

# NAVIGATING

# THE POST-DOC & POST-POST-DOC

(potentially, but doesn't have to be: #ALTAC)

# MARKET

**Kim Kras, PhD**

DCS ALTERNATIVE ACADEMIC  
CAREERS WORKSHOP SERIES

November 17th, 2020

# TODAY!

- CONSIDERING postdoctoral fellowships
- LOCATING postdoctoral opportunities
- TAILORING your job market materials
- INTERVIEWING for & NEGOTIATING job offers

 **DISCLAIMER** 

# CONSIDERING postdoctoral fellowships

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What do postdocs look like (in general):

Research-Based (specific grant programs; universities, research centers, think tanks, some government agencies)

Policy-Based (can be project/topical-based; government agencies, NGO)

Advocacy-Based (hybrid of research/policy; non-profits, think tanks)

**WHERE TO FIND THEM...**

## WHERE TO LOOK

- University/Agency websites
- Professional association job boards/listservs
- Through your grad program director
- Public Forums

**MORE SPECIFICALLY...**

# LOCATING postdoctoral fellowships

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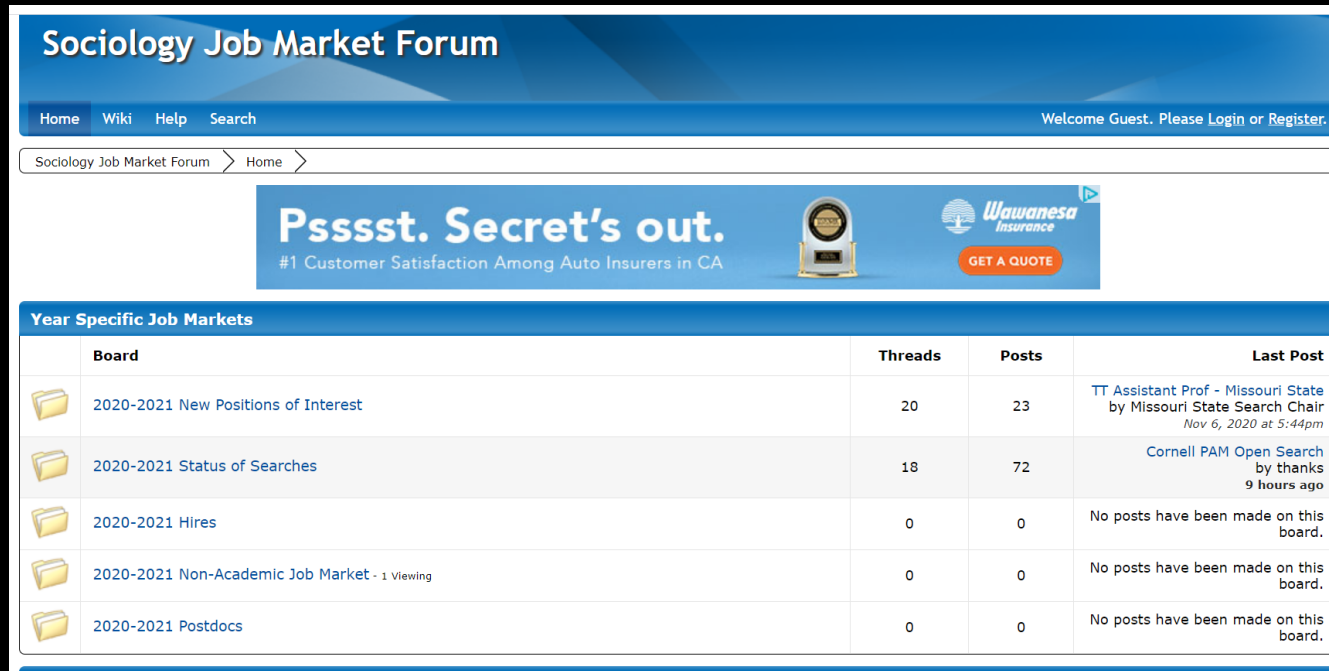
- [academic360.com](http://academic360.com)
- [higheredjobs.com](http://higheredjobs.com)
- [chroniclevitae.com](http://chroniclevitae.com)
- [socjobs.proboards.com](http://socjobs.proboards.com)

