

Career Paths of Physics Degree Holders

Craig Group (He,Him,His)

University of Virginia

APS Career Mentoring Fellow

A little bit about me

- Robert Craig Group – born 1977, Columbia, SC
- Undergrad: BA, Erskine College, SC
 - Only 1 physics professor!
- MS - Florida State
 - “Bridge”...
- Ph.D. – U. Florida
- Post-doc – Fermi National Lab
- Faculty – U. Virginia

A little bit about me

- Undergrad: BA, Erskine College, SC
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- Next????

A little bit about me

- Undergrad: BA, Erskine College, SC
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- Post-doc – Fermi National Lab
- Faculty – U. Virginia
- Next????
 - Still not clear what I will do **when I grow up!**

A little bit about me

- Most important:

A little bit about me

- Most important: I'm a human being!

A little bit about me

- Most important: I'm a human being!
- I have family, friends, past times, emotions, challenges, health issues, failures, success, ...
- My career has to accommodate me as a person, not just a physicist.
- We are all unique, and luckily, there are many career options for physicists!

A little bit about me

- As a professor, I teach classes, conduct research in experimental particle physics, and ...

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- As a professor, I teach classes, conduct research in experimental particle physics, and **mentor students and young(er) scientists.**

A little bit about me

- As a professor, I teach classes, conduct research in experimental particle physics, and **mentor students and young(er) scientists.**
- This last one, embarrassingly, caught me by surprise!
- Over the years, I've realized that it might be the most important part (to me).
- So, I applied to the **APS Career Mentoring Fellow** program to try and improve my skills.

Career Mentoring Fellows

- Receive implicit bias training.
- Receive mentor training.
- Gain expertise about physics careers and learn about [APS Career Resources](#).

That is why am here with you right now!

OK, let's talk about physics careers....

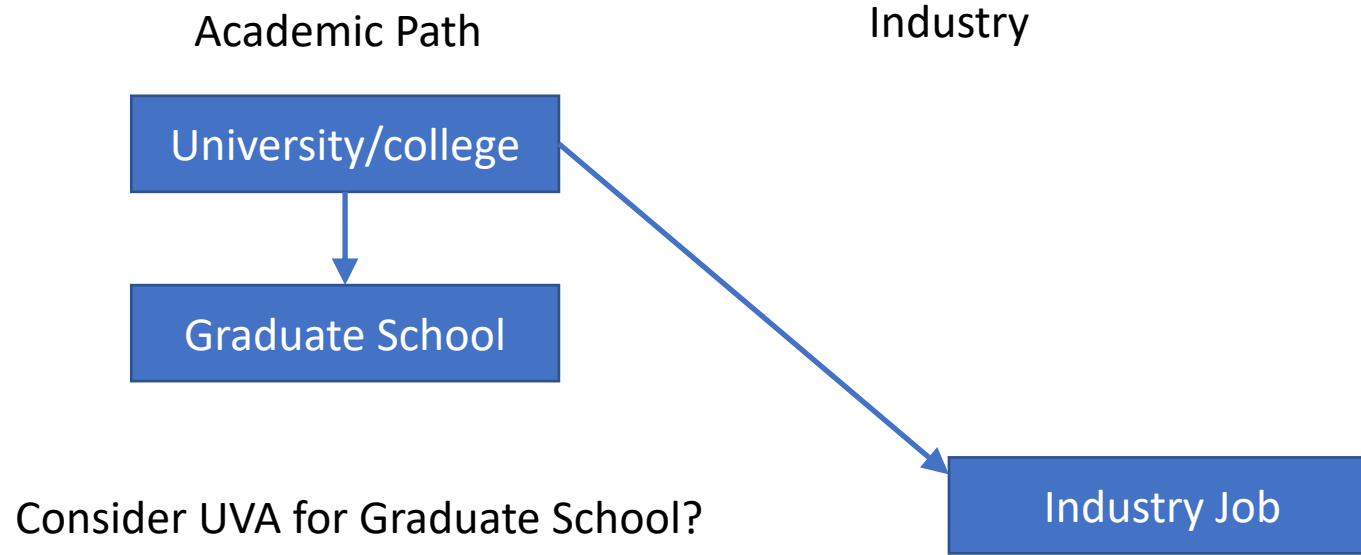
“Typical” physics career path

Academic Path

University/college

We all start here.

“Typical” physics career path



UVA Graduate Program

UVa Physics Department

- 39 department faculty
- +7 affiliated faculty (can also take students, in Engineering and Medical Physics)
- 20 research and postdoctoral scholars
- \$10.5M annual research funding



Particle
Physics

Nuclear
Physics

Atomic,
Optical,
Quantum
Information

Condensed
Matter

Medical
Physics

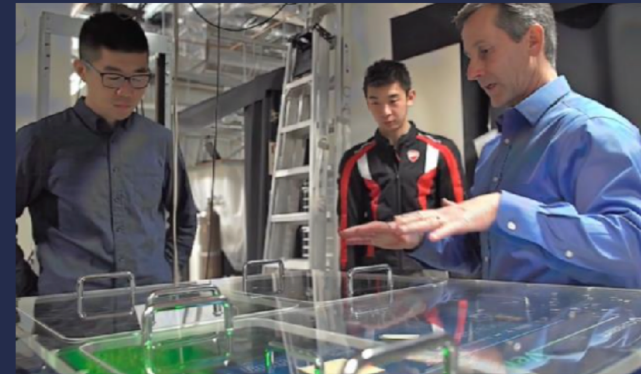
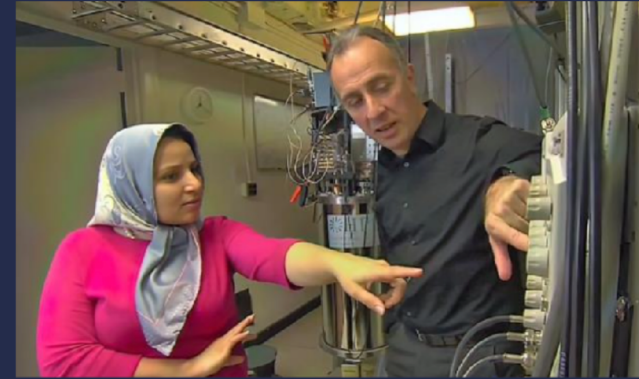
Astrophysics
Gravity
Cosmology



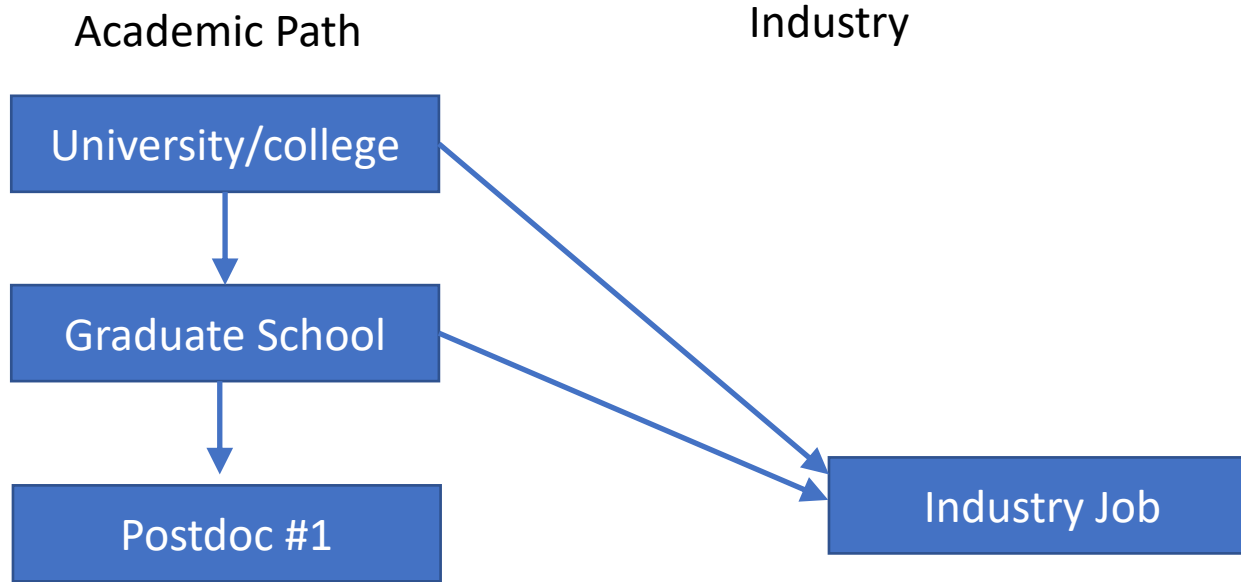
UVA Graduate Program

UVa Physics Graduate Studies Program Overview

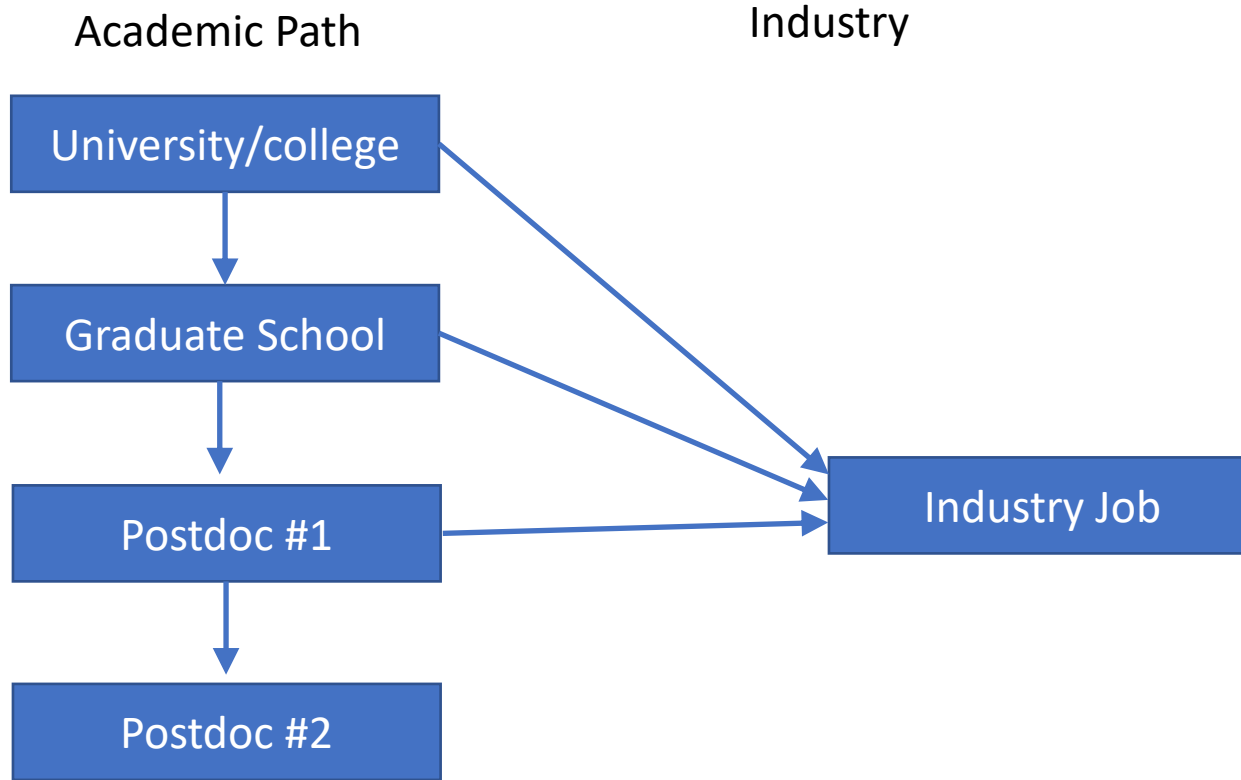
- About 110 graduate students (98% PhD)
- Incoming class typically 18
- All doctoral students are receive full financial support
 - Living stipend, tuition, fees, (single) health insurance fully paid
 - Academic year through research, teaching, and fellowships
 - Summer support through research
 - After 4th semester, most supported by research
- First year: typically core courses. Research starts in the summer!



