



UNIVERSITY OF
OXFORD

THE
CAREERS
SERVICE

Careers Conference for Researchers

A day for exploring roles beyond academia and routes towards them

Themed panels
showcasing 'a day in the
life' of doctoral graduates
now working in research-
intensive sectors

Insights
from experienced
recruiters on what
they look for
when hiring
researchers

Hands-on skills
sessions for managing your
current life, expanding your
skills in new directions,
and honing your core
employability skills

Careers resources
on everything from
portfolio careers to
overcoming a sense
of academic failure

A long
lunch break for
networking with
employers

Saturday 17 March 2018

10am - 4pm

Examination Schools

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HUMANITIES
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WELCOME TO THE CONFERENCE

Welcome to our Careers Conference for Researchers 2018. This event has been co-designed by members of Oxford's researcher community and the University Careers Service as an opportunity for you to reflect on your career development and explore horizons beyond academia.

Today you will hear from many people whose experiences have much to offer. We encourage you to be open-minded about the possibilities ahead and to ask lots of questions. Quiz your panel speakers about the steps they took to get that job post-PhD, talk to employers about their organisation's key aims or the skill sets they're looking for, and ask yourself whether what you love about doing research or the university environment could be applied in other roles or sectors.

You will find the programme on the back cover. A series of three skills sessions will be running in East Schools, in parallel with three different sector-themed panels in rooms downstairs. When choosing which you will attend, remember that this is a rare opportunity to find out about areas of work you know nothing about and to explore important aspects of your own personal and professional development, and that you can move rooms between (but not during!) sessions. Please go straight to your next venue when the session ends.

Lunch will be served in North Schools and this is the time to meet employers for a good conversation about their priorities when hiring those with academic research experience, and their recruitment processes. Each employer has a profile in this programme and their tables are arranged alphabetically in North Schools. To be a wise and effective networker, read the profiles ahead of time and note your preferences.

Over lunch you can also meet people within the University offering practical skill-building, training, and entrepreneurship activities. Find these in the atrium and entrance to South Schools.

To find out what the Careers Service offers or how to get the most from our resources, visit our workstation in South Schools at any point during the day. New workbooks for researchers include 'Optimising and Managing Your Portfolio Career' and 'Overcoming a Sense of Academic Failure'.

Our final plenary will reflect on what being or becoming a postdoc means from a careers perspective, drawing on extensive experience in other research-intensive universities. This is an opportunity to ask questions on any aspects of becoming or being an early-career researcher, or on preparing to move on with confidence and contentment, and to do some action planning. Do note down any questions that come to mind during the day, ready for this session.

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OPENING PLENARY: RECRUITER PERSPECTIVES ON RESEARCHERS

Dr Andrew Graydon, Section Head, Strategic Innovation & Technology, Procter & Gamble

My current role is Section Head for Front End of Innovation. This job involves the integration of new technology ideas and innovative materials within the context of household goods. My team starts the journey of a new formulation approach or molecule towards a commercial product. This involves understanding the technical aspects of the innovation and the opportunities and barriers to commercialisation, and also the generation of sufficient laboratory and consumer data to secure a place within the business initiative plan. We interface with universities, specialist technical functions, upstream inventors, and downstream formulation groups. I've been with P&G for 22 years, during which time I've worked in Newcastle, Brussels and Darmstadt. I have a BA (Trinity, 1992) and DPhil (Somerville, 1995) in Chemistry.

Recruitment: I'm P&G's lead R&D recruiter for Oxford University, a position I've held for 14 years. This means I coordinate R&D recruitment activities in Oxford, but I also interview nearly all Oxford candidates and work with the other campus leads to decide who to progress the next stage within our recruitment process. I also occasionally interview candidates from other universities as needed.

I find the following three things most rewarding in my current role: (a) I get to apply my science in a way that is useful for large numbers of people; (b) I get to work in a diverse environment with daily opportunity for international collaboration; and (c) I enjoy a constant stream of interesting and varied work.

Philip Wilson, Chartered and Registered Psychologist, and Head of Assessment & Diversity, Civil Service Fast Stream

I am Head of Assessment and Diversity for the Civil Service Fast Stream and Early Talent Team (and also the Chief Psychologist and Chief Assessor) – focusing on the design, diversity, and evaluation of the Fast Stream graduate assessment process along with the Fast Track Apprenticeship scheme. I also oversee the multi-award winning Summer Diversity Internship Programme, Early Diversity Internship Programme, Autism Internship Programme, Intern Coaching Programme, and other positive action and outreach activities. Prior to this role I was Head of Occupational Psychology at the London Fire Brigade, as well as Acting Head of Occupational Psychology for Greater Manchester Police, and have operated as a consultant for a range of industries. I have presented at numerous professional conferences and chaired national work psychology committees.

Plus discussants from the Careers Service, Inkpath, and research-careers.org

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SKILLS SESSION 1: MANAGING YOUR CURRENT LIFE

Chaired by Dr Emily Troscianko, Research Associate, The Oxford Research Centre in the Humanities [TORCH]

Before looking forward to other potential career paths, the first skills session takes a more present-and-personal perspective. The first strand centres on negotiation skills, including getting the most from the professional development time you're entitled to, resisting default expectations (your own and others'), and involving your supervisor or PI in supporting your plans and needs. You'll hear from two researchers at different career stages, and will reflect on your own goals and what you can do now to further them. The second strand focuses on having a family while working in academia: we offer a whistle-stop myth-busting tour of family leave benefits and options at Oxford, including shared parental leave and help with coming back to work.

Kate Butler, Personnel Officer, University of Oxford

After leaving Bristol University, and a number of years running walking holidays across Europe, I joined the University of Oxford as a departmental administrator in the Medical Sciences division in 1997. Since 2006 I have worked for the University's central personnel services as an HR Business Partner in Medical Sciences and, currently, as a Policy Officer working on the development of HR Policies for the University.