**SOME EXAMPLES...**






# LOCATING postdoctoral fellowships

**IMPORTANT!** Public Forums are great resources, but can become a black hole.

socjobs.proboards.com



The screenshot shows the Sociology Job Market Forum website. At the top, there is a navigation bar with links for Home, Wiki, Help, and Search. Below this is a breadcrumb trail: Sociology Job Market Forum > Home >. A banner for Wawanesa Insurance is visible, with the text "Pssst. Secret's out. #1 Customer Satisfaction Among Auto Insurers in CA" and a "GET A QUOTE" button. The main content area is titled "Year Specific Job Markets" and contains a table with the following data:

	Board	Threads	Posts	Last Post
	2020-2021 New Positions of Interest	20	23	TT Assistant Prof - Missouri State by Missouri State Search Chair Nov 6, 2020 at 5:44pm
	2020-2021 Status of Searches	18	72	Cornell PAM Open Search by thanks 9 hours ago
	2020-2021 Hires	0	0	No posts have been made on this board.
	2020-2021 Non-Academic Job Market - 1 Viewing	0	0	No posts have been made on this board.
	2020-2021 Postdocs	0	0	No posts have been made on this board.

**SOME EXAMPLES...**

# LOCATING postdoctoral fellowships

## Lancaster UK 3 Year Quantitative Postdoc

Reply

<< Prev **1** Next >>

Actions

Search...



northernsoc  
New Member



Posts: 1

Sep 1, 2020 at 10:24am

Quote



Appointment: 3 Year Postdoctoral Research Associate, Department of Sociology, Lancaster, UK

Salary: £28,331 to £32,817

Closing Date for Applications: Monday 28 September 2020

Interview Date: 7th October, 2020  
(all interviews will be conducted online)

The successful applicant will work on Dr. Jasmine Fledderjohann's project on food insecurity in India, Ethiopia, Vietnam, and Peru. Dr. Fledderjohann and her team will analyse survey data from the Young Lives project in order to document how food insecurity is associated with adverse health, education, and employment outcomes in the long-term for children and adolescents. There will be ample opportunity for professional development, including taking a leading role in research outputs and funding bids, presenting work at conferences, and networking with international stakeholders and collaborators.

A strong background in quantitative social science and survey data analysis is essential. See Job Description [Job Spec.pdf](#) (111.93 KB) and Person Specification [Person Spec.pdf](#) (160.5 KB) in the vacancy listing for further details.

The post is available on a full time basis, on an indefinite contract. However, the role is contingent on external funding which, at this time, is due to come to an end on 30/09/2023.

The position is available as soon as possible. International applicants are encouraged to apply.

Applications should be submitted through the Lancaster University online system. Full post details and access to the online application system are available at: [hr-jobs.lancs.ac.uk/Vacancy.aspx?ref=A3079](http://hr-jobs.lancs.ac.uk/Vacancy.aspx?ref=A3079)

# LOCATING postdoctoral fellowships

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Prof. Brandon L. Garrett invites applications for a one-year, Criminal Justice Research and Policy Post-Doctoral Fellowship, with the possibility for an additional one-year extension. This fellowship is intended for individuals with a doctoral degree (JD, PhD, MD, DPhil) who are interested in an **academic or policy career working on issues in science and law**, with a particular interest in studying data and outcomes in the criminal justice system. Projects may include **research on state sentencing data, mental health diversion, drug treatment, eyewitness memory, scientific evidence in the courtroom, and the use of risk assessment in criminal cases**. The fellow will take part in the work of the JustScience Lab at Duke Law School, which conducts empirical criminal justice research, and work with the Wilson Center for Science and Justice at Duke.



# LOCATING postdoctoral fellowships

***Mentored research opportunities.*** The postdoctoral research fellow will work closely with Prof. Brandon Garrett and other faculty mentors at Duke University to conduct research at the intersection of science, law, and criminal justice policy. The fellow will also obtain knowledge and skills necessary to obtain competitive research funding, in preparation for a successful career.

