

Job Market Tips

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Job market 2022

Opening the Black Box

- Before the job market, it all seems like a big scary mystery
- You will figure out many things as you go
- It is good to have a thorough overview before
- Plus: skills you didn't know you need

Let's learn about the grind!

Timeline

Time	To-do
January - August	Finalize JMP , there will be no time after August
February	Prepare website , finalize three letter writers
March - July	Prepare slides, present, and talk to people (e.g. seminar speakers), iterate on the framing
August	Send draft to committee, incorporate comments
September - October	Present JMP to internal faculty, send draft to copy editor, make sure to cite everyone
October	Create list of jobs and deadlines and with your committee/admin/fellow jm candidates, prepare application material
November	Send in applications
December	Memorize and practice spiel with everyone
December - January	Interviews
January - March	Flyouts

Before the Summer: Write a Great JMP

1. Choose a **big, first-order question**. You should be truly passionate about it because you will a) most likely do more research in this direction, and b) it will improve your match with a school
2. Do the **analysis**. This is what we are trained to do. Take very good notes so you remember everything you did. Run your results by people
3. Find the **best framing**. Good framing excites people and is intuitive. There is no substitute for pitching your project to other people. This is a big part of the battle so make sure you have opportunities to present over the summer
4. Have **excellent slides**. Take note of presentations that you like, and try to incorporate elements into your job talk

Learn Complementary Skills

- You are moving from being a researcher to being a **sales person**
- This requires a **different skill set**
 - Work with a presentation coach
 - Work with a communications coach
 - Work with an editor



Kim did all her interviews and virtual flyouts from WeWork - helped with the entrepreneurial attitude!

Have an Existential Crisis

- The summer is a great time for an existential crisis
- Understand what makes you happy and matters to you
 - Department culture?
 - Department research focus?
 - Geographical preferences?
- Prepare a ranking, including academic options but also other jobs
- An outside option that makes you happy can bring a lot of comfort
- As Fall comes, forget about your preferences, apply broadly, and focus on generating as many offers as possible
- Come back to your list when it is decision time

Find a Community

- Find a 1:1 daily grind partner
- Find a group of jm candidates (we had a slack channel with people from 5 institutions)
- This is important for practice, sharing advice, and emotional support
- Also rely on people in your department, they might be really happy to do a practice interview or share advice
- Stay connected with friends / family outside of academia to maintain some perspective

Don't go through the job market alone

After the Summer: Take Care of Your Body and Mind

- You will be nervous, you will be anxious, you will be tired
- Have a support system (family and friends)
- Try to keep a stringent routine (meditation, sports, journaling, ...)
- Have a growth mindset; be excited, have fun, be confident
- You will be distracted (by your emails, by how others do, ...). Kim's mantra: divide, prioritize, allocate, focus
- Try to compare as little as possible, everyone goes their own way

More about why it is important to take care of your body and mind:
[Making a Corporate Athlete \(Harvard Business Review\)](#)

Prepare the Spiel

1. **Prepare a script** for your spiel (~12min, but may vary by field)
2. The first part of the script should be self-contained
 - State your name, affiliation, and research field
 - Motivate your research question to **generate broad appeal**
 - Say briefly what you do in your jmp
3. Elaborate on your methodology and results (peel the onion)
4. Break the spiel down into **modules**. If you run short on time, know which modules to skip
5. Techniques: paint a roadmap, and then **provide signposts**
6. Everyone is tired! You have to **bring the energy** to stand out

Practice, practice, practice (with your colleagues, your advisors, people in the industry, your friends, your grandma). Record yourself (it's uncomfortable but will make you so much better!)

