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We will start momentarily at 2pm ET



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2012 Virtual Career Fair www.acswebinars.org





Job Searching with Social Media Joshua Waldman, author and trainer.



Surviving Chemistry with Humor *Jorge Cham, Piled Higher and Deeper*

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Tuesday March 6, 2012 **Tips for Creating High Impact Scientific Poster**

Presentations

Dr. Brent Znosko of Saint Louis University.



Thursday, March 8, 2012

Measures of Green Chemistry Performance
Dr. David Constable, Sustainability, Energy, Environment, Safety & Health Professional.

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ACS WEBINARS™ March 1, 2012



Secrets from the Other Side – What Recruiters Know that You Don't



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The Dow Chemical Company

Secrets from the other side...

What recruiters know that you don't

Published: www.jobchoicesonline.com and select the link for the Science magazine (2012 edition)

D.H. Guthrie, Ph.D.

This Talk Is Not About: • Selling Dow • How to get a job with Dow

This Talk Is About: • Interviews • On-campus • On-site • How to: • Better sell yourself • Improve an interview • Discuss your questions

Imagine

- A company in your area of training
- You are the owner or high level R&D person
- You are looking to hire people with your expertise fresh out of school
- What qualifications would you look for?

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The Dow Chemical Company

Imagine

- A company in your area of training
- You are the owner or high level R&D person
- You are looking to hire people with your expertise fresh out of school
- What qualifications would you look for?
- Would you hire you?*

*B. Weinstein, "Would you Hire You?" Graduating Engineer, Jan. 1986, pp.9-11.

D.H. Guthrie, Ph.D.

FINISHED FILES ARE THE RESULT OF YEARS OF SCIENTIFIC STUDY COMBINED WITH THE
EXPERIENCE OF MANY YEARS
OF EXPERTS.

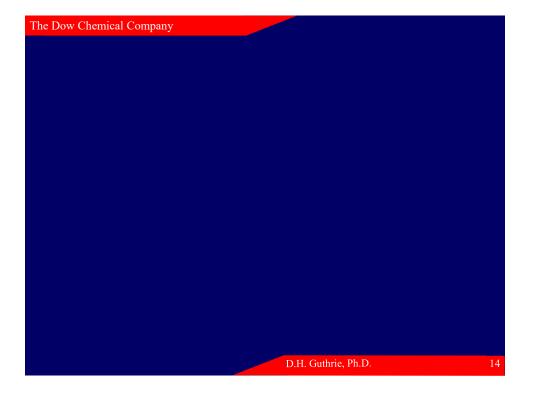
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Real World

- Interviews are looking to answer some basic questions*
 - ➤ What job does the person want?
 - ➤ Can the person do the job?
 - ➤ Will the person do the job?
 - Will the person be compatible with the existing team?

*J. Wareham, "How to Judge a Job Applicant (or be one)," CHEMTECH, July 1982, pp. 396-402.

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Question #1 What Job Does the Person Want?

- Don't be concerned about being TOO specific
 - > For example, "I'm willing to do anything" indicates a lack of thought and preparation
 - List your interests/desires and support them with reasons why
 - Give 2-4 examples
- Be prepared to explain anything you say

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Question #2

Can The Person Do The Job?

- This translates to technical capabilities!
 - > Background
 - > Skills
 - > Technical expertise
- Your degree
 - ➤ Basically the degree says you "can"
 - > Discuss YOURSELF & how you "have"
- Remember you are selling yourself
- Discuss what YOU did/contributed/accomplished

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Question #3

Will the Person Do the Job?

- Past performance/leadership predicts future performance/leadership
- Discuss what you have done
 - > Objective & goals of your work
 - ➤ How you did the work
 - > The results of your work
- Discuss what you did beyond the norm
 - > New project direction
 - > Inter-department involvement
 - > Inter-university collaborations

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Question #4

Will The Person Be Compatible With The Existing Team?

- If other factors are equal, data in this area can tip the scale
- Example:
 - ➤ Nobel prize material...but
 - a hermit
 - arrogant
 - a trouble maker
 - a rebel
 - a problem person
 - etc.

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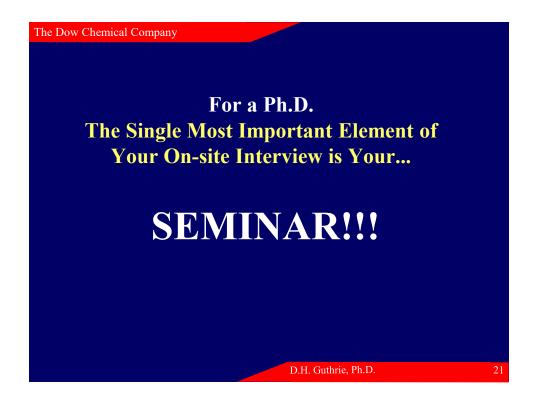
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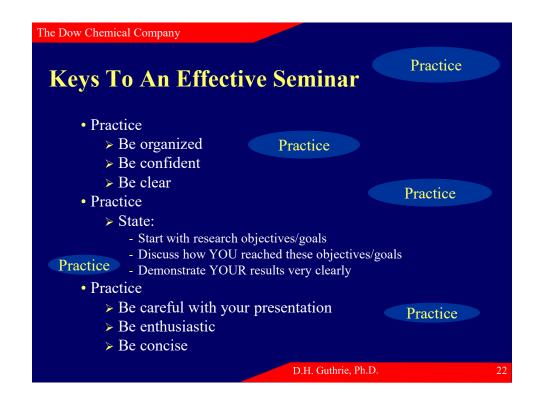
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Question #4 Will The Person Be Compatible With The Existing Team?

- If other factors are equal, data in this area can tip the scale
- A solid individual...but
 - > a born leader
 - > a strong team player
 - > a peacemaker
 - > a strong organizer
 - > a solution person
 - > a motivator

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Remember

- In any face to face conversation
 - > 30-40% of a message is communicated via verbiage
 - ➤ 60-70% of a message is communicated via body language
- This starts from the initial interaction
 - > Eye contact
 - Firm handshake
 - > Smile
 - ➤ Body position at table/in chair
 - > Alertness
 - > Etc.

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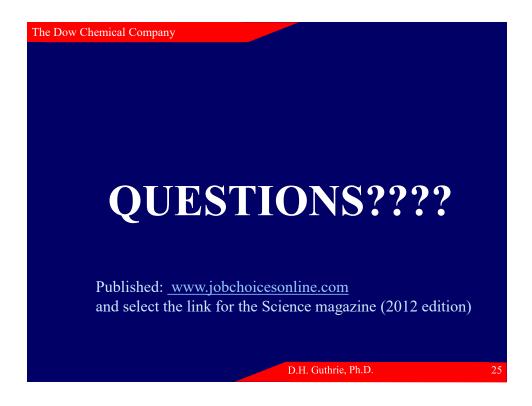
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Interviewing... Points To Remember

- Allow the interviewer to lead the interview
- However, some amount of initiative is fine
 - ➤ Make use of a summary comment:
 - "I'd like to describe myself in 1-3 points"
 - > My educ./work (research) has demonstrated my technical abilities, however, in addition...
 - Make a brief statement regarding your major strengths... ability to:
 - organize
 - motivate myself & others
 - work with others
 - be a team player
 - lead
 - etc.

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March 27, 2012

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