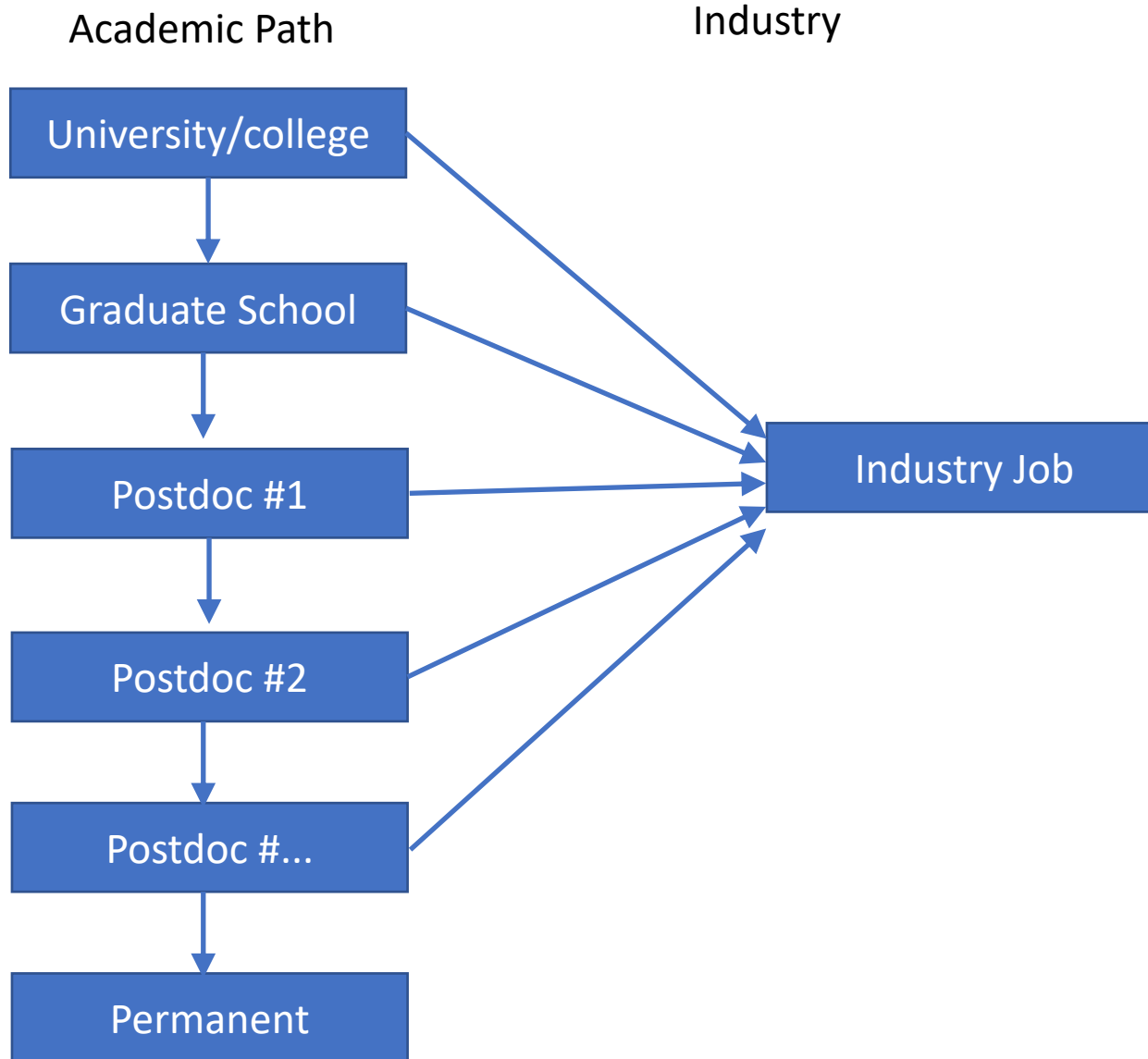
“Typical” physics career path



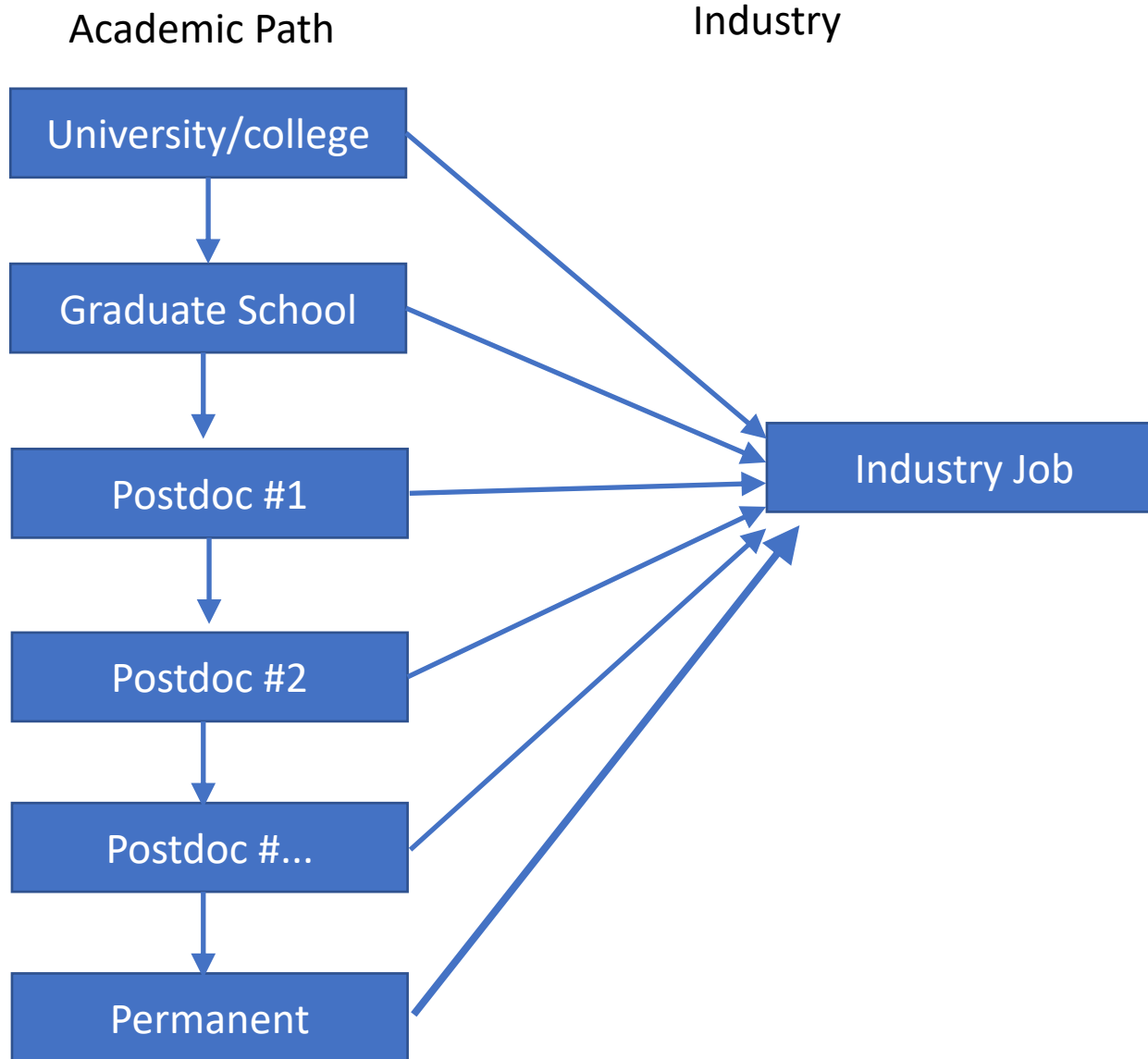
“Typical” physics career path



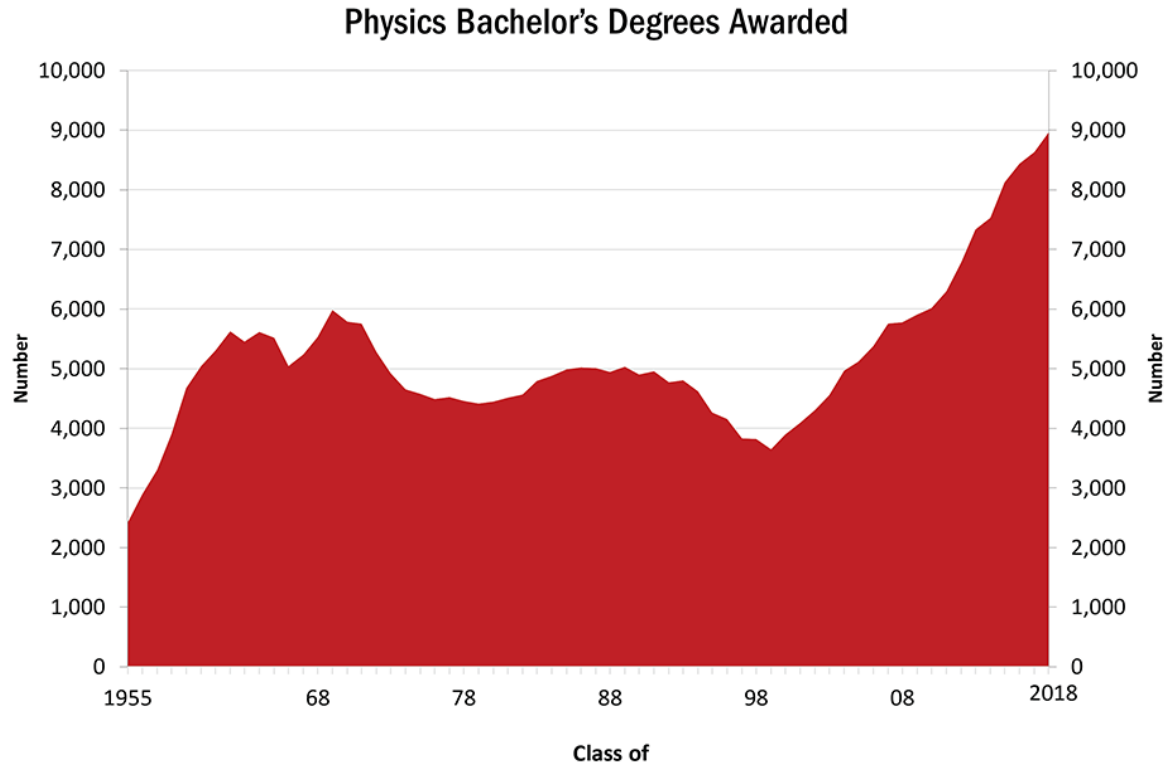
“Typical” physics career path



“Typical” physics career path



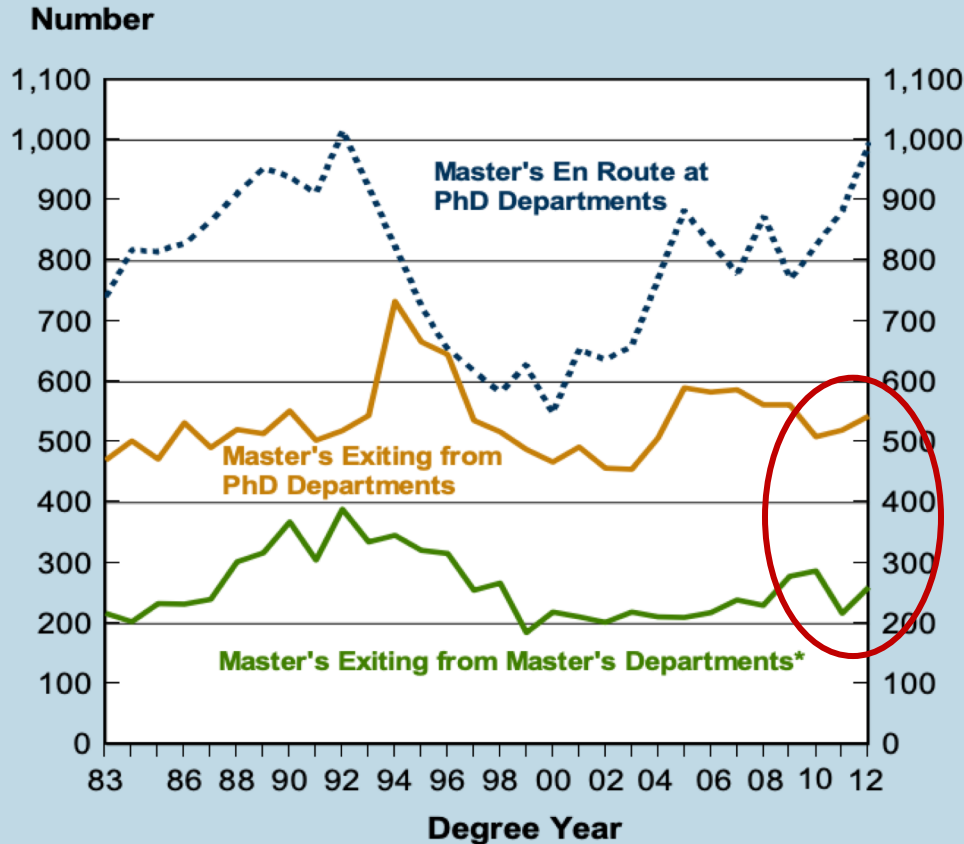
How many Physics Bachelor's are there?



>8500 Physics Bachelor's degrees are awarded annually

You are elite!

How many MS holders are there?



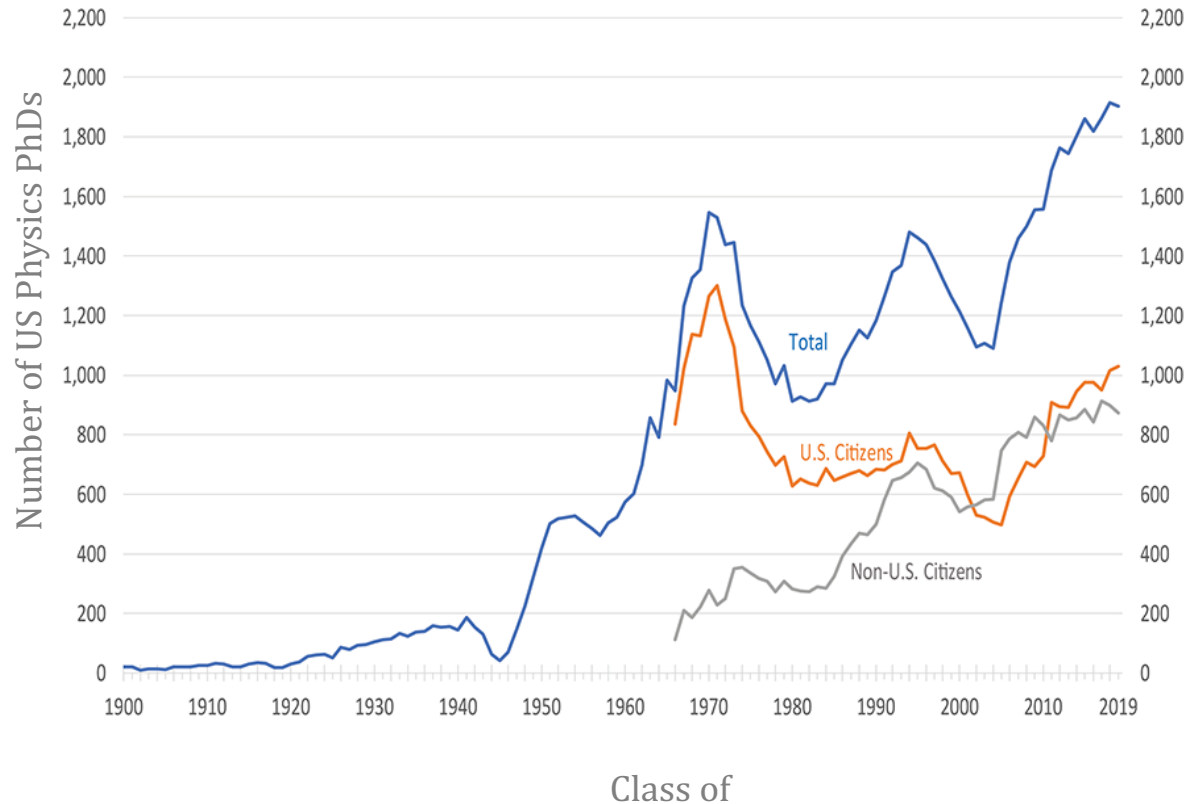
Additionally,
~700 new
Physics Master's
holders, also
look for jobs.

