

(SELF-PROCLAIMED)

PRO-TIPS_{FOR} navigating THE ALT-ACADEMIC JOB MARKET

A COLLECTION OF TRICKS OFFERED BY MY DEAREST FRIENDS AND SMARTEST COLLEAGUES, MADE PRETTY BY ME.

1 Create a **LinkedIn** profile. YESTERDAY. And, MAKE IT YOUR OWN.

2 Slide into those LinkedIn DMs, y'all. **Ask for video or phone coffee dates.**



3 When on calls, either informally or formally, don't forget to give folks **verbal feedback** to show you're listening. Try, "That sounds like really important work!" This will help close the social and physical distance between each of you.

POSITIVE AFFIRMATIONS, PEOPLE!

5 Write thank you emails and consider a coffee e-gift card. **Personalize** these thank you cards. Hook it to an inside joke you two made, or a bit of personal information they shared.



You have someone on the phone for an informal call and you have their undivided attention.

4 **Ask the questions you really want to ask!** But, maybe build some rapport and set the mood, first.



6 People are really sizing up if they want to work beside you. Be the person they want to work beside.



MORE navigating

7 I can't reiterate enough. Being professional is not being cold. **BE AUTHENTIC.**



8 Use those networks! Get on Listservs. Call in favors. Now is not the time to be bashful.



#SUBSCRIBETOEVERYTHING

9 Apply for the **DREAM JOB.** They might create a position **FOR YOU.**



10 **BRAND YOURSELF.** What's your elevator pitch?



11 When interviewing, share how you can create **immediate** and **long-term VALUE!** People always want to know how you'll make their lives easier.



12 **KNOW YOUR SUPERPOWER**
WHAT CAN YOU DO BETTER THAN MOST?

13 When interviewing, consider organizing your "Tell us about yourself" in three parts:

 **YOUR SUPERPOWER**
(THINGS YOU DO BETTER THAN MOST)

 **WHERE YOU CAN ADD VALUE**
(THINGS YOU'RE PROFICIENT AT)

 **WHERE YOU'D LIKE TO GROW**
(THINGS OTHERS MIGHT CALL 'WEAKNESSES')

Organizing yourself in this way helps you POP off a page or through a phone. It also shows you know yourself, how you can provide immediate help to the company, and indicates you've already identified areas where you can learn from them.

SUPERPOWER. VALUE. GROWTH.



(almost)

14 **EVERYTHING IS NEGOTIABLE**

THE FIRST OFFER IS NOT THE BEST OFFER



QUESTIONS FOR YOUR INFORMATION CALLS

A LIVING LIST OF QUESTIONS TO HELP YOU NAVIGATE THE NON-ACADEMIC JOB MARKET.

GETTING A SENSE FOR THE COMPANY

1. I know different organizations consider themselves in various “spaces,” such as research firm, think tank, non-profit, consulting. How would you describe (organization name)?
2. Describe your role and some of the projects you work on.
3. Thinking about your time at your organization, what’s a project you’re most proud of and why?
4. If you’ve worked in other justice spaces (government, non-profits, soft money, consulting), how does your organization compare to those types of organizations?

WORKING FOR THE COMPANY

1. What does a successful person at your agency look like?
 1. Are any hard skills prioritized? If so, which ones?
2. What type of immediate value do you want a new hire to add?
3. What types of skills or knowledge is your company looking to expand?
4. Thinking about someone who was really successful their first year, what made them so success?
 1. Does your company see a lot of turnover? If so, when do you see the most turnover?
5. Can you talk me through your company’s performance metrics. Are any metrics weighted? Is there any fluidity to the metrics?
6. How much autonomy do new hires have to develop ideas and contribute to large projects?
 1. What’s the natural progression of incorporating your own ideas?
 2. Can you talk me through what it looks to be a lead PI on a project.

QUESTIONS FOR YOUR INFORMATION CALLS

THE HIRING PROCESS

1. Describe the hiring process.
2. Some agencies require traditional job talks for PhD candidates, if so:
 1. What does your job talk typically look like?
 2. When you think of the best job talk you've seen, what did they do well?
3. What's a natural timeline from application to hire?
4. Do you hire ABDs? And, in your experience, what is your company's receptivity to ABD hires?

CULTURE

1. What does innovation and forward thinking look like at your agency?
2. Where do you typically disseminate your research and findings?
 1. Is your agency open to multiple platforms for disseminating work? If so, what does that look like?
3. How would you describe your office culture?
4. Reflecting on your own journey within your company, what were some initial expectations you had of your agency? Now, how does that compare to what you've experienced?
5. How much is publishing your own work prioritized and encouraged?

MORE OF THEIR VOICE

1. When you were navigating the non-academic job market, what do you wish someone had told you?
2. What's a question I should be asking in different spaces that I'm currently not asking?
3. Is there anything else you feel like I should know about your organization or navigating the market?

GOOD LUCK OUT THERE!