Transition from Academia to Industry

Introduction to Hurdles

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Presentation will not cover

- Networking
- Interview strategies
- Dynamic of the startup
- Consultancy
Understand the dynamic of the industry segment
Get familiar with vision and values

Our mission is to meet consumers’ entertainment, communication, and information needs with the most innovative IC products and services.

Courage & Discernment/ Innovative Thinking/ Trust & Respect/ Teamwork/ Integrity/ Continuous Learning
Postdoc specific points

- Technology expert
- Know more than company already knows
  - New
  - Provocative
  - Challenging status quo
- Stay sharp and deep in specific area – at the same time open horizons to broaden in strategic direction
- Highly conceptual but may not master tools of trade
- And bring extras: language, culture …
Important to know

- **Vocabulary**
  - Employment at will
  - Exempt employee

- **Structure**
  - Job grade
  - Dual ladder structure

- **Compensation**
  - It is not all in the base salary
  - Sign on bonus, relocation
  - Performance bonus, stock options, restricted stock, retention
  - Benefits (medical, dental, life, long/short term, etc)
  - Perks
Examine and then re-examine

- Do I continue my professional growth?
- Is the position/project important for the company?
- Is the broader area of technology important for the industry at large
Develop important circles of influence

My project team

Cross-work with other groups in the company

Continue with strong external connections
Industry position – changes in the dynamic

- **Tradeoff:**
  - Technical content
  - Level of completeness
  - Time component is always critical

- Multitasking is the norm

- Expect more of a team work
May or may not ...

- May – give up sleep time
- May not – give up research publications
- May – decide that you love industrial carrier
- May not – prevent you to go back to academia
- May – develop healthy dose of cynicism
- May not – curb your creativity and enthusiasm
In summary

- Take any change as the opportunity
- Make sure that you create impact
- Never compromise professional integrity
- Always have fun