Learn Techniques to Answer Questions Well

1. The spiel is the foundation. But, how you answer questions is **crucial**
2. Learn techniques to answer questions well
 - Prepare crisp 2-3 sentences to put common questions to rest
 - Listen carefully: don't answer the wrong question
 - Understand which fights you need to win
 - Be calm and take a breath before answering (comes with practice)
 - If you're stuck...
 - Repeat and rephrase question
 - Provide more background info
 - Ask a clarifying question

Again: Practice, practice, practice

Know What Questions to Expect

- Know the top 20 FAQ on your jmp
- The rest of questions are fairly standardized
 - Questions on your research agenda (2min version of spiel)
 - Questions to make sure it is your idea
 - Questions to make sure you can think on your feet
 - Questions to make sure you communicate well
 - Questions to make sure you are productive
 - Questions to understand where you fit in the field
 - Questions to make sure you know your field well
 - Questions to make sure you are a good fit for the school
 - Questions to make sure you are a good teacher
 - Questions to make sure you will accept an offer
 - Inappropriate questions

For a list of common questions see the PDF uploaded on our website

Succeed at the Interviews

1. Know who will be in the room
2. Get into the right mindset - you are passionate, motivated, and want to make other people excited about your research!
3. Have a pre-interview routine (body and voice warm-up, tongue twisters, see for instance gktraining.com/warm-ups/)
4. Fun fact: Kim always did a small dance to her favorite song (don't take yourself too seriously)
5. Virtual: stand and don't wear glasses if possible
6. Record the interview if possible and note down questions
7. Always remain in control

Prepare for Flyouts

1. Review the faculty in the group

- Who interviewed you?
- Do you cite anyone?
- Does anyone have related work?
- Is there a co-author of someone from your committee or school?
- Identify the person who will push for you (allies)
- You can prepare "connections"

2. Learn about the school

- E.g., research focus? What and whom do they teach?
- Make a list of questions

3. Review the questions you have received

- From same school interview
- From other schools and other flyouts

What to Do at Flyouts

1. Calm the nerves - make time for some exercise or relaxation
2. Be nice, polite, and interested in others (=great colleague)
3. Talk about your other research and agenda (=fascinating pipeline)
4. Have a 5min spiel for each of your other papers
5. Only discuss ideas that are fully fleshed out
6. Express interest in the job
7. Give a killer job talk
 - Have excellent slides with FAQs + robustness in appendix
 - Be clear and concise
 - How you answer questions is going to be crucial
 - Have a research agenda slide (sell a vision)
 - Manage your time: you must end right on time
 - Record and review

Know What Not to Do at Flyouts

1. Don't say anything in an interview you don't want everyone in the profession to know
2. Don't assume anything about anyone (political beliefs, age, family...)
3. Don't say anything inappropriate (obviously)
4. Don't talk about offer details yet
5. Dinners are still part of the interview... Don't drink if you think you will not be on your toes

Got an Offer? Celebrate!



Make a Wise Decision

- Ideally you have multiple offers to choose from
- If so, very graciously say no to the schools that are not your first choice as soon as you can.
- Negotiate with your first choice, don't pitch schools against each other
- Recap your "happiness list" - nobody knows better what makes you happy than you, so trust your own intuition
- If you didn't get the offers you want, remember that there is a lot of randomness in the process. Schools very frequently hire 1-4 years "seasoned" juniors
- Many happy (and rich) PhDs are working outside of academia

Many paths lead to happiness!

Negotiate

- Know the biases: e.g., women negotiate too little
- This is the only time for a very long period in which you can influence your contract details, so don't waste the opportunity
- If you have another offer, leverage it
- Dimensions on which you can negotiate:
 - Salary (though very limited; this is only to match)
 - Signing bonus (again, very limited)
 - Teaching
 - Research budget
 - Find out other dimensions: for example, a parking spot or a spot in the campus daycare?
- Argument: you want to become the strongest researcher possible and this is what you need to achieve it

References

There are many great resources, take your time before the job market to familiarize yourself with them

1. AEA website

- 1.1 News: www.aeaweb.org/joe/communications
- 1.2 General: www.aeaweb.org/resources/students/grad-prep/job-market
- 1.3 Cawley guide 2018: www.aeaweb.org/content/file?id=869

2. Application websites

- 2.1 [Econjobmarket](#)
- 2.2 [Interfolio](#)
- 2.3 [AEA JOE](#)
- 2.4 [AcademicJobsOnline](#)
- 2.5 [AFA](#)
- 2.6 School-specific websites

3. Other

- 3.1 [Doing Economics](#) (Bellemare, 2022)
- 3.2 [The hidden curriculum](#) podcast