

Job Market Bootcamp

The background of the slide is a dark blue field filled with numerous small white dots. Overlaid on this are several layers of abstract graphics: a dense cluster of teal and yellow dots of varying sizes, primarily concentrated on the right side; a network of thin, wavy yellow lines; and a series of overlapping, tilted rectangular outlines in teal and yellow, creating a sense of depth and structure.

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Basics

- **Types of Jobs:** Temp vs. permanent
- **Where to work:** US vs. UK (etc.)
- **Where to apply:** Philjobs; Jobs.ac.uk
- **What to apply for:** increasingly common to do postdoc(s) between PhD and permanent job; only apply if you fit the AOS

Preparing to Go on the Market

- **Research & Publications**
- **Networking (Why & How)**
 - Create a website!
- **Creating a Distinctive Profile**

Your job market materials should constitute a portfolio.

Stages



Stage 0

Game Plan



Stage 1

Applying for Jobs



Stage 2

First-Round Panel
Interviews (US)



Stage 3

In-Person
Interviews/Fly Outs

Timeline

- **UK**
 - **Summer:** Polish materials
 - **Rolling (Aug-June):** Apply to jobs
 - **Several weeks after application deadline:** Campus interviews
- **US (& Canada & many other places)**
 - **Aug - Sept:** Polish materials; ask for letters
 - **Oct - Dec:** Apply for jobs & wait; start therapy if you haven't already
 - **Dec - Jan:** Zoom interviews (NB: some places move right to fly outs)
 - **Jan - March:** Campus interviews ("fly outs")



Materials

UK

CV

Cover Letter and/or
Person Specification
Statement

Writing sample(s) (at
least 1, up to 3)

Letters of rec
(typically 2-3)

US, Canada, etc.

CV

Dissertation Abstract
Cover Letter

Writing Sample

Research Statement

Teaching Dossier
(Statement, Evals,
Syllabi)

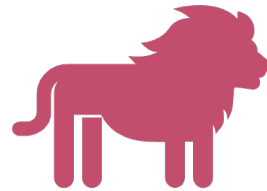
Diversity Statement

Letters of Rec (3-4
research + 1 teaching)

Materials Should Be:



Good



Distinctive



Cohesive

START EARLY!!!

55	Time Spent on Materials	Hours
56	Diversity Statement	14.4
57	Dissertation Abstract	6.9
58	Teaching Portfolio	51.3
59	Research Statement	66.3
50	Cover Letters, Applications, etc	98.1
51		236.9
52		

- Over 2 cycles.
- Does not include:
 - WS (>300 hours)
 - Job talk prep
 - Interview prep
 - Therapy ;)



Materials - Essential

- CV
- Cover Letter
- Writing Sample
- Letters of Rec
- Research Statement

Additional Materials (Often Required in US)

- Teaching Portfolio
 - Teaching Statement
 - Teaching Evaluations
 - Sample Syllabi
- Diversity Statement
- Website!

Submitting Materials & Waiting

- **Spreadsheet**
 - Save Deadlines **AND** Job Ads/Links
- Submit early
- **Use Interfolio** for letters
- Most unis will *not* update you if you do not advance.
 - Use Philosopher's Cocoon Job Market Reporting Thread for updates.
- While waiting, work on job talk/research and good habits.
 - Believe it or not, applying is the *fun* part.

The Interview Process



INTERVIEW



JOB TALK

US vs. UK: Process



UK:

Panel Interview & Campus Visit Combined
Fly out on 1 day – 1-2 hours of interaction
total
Shorter job talks
Panel decides / has much more weight
Much faster process



US, Canada, etc.

Interview & Fly often separate
Multi-day fly outs
Job talks longer & more meetings
Department decides
Very slow process

Panel Interviews

- **Both**
 - 20-40 minutes
 - Be prepared to give a research & dissertation spiel (PRACTICE! Plant Seeds!)
 - Be prepared to ask them Q's at the end
 - Mix of Q's about research, teaching, & service/admin
- **UK:**
 - Set questions for every candidate
 - Be prepared to answer Q's about impact & grants
 - Non-philosopher on every panel
- **US:**
 - Be prepared to talk *mainly* about research & **your writing sample**

How to Prepare

1. Practice Research/Dissertation Spiel
2. Review Job Ad & Departmental Website
3. Think about teaching – especially how you would teach classes in your AOS and any listed in ad, and how you practice inclusiveness.
4. Review your own materials!
5. Think about what you bring to the table
6. Come up with questions for them.

General: be normal; brief; allow follow-ups; plant seeds; just try your best if you get a curve-ball!

Job Talk

- **UK vs. US** – shorter vs. longer talks/Q&A
- **General:**
 - Make it accessible & interesting
 - Connect to your general research (& ideally future directions)
 - Practice beforehand
 - Don't go over time
 - Use a visual aid (handout and/or slides)
 - NB: I'm usually a handout person but I think for job talks, slides are better (you can also have a handout for reference)
 - Tips for Q&A



Self-Care & Hyping Up

- Positives about the market:
 - Opportunity to gain clarity on research profile
 - Opportunity to share your research with others!
- Self-Care
 - Friends, therapy, good habits
- Resources
 - We've included some materials! Often useful to have templates.
 - Job market mentoring schemes, where possible

Questions?!