***Project management and leadership experience.*** The postdoctoral research fellow will be in charge of coordinating and leading research projects focusing on criminal justice data and outcomes, including in North Carolina. The fellow, along with the team of post-docs and grad students, will help with coordinating and leading weekly JustScience Lab team meetings, and engaging with the broader Duke community as well as outside government and community stakeholders to foster research collaborations. The fellow will collaborate, supervise, and mentor undergraduates, graduates, and other post-docs working with these projects.

***Educational opportunities.*** The fellow will have access to relevant law school and Duke University events and seminars.

### ***Fellowship Responsibilities***

- Complete at least one mentored research project which culminates in a manuscript of publishable quality
- Participate in science, law, and criminal justice policy conferences, workshops, and seminars as appropriate
- Support the policy work of the JustScience Lab and related research projects, including by participating in education and engagement opportunities, such as presentations and meetings with lawmakers, prosecutors, defense attorneys, and policy reform coalition members
- Help plan and implement workshops and events within and outside of the Duke and local communities.

# LOCATING postdoctoral fellowships

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## *Qualifications*

Must have a JD, PhD, MD, or equivalent doctoral degree in computer science, economics, neuroscience, political science, psychology, statistics, sociology, criminal justice or a field deemed relevant by the program. Must have excellent **written and oral communication skills** and must be able to work in **collaborative, team-oriented environments**. Substantial experience with **statistical methods is highly desirable**, as well as experience with **programming and analyses of complex datasets**. Experience with social science research methods, including **survey methods, quantitative and qualitative research, and/or policy research** is also desirable. Familiarity with **criminal justice-related data** is also preferred.

**PAUSE**

**ANY QUESTIONS?**

# TAILORING your job market material

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**IMPORTANTLY!** Do ALL the homework on the prospective position/location/faculty or supervisor

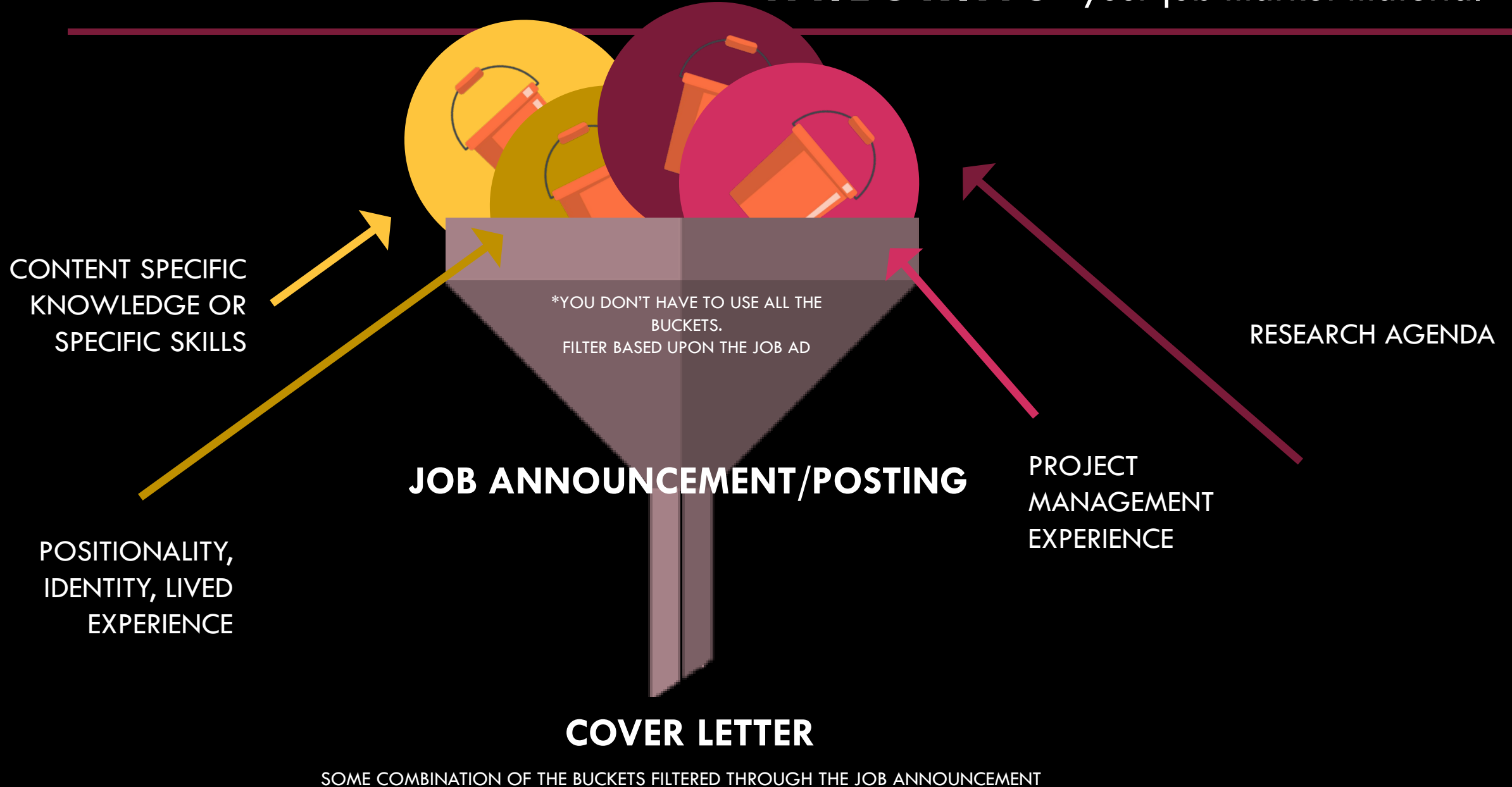
**COVER LETTER** sell your skills and expertise

