

- With fellow employees, vendors, or customers in different countries? Many companies today are global in scope. As a result, you may spend significant time at your company's international facilities.

## LOCATION?

- Will you have to relocate? Will you and your spouse like the area? How does the cost of living compare with others?
- Are there family issues? Is day care available? Will the company help to find your spouse work?
- Will you live and work outside the U. S., where family issues and cost of living can be quite different? Consider language proficiency and visa issues. International experience can offer faster and more varied career development.

If the company offers you the chance to explore the area, accept it.

See *Places Rated Almanac* available at most public libraries for detailed information. The American Chamber of Commerce Researchers Association's *Cost of Living Index*, published quarterly, presents the cost of living indices for selected metropolitan areas.

## THE COMPANY'S FUTURE

This is hard to evaluate but will affect career growth.

- Is this a financially stable firm? What is the growth potential of the company?

Sources like *The Wall Street Journal* can help you make a secure choice. See the company's quarterly/annual report and consult the local Chamber of Commerce.



## ACS CAREER SERVICES

Offers a unique collection of hands-on programs, services, and publications specially designed to assist the professional and economic future of chemists. Here's a sample:



### Publications

- > Tips on Resume Preparation
- > Interview Handbook
- > Targeting the Job Market
- > Current Trends
- > Professional & Workforce News
- > Chem Census 2000 Series

To order ACS Career Services publications, please call 1-800-227-5558 or 202/872-4600

Additional information and assistance is available from ACS Career Services. See our World Wide Web site at:

<http://chemistry.org/careers>

### \$ ACS Salary Comparator

Using results from ACS employment surveys, the comparator helps members find answers to salary-related questions by providing current information applicable to specific employment situations.

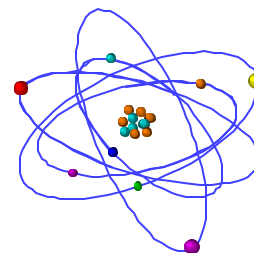


### JobSpectrum.org

JobSpectrum is your online career and employment connection from the American Chemical Society. JobSpectrum is dedicated to serving the entire chemical science community by connecting job seekers and employers in a way that makes everyone a winner.

**Please call or write for more information:**

Department of Career Services  
American Chemical Society



**What an  
M.S. Chemist  
should  
consider  
before accepting  
an  
INDUSTRIAL  
position . . .**



Committee on Economic

## BEFORE YOU ACCEPT, HAVE YOU THOUGHT ABOUT...

### COMPENSATION?

Median starting salaries for new MS chemists vary by the type and characteristics of the employer:

- Salaries are generally higher in private industry. In 2001, the median starting salary for a new inexperienced MS chemist was \$47,500 for those employed in industry and \$32,000 for those in academic settings.
- Larger employers generally pay more than smaller ones. In 2001, new MS industrial chemists at large firms (over 500 employees) earned a median starting salary of \$53,000 while those at small companies (fewer than 500 employees) earned a median starting salary of \$41,000.
- Salaries are generally higher for new inexperienced MS chemists doing applied work than those who accept a research position. About 33% of new MS chemists were hired into the pharmaceutical industry where the median starting salary was \$53,000.
- Overall salaries for new inexperienced MS chemists were highest in the Middle Atlantic regions (\$53,000).

For further information on starting salaries, check the "Starting Salaries" article in *Chemical & Engineering News*, March 11, 2002. For salaries of more experienced chemists, see the "Salary Survey"

### YOUR CLASSIFICATION?

Be clear whether this is an exempt or a non-exempt position.

**Non-exempt employees** are eligible for over-time pay; positions are usually considered non-professional.

**Exempt employees** are not eligible for over-time pay; positions are considered professional.

**Technician** -- usually a non-exempt position. A very small proportion of MS chemists are currently employed as technicians.

**Chemist** -- usually an exempt position.

**Contract employees** -- benefit packages vary.

Make sure you understand the trade-offs. Starting salaries are similar and the prospect of being paid for overtime may be alluring, but salary growth differs significantly throughout your entire career.

### BENEFITS?

In addition to salary, you should consider the benefits package being offered:

- Are the health, pension, vacation, and disability programs acceptable? Will the company pay all or part of the relocation expenses?
- Does the company have a savings and/or stock ownership plan? What plans are available, 401(k), etc.? What percentage of your salary can go into the company's savings plan? What percentage of your contribution will they

Many benefits are negotiable. For contract employment especially, benefit packages vary. It is the responsibility of the Human Resources group at the firm that made you the offer to help you explore these issues.

### CAREER GROWTH?

Career growth potential is more important than salary and the benefits package for long-term economic well being. It is also more difficult to evaluate. Answers to the following may help:

- What training and professional development does the company offer?
- Does the position allow for advancement?
- Can you excel under your supervisor? Will your supervisor be a mentor, give you the one-on-one time you will need to further your career. Personalities are a factor, but what your supervisor can and will do for you are far more important.
- Will the company have the resources to let you do your job well? How much freedom will you be given to pursue your own ideas?
- Does the company really need an MS to do this job? An increasing number of companies are seeking degreed individuals for traditional technician positions.
- Is cross-training with other departments available or encouraged?
- Are there international opportunities for development?

### HOW WILL YOU SPEND THE DAY?