

How to Get Hired in Your Dream Positions: Quick Tips for Researchers

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The COVID-19 pandemic had plunged people in a world full of uncertainties. Companies were unsure if they could survive the lockdown financially and people were worried how it would impact their job status. Several companies were forced to freeze the recruitment process, and cut down the workforce in certain cases in a bid to sustain the crisis. [Best life tips](#) are now slowly beginning to come on track. As every organization is gearing to ramp up again, knowing what jobs will be in demand and how to get hired will definitely be on the top of everyone's priority list! Furthermore, considering that the chances of mass recruitment will be bleak and the opportunities will be scarce, you [ought to become proactive](#). It is the perfect time to study the current employment landscape and engage with recruiters to discuss potential job opportunities.

4 Tips For Enterprising Researchers

1. Do a Detailed Research on the Companies, Institutions, Organizations, and Positions You are Interested In

The competition is fierce. You definitely need to put in those extra efforts for landing a job in this competitive market. You have to do thorough research before preparing for any interview. Gaining a better understanding of ins and outs would help you develop an appealing personal value proposition. An [in-depth understanding of the company or research firm](#) will help you tailor your cover letter and resume. Learning about the organization's culture, work culture and ethics is also important. This information will come in handy if you clear the initial screening to land an interview.

It is also important to study the job description well so that you know what the company is looking for in a potential candidate. You can create a strong impression by showcasing how you can solve meaningful problems if the company hires you.

2. Use Your Online Networking Skills

Did you have a promising interview prior to the lockdown but did not hear from the company's hiring manager since then? Drop in an email to connect with them. Reach out to contacts from your previous internships, mentors, college professors etc., letting them know that you are open for job opportunities. Leverage your personal, academic and professional connections. They may help you identify upcoming opportunities in your field.

Reach out to professionals from your field on networking sites such as LinkedIn or ResearchGate. Post and comment on relevant articles and topics that demonstrate your expertise. Polish your virtual networking skills by practicing with your friends or colleagues. Once you ace the technology, invite senior researchers or company professionals for virtual meetings. Having a generous network implies there are higher chances of getting referred for jobs.

3. Ensure You Have a Strong Bio

Organizations will actively recruit for specific roles that fit their strategic aims. You must highlight your skills and expertise in an attractive manner. Begin by taking a complete overview of your current profile, your strengths, weaknesses, your expertise, and skill gaps. Create a document that lists the job titles that interest you and the target companies or anything that interests you. Evaluate job descriptions by listing the expertise and skill sets each title requires. In the era of [AI-powered recruitment](#), incorporating relevant keywords and understanding how AI algorithms analyze resumes can give you a competitive edge in the job application process.

Determine whether you have those skills or need a little polishing to suit the position. For instance, if you are applying for a clinical researcher's position, the job description will likely require experience with setting up clinical trial study centers or diligently handling all the technical paperwork related to clinical trials. Having such expertise or gaining these skills will indeed make your profile stand out!

Draft a compelling cover letter. When you compose the cover letter, use phrases and keywords from the job description to demonstrate that you have understood the roles and responsibilities mentioned therein. Along with technical skills, be sure to highlight

soft skills such as problem-solving, time-management, team work, and communication.

4. Ace The Virtual Interviews With Confidence

In the wake of the pandemic several workplaces are leveraging video conferencing software such as Skype or Zoom to conduct virtual interviews. Scheduling virtual interviews helps recruiters screen a large number of candidates in a cost-effective manner while also saving on time.

Prior to your virtual interview, thoroughly research the position and the departments you could work for. You may also do some research on the scholarly profiles of your interviewers, if you know who they are.

Carefully go through the documents (cover letter, resume, research statement, etc.) that you have submitted for the position. You must remember all the important points that you have mentioned in them. Think of different ways in which you can put an emphasis on them during your interview.

In this AI driven world, recruiters consider technical skills as one of the top competencies. Therefore, it is wise to test your technology and video conferencing software prior to the interview and be adept in using them.

During the interview, convey your confidence and enthusiasm through your body language. Sit up straight, adjust the camera at eye level and smile.

Practice answers to common interview questions.

- Why are you interested in this position?
- What are you looking for in this new position?
- Tell us about your challenges you faced at work and how you dealt with them.
- Can you tell us about your biggest professional achievement?

Rather than memorizing responses, stick post-it notes on your computer screen for easy access to notes.

Would you like to share your hire stories or have questions about how to fix excel at interviews? Feel free to share your experiences or ask questions by commenting in the section below!

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