*These departments offer a master's as their highest physics degree.

<http://www.aip.org/statistics>

How many PhDs are there?

Physics PhDs Conferred in the US, 1900 through 2019

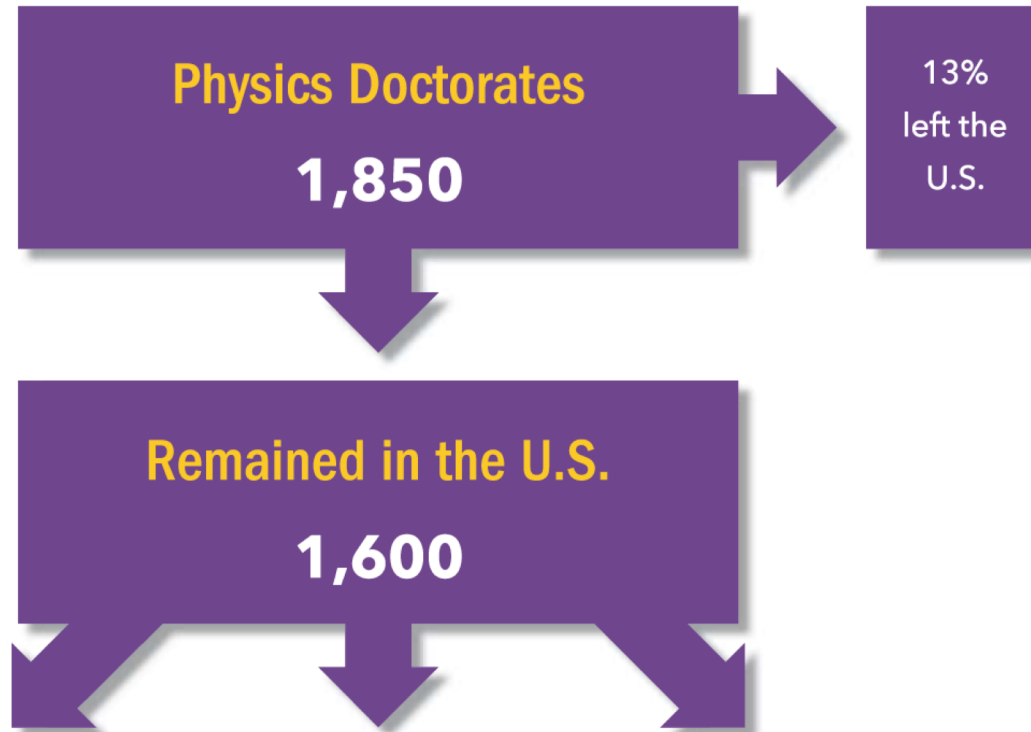


Sources: ACE (1900-1919), NAS (1920-1961), AIP (1962-2019)

The number of Physics PhDs granted in the U.S. has almost doubled over the last two decades!

How many PhDs are there?

2015-2016 graduates: 1 year after PhD



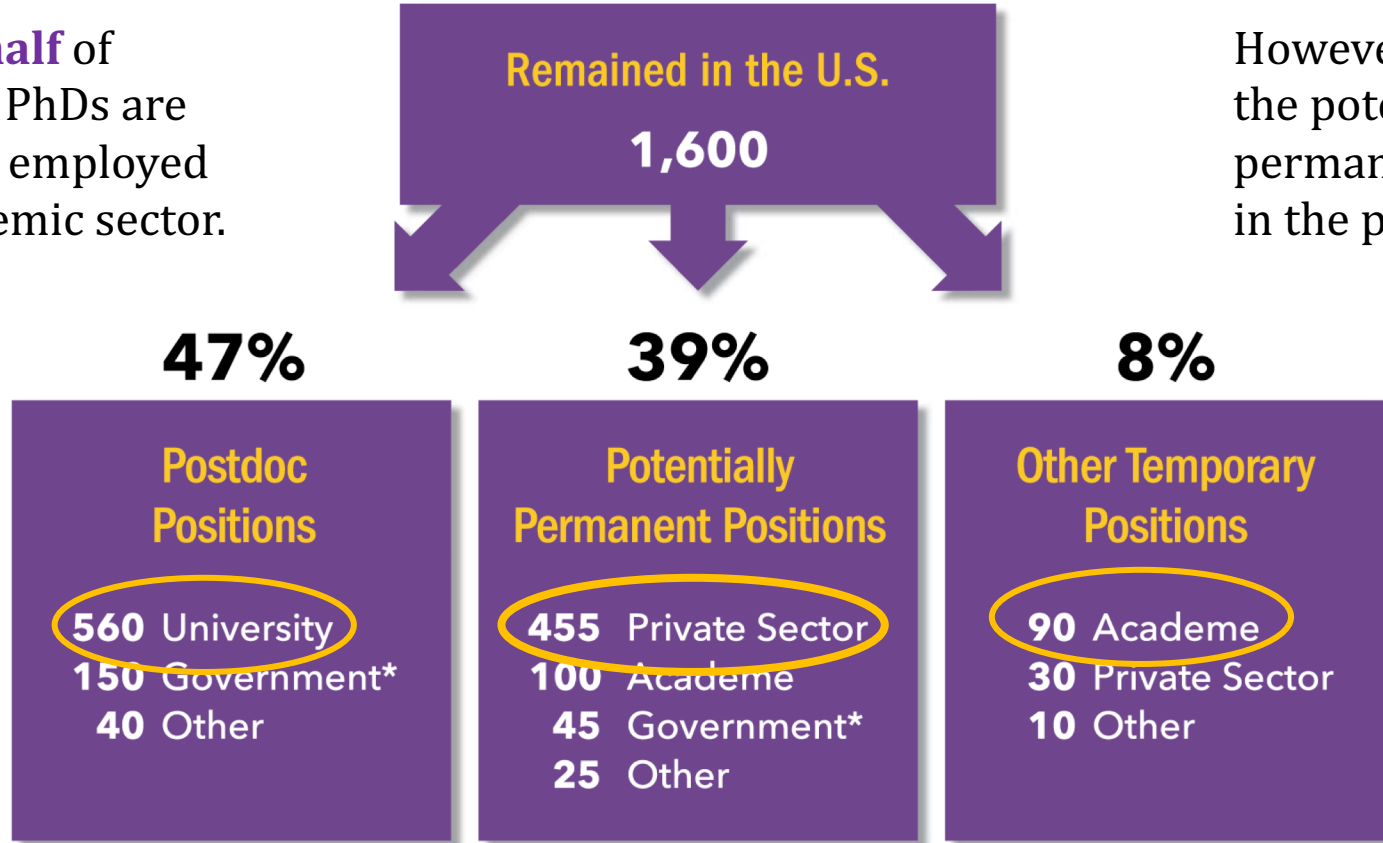
~1600 Physics PhDs go into the job market every year

What are they doing (PhDs)?

2015-2016 graduates: 1 year after PhD

About **half** of Physics PhDs are initially employed in academic sector.

However, ~**73%** of the potentially permanent jobs were in the private sector.



6% of those in the U.S. were unemployed the winter after receiving their degrees.
<1% of those in the U.S. were not employed and not seeking employment.

What are they doing (PhDs)?

A majority work in the private sector



Education



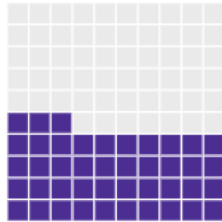
Business



Government

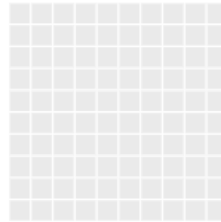
10 - 14 years since receiving degree

4-year colleges and universities



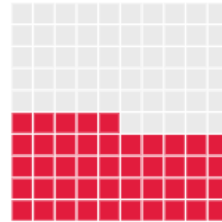
43%

2-year and pre-college institutions



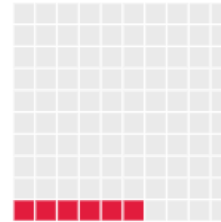
5%

For-profit companies



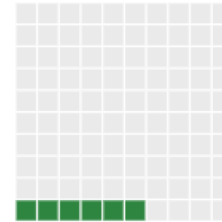
45%

Non-profit organizations



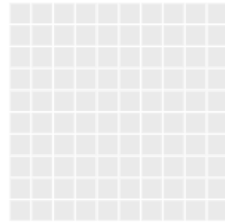
6%

Federal government



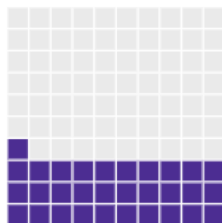
6%

State & local government

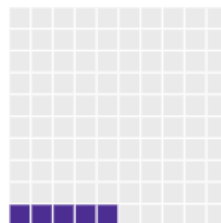


5%

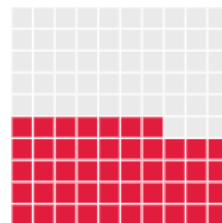
15+ years since receiving degree



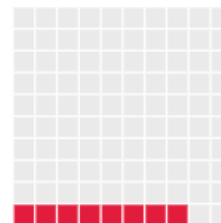
31%



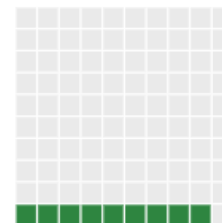
5%



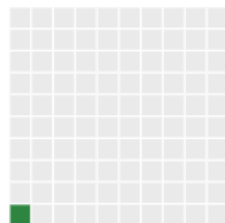
47%



8%



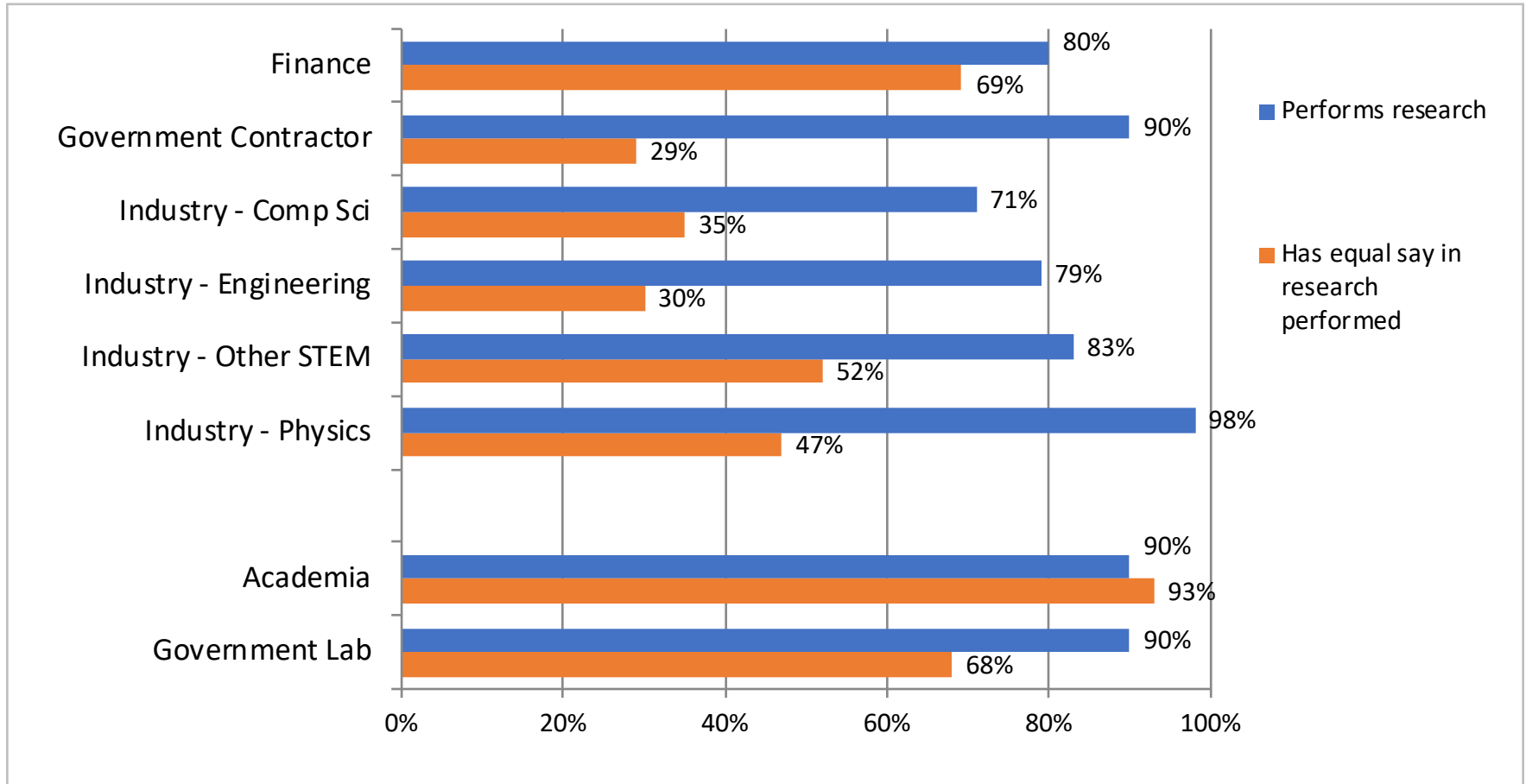
9%



1%

Source: NSF Survey of Doctoral Recipients, 2001 - 2013

What are they doing (PhDs)?

