

# Job Market Experience 2022- 23

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# Key Takeaways

- You cannot predict your outcome(s)
- The 1/3-rule is consistently true
- Everybody talks to everybody
- It is a repeated game – act accordingly
- Take a break during Thanksgiving
- Be pro-active, ask what you want to know (to admins)
- People who are mean at interviews are often those who want to help you
- It is not your fault if you don't get something – the process is random (i.e. department politics matter a lot more than your abilities)
- Have a second project, prep before you talk to anyone
- Have fun, it is very fun

# Overall timeline for my job market season

- Summer 2022 – 10+ conferences/talks
- Sept 22 - First deadline (UMASS Amherst Public Policy)
- Oct 5 – all three letters in
- Oct 19 – First Proactive outreach (Georgia Tech saw me on Twitter)
- Oct 24 – First rejection (Kansas State)
- Oct 25 – Placement Director meeting (fix your CV, what you like etc.)
- Nov 1 – First Proactive econ outreach (UChicago Economics – Dept letter)
- Nov 20 – First interview (Stony Brook) → Flyout invite Dec 2
- Dec 1 – First major wave of interview invites (e.g., Booth)
- Dec 10 – Invites slow down
- Dec 15 – First Flyout (Stony Brook); also, first direct-to-flyout invitation (HBS)
- Jan 2-4 – Pre-AEA interviews (70% of interviews)
- Jan 12-Feb 3 – First East coast flyout tour (Harvard-Yale-Columbia-Wharton-Amherst-UMich)
- Jan 26 – HBS offer!

# Pre-season – Conferences/visitors

- Rule #1: say hi, help people remember you by having a great pitch about your JMP and YOU!
- Rule #2: a thank you note after so they tie you to your name
- Rule #3: Have a checklist of people you need to talk to (and literally work through them, rather set a target of 75% of the list)
- Rule #4: Don't just hang out with your friends, talk to strangers
- Rule #5: Be cool, but keep mentioning to whoever you talk to that you are on the market

# Overview

- Applied to 250 jobs (econ/biz/public policy/public health/med)
- Interviewed at 32
- Flyout (invited) at 12
- Offer from 3.5

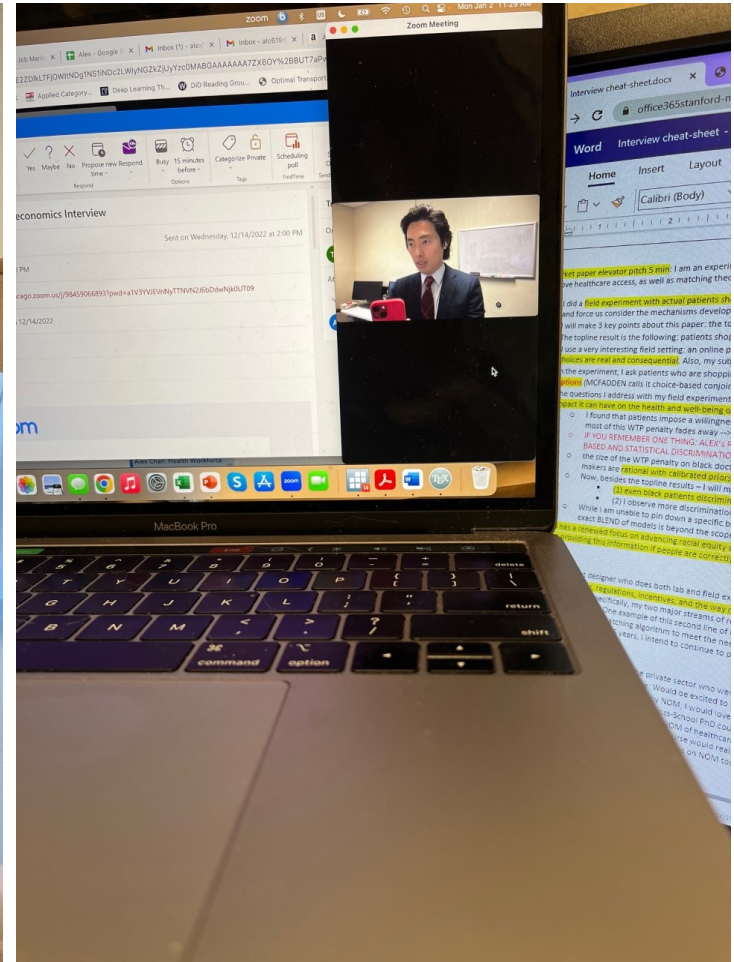
# During application submission season (November) – to do's

