Strategies for your career

*Mid + Early Labs/Industry*

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Ground Rules

1. Participation is mandatory
2. This is a safe zone. Both directions
3. There is a diversity of career directions so no one correct answer
4. Discussion is centered around “yes and…”
5. Keep anecdotes anonymous
<table>
<thead>
<tr>
<th></th>
<th><strong>Industry</strong></th>
<th><strong>Government Labs</strong></th>
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<tbody>
<tr>
<td><strong>Getting the job</strong></td>
<td>Internships, Career Fairs, Networking (advisor, etc.) – well prepared interviewing</td>
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<tr>
<td><strong>Type of work</strong></td>
<td>Ranges from deep theoretical research to applied research (much of which needs to have sights on eventual commercial impact)</td>
<td>Theoretical research in large domain of sciences to applied research that supports mission. Somewhat depends on the lab and the science domain.</td>
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<td><strong>Funding</strong></td>
<td>Need to convince business unit and / or research executives of the research opportunity.</td>
<td>LDRD (Lab-Directed Research &amp; Development), ASCR (Advanced Scientific Computing Research), ASC (Advanced Simulation&amp;Computing) (default)</td>
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<td><strong>Evaluations</strong></td>
<td>Yearly evaluations and structured evaluation checkpoints</td>
<td>Yearly evaluations</td>
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<tr>
<td><strong>Career tracks</strong></td>
<td>Numerous research technical and managerial tracks. A wealth of commercial tracks also available.</td>
<td>Limited. Four staff levels and a “distinguished” level, very few managerial positions, but many leadership opportunities in large projects.</td>
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<td><strong>Compensation</strong></td>
<td>$$$$$ - Can be significant including signings / retention bonuses as well as restricted stock units.</td>
<td>Better than academia but not as much $$$$ as industry. Yearly raises and bonuses.</td>
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Understanding your organization and what moves the needle

Organization
- Understand organizational strategy and objectives
- Understand client pain points
- Understand management pain points
- Understand the competition

Moving the needle
- Table stakes: Kick butt at your current job
- Getting on the same page with your manager
- Observe others who are successful and what they have done
- Do what is needed but no one else is doing
Networking, mentoring, and sponsorship

Good Mentors Can:

- Give you additional perspective
- Alert you to opportunities inside and outside your organization
- Tell you what you need to hear. Not just what you want to hear

Good Sponsors:

- Can and will attest to the impact you can provide 1st hand
- Are in the circle of trust where they can impact your path

Networking

- As your job grows, you will need to depend on others to help achieve goals
- Networking gives you the opportunity to help and be helped
- The most sought-after opportunities may require more than a single sponsor
Alan: Work/Life Balance

- Work style and operational model are family decisions
- Establish boundaries
- Take advantage of all workplace benefits
- Share opportunities / success at work with family
- In some cases, it helps to befriend families of colleagues
- Help kids understand the value of work
Kate: Work/Life Balance

• Based on personal priorities
  • Be serial not parallel in your priorities

• Easier to achieve at a national lab (my perspective)
  • Demands are more self-defined and flexible than in academia or industry

• Adjust as life changes.
  • I used to work until pick up time, hard stop, then finish later after bedtime. Now I work until I am done, but try not to work after I get home

• Have other things in your life as goals
  • So when work is terrible you have other good things
  • so you will have other sources for fresh ideas and thinking
Questions??