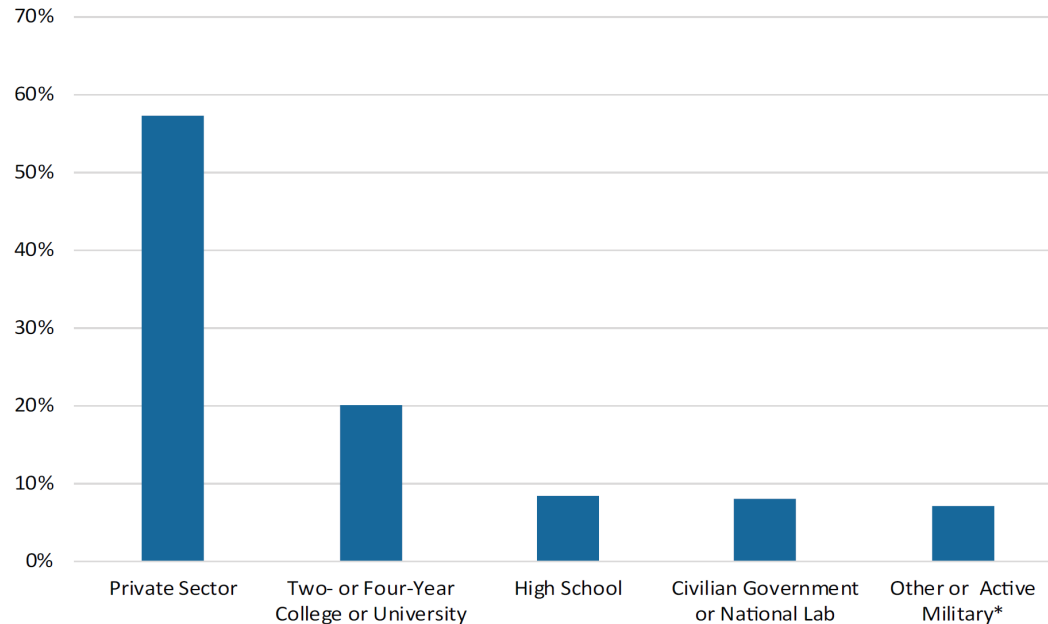


Source: AIP Statistical Research Center Report Common Careers of Physics PhDs in the Private Sector, June 2015

Most still perform research in private sector jobs!

What are they doing (Master's)?

Employment Distribution of Exiting Physics Masters One Year After Degree, Classes of 2016, 2017, & 2018 Combined



Majority of Master's holders also go into the private sector

~20% find jobs at colleges or universities

Exiting masters are individuals who, upon receiving their master's degrees, leave their current physics departments. Figure includes US employed physics masters, including those who were employed part-time and not enrolled in a degree program and masters continuing in positions they held while pursuing their degrees. Other includes elementary and middle schools, health care facilities, and non-profit organizations. Figure based on responses from 349 individuals.
*Active military excludes masters receiving their degrees from military academies.

What are they doing (Bachelor's)?

Status of Physics Bachelors One Year After Degree,
Classes of 2019 & 2020 Combined



Figure based on 5764 individuals

AIP Statistics

aip.org/statistics

About **half** go straight into the workforce

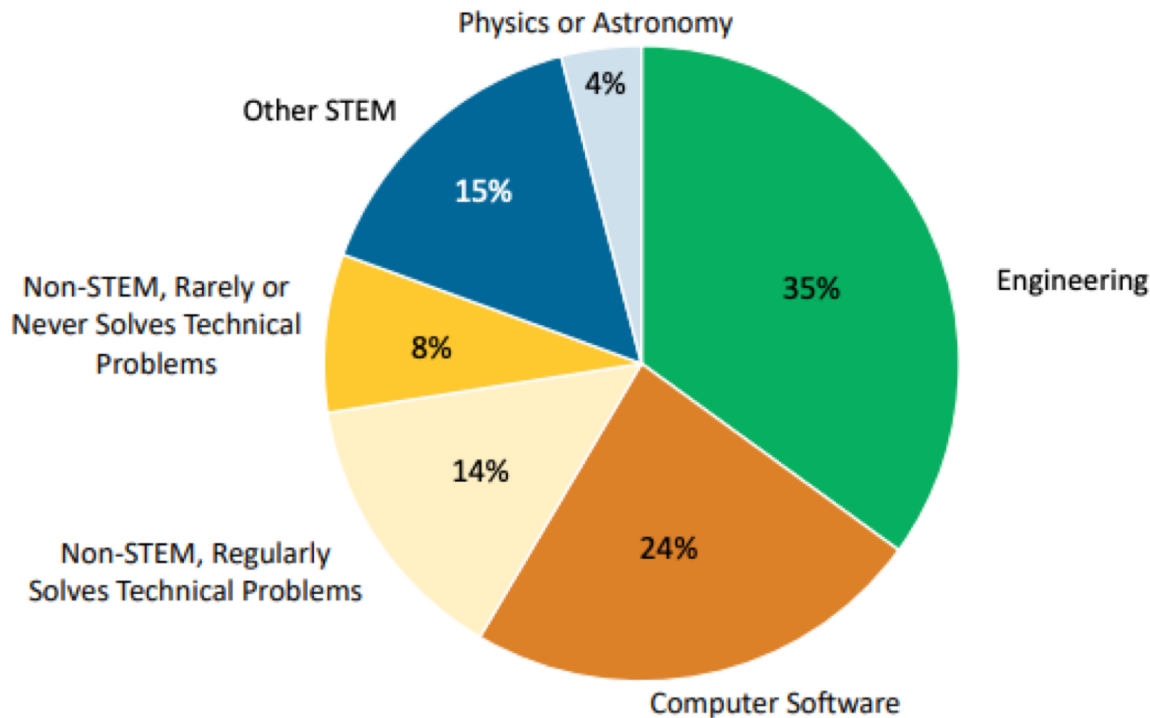
Largely finding employment in the private sector

Initial Employment Sectors of New Physics Bachelors,
Classes of 2019 & 2020 Combined

| Employment Sector | % |
|-------------------------------|-----|
| Private Sector | 59% |
| College & University | 18% |
| High School | 6% |
| Civilian, Gov't, National Lab | 7% |
| Active Military | 3% |
| Other | 7% |

What are they doing (Bachelor's)?

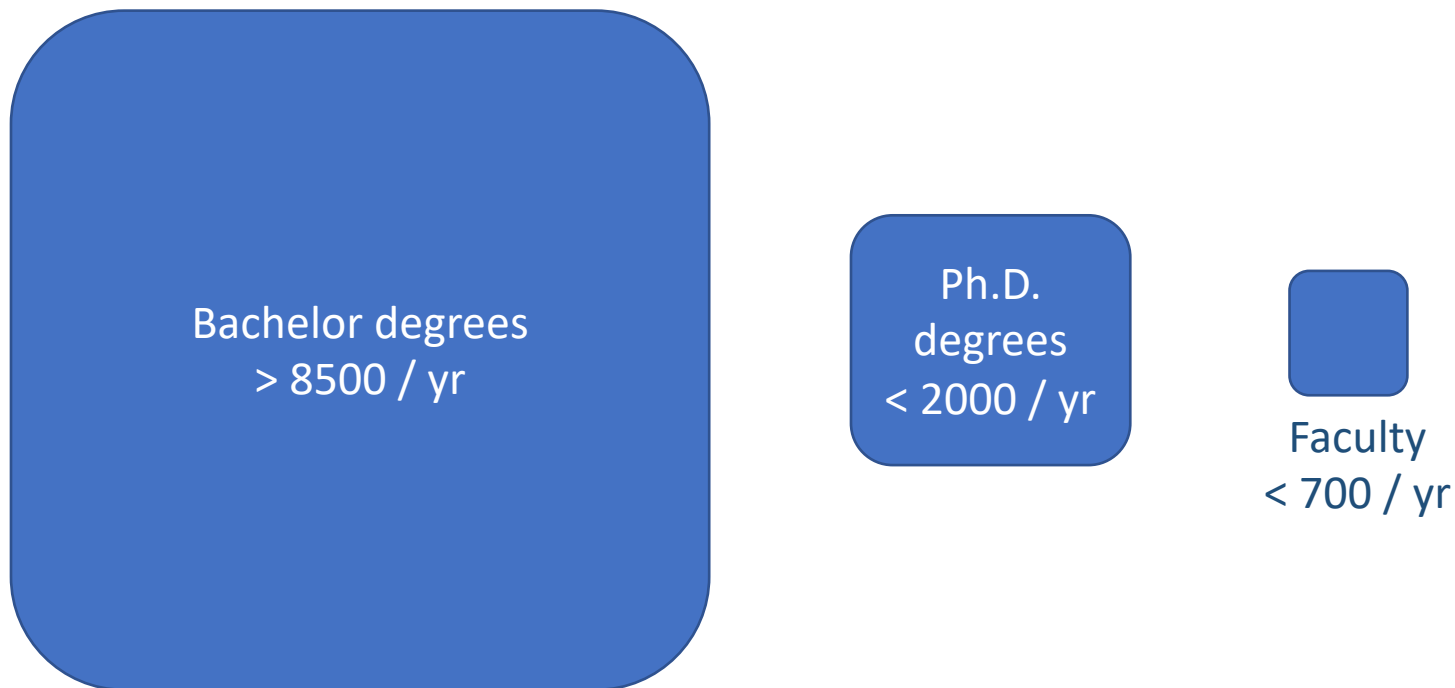
Field of Employment for New Physics Bachelors in the Private Sector,
Classes of 2019 & 2020 Combined



STEM refers to natural science, technology, engineering and mathematics. Regularly solving technical problems refers to respondents who selected "Daily", "Weekly", or "Monthly" on a four-point scale that also included "Rarely or Never".

Majority
working in
STEM jobs

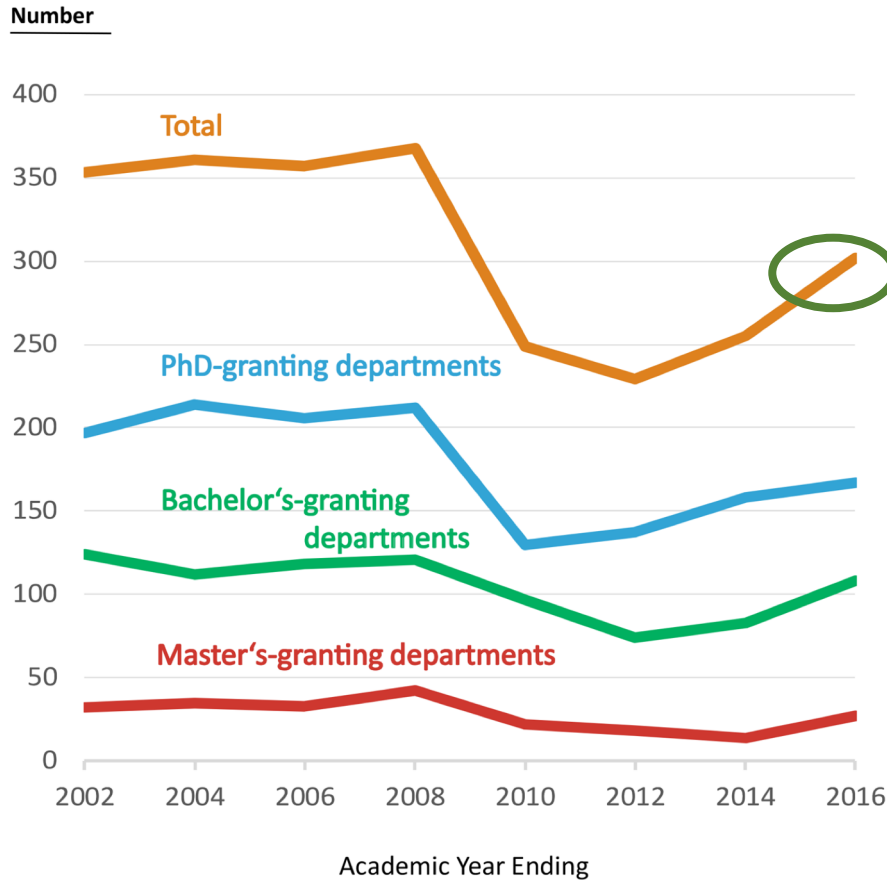
Bachelor → Faculty ?



Less than 8% of physics majors become professors at 4-yr universities.
But, the vast majority have (more?) successful and fulfilling careers!

Academic sector demand

Number of Faculty Hired by Physics Departments Tenured and Tenure-Track Positions Only



About **~300** new tenure or tenure-track hires in 2016.

