

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



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Industry and Government Labs

	Industry	Government Labs
Getting the job	Internships, Career Fairs, Networking (advisor, etc.) – well prepared interviewing	Internships, Career Fairs, Networking (advisor, etc.) – well prepared interviewing
Type of work	Ranges from deep theoretical research to applied research (much of which needs to have sights on eventual commercial impact)	Theoretical research in large domain of sciences to applied research that supports mission. Somewhat depends on the lab and the science domain.
Funding	Need to convince business unit and / or research executives of the research opportunity.	LDRD (Lab-Directed Research & Development), ASCR (Advanced Scientific Computing Research), ASC (Advanced Simulation&Computing) (default)
Evaluations	Yearly evaluations and structured evaluation checkpoints	Yearly evaluations
Career tracks	Numerous research technical and managerial tracks. A wealth of commercial tracks also available.	Limited. Four staff levels and a “distinguished” level, very few managerial positions, but many leadership opportunities in large projects.
Compensation	\$\$\$\$ - Can be significant including signings / retention bonuses as well as restricted stock units.	Better than academia but not as much \$\$\$ as industry. Yearly raises and bonuses.



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



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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



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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



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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



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Questions??



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