written matters cannot further deliver
info for both ~er and ~ee.**

Screening Interview

- phone, e-mail, on-campus recruit, professional meetings' placement
- listen carefully & respond accordingly
- don't over do it
- goal:
 - Get ~ers interested to bring you in for the real thing (day interview).

Know Thy ~ers

- **pray for wisdom to handle Q**
- **job descriptions (CAR approach to highlight your attributes)**
- **annual report**
- **Standard & Poore, Valueline[®], etc.**
- **local Better Business Bureau**
- **friends in the field**
- **other prep:**
 - **bring extra résumé or CV**
 - **dress conservatively**
 - **enough sleep/rest**
 - **on time**

CAR Approach

- **Condition** (background & significance)
- **Action** (what you did)
- **Results** (measurable outcome)
- “**C** Once I was leading an important project with an extremely tight timeline. We only had one chance to design an animal experiment to prove our hypothesis. The project team had chosen the model compound to study in this experiment. **A** In spite of heavy work load, not only did X quickly mastered the issues at hand but also proposed another more appropriate compound to study in an animal model. Through sound scientific reasoning, X convinced the whole team (5 PhD scientists) with his proposal. **R** The results of the experiment showed that our hypothesis was correct and X's proposal was indeed the best approach.”

CAR Approach

- **Condition (background & significance)**
- **Action (what you did)**
- **Results (measurable outcome)**
- **“C I once had to quickly learn genomics and consulted Dr. Y. Pharmacogenomic knowledge and skills are necessary for me to analyze and review scientific data in this era of genomics. A He kindly shared his time and knowledge with me. Dr. Y has the ability to present complicated concepts via simple approaches. R His coaching helps me gain insight and knowledge on genomic technologies and also gives me the shortcuts to integrate with my pharmacology background. Moreover, our constant discussions further stimulate my desire to deepen my knowledge in pharmacogenomics.”**

Interview (finally!)

- **Listen/understand** very carefully
- figure ~er's need & highlight your attributes to meet the need via CAR
- conversation starters (diploma, picture, etc) & help ~ers to know you
- ask Q (job, ~er, location, etc)
- show etiquette at meals
- do not bad-mouth former ~er/school
- do **not** talk about \$ until ~er does
- get ~ers' business cards

Post-interview

- jot key words on back of business card right after each ~er
- detail your & their comments (trip home)
- evaluate comments & learn from mistakes & successes
- write a “thank you” letter & submit expense report
- follow up with a phone call (+/-)

Prior Experience

- **Achilles' heel for 1st time job seekers**
- **CAR your experience from:**
 - **co-op**
 - **internship**
 - **part-time**
 - **extracurricular activities**
 - **home**

Communication

- **both** oral and written
- **take classes for:**
 - memo writing
 - technical writing
 - vocal image
- **people skills**
- **www.dictionary.cambridge.org**
- **www.webster.com**
- **www.dictionary.com**

Immigration

- learn from others.
- F, H, J, B visas
- I-20, I-94, I-797, I-140, I-693, I-485
- Labor Certificate, National Interest
- www.uscis.gov
- www.hongkong.usconsulate.gov
- private lawyers: www.shusterman.com
- www.immigration.com
- www.murthy.com

Private vs. Public Sectors

- **Industry's purpose is to make \$.**
- **Government's purpose is to serve and regulate the public.**
- **both have:**
 - corporate culture
 - ladders to advance
- **Government has the stiffest conflict of interest control.**
- **Industry has better \$ reward but less stability.**

Decision Making

- usually good news
- Spiritual home (fed = serve)
- particular ministries
- family members' need
- career advancement
- geographic preference
- proper compensation (\$)
- immigration (H-1 < Sept)

Summary

- **know what to do with your life**
- **connections**
- **get ~ers interested to bring you in**
- **listen carefully, figure needs, highlight your attributes via CAR**
- **equip yourself:**
 - **CAR technique**
 - **communication**
 - **immigration knowledge**
- **set priorities for decisions**

Post-doc vs. No Post-doc

Do it:

- interest & ambition
- discipline dependent

Don't do it:

- others do it

+) ▪ delay making decisions

Enhance your marketability for next career move.

Education's goal, esp Grad Ed:

To learn how to learn!

Purpose

- **Academia is to generate new knowledge, teaching, and service.**
- **Industry is to make \$.**
- **Government is for public service & regulation.**

Academia vs. Industry

	+ve	-ve
Academia	research freedom publication teach	grant \$ service teach
Industry	no grant \$ pressure \$ compensation	limit on research freedom may limit publication

Research

Academic	<ul style="list-style-type: none">• basic research heavy• mechanism based (NSF, NIH grants)
Industrial	<ul style="list-style-type: none">• applied research (brings in \$)• as long as it works (patent and market)• mechanism is need-driven

Dead wrong (research): academic > industrial

Opportunities in Government

- **NIH**
- **FDA**
- **NSF**
- **patent office**
- **intelligence service**
- **...**

Academic Interview

- **solid future research plan**
- **philosophy of teaching**
- **list of equipment & space**
- **seed \$**
- **support (computer, secretary, technician)**
- **short term plan (quick pub)**
- **long term plan (NSF, NIH grants)**
- **ask “? = tenure”**

Industrial Interview

- **CAR/item on job descriptions**
- **never disclose former ~ers' trade secrets**
- **search patent instead of pub**
- **company's annual report**
- **financial literature**
- **friends in the field**
- **when asked, disclose compensation from job → job**

Handling Seminar Q

- listen carefully, it pays!
 - cry out to God
 - answer with a Q to clarify
 - rephrase the Q for the audience
 - pause for a moment
 - control # of Q
 - +) • disagree tactfully
-

~ers want to see how well you think on your feet & attitude.

Summary

- **post-doc as investment to enhance marketability**
- **listen carefully**
- **solid research plan for academia**
- **flexibility is key to industrial scientist**

Acknowledgement

- **Mei Ying Huang**
- **Diana Chow**
- **Hon Chung Lau**
- **John Conklin**
- **David Portlock**
- **David Juan**