- Email people you have met at conferences to remind them to look at your file
- Ask your advisor to email people on your behalf
- The two above will get your file noticed
- Make sure you talk to the Placement Director early on, especially if you have idiosyncratic preferences (e.g. I like business schools more than the average person)
  - Prepare, don't make your Placement Directors do all the work
- Website up, nothing fancy

# During interview season (Dec/Jan 1<sup>st</sup> week) to do's

- Test your lighting and mic, have a good ZOOM environment (should have tested and practiced regularly having formal conversations via ZOOM during Sept-Nov)
- Have food ready at your station
- Notes/cheatsheet (not script) on your screen (you are on ZOOM!)
- Ask for the list of interview panelists before, read up about them, connect to them via your work/interests
- Thank you notes (pre-write them, just click send after interview)
- Prepare your responses, 90% of the questions are predictable
- Record interviews so you remember what you talked about and were asked
- Have a routine (e.g. I play the same song loud on my airpods and pace on the hallway outside my office before EVERY interview)
- Questions about teaching/qualifications (e.g. degree) are meant to help you

# How it looked like





# A typical economics interview

- Tell us about your JMP (except Stanford – “we have already read your paper,” one of the committee members had just, in the last 5 min, explained your paper to everyone else on the call)
  - Peel the onion/”spiral”
- 2-3 follow-up questions
- What else are you working on?
- Teaching preferences?
- (some places) Diversity question
- Questions for us?
  - This is where you tell them something you want to

# Flyout planning

- Schedule all the East coast flyouts together – but with 1 full day in between (for rest and prep)
- Schedule somewhere other than your favorite place first, but then from second flyout onwards, schedule them in the order of preference (e.g., HBS NOM for 2<sup>nd</sup> flyout for me)
- Ask for “incomplete” schedules
- Read about everyone who will meet one-on-one with you
  - Prepare to answer Q’s about JMP that would interest this person (theory? IO?)
  - Know about this person so you can share a joke/connection
  - Separate topic/paper for that person if they are not in your field (e.g. macro)
  - Have questions for them (“Ask me anything”)
- Draft thank you notes ahead of time
- Wear a tie/dress-up
- Email your local allies and ask them to show up at your talk
- Learn how to eat at meals (ask open ended questions...)
- People won’t really ask about teaching at this stage...
- Get TSA Pre-Check/CLEAR, United Explorer card, Bonvoy membership

# Types of flyouts

- Business Schools
- Economics departments
- Economics at Liberal Arts Colleges
- Public Policy Schools
- Public Health Schools

# Business School flyouts

- Dress well
- Make your job talk delivery more “energetic” and emphatic
  - Show that you can teach MBAs
- Signal that you like teaching MBAs
- Mindful of specific promotion criteria at the school
- Mindful of non-economists/people who does not publish at top 5s
- Make sure you help people see the practical relevance of your work
- People will be very nice (don't read too much into it)

# Economics Dept flyouts

- Offers are much more of a scarce resource
- Groups are going to be fighting over a slot (and this happens over time as well)
- People can seem more insecure (and will ask more aggressive questions some time)
- Need clear voting blocs for you

# Liberal Arts Colleges

- Students/teaching demo
- You might meet many more Deans than you would expect
- Be prepared to showcase how much you LOVE teaching
- Have a pitch for your diversity statement (and also get familiar with concepts that are important for undergraduate education)

# Public health/public policy

- Similar to Business schools – practical relevance very very key
- People will ~~be~~ act very nice
- For sure be prepared to talk about diversity and inclusion contributions
- For public health, have a strong pitch about how you would raise funds