



2.4.2 Finding a position: Ensuring you make the right choices

Deciding what to do after you finish the degree can be challenging. Here are some questions to help you consider your options. Each of these questions emerges from career considerations which surprised participants in our research. The questions are relevant regardless of whether you are seeking an academic or public/private sector position:

- What type of institution is the best match for you? Think about various characteristics to help answer this question, e.g., organizational mission, size, hierarchical or flat structure; range of benefits; departmental climate?
- How can you find out more about what day-to-day life is really like in the department and institution? Have you thought of arranging a shadowing or internship or visit? Might somebody in your network be able to help?
- Many PhD graduates accept a position without asking questions that may be important in the longer term. Some of the following questions are likely to be important ones before accepting a job offer:
 - Job expectations: What happens if you don't measure up?
 - Becoming permanent or not:
 - If seeking permanence, how exactly will your performance be assessed? On what basis, by whom and when?
 - If on a fixed term employment contract, is extension or renewal possible? How far ahead of the contract end date will the decision be made? On what basis will the decision be made and by whom?
 - Benefits: Are there any health care benefits, pension or childcare benefits (e.g., family leave, day care)? What support is available for career development and the acquisition of new skills or qualifications?
 - Day-to-day work:
 - How are new employees supported?
 - What is the history of people leaving and why?
 - How does the department support collegiality?
 - What human and financial resources are provided to support the role?



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- What are the career advancement possibilities for someone accepting the position?

Useful resources for preparing for interview

- <https://www.jobs.ac.uk/careers-advice/interview-tips/664/top-ten-tips-for-preparing-for-academic-interviews>
- <https://www.helpguide.org/articles/work/interviewing-techniques-and-tips.htm>



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