Who does that?
Searching for the right employer
Post-PhD
Adwoa Baah-Dwomoh, PhD
June 15, 2021
How are we feeling today?

THANKS FOR CHECKING IN

WANNA TAKE A NAP

OKURRRRRR

FEELIN' GOOD!

EXCELLENT

Tired/Blah  Fair  Okay  Good  Excellent

1  3  10  6  2
Student Status

<table>
<thead>
<tr>
<th>Category</th>
<th>Count</th>
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<tbody>
<tr>
<td>1st/2nd yr grad student</td>
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<tr>
<td>3rd/4th yr grad student</td>
<td>10</td>
</tr>
<tr>
<td>5th yr + grad student</td>
<td>7</td>
</tr>
<tr>
<td>1st/2nd yr post doc</td>
<td>1</td>
</tr>
<tr>
<td>3rd yr+ post doc</td>
<td>2</td>
</tr>
</tbody>
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My journey

BS in Materials Science and Engineering (2010)

MS in Materials Science and Engineering (2012)

PhD in Materials Science and Engineering (2018)

Born in DC, raised in northern VA
My journey

Born in DC, raised in northern VA

BS in Materials Science and Engineering (2010)

MS in Materials Science and Engineering (2012)

PhD in Materials Science and Engineering (2018)
Finally
PHinished
What do I do now?
Our solutions are based on sound science and fundamental understanding.
Advanced Materials Capabilities

Our solutions are based on sound science and fundamental understanding.
Advanced Materials Capabilities

Our solutions are based on sound science and fundamental understanding.
11,000
Community of over 11,000 Associates

One of the 200 largest privately-held U.S. companies

Global
Gore has manufacturing facilities in the United States, Germany, United Kingdom, Japan and China, and sales offices around the world.

>5,500 Patents

$3.8 Billion dollars of annual revenues

Our culture
Globally recognized as a great place to work.
Gore innovates across 15+ diverse industries

- Healthcare & Life Sciences
- Aerospace
- Automotive
- Industrial & Chemical
- Mobile Electronics
- Public Safety
- Apparel & Textiles
- Consumer Products
How do you feel about navigating post-academic job search?

Student Status
- 1st/2nd yr grad student
- 3rd/4th yr grad student
- 5th yr + grad student
- 1st/2nd yr post doc
- 3rd yr+ post doc
- Unknown

Very confident: 0
Slightly confident: 5
Neutral: 7
Slightly pessimistic: 18
Very pessimistic: 3
Helping to navigate post PhD job search

L. Maren Wood, PhD
https://beyondprof.com/

Heidi Scott Giusto, PhD
https://careerpathwritingsolutions.com/
How to Find a Job You’ll Love

A crucial step in the career transition process: identifying core values and discovering their optimal career pathway.

Questions to ask yourself

• What energized you about your academic work?
• What do you value in yourself and others?
• Where will you thrive beyond the academy?

https://beyondprof.com/how-to-find-a-job-youll-love/
“The PhD is not just about performing extensive and original research in your field of choice; it is beyond biology or engineering or history. It’s about perseverance in the face of frequently hearing that our hypothesis is wrong, of being made to defend and re-defend our results and of feeling, well, just plain stupid. It is about running a lone race with a finish line that can sometimes seem like a mirage; in fact, you may suddenly discover you have wound up behind the starting point”

- Shweta Krishnan, PhD

https://careerpathwritingsolutions.com/rebranding-the-phd/
Rebranding the PhD – Sell your skills!

Problem Solving  Aptitude for Learning  Project Management

“These skills—problem solving, the capacity to learn quickly, and project management—very well might be the skills that help you secure your next job” - Shweta Krishnan, PhD

https://careerpathwritingsolutions.com/rebranding-the-phd/
Great blog posts

- Transferable Skills for PhDs: How to Communicate Your Value to Employers
- Nonacademic Job Search: The #1 Mistake PhDs Make
- Launch Your Non-Academic Job Search: 20 Things PhDs Can Do RIGHT NOW
- 6 Ways to Network “Pandemic-Style”
- How to Translate Your Skills for Non-Academic Employers
- 5 Best Practices for Resume Writing That Transitioning PhDs Need to Know
What questions do you have?

22 questions
65 upvotes
What is important to you when looking for a job?
Things I prioritized when looking for a job

1st: Salary

2nd: Location

3rd: Work – life balance
Things I DIDN’T prioritize when looking for a job (but now knowing, wish I had!)

- Passion
- Workspace

Company culture
- Communication Style
  - Clarity
  - Preference
  - Patterns
- Performance
  - Focus
  - Engagement
  - Fidelity
- Decision-Making
  - Process
  - Framework
- Hierarchy
  - Fluidity
  - Feedback
  - Structure
- Inclusion
  - Collaboration
- Team Approach
- Atmosphere
  - Context
  - Professionalism
  - Equality

Development Opportunities
Best thing to do when considering a new employer? Network, Network, Network!
Understanding/Determining your working style may help in your employer search

- Evaluate your preferred mode of communication
- Think about how you like to plan your day
- Determine how you deal with conflict
- Take a personality test!
Working Styles

- Logical, analytical, linear, and data-oriented
  - Strengths: analyzing data, logical processing, and solving complex problems

- Organized, sequential, planned, and detailed-oriented
  - Strengths: establishing order, structuring projects and tasks, and accuracy.

- Supportive, expressive, and emotionally oriented
  - Strengths: building relationships, facilitating team interaction, and persuading or selling ideas.

- Big-picture, integrative, and ideation-oriented
  - Strengths: serving as a catalyst for change, inventing solutions to problems, and integrating and synthesizing disparate ideas.

https://www.idealist.org/en/careers/quiz-your-work-style
What is your primary work style?

- Logical, analytical, linear, and data-oriented: 15
- Big-picture, integrative, and ideation-oriented: 5
- Supportive, expressive, and emotionally oriented: 2
- Organized, sequential, planned, and detailed-oriented: 8

Total: 30
For you, the most exciting prospect of a new project is usually

0
The opportunity to connect with colleagues

1
The opportunity to learn something new

What is your primary work style?

- Logical, analytical, linear, and data-oriented
- Organized, sequential, planned, and detailed-oriented
- Supportive, expressive, and emotionally oriented
- Big-picture, integrative, and ideation-oriented

0
The opportunity to create a real impact for your organization and issue area

0
The opportunity to nerd out in Google Drive (spreadsheets, shared docs, collaboration platform, etc.)
When given an assignment with a firm deadline, when do you usually complete your work?

- Early!
- Right on time.
- At the last minute.

For you, the most exciting prospect of a new project is usually:

- The opportunity to connect with colleagues
- The opportunity to learn something new
- The opportunity to create a real impact for your organization and issue area
- The opportunity to nerd out in Google Drive (spreadsheets, shared docs, collaboration platform, etc.)
Key Takeaways

→ Don't panic, you will find a job :)
→ Finding the right company is just as important as finding the right job
→ Network your butt off!
→ Be curious; be flexible
What questions do you have?

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65 upvotes