Professor Afsie Sabokbar, NDORMS, University of Oxford

I am Associate Professor in the Nuffield Department of Orthopaedics, Rheumatology, and Musculoskeletal Sciences, and Botnar Director of Graduate Studies. I obtained my PhD in immunology at the University of Essex in 1989. During a postdoc at Cambridge and a senior postdoctoral fellowship at Oxford I developed my interests in the biology of osteoclasts in pathological bone disorders, and I now have a research team and collaborators across the globe. I am a member of several Divisional committees at Oxford as well as Fellow of the Royal Society of Biology and Senior Associate of the Royal Society of Medicine. I am NIHR Training Lead for the NIHR Oxford Musculoskeletal Biomedical Research Unit, and am a STEMNET ambassador and a school governor at Didcot Girls' School, as well as mother to two teenage children.

Dr Suzanne Sheehy, Researcher, Department of Physics, University of Oxford

I moved from the University of Melbourne to study for a DPhil at Oxford, designing a new type of particle accelerator for cancer treatment using protons and light ions. I was then awarded the Brunel Research Fellowship from the Royal Commission for the Exhibition of 1851. From 2010-13 I was based at the STFC Rutherford Appleton Lab in the ASTeC Intense Beams Group, where I worked on designing new high-power proton accelerators. From 2013-15 I was Senior Accelerator Physicist with STFC in the ASTeC Intense Beams Group, developing collaborations with various groups in Japan. I joined Oxford Physics in April 2015 as a joint appointment with STFC/ASTeC to continue working on high-power hadron accelerators. I am passionate about the promotion and communication of science, and active in trying to raise the profile of women in physics – perhaps most importantly by being the best scientist I can be, while being open about what it's like to be an actual human being who does science.

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PANEL 1: BEING ENTERPRISING IN OXFORD

Chaired by Leah Thompson, Enterprising Oxford Manager, University of Oxford

Dr Mark Mann, Senior Technology Transfer Manager, Oxford University Innovation

I started off my adult life with 11 years at Cambridge. After my first degree in Natural Sciences, I completed my PhD, *Carbon Nanotubes as Electron Gun Sources*, in February 2008. After three years as a postdoc in the Electrical Engineering Division researching nanotechnology and display technologies, I started again as a trainee in the BBC's Research & Development department in 2010. I learnt software engineering, eventually focusing on the visual processing behind the highlights packages used on Match of the Day. I moved into technology transfer at the BBC before taking up a similar role at Oxford University Innovation Limited. I am now the Innovation Lead for Humanities and Social Sciences and love the diversity of the new ideas I come across every day and helping people maximise their impact. I miss teaching tutorials but I try to mentor as much as possible in my present role.

Dr John Miles, CTO, Inkpath

I completed my PhD (*Shakespeare's Paratexts: Framing the First Folio*) at Royal Holloway in 2010 and was Caroline Spurgeon Fellow in Shakespeare there before taking on a fractional lectureship and various other consulting roles. In 2011 I also started working in Academic Development helping to develop new programmes and eventually ended up balancing teaching in the English Department with managing the University's skills programme for researchers. I then made the jump over to Oxford to become Humanities Training Officer and a Research Associate at Wadham College in 2013, and developed Inkpath alongside my University and College roles. Inkpath spun out of the University in late 2017 and I'm now its Chief Technology Officer, responsible for developing the technology and working with lots of universities across the UK and beyond to implement Inkpath with their students and researchers. Running a growing enterprise is stunningly similar to doing research, and I love being truly in command of a wide-reaching project with huge potential, but I do miss working more regularly and directly with students! Hopefully Inkpath will be my way of still helping them to achieve their potential...

Rachel Skokowski, TalkAbout Guides

I am a second-year DPhil student in Modern Languages, writing a thesis on the relationship between etching and writing in the 19th-century French etching revival. Before the DPhil, I completed a BA in French and Art History at Princeton, and an MSt in French at Oxford. I hope to pursue a curatorial career in museums, and having grown up in California at the heart of Silicon Valley, I have always been interested in how technology can enhance the traditional museum experience. Directing TalkAbout Guides, a conversation-based museum tour guide app, has been an exciting way to translate my academic interests in art history and curation into a real-world solution. While it has often been challenging to juggle TalkAbout alongside my DPhil, the skills I have gained from hands-on entrepreneurial experience (everything from pitching to clients to redesigning a website) have been an invaluable part of my Oxford experience.

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PANEL 2: FINANCE

***Chaired by Dr Manya Pagliava, Tutor in History of Art & Architecture,
Department for Continuing Education, University of Oxford***

Georgios Bakoulis, eFX Sales and Relationship manager, Citi

I am an experienced Investment Banking professional with a track record in Front Office Sales and Operations. My current role focuses on marketing Citi's electronic FX product offering to EMEA Institutional clients. My previous position in eCommerce Sales included full accountability for co-directing, co-ordinating, and implementing an eCommerce FX strategy for Europe at Standard Chartered Bank. Prior to eCommerce Sales, I worked as a Financial Institutions Sales Assistant. I have also held positions in Commodities Derivatives Documentation at Standard Chartered Bank and JP Morgan. I love working for an industry that is undergoing extensive digitisation, as it gives me the opportunity to work with cutting-edge technological developments and continuously learn new things. What I miss about academic research is the opportunity to work with the brightest people and the freedom to investigate my chosen subject in depth, utilising the university's precious resources to enhance my knowledge.

Louis Loizou, Partner and Co-Founder, GC Privé

I have an MSc in Mathematical Finance from the Department of Mathematics, University of Oxford (and Christ Church). I am currently Director at Armila Capital (investment management), Partner at Loizou & Co (financial advisory), and Partner at GC PRIVE (private office). Other positions I have held since graduation include: Vice President at Barclays Capital (Investment Banking/M&A), Associate at Citi (Investment Banking/M&A), and Portfolio Manager at Kleinwort Benson (Absolute Return Investments). I work with industry bodies including as Chairman of Hellenic Bankers Association-UK and as Member of the Livery company of the City of London Worshipful Company of International Bankers. What I love about my current positions is deal-making and the fast-paced team environment. What I miss about academia is doing research and drafting papers.

Dr Michael Pye, Investment Manager, Baillie Gifford (see *Employer Profile*)

I graduated PhD in Iranian History from the University of St Andrews in 2014. My thesis explored relations between Iran and the Soviet Union from the latter's (and Britain's) invasion of Iran during the Second World War up until the Islamic Revolution of 1979. I am currently an Investment Manager at Baillie Gifford based in Edinburgh. The job consists of researching investment ideas for a global portfolio of high-growth stocks. For me, the most rewarding aspect of the role is the opportunity to meet face-to-face with the founders of some of the world's most fascinating companies and think creatively about what the future might hold for them. Research recommendations must be concise, however, so I do occasionally miss the rigour of going 'in depth' on a topic – it's a different but enjoyable challenge to condense the prospects of a business into 6 pages!