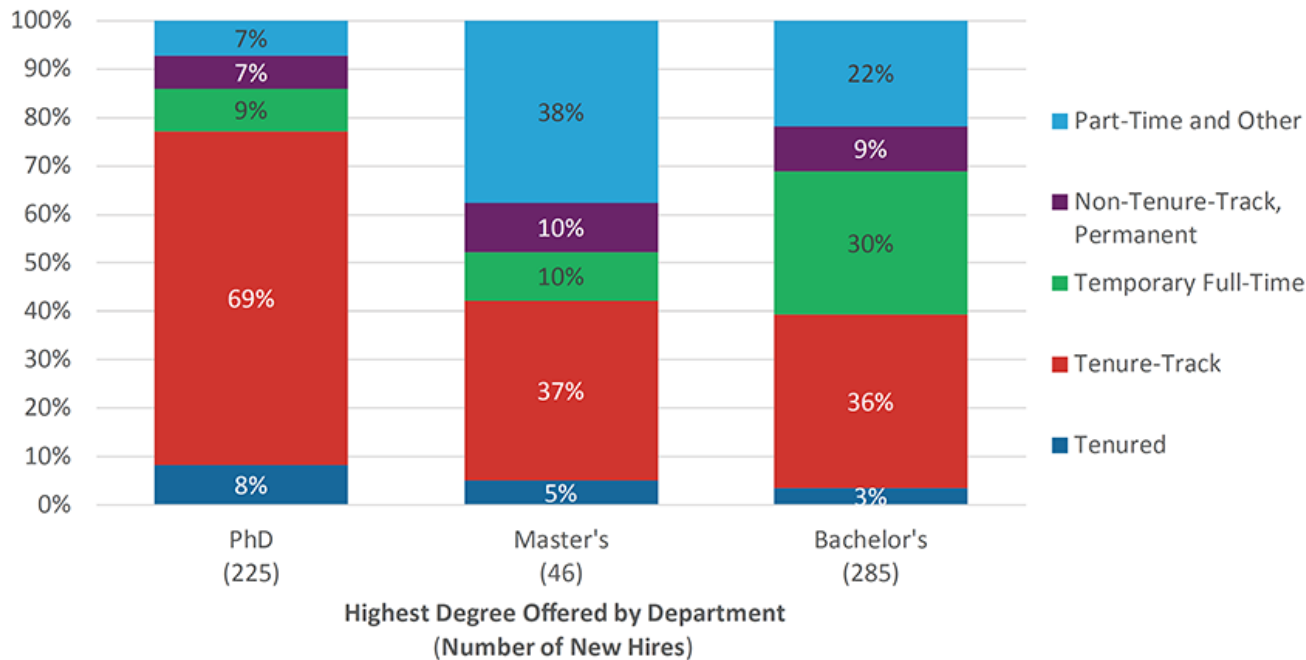
Recall: ~1600 PhDs looking for jobs yearly

- The noticeable drop from 2008 to 2010 is likely due to the 2008 recession.

aip.org/statistics

Academic sector demand

Position Status of New Faculty Members Hired, 2017–18 Academic Year



Faculty position types vary widely by institution.

Total of 556 new faculty hires (including all position types).

Given that we are graduating over 1,600 PhDs/yr, with half of them going into postdocs with an intention of continuing as physics faculty, supply will continue to outweigh demand for the academic career path.

Industry demand



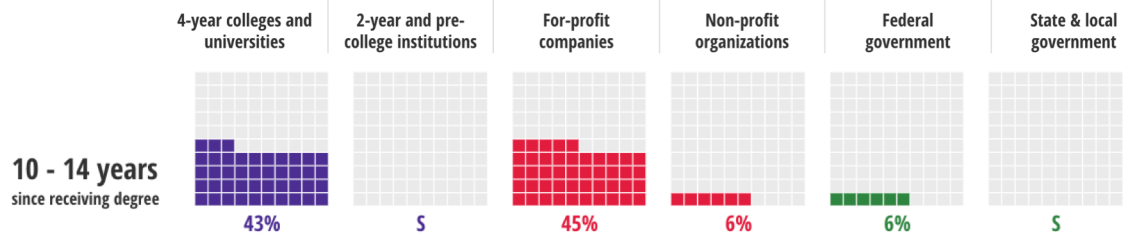
Education



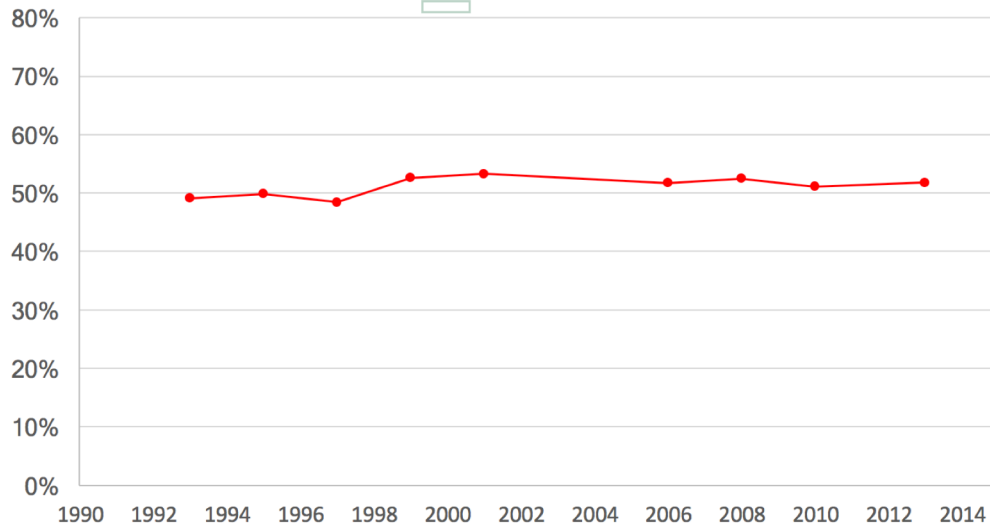
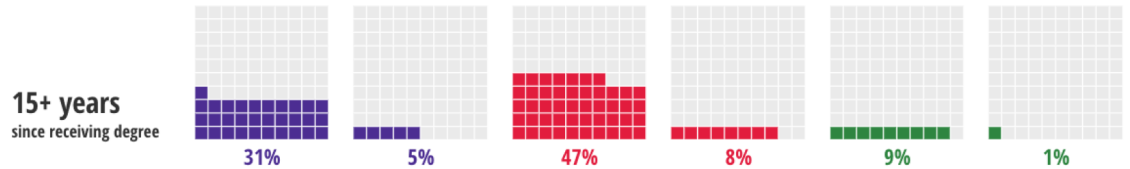
Business



Government



Percentage of Physics PhDs* Employed in the Private Sector



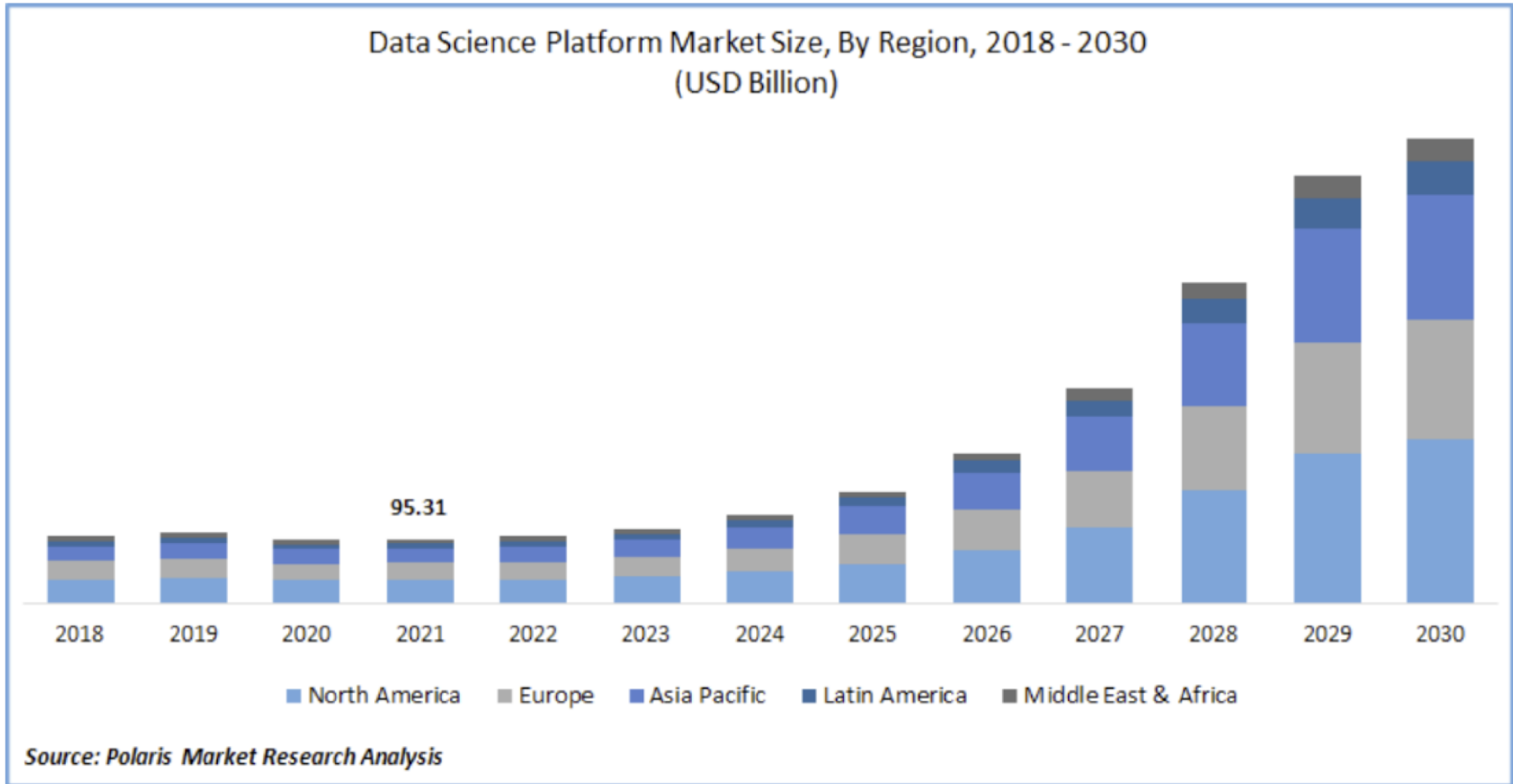
*Data includes PhDs employed in potentially permanent positions only. Data excludes PhDs not in the labor force. Average unemployment is 3%.

Source: NSF Survey of Doctoral Recipients, 2001 - 2013

Industry has been the largest employment base for Physics PhDs for decades.

Example: Data Science

Physicists need data science skills, and so does industry!



Examples of Successful Physicists' Careers

aps.org/careers/physicists/profiles

Physicist Profile



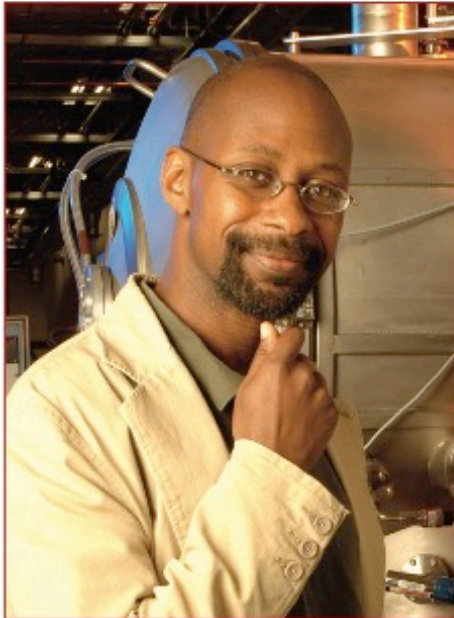
Thomas Hefner, BS
High School Physics Teacher

Combining his passion to give back to society with his love for physics, Thomas became a high school teacher. When teaching, he finds the physics material to be just as useful as the critical thinking skills taught in science courses.

Advice for students: Take different types of science courses and build communication skills through outreach activities.

Learn more: [aps.org/careers/physicists/profiles/hefner.cfm](https://www.aps.org/careers/physicists/profiles/hefner.cfm)

Physicist Profile



Paul Markoff-Johnson, MS Director of Product Development

Paul gained an appreciation for physics when he saw its connection with math.

He switched majors from engineering to physics due to the broader scope, variety of career options, and the invaluable skill of using basic principles to solve problems.

Currently, Paul is the Director of Product Development at a company specializing in thin film technology.



Learn more: [aps.org/careers/physicists/profiles/markoff.cfm](https://www.aps.org/careers/physicists/profiles/markoff.cfm)

Physicist Profile



Julia Scherschligt, MS Thermodynamic Metrology Scientist

Julia found a job at the National Institute of Standards and Technology (NIST) through her network.

After working in different areas at NIST, she now leads a group responsible for the fundamental measurements of temperature and pressure.

Advice for students: Talk to the grad students before applying to a school and take skills-based classes.

Learn more: [aps.org/careers/physicists/profiles/scherschligt.cfm](https://www.aps.org/careers/physicists/profiles/scherschligt.cfm)

Academic or Industry?

- Most of us will not end with a permanent career in academia.
- Should I give up on science?

Academic on Industry?

