

ACS Webinars™



We will start momentarily at 2pm ET



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Have Questions?



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2012 Virtual Career Fair

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March 26, 2012

Job Searching with Social Media

Joshua Waldman, author and trainer.



March 27, 2012

Surviving Chemistry with Humor

Jorge Cham, Piled Higher and Deeper

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Upcoming ACS Webinars™

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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



Dennis Guthrie
The Dow Chemical
Company



Patricia Simpson
The University of
Illinois at Urbana-
Champaign

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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.

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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?

Imagine

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- 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?***

FINISHED FILES ARE THE RE-
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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.

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

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

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

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.

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

**For a Ph.D.
The Single Most Important Element of
Your On-site Interview is Your...**

SEMINAR!!!

Keys To An Effective Seminar

Practice

- Practice
 - Be organized
 - Be confident
 - Be clear
- Practice
 - State:
 - Start with research objectives/goals
 - Discuss how YOU reached these objectives/goals
 - Demonstrate YOUR results very clearly

Practice

Practice

Practice

- Practice
 - Be careful with your presentation
 - Be enthusiastic
 - Be concise

Practice

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.

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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QUESTIONS????

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