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PANEL 3: DATA SCIENCE

Chaired by SeWook Oh, DPhil candidate, Mathematical Institute, University of Oxford, and President, Oxford Artificial Intelligence Society

Dr Daniel Maldonado, Data Scientist, Founders Factory

I graduated at Heriot-Watt University (Edinburgh) in June 2015 with a PhD thesis in theoretical condensed matter physics titled *Features of Rashba-Coupled Fermi Gases, Master Equations and Memory Effects*. Right now I work as a data scientist at Founders Factory: I am part of the team that builds artificial intelligence (AI) based business. After my viva I worked at the University of Glasgow, then I took some courses to move into AI and data science. I worked as a freelance in different AI proof-of-concept projects with startups and large companies. This is my first permanent job, and the first where I have been involved in nearly all the stages of a product, from concept and early build to spin-out. Being able to completely focus on a problem is something great about academia. In industry things move faster and it is satisfactory to build things faster.

Jonathan Miller, Operations Manager, Evise & SSRN, Technology Infrastructure & Operations: Research Applications & Projects, Elsevier Ltd (see *Employer Profile*)

In my current role as Operations Manager (Evise & SSRN) at Elsevier, I ensure that two of Elsevier's high-profile projects are kept online and available. I completed an MA in Biochemistry at Oxford (St Hugh's) in 1996, and the Bar Vocational Course in Law at City University London in 2010. As a Research Assistant at the Oxford's Wellcome Trust Centre for Human Genetics Oxford, from 1997-99 I worked on a project alongside the Human Genome Project, probably the biggest Big Data project undertaken at that time. Then I took on the role of Service Development Officer at the Oxford Computing Services, assisting academics to meet their teaching and research goals. I was System Administrator of the Oxford ClimatePrediction.Net volunteer computing project, running Met Office climate models in your screensaver and collecting 200TB of research data. My next role, from 2015-17, was as Senior DevOps and Big Data Engineer at Appsbroker Consulting Ltd, which involved working with a British car manufacturer, big three supermarkets, and a leading builders' merchant to get a grasp on their supply chains and marketing activities using Google Big Data tools. One thing I love about my current role is working for a great company that really believes in its employees. I don't miss much at all about the university environment: I've been fortunate to have had employers who have given me the independence to pursue projects that are of interest to me.

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SKILLS SESSION 2: EXPLORING AND EXPANDING YOUR ENTREPRENEURIAL SKILLS

We present case studies of postdocs who later entered the EF programme, showing how their backgrounds led to unique products and startups that might not have been envisioned by entrepreneurs with a more conventional business background. These examples help to demonstrate how postdoctoral research might better achieve positive real-world impact through being scaled up in a startup, rather than within academic confines. The session will include a startup brainstorming session to help you start to apply your own research to startup ideas, as well as a simulation of the EF Form, which is the aspect of the programme where cohort members all first meet each other and develop ideas with potential cofounders.

Sonia Maciuszewicz, Talent Lead, Entrepreneur First (*see Employer Profile*)

I lead EF's search for tech talent in Europe and was one of the earliest employees at EF. Entrepreneur First brings together extraordinary people to build startups from scratch. They fund individuals and help build cofounding teams, develop ideas, and accelerate through fundraising from the world's best investors. I've seen dozens of tech companies be built through EF.

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PANEL 4: SPECIALIST CONSULTING

Dr Diana di Paolo, Associate Consultant, Cambridge Healthcare Research (see *Employer Profile*)

As Associate Consultant at Cambridge Healthcare Research (CHR), my role is to provide strategic decision support and action planning to global leaders in the life-sciences and healthcare spaces. I did a BSc and an MSc in Physics at the University of Pisa, Italy, and then a DPhil in Physics at Oxford, during which I adapted a novel technique for internalization and imaging of dye-labelled proteins in live bacteria. Prior to CHR, I also held a one-year joint postdoc role between the Department of Biochemistry and Physics in Oxford. During my time in the City of Dreaming Spires, I was a student consultant for Nominet UK for a term through the Careers Service's Student Consultancy program, and I covered several leading roles in University Societies, including President of the Oxford Italian Society and Secretary of the Oxford Women in Physics.

Dr Martin Evans, Senior Engineer, DNV GL

My DPhil was in applied maths/engineering; the thesis was *Multiplicative Robust and Stochastic Model Predictive Control with Application to Wind Turbines*, and my viva was on a hot July afternoon in 2014. I currently work for DNV GL in the Renewables Advisory division. I write control software for large wind turbines (over 150 metres high). In between, I worked for Siemens, writing control software for smaller turbines. Most of my career has been more varied than it sounds, because the wind industry has been expanding so much in that time. It's been a great time to work here and the future still looks bright. What I like most day-to-day is helping fight climate change. But I miss the freedom of academia. Managing my own time and having a vibrant and close social scene made for a great few years. I try to keep some links to universities!

Dr Tatiana Papkovskaia, Head of Healthcare Equities EMEA, Gerson Lehrman Group (see *Employer Profile*)

I received my doctorate in Clinical Neuroscience from University College London in December 2012 and completed a postdoctorate project at the Department of Oncology, University of Cambridge. I am currently the Head of Healthcare Equities for EMEA at the Gerson Lehrman Group (GLG), having joined the company as a Research Associate in March 2014. My role incorporates commercial, operational, team-leadership, and compliance dimensions of healthcare as well as scaling the wider business by training the next generation of research leadership across teams and segments within the Financial Services division of GLG. I love the fast pace and exposure at GLG, including the ability to directly contribute to its growth and rapid transformation. I miss the crazy lab experiments and love reflecting on my PhD days with the GLG Healthcare team, sharing stories about time in academia.