**CV** move things around to highlight your success

**SUPPLEMENTAL MATERIALS** showcase work supporting your expertise

**HIGHLIGHT** unique experiences/positionality that tie closely with the work

# TAILORING your job market material



# TAILORING your job market material

## COVER LETTER

**PROMOTE** your skills and expertise



- Grants you've worked on
- Grants you've been awarded
- Methodological skills (including programs)
- Project management
- Deliverables produced (include links if you can!)
- Collaborations

**DEMONSTRATE** your fit for the specific project



- Know things about the project/space/profs
- Positionality
- Theoretical/empirical lenses
- Any unique experiences that stand out

**HIGHLIGHT** your independent research agenda



- Describe your research in an interesting way!
- How the postdoc will help you advance this work

## COVER LETTER **TENURE TRACK JOB**

“

frameworks to guide my research. This research is a longitudinal, qualitative examination of patterns of desistance and persistence among a sample of sex offenders. My dissertation consists of a second interview with a qualitative sample of the original 76 sex offenders in the NIJ grant entitled *Sex Offender Residency Restrictions*. These interviews explore the effects of state residency restrictions on offender supervision, their success or failure, and their quality of life three years after the initial interview. Thus far, I have interviewed 29 of the original participants, some of whom are in prison, on parole or off supervision. In these interviews, I obtain a recounting of events over the past three years and examine how life transitions and events may

”

## COVER LETTER POSTDOC

“

Over the course of my graduate career I have worked on numerous federally and locally funded grants, involving both quantitative and qualitative methods, and various offender groups. While at UMSL, I have worked with Dr. Huebner on a National Institute of Justice grant entitled *Sex Offender Residency Restrictions*, which examined the effects of policies pertaining to sex offender residency in Michigan and Missouri. In this project, I have prepared data for analysis, assisted in statistical analyses including mapping through ArcGIS, collected in-depth interviews with offenders, and coded and analyzed qualitative data. I was also responsible for report writing, conference presentations, and manuscript preparation. This research consisted of parallel studies in Michigan and Missouri that allow for comparing and contrasting findings. First, we used data on sex offenders before and after the implementation of residency restrictions to examine if the policies reduced levels of sex offender recidivism. Findings showed that sex offenders were no more likely to recidivate sexually after the implementation of residency restrictions; however they did move residences more often as compared to non-sex offenders. This research has resulted in a technical report provided to the National Institute of Justice and a manuscript, which is forthcoming in *Criminology and Public Policy*.