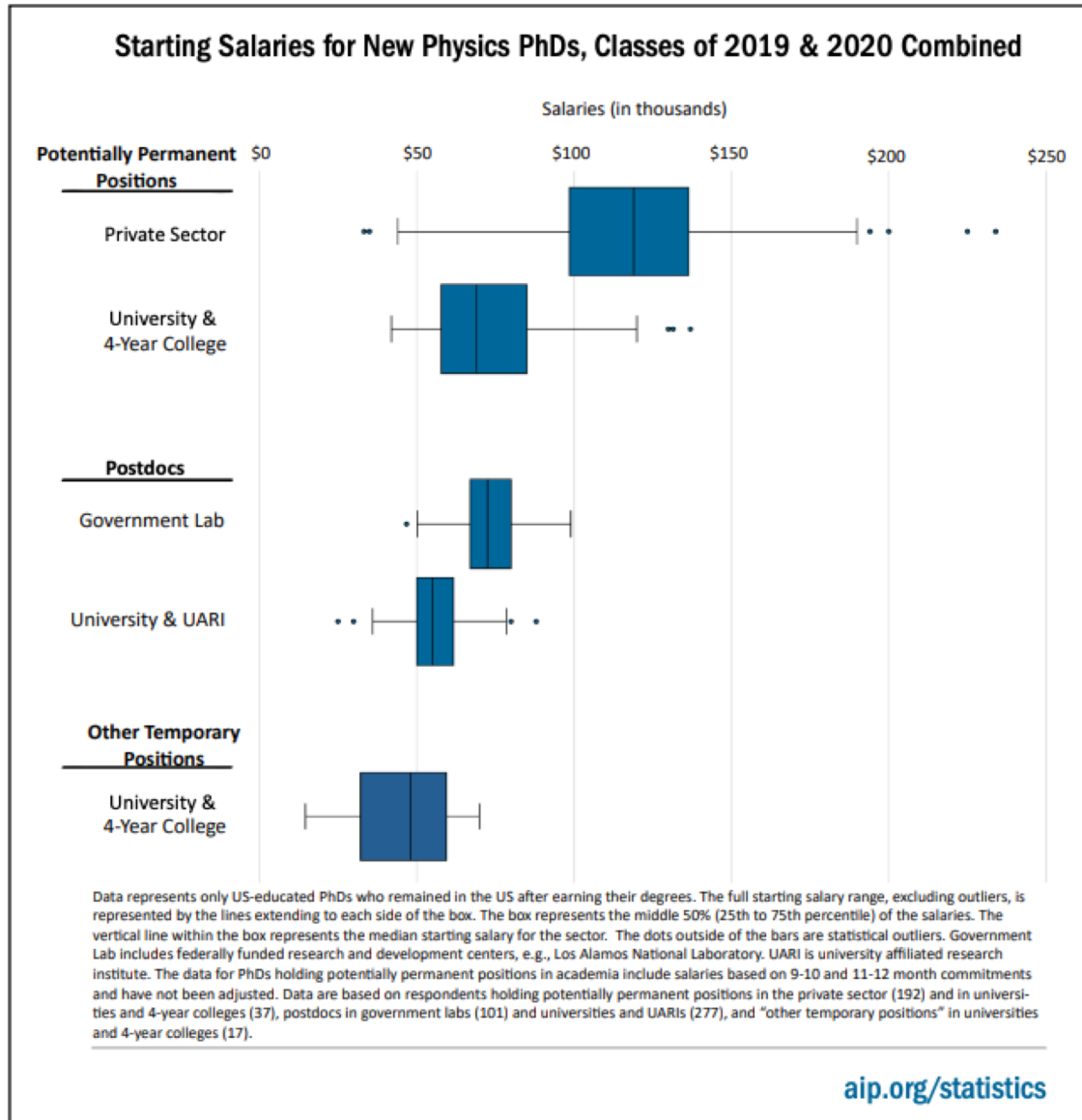
- Most of us will not end of with a permanent career in academia.
- Should I give up on science?
--> NO!
- I advice my students who what to do academic research to stay on that route as long is they are enjoying it **and it is treating them well!**
- It is NOT “settling” or “failure” to decide that industry or some other direction is a better fit for you!
- There are interesting and important and fun problems to solve everywhere, and your physics training can make you very useful!

Common Job Titles of Physics Bachelors



Source: AIP Follow-Up Survey of Physics Bachelors, Classes of 2017 and 2018.

Typical Starting Salaries of New Physics PhDs



Job Satisfaction of Physics PhDs

Subjective Aspects of Initial Employment for Physics PhDs Holding Potentially Permanent Positions by Sector, Classes of 2015 & 2016 Combined

| Percent who felt: | Sector of Employment | | |
|---|----------------------|--------------------|----------------|
| | Academic (%) | Private Sector (%) | Government (%) |
| A physics PhD is an appropriate background for this position. | 87 | 83 | 81 |
| This position is professionally challenging. | 85 | 83 | 86 |
| I consider myself underemployed in this position. | 26 | 19 | 29 |
| Overall, I am satisfied with this position. | 89 | 87 | 86 |

The percentages represent the two positive responses on a four-point scale such as: Very appropriate, Appropriate, Not very appropriate, and Not at all appropriate. Data only include US-educated physics PhDs who remained in the US after earning their degrees.

So...

- PhDs in industry are equally satisfied and earn more money than those who stay in academia.
- More proof that going into industry can be a rewarding choice.

(not “settling” for less or a failure)

How can you start preparing?

Look Inwards/Reflect



Perform a detailed self-assessment

- Includes what you are good at doing *and* *what you enjoy doing*. Values are important!
- Reflect on your working style: collaborative, independent, goal-oriented?

Keep a Career Notebook/Doc

- Track insights, skills, and contacts
- Note when you're happiest and when you are the *least* happy.
- **What is important to you?**
 - Work-life balance? Money? Location?
 - Flexible schedule? Control over research?

Document Skills

- Record your skills – technical and non-technical. These will be the building blocks of every resume you'll write.

How can you start preparing?

Use Resources

APS Careers 2022 Guide

- Breadth of opportunities for physics graduates
- Advice from professionals
- List of companies hiring physicists
- **Ex. Webinar: Why You Should Consider an Industry Career**

[Watch video](#)

go.aps.org/careersguide



SPS Careers Toolbox

- Lists common job titles
- Effective job searching tips
- Resume, cover letter help
- Tips for interviewing

spsnational.org/sites/all/careerstoolbox

APS Careers Website

- APS Job Board
- Professional Guidebook
- Physicist Profiles
- Common Careers Paths

aps.org/careers



How can you start preparing?

Use Resources



APS Webinars

Free webinars on topics like: professional development during COVID, science policy careers, effective communication, and more:

- Success in Industry
- Career Exploration
- Public Engagement
- Professional Development for International Physicists in the U.S.

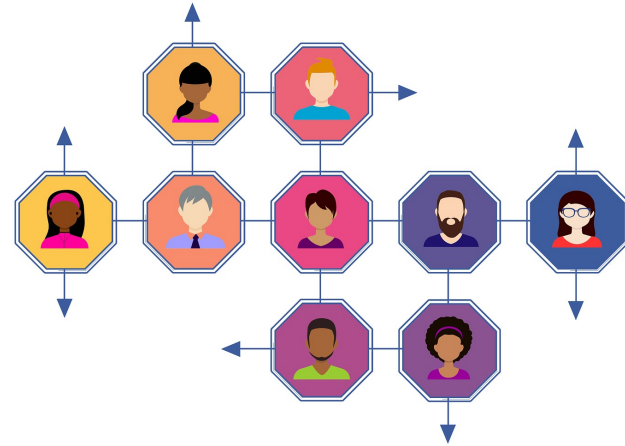
View Webinars & Sign up:

aps.org/webinars

How can you start preparing?

Build Your Network

- Join LinkedIn
- Attend alumni mixers, career fairs, conferences, etc.
- Volunteer or Find internship



Industry Mentoring for Physicists

Attend Informational Interviews

- Reach out to contacts and ask for a 20-minute chat
- Here, *you* get to ask the questions!
 - Ask about their career path, their typical work day
 - Ask what aspects of work they like or dislike
- Don't ask for a job!

Find Career Mentors

- Join the APS IMPact program to find industry mentors: impact.aps.org
- Ask faculty mentors to connect you to industry professionals/past students
- Career Mentors are critical!!! (first half of workshop)



LinkedIn Basics



Meghan Anzelc · 1st
Head of Data & Analytics at Spencer Stuart | Public Speaker
Greater Chicago Area · [Contact info](#)

Headline

- Subheading under your name, 120 characters
- Job title/company by default, but can be modified:
 - Materials scientist with expertise in quantum optics
 - Data Scientist | Machine Learning Expert | Problem-Solver
- Used in LinkedIn Search Algorithm

Photo

- Extremely important for forming connections
- Should cover >60% of the frame
- High resolution
- Should look like you
- No one else should be in it

Profile Summary

- What combination of skills help you achieve results?
- What motivates you?
- Include skills and accomplishments
- Good place to explain any gaps or why you're switching fields

Tips on Resume Writing

Resume vs. CV

Resume

- 1-2 pages,
- Specifically tailored to job posting,
- Only lists relevant skills and experiences
- More common in industry

CV

- Several pages,
- Can be used for multiple applications,
- Lists all experiences
- More common in academia



Writing a Resume

- Carefully read the job description and highlight required skills
- Organize resume into sections based on each prominent skill (rather than organizing by job title/experience)
- Use bullet points to describe experiences and accomplishments relevant to each section

Name, Contact Info

Skill Area #1 – e.g. “Data Analysis Skills”

- Bulleted Skill (Title, Organization, Year)
- Bulleted Skill (Title, Organization, Year)
- Etc....

Skill Area #2 – e.g. “Leadership Skills”

- Bulleted Skill (Title, Organization, Year)
- Bulleted Skill (Title, Organization, Year)
- Etc....

Interviewing Process

Typical Interview Trajectory at a Company

- Phone interview with HR – usually to determine if you meet basic requirements
- In person (or virtual) interviews with specific department and team members
- Presentation to department on your research or other work relevant to the position (sometimes required)

Preparing for Interviews

- Review job description – be able to provide examples of how you qualify for specific requirements
- Practice answering common questions
 - “Tell me about yourself” “Why are you interested in this position?”
 - “Tell us about a time when you...”
 - Dealt with a conflict, worked with someone difficult, etc.
- Test out any technical issues for video calls beforehand

Summary

- Hundreds of physics degree holders enter the job market every year
- Majority find careers in the private sector, applying their physics knowledge and training
- You can start preparing now by expanding your network – find mentors and collaborators!
- The world is full of important and interesting problems to solve!
- You are a unique human, you have unique and marketable skills!
- Figure out what you love and how to put your skills to work to find a satisfying career. APS resources can help!!!

Thank you!



Survey:

tinyurl.com/APS-CareerTalk22

Back up slides

What about non-US Citizens

Recent US policies hindering international physicists' employment in the US
APS Government Affairs is advocating for better policies

Important Resources

APS International Affairs Website

aps.org/programs/international/

APS Office of Government Affairs Website

aps.org/policy/

APS IMPact Program – Effort to add more mentors from non-US backgrounds

impact.aps.org

APS Webinar Series on Career Development for International Physicists

aps.org/webinars

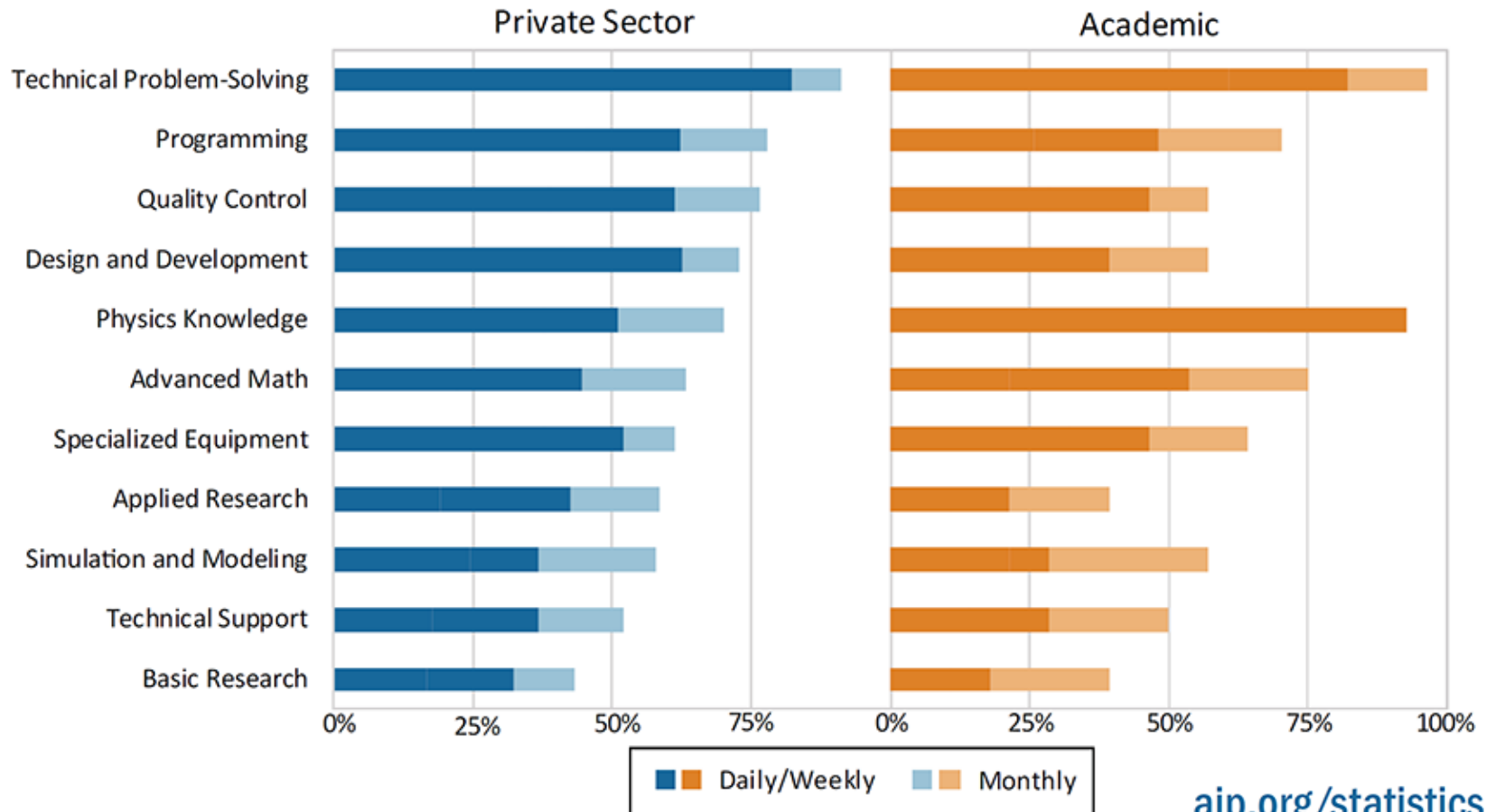
Employment Resources for International Members

aps.org/careers/guidance/international/index.cfm



What are they doing (Master's)?