Dr Jenny Zhou, Manager, Analysis Group (see *Employer Profile*)

I am a health economist from Analysis Group (AG), one of the largest private economics consulting firms providing expertise in economics, finance, health care analytics, and strategy to our clients worldwide. I earned my Bachelor degree in Medicine in China and received a PhD in Pharmaceutical Economics and Policy from the University of Southern California, Los Angeles. I joined AG in 2011 and have specialised in health economics, outcomes research, and market access issues related to pharmaceuticals, biologics, and devices. I have broad experience consulting to pharmaceutical and device companies, payers, and health technology assessment agencies globally. I enjoy the opportunities offered by AG of developing innovative methodologies to address challenges in healthcare research and application of medical big data.

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PANEL 5: POLICY AND THE PUBLIC SECTOR

Dr Helena Mills, Higher Education Policy Adviser, HEFCE

I did my DPhil in History at Oxford, and had my viva in March 2017. My thesis examined the lived experiences of working- and lower middle-class young adults in 1960s Britain to explore myths of the 'swinging sixties'. After my DPhil, I became a Policy Adviser at the Higher Education Funding Council for England. I work on research policy, particularly on the block-grant funding universities receive for undertaking research. I love how my job is intellectually challenging and provides opportunities for collaboration with charities, universities, and government. I miss the intellectual freedom of academia and the more flexible hours, but being able to leave the office at 5 now is a big bonus!

Dr Fenella Porter, Gender Policy Advisor, Campaigns Policy and Influencing Team, Oxfam GB

My PhD was completed 12 years ago, in 2005. I looked at gender and organisational learning in the development NGO sector, concentrating particularly on behaviours of overseas workers. Interestingly, these issues have emerged recently just as I re-joined the NGO sector as gender policy advisor at Oxfam. My role is to work with teams to help them develop a rigorous gender analysis 'putting women's rights at the heart of all we do'. However, since last month my role has become very focused on trying to ensure that the organisational response to the crisis actually creates an opportunity to challenge and change some of the underlying cultures and behaviours of the aid sector as a whole. This mirrors both my PhD and also much of the academic work I was involved with in the intervening 12 years – teaching and researching on gender and power in the aid industry. I like the fact that this allows me to put into practice what I (think I) 'know' about. What I miss most about teaching is the connection with students and the sense that I am making a direct contribution to peoples' lives. This was particularly intense during my teaching at Ruskin College, when I felt I had a real role in what was often a life-changing moment for the students.

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SKILLS SESSION 3: RESEARCH SCIENCE TO DATA SCIENCE

This session covers:

- What is data science?
- What sectors does it touch?
- What skills do you need to become a data scientist?
- Why data science is an interesting career
- Why PhD and Masters graduates are perfectly suited for a data science career
- How Pivigo can help make you make the transition into data science

Essentially I give the advice I wish I had got during my PhD about data science and how to make the transition from academia seamlessly.

Dr Deepak Mahtani, Community and Marketing, Pivigo (see *Employer Profile*)
(See Panel 6 for more about Deepak.)

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SKILLS SESSION 4: VALUES WITHOUT SKILLS ARE HIPSTERS; SKILLS WITHOUT VALUES ARE DORKS: HOW TO MAKE HUMANITIES AND SOCIAL SCIENCES TRAINING MARKETABLE

Mins 1-15: Why We're Here

1. James's story: How I became a founding director of a tech start-up after a PhD in the humanities.
2. Stu's story: How I made a living as a creative designer in one of the toughest design markets in the world.
3. Texture's story: What we (think we) offer that other companies don't (and why that's relevant to the humanities and social sciences).

Mins 16-30: The Ick Factor

1. Lies you tell yourself that keep you from earning a living.
2. Lies you tell yourself to protect your ego (and keep you from earning a living).
3. Phobic reactions that cost you opportunities (and keep you from earning a living).

Mins 31-50: Workshop on Identifying Cognitive Blind Spots

1. Where I think my skills lie (with respect to non-academic work)
2. Where I think my skills don't lie (with respect to non-academic work)
3. Freeing your inner dork.

Dr James Carney and Stuart Youngs

Founding Directors, Texture AI

Texture AI is a content analytics company that uses artificial intelligence, cognitive science, and psycholinguistics to analyse and shape image, text, and video. We are not yet a year old, but have contracts in place with publishers like the Telegraph Media Group and Teads (the world's leading video advertising platform). We are poised to enter partnerships with Google and G1 Solutions (the leading UK printed content provider). Having built the business without investment from third parties, we will soon be offering equity stakes in specific product lines to investors. Our website will go live *any day now...*

Stuart has been working with brands for over two decades. For the last 10 years he led the creative output of world-regarded brand consultancy Purpose. In 2017, he exited Purpose to found Texture AI with James Carney and Mark Cross. His experience has spanned everything from postage stamps to national campaigns for government. In 2011 he was appointed as the UK expert for Graphic Design at WorldSkills and trained the UK competitor. Stuart is a frequent conference speaker and has been recognised in almost 100 industry awards.

James works at Brunel University London, where he is Wellcome Fellow in Medical Humanities. His research uses machine learning to establish the therapeutic impact of reading fiction on anxiety and depression. Previous to this he worked in Lancaster University and the University of Oxford (where he was Marie Curie Fellow and Junior Research Fellow), having completed his PhD in stylistics and cognition at University College Cork in 2006. In addition to his academic work, James is a founding director of Texture AI, where he leads intellectual innovation.

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PANEL 6: RESEARCH SCIENCE TO COMMERCIAL SCIENCE

Dr Deepak Mahtani, Community and Marketing, Pivigo (see *Employer Profile*)

I graduated from my PhD in Astrophysics at Keele University in January 2016. After graduating from my PhD, I participated in the Science to Data Science (S2DS) bootcamp in March 2016. I then went on to work as an insight analyst, and now I am a data scientist and community manager at Pivigo. My role involves giving talks about careers in data science to postgraduates, mentoring on the Science to Data Science bootcamp, and doing in-house data science for Pivigo. The part about my job that I love most is being able to help people, whether that's giving postgraduates the advice I wish I had received when I was an academic or mentoring them through the bootcamp. I was very fortunate to study for my PhD in very green surroundings, and that is something I do miss.

