

**Flipping the table: What recent new hires turned hiring managers wish they knew then
(Organized by the Young Mass Spectrometrists Interest Group)**

Tuesday, June 4th, 5:45 pm-7:00 pm

Coordinators: Ryan M. Bain (Chair 2024) and Kiran Iyer (Chair 2025)

Moderators: Ryan M. Bain
Kiran Iyer

Panel: **Stella Bettencourt** (Merck)
Boone Prentice (University of Florida)
Briana Capistran (National Institute of Standards and Technology)
Karen Yanell (Agilent)
John Stutzman (Dow Inc.)
Connor Jenkins (DEVCOM)

Audience Composition: Primarily young students with a few people looking to recruit new hires.

Ryan Bain started the workshop with brief opening remarks, including an introduction to the workshop and self-introduction of (background and research). The focus of this year's workshop was advice for the transition from graduate school to industry, government or academia. Karen, Stella and Connor then introduced themselves briefly (2 slides each). Each of them clearly represented different sectors of possible employment for mass spectrometrists from instrument companies, the pharmaceutical industry and the US government.

Three main session topics were then explored in the form of presentation which each intentionally had a more candid style of presentation. Boone provided some insights behind the curtains on what the academic hiring process looks like and share his personal journey. I received several comments on how Boone's presentation provided unique perspective that one could not find in other places. Then, Briana discussed tools to explore government jobs and highlighted some points in her journey into the federal government. She provided tips on how to use common government search engines and deconvolved some of the complexity of the federal application process while debunking some myths. Lastly, John Stutzman wrapped up with tips on how to ace an interview in industry and how to best represent yourself in a transition from a PhD student/academic researcher to an industrial chemist.

The floor was then opened for 20 minutes of question an answer (which went about 5 minutes over). This then naturally transitioned into roughly 1 hour of additional 1-on-1 discussions between panelists and the audience members that had additional topics they wanted to discuss in this more intimate setting. We do find this portion to be the most important and this could be enhanced in future years if the room could be rearranged.

Respectfully Submitted,
Ryan M. Bain (Chair 2024) and Kiran Iyer (Chair 2025)