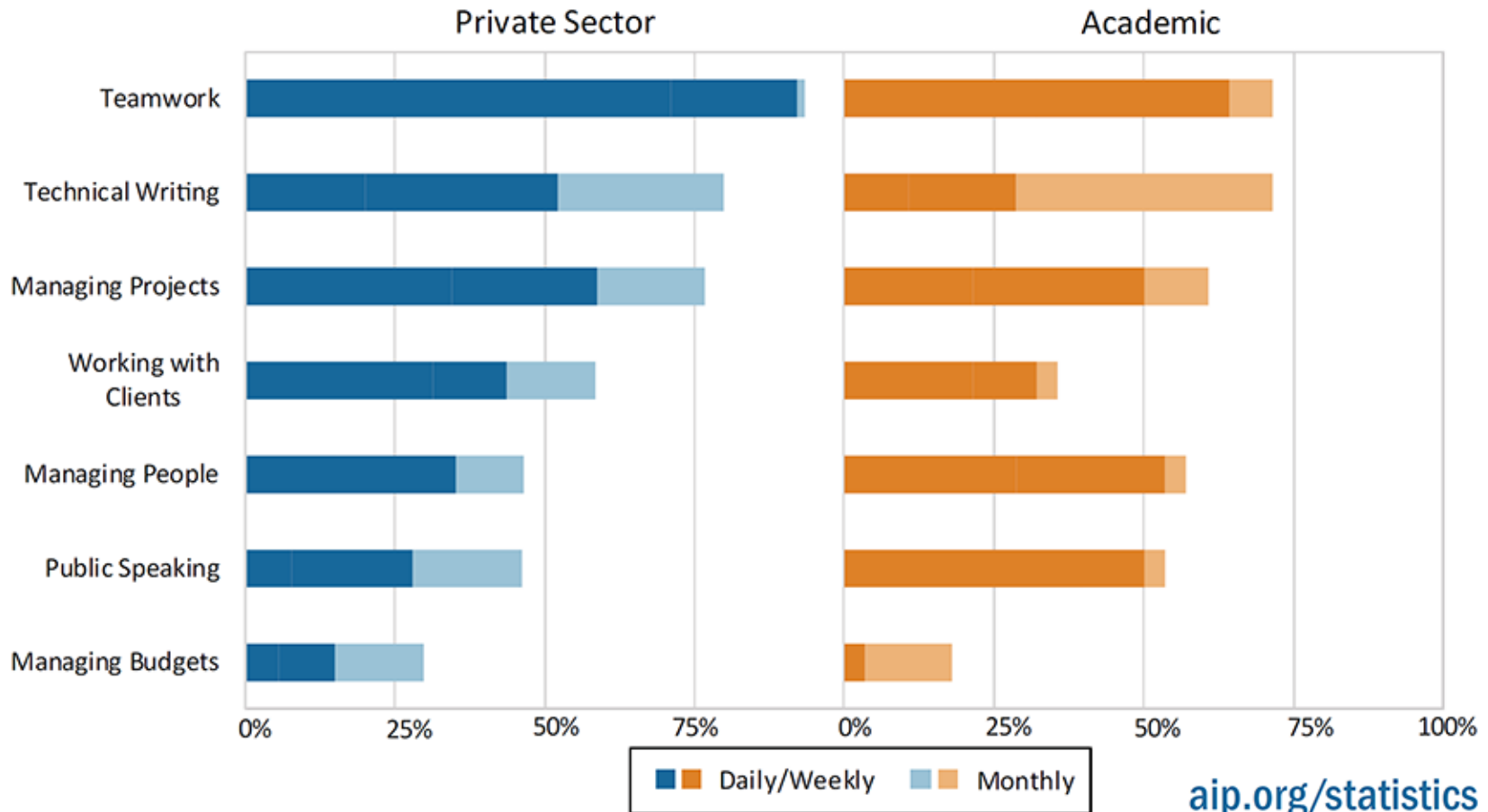
Scientific and Technical Knowledge and Skills Used by Exiting Physics Masters, Classes of 2016, 2017, & 2018 Combined



aip.org/statistics

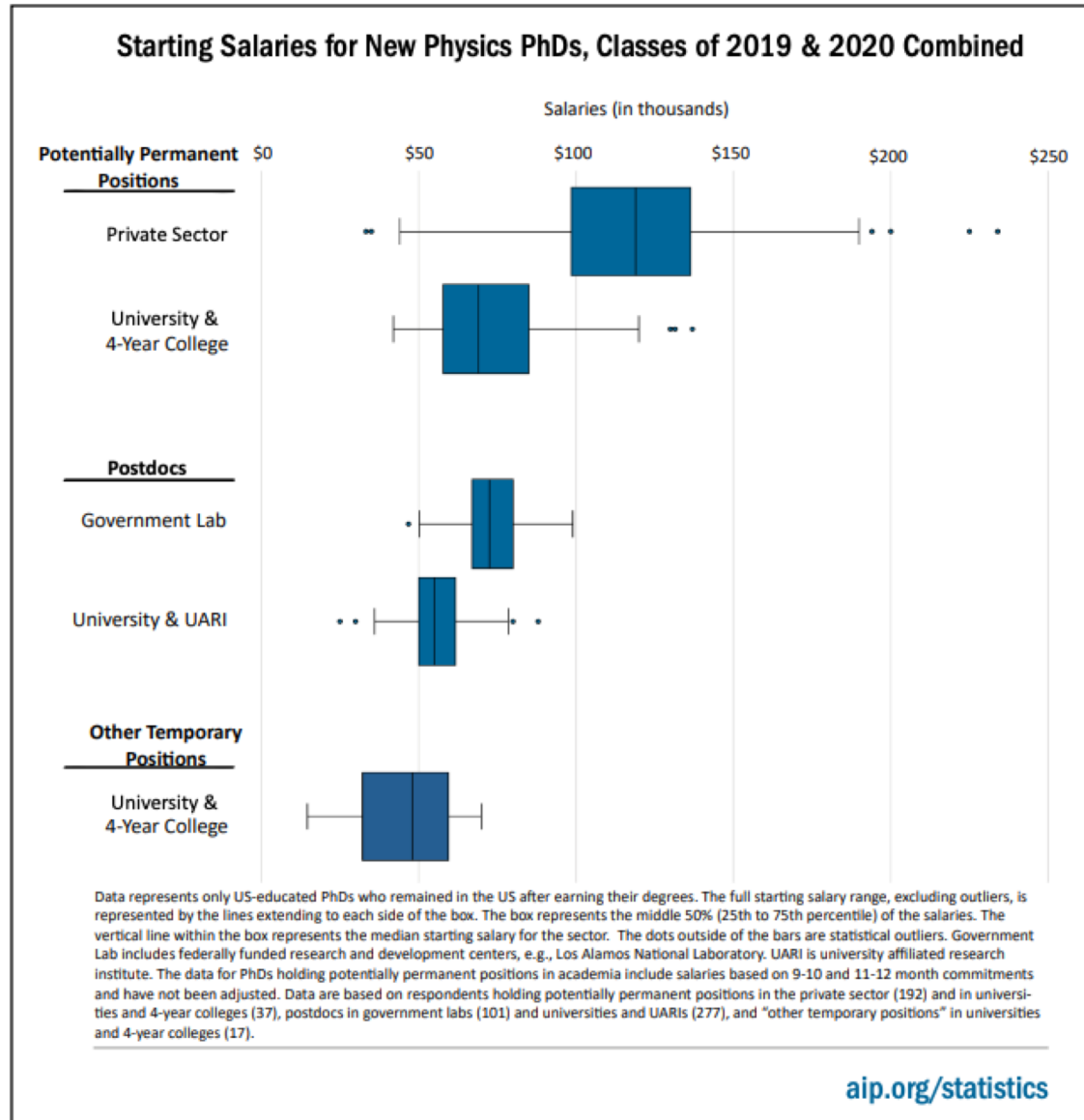
What are they doing (Master's)?

Interpersonal and Management Skills Used by Exiting Physics Masters,
Classes of 2016, 2017, & 2018 Combined



aip.org/statistics

Typical Starting Salaries of New Physics PhDs



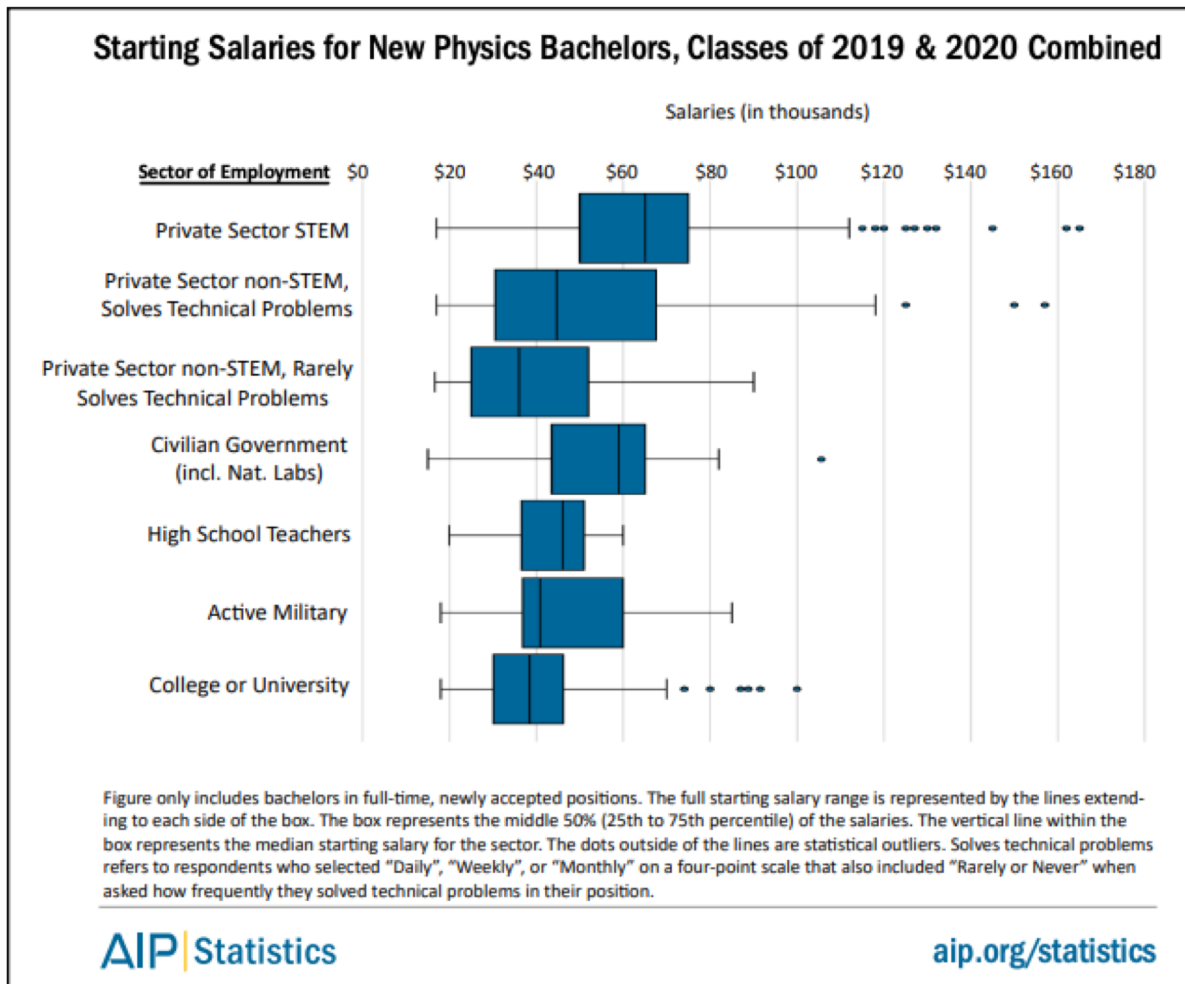
How much do physics Master's earn?

Starting Salaries of Exiting Physics Masters One Year After Degree,
Classes of 2016, 2017, & 2018 Combined



The full starting salary range is represented by the lines extending to each side of the box. The box represents the middle 50% (25th to 75th percentile) of the salaries. The vertical line within the box represents the median starting salary for the sector. Figure does not include salaries for masters holding part-time positions or salaries for respondents who reported starting their employment more than a year prior to earning their master's degree. The College or University category includes two-year colleges, four-year colleges, universities, and university affiliated research institutes. Data are based on 80 private sector salaries and 20 college and university salaries.

How much do physics Bachelor's earn?



What are they doing (PhDs)?

2015-2016 graduates: 1 year after PhD

Type of Employment of Physics by Employment Sector,
One Year After Degree, Classes of 2015 & 2016 Combined

About half of physics PhDs are initially employed in the academic sector.

However, ~**70%** of the potentially permanent jobs are in the private sector.

| Sector of Employment | Initial Employment Type | | | Overall % |
|----------------------|-------------------------|-------------------------|-------------------|-----------|
| | Postdoc % | Potentially Permanent % | Other Temporary % | |
| Academic | 75 | 16 | 70 | 49 |
| Private | 1 | 73 | 22 | 34 |
| Government | 20 | 7 | 5 | 14 |
| Other | 4 | 4 | 3 | 3 |
| | 100% | 100% | 100% | 100% |

Note: Data only includes US-educated physics PhDs who remained in the US after earning their degrees. Data are based on the responses of 593 postdocs, 514 individuals working in potentially permanent positions and 93 individuals working in "other temporary positions".

What are they doing (PhDs)?

2019-2020 graduates: 1 year after PhD

Type of Employment of New Physics PhDs by Employment Sector,
Classes of 2019 & 2020 Combined

About half of physics PhDs are initially employed in the academic sector.