Dr Marco Morelli, Chief Technical Officer, siHealth (see *Employer Profile*)

I did my PhD in Applied Physics at the University of Milan on atmospheric radiative transfer modelling and its exploitation for real-world applications based on satellite imagery. The PhD scholarship was funded by an Italian aerospace company, Flyby Srl, where I had been Research Scientist in the Space R&D department since September 2011. After my PhD graduation in January 2015, I continued to work at Flyby with responsibility for healthcare applications. Then in September 2017 I relocated to Oxford and I started to work as Chief Technical Officer (CTO) of siHealth Ltd, a spin-off company of Flyby based in the Harwell Campus (Oxfordshire) that is dedicated to innovative healthcare applications. I have not so much time for 'pure' research activities now, but it's really exciting to engage multi-disciplinary researchers in our team and in our applied research programs, creating together new real applications that are useful for people's lives!

Dr Emma Shipstone, EVP Marketing, Oxford Gene Technology (see *Employer Profile*)

I graduated from my PhD Biochemistry and Genetics at Newcastle University in 1998 and joined Amersham Biosciences in R&D, where I spent three years developing new products. I then undertook a three-year international secondment to the US where I held roles in applications support and scientific training. Back in the UK, in 2005 I moved to strategic marketing, creating new product strategies and managing the product launch process. In 2007 I joined Affymetrix as head of European marketing, which got me much closer to the customer again. I moved to Oxford Gene Technology as EVP of Marketing in 2014, my role covers all the aspects of marketing I'd enjoyed in my previous roles. I also sit on the corporate executive team with responsibility for driving the overall business success. Although I've been in a commercial role for most of my career, I still use my scientific skills and knowledge every day!

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PANEL 7: ACADEMIC PUBLISHING

Dr Jane Alfred, Director and Co-Founder, Catalyst Editorial

I did my PhD at the MRC's Human Genetics Unit in Edinburgh, where I switched subjects to study developmental genetics (having obtained a BSc in Pharmacology). As a PhD student and postdoc, I developed my interests in writing, which led to my becoming a media fellow at the *Guardian*, reporting on science. This gave me the foundation I needed to move into science publishing. My first editorial job was as a copyeditor, an entry-level job that gave me a vital stepping stone to the editorship of *Trends in Genetics*, which I'd written for as a student. From *Trends in Genetics*, I became the senior editor of *Nature Reviews Genetics*, which I helped to launch in 2000, eventually becoming its Editor in Chief. I then became the Executive Editor of *Development* in 2003. After several years at *Development's* helm, I moved to open-access publishing, becoming the Deputy Editor of *PLOS Biology*. In 2014, I left *PLOS* to co-found and become the director of my editorial consultancy company, Catalyst Editorial, where I work with academics, institutions, and publishers on issues that matter to me, including research integrity, open science, peer review, and publication ethics. I love the variety that this role brings and being my own boss, but it has its challenges too.

Dr Katie Ridd, Global Editorial Talent Manager, Nature Research (see *Employer Profile*)

I gained my PhD in *in vitro* toxicology from Liverpool John Moores University. I graduated in 2001 and was set on an academic research career path. After two postdoc positions, I was applying for my own funding and had a 6-month window to fill. I joined *Nature Protocols* as a Locum Editor for 6 months, and then moved on to *Nature Communications*. Now, after 8 years of editorial work I have taken a secondment with our Human Resources department. I now spend my time thinking about how we recruit editorial and publishing staff, how we train them once they join, and how we can develop their careers. During my editorial career I learnt something new every day. However, maybe once a year something came along which made me think, 'If I could just try that experiment... but then, at least in my hands, it might not have worked!'

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CLOSING PLENARY: WHERE NEXT?

Dr Liz Elvidge, Head of Postdoc and Fellows Development Centre, Imperial College London; author, *What Every Postdoc Needs to Know*

I am the Head of the Postdoc and Fellows Development Centre at Imperial College London. The first of its kind in the UK, the centre provides support and development opportunities for the college's 2,400 postdocs and fellows. I have a PhD in Glacial Geomorphology and did postdoc work in magnetostratigraphy. I first became interested in training and developing researchers during my first postdoc. Since then I have worked at Heriot Watt University, been Head of Academic Staff Development at Cambridge University, and have been at Imperial for nearly 10 years. In 2015 I was awarded the Dame Julia Higgins Medal for 'outstanding support for female early career researchers and academics'. Last year I published a book, *What Every Postdoc Needs to Know*, with two researcher development colleagues. We have now been commissioned to write a second book: *What Every Woman Needs to Know to Progress in Higher Education*.

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EXHIBITORS – NORTH SCHOOL

NETWORKING LUNCH EXHIBITORS

Company	Stand Number
Analysis Group	1
Baillie Gifford	2
The Brilliant Club – Researchers in Schools	3
Cambridge Healthcare Research	4
Elsevier	5
Entrepreneur First	6
GLG	7
G-Research	8
Mind Foundry Ltd.	9
Nature Research	10
Oxford Gene Technology, A company of the Sysmex Group	11
Oxford PharmaGenesis Limited	12
Pivigo	13
Sharp Laboratories of Europe Limited	14
siHealth Ltd	15

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www.analysisgroup.com/careers/

Location: London

Analysis Group applies analytical expertise to health economics and outcomes research, litigation services, market access and commercial strategy, and health care policy engagements, as well as drug-safety related engagements in epidemiology. We draw on expertise in modeling and analytics to support our clients, who include major pharmaceutical manufacturers, biotech and medical device companies, payers, managed care organizations, and government agencies. Our practice is distinguished by the way we integrate our capabilities in pharmacoeconomics, epidemiology, biostatistics, pricing and contracting strategies, and data sourcing and analysis to provide our clients with a comprehensive approach to problem solving.

Current vacancies: Associate - Healthcare, Summer Associate – Healthcare.

We offer internships/work experience/short work shadowing by arrangement.

Entry routes: We recruit postdocs through direct entry.

Contact for Applications/Enquiries: Amanda Aarons, Amanda.Aarons@analysisgroup.com

BAILLIE GIFFORD

www.bailliegifford.com

Location: Edinburgh

Baillie Gifford was established as an investment management partnership over 100 years ago. Today, with more than 950 people based in Edinburgh, we are a leading independent global investment management business with over £150 billion under management.

We look to buy stakes in companies that have the potential to grow significantly over the long-term – and our track record has proved our ability to seek out and invest in businesses that change the way the world looks - like Amazon, Tesla and Facebook for example. In other words, we put a high value on innovative thinkers – and that's as true of our colleagues just as much as the companies we work with.

