Research Career Fair Frequently Asked Questions

- **Parking**

  Research Job Fair attendees please use the parking deck adjacent to Building 1599. The parking ambassador will be stationed at this entrance to assist you. Visitors should park on Level C if space is available. Parking is free.

- **Where can I make copies of my resume?**

  It is encouraged that you bring multiple copies of your resume, cover letter and any additional important documents. There will be limited copy service available.

- **How much experience do I need?**

  Every year we hire between 100 and 150 new graduates with only a Bachelor’s degree and very limited experience. Having laboratory experience is a plus and applicants with previous lab experience outside of college coursework are more competitive than candidates who do not have any laboratory experience or only laboratory experience which is part of their coursework.

- **How do you count years of experience?**

  We do not count laboratory experience which is part of your degree. We give credit for paid laboratory experience only. How long is it between 1999 and 2000? It could be two days or it could be just short of two years. If a manager is trying to fill a position requiring two years of experience, whom do you think they will select first; someone with 1999 to 2000 on their resume or someone who has 1/1999-12/2000 on their resume? Remember, often recruiters, hiring managers and faculty is trying to screen OUT resumes so they can have a smaller number to interview.

- **What does minimum qualification mean?**

  Every job opening lists the minimum qualifications in terms of an educational requirement and an experience requirement. If you do not meet BOTH of those minimums, you are not
qualified for that particular position and should be focusing your efforts on positions for which you do meet those minimum requirements.

• **What are the best degrees to have?**

A very large number of Emory's scientists conduct biomedical research...finding the causes and cures for diseases and illnesses. Many different models are used, such as bacteria, yeast, and a variety of animals. The most valued degrees are those which are very relevant to Emory's research efforts, such as biology, chemistry, biochemistry, genetics, microbiology, molecular biology and zoology or animal husbandry. The vast majority of technicians we hire each year in the School of Medicine have a degree in biology which is popular in many of our labs. Divisions other than the School of Medicine often prefer other degrees.

• **What if I don't have one of the degrees listed?**

Generally research positions at Yerkes, Animal Resources Rollins School of Public Health, School of Nursing and our Psychiatry department's like to hire people with degrees in animal behavior or husbandry, psychology, social sciences or social work. These departments usually do not have as many openings as the School of Medicine.

• **Can I get a research job at Emory if I don't have any of the degrees listed above?**

If you don't have one of the degrees listed above, the hiring manager is probably going to wonder why you decided to get a degree in some other field if you were really interested in doing research. However, you should apply for research positions if you have at least a year of laboratory experience which was not part of your degree requirements even if you don't have one of the degrees listed above. For example: If you had a marketing degree, but had one year experience working in a research laboratory, then you might want to apply for one of our research openings. But remember, you are competing against the hundreds of people who apply and have a degree in one of the life sciences listed above. Most managers do not want to spend time training new staff in basic laboratory and research techniques.

• **Will I get to interview with each faculty member?**

Probably not, we ask faculty to limit their interviews to 10 minutes, but some faculty take longer to interview applicants and you may not get a chance to interview with them before the job fair ends. You should develop a strategy before attending the job fair by targeting and prioritizing your interviews based on your interests and the skills required for each position. Seventy two percent of attendees at the last job fair had between 1-4 interviews; 24% had 5-9
interviews and 1% had over 10 interviews. Twenty-nine percent of those who attended were invited back for a second interview.

- **How should I plan my interviews in advance?**
  
  The first thing to do is identify your top 4-6 labs based on when they will be interviewing and the description they provided on the job fair website. Look at how long they plan on interviewing each applicant. Have a couple of your tier II labs and perhaps several tier III labs. Some faculty may not show up because of another priority which came up unexpectedly. We regret this happens, but they have a lab to run, courses to teach and families to care for like many of us.

- **If I don't get to interview with some faculty can I leave a resume?**
  
  It has been our custom to accept paper resumes and give them to faculty with whom you did not get a chance to interview. Due to the volume of registered attendees this year, we are discontinuing the courtesy. The single purpose of this job fair is to give you a chance to meet face to face with the person who is doing the hiring. Without meeting face to face, the effect will be the same as submitting your resume online…and that is a much more effective method of getting your resume to the person doing the hiring.

- **Why don't you have a research job fair for other degrees?**
  
  Emory conducts very specific medical research into the causes of disease and illnesses. That is our mission. We do not have medical device research like some universities; we do not conduct the same type of research as does Georgia Tech or the University of Georgia. Nor do they conduct the same type of research as Emory. We each have our "specialties" and hire staff accordingly. We value degrees in molecular biology more than chemistry. Georgia Tech values degrees in chemistry and physics more than degrees in plant biology. And University of Georgia values plant biology degrees more than degrees in molecular biology.

- **Why don't you offer "time slots" for interviews?**
  
  This question is asked of us each year. Even though we send out reminders, many of you will not attend the job fair. And, there will be a good number of applicants who hear about the job fair at the last minute and show up with out pre-registering. It would be a logistical nightmare to try to rearrange interview time slots for 40 faculty members. And, it would not be as efficient. Suppose you have an interview with faculty A at 10:00 and then your next interview with faculty B at 10:15. What do we do if Faculty B’s 10:00 appointment does not show up?
Do we leave the time empty or do we move you up to the 10:00 appointment and cause a conflict. And how do we find you? Run around and look? Make an announcement and disturb everyone interviewing. Remember, we have 40 faculty members interviewing during the fair. Trust us; no one really wants the fair organized in this manner.

- **Some of the job titles you advertised on the website are not available during the job fair. Why?**

  This is a research job fair, so we advertise all job titles for which faculty might want to recruit and interview. We do not know until they register which positions are going to be filled. Some faculty register very early and others wait until the last minute. We do offer the faculty registration list so you can see which job titles are going to be available during the job fair. The list is updated daily. If you don't see your job title, check back on a regular basis. Then check back a couple of days before the job fair. If your desired job title is not listed on the faculty registration, then you might not want to attend the fair this time.

- **What can I do if I don't get hired?**

  If you look at the number of people who usually attend and the number of applicants who get hired, you will notice the odds are against you. About one in ten people who attend get hired. Obviously we can't hire everyone who attends. Perhaps you did not have one of our valued degrees. Perhaps the research model you have experience with is not one which was valued during the job fair. Perhaps you don't have the specific research skill some of the managers are seeking. There are many reasons why applicants do not get hired. We have found it is almost always based on the technical skills. Remember, you are competing against many people who have more experience than you. Don't get discouraged. If you have a degree in one of those we mentioned above, you have a good chance to find a career with us. But it may take time. We offer these job fairs about three times a year….summer, spring and the fall. And, we have a large number of research positions online which are filled on a daily basis. On average we fill 150-200 research jobs each and every year. Be persistent and patient and learn from the comments the recruiters enter on your My Emory Careers webpage.