However, ~**70%** of the potentially permanent jobs are in the private sector.

| Sector of Employment | Initial Employment Type | | | Overall % |
|----------------------|-------------------------|-------------------------|-------------------|-----------|
| | Postdoc % | Potentially Permanent % | Other Temporary % | |
| Academic | 73 | 18 | 62 | 49 |
| Private | 1 | 70 | 30 | 32 |
| Government | 23 | 8 | 3 | 15 |
| Other | 3 | 4 | 5 | 4 |
| | 100% | 100% | 100% | 100% |

Note: Data includes only US-educated physics PhDs who remained in the US after earning their degrees. Data are based on the responses of 809 postdocs, 650 individuals working in potentially permanent positions, and 99 individuals working in "other temporary positions."

Academic Sector Demand

2016-2017 saw 371 total faculty departures. In 2018-2019, there were 571 recruitments, of which 369 were tenured/tenure-track.

Compared to the supply of ~1600 PhD's each year, this is still relatively low.

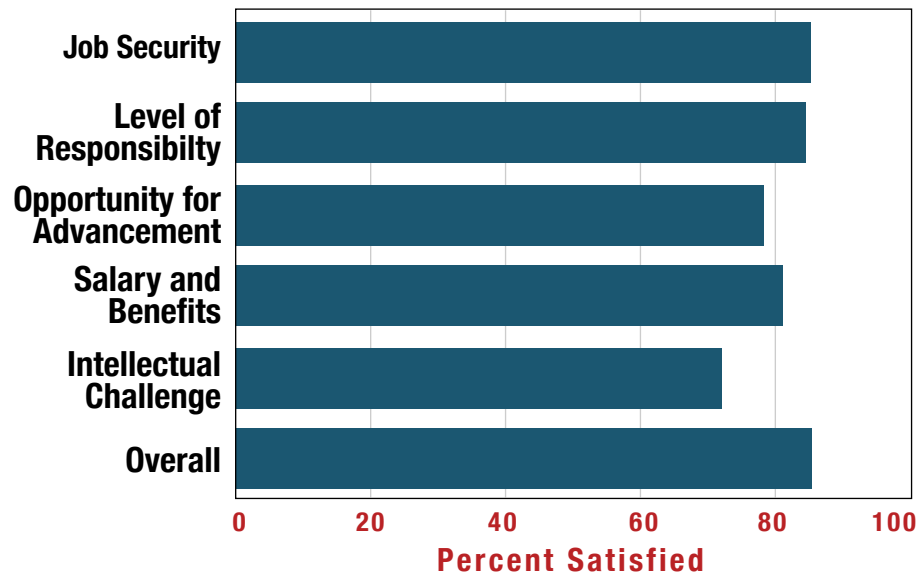
Estimated Number of Faculty Departures in Physics Departments, 2016-17 Academic Year

| | Highest Physics Degree Offered | | | |
|---|--------------------------------|----------|------------|---------|
| | PhD | Master's | Bachelor's | Overall |
| Number of Departures | 202 | 31 | 138 | 371 |
| Percent of Departures Among Faculty Members | 3.4% | 3.5% | 3.8% | 3.5% |
| Percent of Departments with Departures | 61% | 31% | 25% | 35% |
| Percent of Departing Faculty Members that Left Without Tenure | 10% | 15% | 24% | 16% |
| Total Headcount of Faculty Members | 6,015 | 870 | 3,615 | 10,500 |

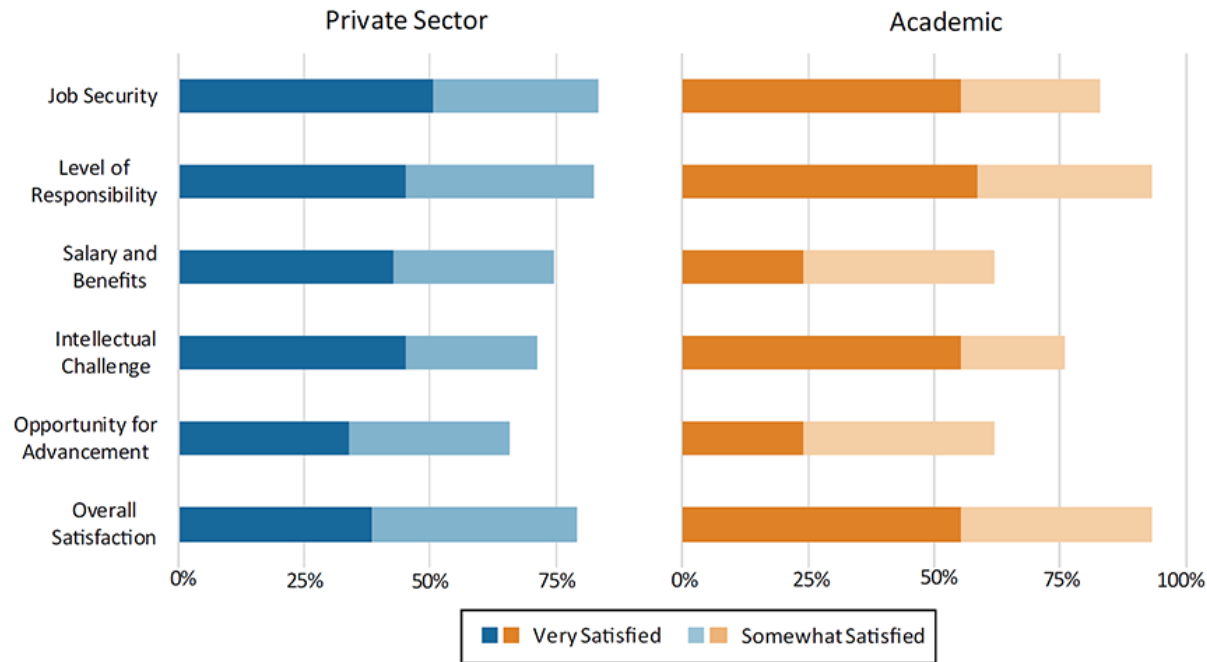
Note: The total headcount of faculty members is for the academic year of 2017-18. The total number of faculty members in this report differs from the total number reported in "The Number of Faculty Members in Physics Departments", which reported full-time equivalent (FTE) faculty totals, not headcount totals.

Job Satisfaction of Physics Bachelors In Private Sector STEM Positions (2013 & 2014)

aip.org/statistics



Job Satisfaction of Exiting Physics Masters in Potentially Permanent Positions, Classes of 2016, 2017, & 2018 Combined



Exiting masters are individuals who, upon receiving their master's degrees, leave their current physics departments. Percentages represent the physics masters who chose "very satisfied" or "somewhat satisfied" on a four-point scale that also included "somewhat dissatisfied" and "very dissatisfied." Figure is based on the responses of 91 individuals in the private sector and 29 individuals in the academic sector.

Job Satisfaction of Physics PhDs

Subjective Aspects of Initial Employment for Physics PhDs Holding Potentially Permanent Positions by Sector, Classes of 2015 & 2016 Combined

| Percent who felt: | Sector of Employment | | |
|---|----------------------|--------------------|----------------|
| | Academic (%) | Private Sector (%) | Government (%) |
| A physics PhD is an appropriate background for this position. | 87 | 83 | 81 |
| This position is professionally challenging. | 85 | 83 | 86 |
| I consider myself underemployed in this position. | 26 | 19 | 29 |
| Overall, I am satisfied with this position. | 89 | 87 | 86 |

The percentages represent the two positive responses on a four-point scale such as: Very appropriate, Appropriate, Not very appropriate, and Not at all appropriate. Data only include US-educated physics PhDs who remained in the US after earning their degrees.

LinkedIn Basics



Meghan Anzelc · 1st
Head of Data & Analytics at Spencer Stuart | Public Speaker
Greater Chicago Area · [Contact info](#)

Headline

- Subheading under your name, 120 characters
- Job title/company by default, but can be modified:
 - Materials scientist with expertise in quantum optics
 - Data Scientist | Machine Learning Expert | Problem-Solver
- Used in LinkedIn Search Algorithm

Photo

- Extremely important for forming connections
- Should cover >60% of the frame
- High resolution
- Should look like you
- No one else should be in it

Profile Summary

- What combination of skills help you achieve results?
- What motivates you?
- Include skills and accomplishments
- Good place to explain any gaps or why you're switching fields

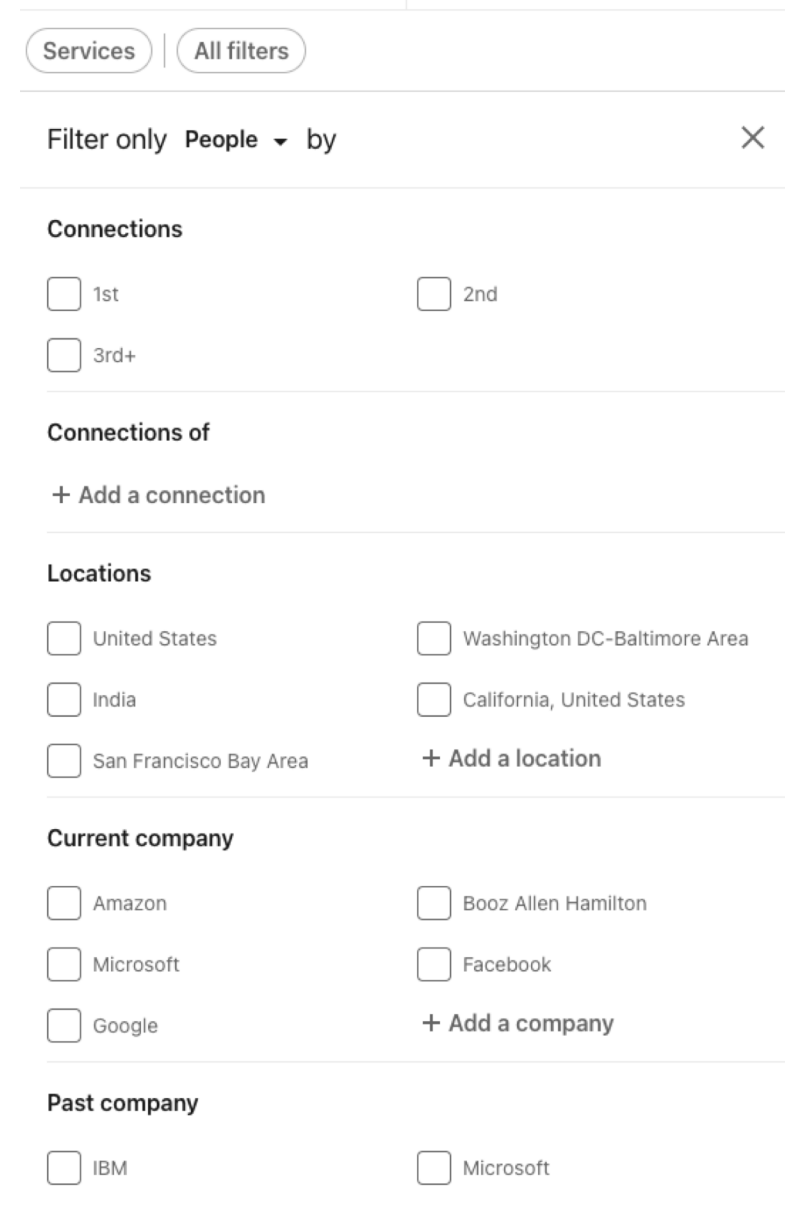
Using LinkedIn

LinkedIn Search Feature

- Order of connection:
 - 1st – searches through your current connections,
 - 2nd – connections of your connections, etc.
- Location, company (current or past!), school, industry, job title, etc.

Inviting New Contacts

- Tailor/personalize each invitation
- If you know them, good idea to remind them how
- Find something in common
- Be enthusiastic/give reason for why they would want to connect



The screenshot shows the LinkedIn search filter interface. At the top, there are two buttons: "Services" and "All filters". Below this is a filter bar with the text "Filter only People" followed by a dropdown arrow and the word "by", and a close button (X) on the right. The filters are organized into several sections:

- Connections:** Includes checkboxes for "1st", "2nd", and "3rd+".
- Connections of:** Includes a "+ Add a connection" button.
- Locations:** Includes checkboxes for "United States", "India", "San Francisco Bay Area", "Washington DC-Baltimore Area", and "California, United States", along with a "+ Add a location" button.
- Current company:** Includes checkboxes for "Amazon", "Microsoft", "Google", "Booz Allen Hamilton", and "Facebook", along with a "+ Add a company" button.
- Past company:** Includes checkboxes for "IBM" and "Microsoft".

Tips on Resume Writing

Resume vs. CV

Resume

- 1-2 pages,
- Specifically tailored to job posting,
- Only lists relevant skills and experiences
- More common in industry

CV

- Several pages,
- Can be used for multiple applications,
- Lists all experiences
- More common in academia



Writing a Resume

- Carefully read the job description and highlight required skills
- Organize resume into sections based on each prominent skill (rather than organizing by job title/experience)
- Use bullet points to describe experiences and accomplishments relevant to each section

Name, Contact Info

Skill Area #1 – e.g. “Data Analysis Skills”

- Bulleted Skill (Title, Organization, Year)
- Bulleted Skill (Title, Organization, Year)
- Etc....

Skill Area #2 – e.g. “Leadership Skills”

- Bulleted Skill (Title, Organization, Year)
- Bulleted Skill (Title, Organization, Year)
- Etc....

Interviewing Process

Typical Interview Trajectory at a Company

- Phone interview with HR – usually to determine if you meet basic requirements
- In person (or virtual) interviews with specific department and team members
- Presentation to department on your research or other work relevant to the position (sometimes required)

Preparing for Interviews

- Review job description – be able to provide examples of how you qualify for specific requirements
- Practice answering common questions
 - “Tell me about yourself” “Why are you interested in this position?”
 - “Tell us about a time when you...”
 - Dealt with a conflict, worked with someone difficult, etc.
- Test out any technical issues for video calls beforehand

Common Job Titles of Physics Bachelors



Source: AIP Follow-Up Survey of Physics Bachelors, Classes of 2017 and 2018.