Our Investment Management Training Programme is about imagining how a future world will look, then finding the companies that will shape it. 80% of your time will be spent researching, so you'll need to be imaginative with your sources including online, reading journals and reports, and meeting the companies you are evaluating, often by travelling internationally. For DPhil students and postdocs of any subject, this is an opportunity to use your research skills to learn about how the world works, with limitless topics, ideas and resources to explore.

Current vacancies: Applications open in September 2018 to start our Investment Management Training Programme in September 2019.

We offer internships.

Entry routes: We recruit postdocs through graduate training programmes.

Contact for Applications/Enquiries: graduates@bailliegifford.com

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THE BRILLIANT CLUB – RESEARCHERS IN SCHOOLS

www.researchersinschools.org

Locations: Nationwide

The Researchers in Schools programme is a unique teacher training programme tailored to those who are completing – or who have completed – a doctorate. The programme is available to all subject backgrounds and is designed to ensure that their subject knowledge and experience of higher education is applied to maximum effect in the classroom. It allows researchers one day per week of protected time to work towards disseminating subject expertise, promoting research practice and championing university access.

Current vacancies: Currently recruiting for teachers to start in September 2018

We do not offer internships/work experience/short work shadowing.

Entry routes: We recruit postdocs through graduate training programmes and direct entry.

Contact for Applications/Enquiries:
apply@researchersinschools.org

CAMBRIDGE HEALTHCARE RESEARCH

www.camhcr.com

Locations: Cambridge & London

Cambridge Healthcare Research (CHR) provides strategic decision support and action planning to a wide range of stakeholders in the life-science and healthcare space. Working closely with our clients, CHR translates evolving treatment algorithms, patient pathways and novel technologies into tailored landscape analyses, commercial opportunity assessments, market models and into product sales forecasts. Our evaluation of market dynamics, combined with a targeted understanding of key trends in the prescriber, regulator, and payer environments, equips our clients to make the best decisions from an optimally informed position.

Current vacancies: Associate Consultant

We offer internships/short work shadowing by arrangement.

Entry routes: We recruit postdocs through direct entry.

Contact for Applications/Enquiries:
careers@camhcr.com

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ELSEVIER

www.elsevier.com

Locations: Global, but we have a local office in Kidlington

Elsevier is a global information analytics business that helps institutions and professionals advance healthcare, open science, and improve performance for the benefit of humanity.

Headquartered in Amsterdam, we employ more than 7,000 people in 25 countries.

More than 30 million scientists, clinicians, information professionals, students and educators worldwide use our content and solutions.

We create leading edge digital information solutions that help academic leaders, researchers, clinicians and medical students save lives and change the world.

Our digital solutions include ScienceDirect, which is accessed by more than 12m people each month, Scopus, Elsevier Research Intelligence and ClinicalKey. Elsevier is part of RELX Group, a world-leading provider of information and analytics for professional and business customers across industries.

Current vacancies: We have over 1200 technologists globally and multiple openings in both technology and the wider business. All open positions can be found at www.elsevier.com/careers

We do not offer internships/work experience/short work shadowing.

Entry routes: We recruit postdocs through graduate training programmes and direct entry.

ENTREPRENEUR FIRST

www.joinef.com

Locations: London, Berlin, Singapore

Entrepreneur First is the world's leading company builder. EF brings together extraordinary people to build deep tech startups from scratch in London and Singapore. We fund individuals and help build co-founding teams, develop ideas, and accelerate through fundraising from the world's best investors.

To date we have helped over 350 individuals build 100 companies with a total valuation of over \$1 billion. Our major exits to date include Magic Pony, led by Rob Bishop and Zehan Wang, which was acquired by Twitter for a reported \$150m only 18 months after the Founders met on the EF programme.

EF is backed by Reid Hoffman (founder of LinkedIn), Greylock Partners, Mosaic Ventures, Founders Fund, Lakestar Capital, and Deep Mind founders Demis Hassabis and Mustafa Suleyman.

Current vacancies: We have programmes that begin every April and October in London, and programmes which run in Berlin and Singapore.

We offer internships/work experience/short work shadowing by arrangement.

Entry routes: We recruit postdocs through direct entry.

Contact for Applications/Enquiries:

sonia@joinef.com

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Locations: New York (HQ), London, Austin, Hong Kong, Beijing, Boston, Chicago, Dubai, Dublin, Gurugram, Mumbai, Munich, Paris, San Francisco, Los Angeles, Seoul, Shanghai, Shenzhen, Singapore, Sydney, Tokyo, Washington D.C.

GLG is the world's leading membership for one-to-one, on-demand professional learning. Business leaders, investors, consultants, social entrepreneurs, and other top professionals rely on GLG to learn in short- and long-term engagements from more than 500,000 members and other experts. Clients partner with GLG to address their most complex strategic challenges, make better business decisions, and advance their careers through conversations, mentorships, small group meetings, surveys, and other interactions—all within a rigorous compliance framework.

Current vacancies: Healthcare Research Associate - GLG is expanding their Healthcare Research Team in EMEA with open positions for their Healthcare Associate Program in London. We are looking for graduating DPhil students who have a passion for the healthcare industry and a desire to develop their commercial skillset through exposure to financial services clients. The role involves working with some of the world's top hedge funds, mutual funds, sovereign wealth funds and venture capital investors and building the skillsets to help clients make better informed investment decisions in the biopharmaceuticals, medical devices and healthcare services industry by introducing them directly with leading subject matter experts.

We do not offer internships/work experience/short work shadowing.

Entry routes: We recruit postdocs through graduate training programme and direct entry.

Contact for Applications/Enquiries: Sarah Scadding, sscadding@glgroup.com

Location: London

G-Research is a leading quantitative research and technology company. We use scientific techniques, big data and world-class technology to predict future movements in financial markets, and we develop the platform to deploy these ideas globally across multiple asset classes. We offer a dynamic, flexible and highly stimulating environment where good ideas are prized and rewarded.

Current vacancies: We have opportunities for PhD and Postdocs from quantitative backgrounds in our Quant Research and Machine Learning groups. You will join our team of exceptional mathematicians researching systematic investment ideas that predict the future of financial markets, applying scientific techniques to find patterns in large, noisy and rapidly changing real-world data sets. We are working on the fringes of the impossible, trying to beat the efficient market hypothesis with the full "big data" tool set. We also build on the latest academic research into optimisation methods to find innovative solutions to the complexities that Markowitz ignored.