In addition to analysis of the longitudinal data, we also conducted in-depth interviews with sex offenders and non-sex offenders in Missouri and Michigan. Qualitative analysis contextualized the various regression and mapping analyses by identifying the nature and quality of life of offenders who resided in Missouri and Michigan under the restriction laws. Some results from this research are presented in an

”



## CURRICULUM VITAE (typical ordering)

**EDUCATION** including advisors and thesis titles

**RESEARCH INTERESTS** keywords that imprint your fit

**PUBLICATIONS** (include metrics) or **AWARDS** and media

**ACADEMIC WORK EXPERIENCE** list grant and PI (& sometimes \$\$)

**PRESENTATIONS** list conferences, invited talks, etc.

**TEACHING EXPERIENCE** can be kept short

**SERVICE** especially contributions to the field

**REFERENCES** with permission



## SUPPLEMENTAL MATERIALS

**WRITING SAMPLE** published or (polished) work under review

**TRANSLATIONAL MATERIALS** showcase your skills

**LETTERS OF RECOMMENDATION** prep your letter writers



### PROTIPS!

Build a spreadsheet with key info for letter writers

	A	B	C	
1	<b>University</b>	<b>Due Date</b>	<b>Dept</b>	<b>Se</b>
2	George Mason University	9/15/2013	Criminology Law and Societ	Dr
3	California State University San Bernardino	10/15/2013	Criminal Justice	Dr
4	University of Colorado-Boulder	10/1/2013	Sociology	Dr
5	University of South Carolina	10/15/2013	Criminology and Criminal Justice	Dr
6	California State Univeristy Fullerton	10/1/2013	Division of Politics, Administration & Justice	Dr
7	University of Massachusetts-Boston	10/1/2013	Sociology	Dr
8	University of California-Irvine	10/1/2013	Criminology, Law and Society	Dr
9	San Jose State	11/1/2013	Justice Studies	Dr
10	California State University Los Angeles	12/1/2013	School of Criminal Justice and Criminalistics	Dr
11	California State Univeristy East Bay	10/25/2013	Department of Criminal Justice Administration	
12	Sonoma State University	10/25/2013		
13	California State University San Marcos	10/27/2013	Sociology	Dr
14	California State University Long Beach	10/25/2013	Criminal Justice	Dr

## HIGHLIGHT YOUR POSITIONALITY

EXPERIENCES

IDENTITIES/STATUSES

VALUES/PURPOSE

### EXAMPLE:

“

In addition to my research experiences in my Master's and Doctoral programs, I have also benefited from working in the field of corrections. Upon completion of my Master's degree, I was employed as a Probation and Parole Officer with the Missouri Department of Corrections for three years. I served as a liaison between the Jackson County Circuit Court, Division of Probation and Parole, and offenders who had absconded from supervision. I experienced many facets of the criminal justice system including court procedures, the law of corrections, offender supervision and evidence-based interventions. This first-hand experience is what inspired me to return to academia and pursue a research agenda that has implications for both criminological theory and criminal justice policy making.

”

## **PROTIPS!**

**MIMIC** the language of the position positing!

**REFERENCE** the project you would work on or unique things about the location/organization

**DRAW ATTENTION** to your independent research

**HIGHLIGHT** desired skills

Methodological skills (including programs)

Project management

Deliverables

**Important for:**

**showing  
you're serious**

**not frustrating  
reviewers**

**getting an  
interview!**

**PAUSE**

**ANY QUESTIONS?**

**PREPARE** as you would for most other interviews

- Look up everything about the faculty/project you can find
- Know about the organization
- Phone interview
- You may have to do a job talk
- Talk to other postdocs!

**YOU CAN ASK** for what you want/need!

- Salary
- Contract term
- Benefits
- Moving costs
- Travel money
- Time allocation

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#RockAllMarkets