Using the latest machine learning modelling techniques, robust statistical analysis and pattern recognition, you will analyse thousands of asset price time series, extracting deep insights. This is a pure research role where you will have the freedom to develop and test your ideas with real-world data in an environment that resembles academia: you are only limited by your imagination!

We offer internships/work experience/short work shadowing by arrangement.

Entry routes: We recruit postdocs through graduate training programmes and direct entry.

Contact for Applications/Enquiries: Katie Laing, katie.laing@gresearch.co.uk

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MIND FOUNDRY LTD.

www.mindfoundry.ai

Location: Oxford

Mind Foundry is a technology spin-out from the University of Oxford's Machine Learning Research Group (MLRG). We are interested in probabilistic reasoning applied to problems in science, engineering and computing. We use the tools of statistical, and in particular Bayesian, inference to deal rationally with uncertainty and information in a number of domains including astronomy, biology, finance, image & signal processing and multi-agent systems, as well as researching the theory of Bayesian modelling and inference.

Current vacancies: Machine Learning Research, Bayes optimisation. Quantum Optimisation and Machine Learning

We offer internships/work experience/short work shadowing by arrangement.

Entry routes: We recruit postdocs through graduate training programmes and direct entry.

Contact for Applications/Enquiries:

Dr. Robert Williams, Rob.williams@mindfoundry.ai

NATURE RESEARCH

www.springernature.com/editorial-and-publishing-jobs

Locations: Berlin, London, New York, Shanghai, San Francisco

Nature Research is a portfolio of high-quality products and services across the life, physical, chemical and applied sciences – including journals, databases and researcher services – dedicated to serving the scientific community.

Nature (founded in 1869) is the leading, international weekly journal of science. Nature Research also publishes a range of Nature branded subscription journals, the leading open access multidisciplinary journal *Nature Communications*, other open access journals including *Scientific Reports*, and a range of Nature Partner Journals published in partnership with institutions and societies. Together, these journals publish some of the world's most significant scientific discoveries. Nature Research is part of Springer Nature.

Current vacancies: Do you love research but feel that a scholarly career isn't enough to sate your desire to learn more about the natural and social world? Do you enjoy reading papers outside your chosen area of research? Do you enjoy travelling to conferences to keep up to date with the latest research in your field? If the answer is 'yes' to any of these questions, you could be the type of person we're looking for to join the editorial team of a Nature Research journal as an Associate Editor or Senior Editor.

We frequently recruit Associate/Senior Editors at Nature Research; sometimes these are locum positions – temporary fixed term contracts. We have a Talent Pool available for our Associate Senior Editor role. The details can be found on our editorial and publishing careers website.

We offer short work shadowing placements by arrangement.

Entry routes: We recruit PhD students and postdocs through direct entry.

Contact for Applications/Enquiries:

k.ridd@nature.com

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OXFORD GENE TECHNOLOGY A COMPANY OF THE SYSMEX GROUP

www.ogt.com

Locations: Oxford & Cambridge

Founded by Professor Sir Edwin Southern in 1985 Oxford Gene Technology (OGT) is focussed on providing innovative genetics research and diagnostic solutions to advance molecular medicine. OGT develops, manufactures and sells products for constitutional cytogenetics, rare genetic disease and cancer research and diagnostics, based on three technology platforms; microarrays, next generation sequencing (NGS) and fluorescence *in situ* hybridisation (FISH). OGT is a rapidly growing company with state of the art facilities in Oxford and Cambridge. OGT's R&D teams are a highly interdisciplinary mix of innovative scientists with a diverse skill set incorporating molecular biology, chemistry, physics, computational biology, optics & fluidics. OGTs experienced commercial and executive team also includes many highly skilled and qualified scientists (PhD & Post Doc level). In June 2017 OGT was acquired by Sysmex Corporation a Japanese *in vitro* diagnostics to expand their life sciences organisation and to reinforce its initiatives towards personalised medicine.

Current vacancies: European Field Applications Support Manager

We offer internships/work experience/short work shadowing by arrangement.

Entry routes: We recruit postdocs through direct entry.

Contact for Applications/Enquiries:
www.ogt.com/about/careers

OXFORD PHARMAGENESIS LIMITED

www.pharmagenesis.com

Locations: Oxford, London, Cardiff, Philadelphia, Basel and Melbourne

Oxford PharmaGenesis is a leading independently owned HealthScience communications consultancy with offices in Oxford, London, Cardiff, Philadelphia, Basel and Melbourne. We provide a diverse range of communication services to the global healthcare industry that enable physicians, healthcare organizations and patients to make informed, evidence-based decisions about treatment.

We currently have 230 employees across our offices and 85% are educated to degree level and above. 95% of our writers and editors have PhDs, and many join us with post-doc experience. We are interested in applications from creative scientists who have a talent for writing, excellent attention to detail, great verbal communication skills and a desire to continue learning about advances in medicine.

Current vacancies at entry level – Associate Medical Writers, Associate Editors, Project Assistants (leading to a career in project management). We also welcome applications from experienced candidates.

We do not offer internships/work experience/short work shadowing.

Entry routes: We recruit postdocs through direct entry.

Contact for Applications/Enquiries:
annie.beagent@pharmagenesis.com

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PIVIGO

www.pivigo.com

Location: London

Pivigo is the go to for data science - making it possible for organisations of all sizes and in all sectors to benefit from the power of data. It's global marketplace - the first of its kind launched in Europe - connects organisations to an exceptional pool of passionate data scientists from all over the world, allowing them to outsource projects on a freelance basis. The diverse and growing community of data scientists that Pivigo has created is supplemented by its Science to Data Science (S2DS) training programme – Europe's largest data science boot camp. The programme trains 140 academics a year to become fully-rounded data scientists in just five weeks.

Through its global hub and S2DS programme, Pivigo is building the world's largest community of data scientists, giving them the opportunity to use their talent to help businesses, government organisations and not-for-profits unlock opportunities within data for positive outcomes.

So far, we have completed over 120 data science projects for over 80 partners, including KPMG, Royal Mail, Barclays, British Gas, M&S and many more.

Current vacancies: S2DS Applications open now and close 2nd April 2018

We offer internships/work experience/short work shadowing by arrangement (depending on availability).

Entry routes: We recruit postdocs through graduate training programmes and direct entry.

Contact for Applications/Enquiries: Apply at www.s2ds.org, email questions to info@s2ds.org

SHARP LABORATORIES OF EUROPE LIMITED

www.sle.sharp.co.uk/sharp/apps/sle-web/index.html

Location: Oxford

SHARP Laboratories of Europe is a R&D centre of SHARP Corporation. We pride ourselves in creating next generation technologies for exciting new display and optoelectronic device products. We bring together highly talented scientists and engineers in Physics, Optics, Materials, Chemistry, Electronics and Software.

With a history of over 25 years inventing and developing world-leading technologies which have been implemented in many SHARP products, our vision is to have even greater impact into the future. After joining a multidisciplinary team and having access to a wide range of specialised laboratories, you will have the opportunity to use your knowledge, generate your own ideas and demonstrate them in prototypes.

We look for candidates with a strong academic background and who are creative and have a passion for turning their knowledge into products. We like to see enthusiastic, self-motivated individuals who thrive when technically challenged. We are also looking for people who have the potential to become our next generation of leaders so we can meet our long term vision.

Current vacancies:

- Senior Researcher – Lidar Sensor Technologies
- Mechanical Properties of Flexible Displays (FTC)
- Optical Systems Research Scientist
- Summer Student Placements

We offer internships/summer placements.

Entry routes: We recruit postdocs through direct entry.

Contact for Applications/Enquiries: jobs@sharp.co.uk

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siHEALTH LTD

www.sihealth.co.uk

Location: Atlas Centre, Harwell Campus, Didcot, Oxfordshire, UK

siHealth is a start-up company based in the Harwell Campus in Oxfordshire (UK). The company is focused on smart solutions in Health & Wellness, exploiting satellite remote sensing data for providing innovative services on mobile devices supporting personal diagnostics, healthy life style and diseases prevention & treatment.

Current vacancies:

- 1) Digital Communications Assistant, mainly supporting the marketing and communication of siHealth's company and its products, with a focus on mobile apps and related B2B digital marketing (*short term work experience placement of 4 weeks with 40 hours work per week*, paid with a net salary of 150 GBP typically covering the expenses related to travelling from Oxford and having lunch at the Harwell Campus Canteen for one month)
- 2) Business Development Assistant, mainly supporting the definition of new business plans for the company growth and for product market penetration, as well as supporting the relations with potential investors (*short term work experience placement of 4 weeks with 40 hours work per week*, paid with a net salary of 150 GBP typically covering the expenses related to travelling from Oxford and having lunch at the Harwell Campus Canteen for one month)

We offer internships/work experience/short work shadowing by arrangement.

Entry routes: We recruit postdocs through direct entry.

Contact for Applications/Enquiries: Marco Morelli, PhD (CTO of siHealth) - marco.morelli@sihealth.co.uk

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Exam Schools Floorplan



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CAREERS CONFERENCE FOR RESEARCHERS					
Examination Schools, Saturday 17 March					
	East Schools	Room 6	Room 7	Room 9	
10-10:50	<p>Opening plenary: Recruiter perspectives on researchers SOUTH SCHOOLS Andrew Graydon (Procter & Gamble) Philip Wilson (Civil Service Fast Stream)</p> <p>Discussants: Jonathan Black and Rachel Bray (Careers Service); John Miles (Inkpath); researcher respondents (research-careers.org)</p>				
11-11:50	<p><i>Skills session 1: Managing your current life</i> (Personal and professional development, and having a family) Kate Butler (Oxford University Personnel) Afsie Sabokbar (Oxford University NDORMS) Suzie Sheehy (Oxford University Physics)</p>	<p><i>Panel 1: Being enterprising in Oxford</i> Mark Mann (Oxford University Innovation) John Miles (Inkpath) Rachel Skokowski (TalkAbout Guides) <i>Chaired by Leah Thompson (Enterprising Oxford)</i></p>	<p><i>Panel 2: Finance</i> Georgios Bakoulis (Citi) Louis Loizou (GC Privé) Michael Pye (Baillie Gifford) <i>Chaired by Manya Pagliava (Oxford University Continuing Education)</i></p>	<p><i>Panel 3: Data science</i> Daniel Maldonado (Founders Factory) Jonathan Miller (Elsevier) <i>Chaired by SeWook Oh (President of the Oxford Artificial Intelligence Society)</i></p>	
12-12:50	<p><i>Skills session 2: Exploring and expanding your entrepreneurial skills</i> Sonia Maciuszewicz (Entrepreneur First)</p>	<p><i>Panel 4: Specialist consulting</i> Diana di Paolo (Cambridge Healthcare Research) Martin Evans (DNV GL) Tatiana Papkovskaia (GLG) Jenny Zhou (Analysis Group)</p>	<p><i>Panel 5: Policy and the public sector</i> Helena Mills (Higher Education Funding Council for England) Fenella Porter (Oxfam)</p>	<p><i>Skills session 3: Research science to data science</i> Deepak Mahtani (Pivigo)</p>	
13-14:20	<p>NETWORKING LUNCH WITH EMPLOYERS (NORTH SCHOOLS) Oxford University stands (South Schools) include: Divisional Training Leads, Oxford Learning Institute, Knowledge Exchange & Impact Team / Research & Innovation Support Network, e-ship, research-careers.org Careers Service workstations (South Schools) include: portfolio careers, overcoming a sense of academic failure</p>				
14:30-15:20	<p><i>Skills session 4: How to make humanities and social-sciences training marketable</i> James Carney (Brunel University London; Texture) Stuart Youngs (Texture)</p>	<p><i>Panel 6: Research science to commercial science</i> Deepak Mahtani (Pivigo) Marco Morelli (siHealth) Emma Shipstone (Oxford Gene Technology)</p>	<p><i>Panel 7: Academic publishing</i> Jane Alfred (Catalyst Editorial) Katie Ridd (Nature Research)</p>		
15:30-16:00	<p>Closing plenary: Where next? SOUTH SCHOOLS Liz Elvidge (Imperial College London; author, <i>What Every Postdoc Needs to Know</i>)</p>				

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