

HOW WILL YOU SPEND THE DAY?

- In the lab, in the office, or traveling?
- With scientists, vendors, customers, or administrators?
- 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 employment for your spouse?
- 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



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.

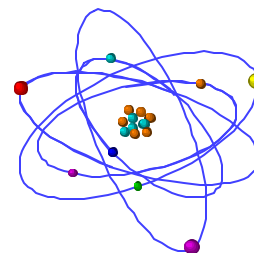


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**What a
Ph.D. Chemist
should
consider
before accepting
an
INDUSTRIAL
position . . .**



Committee on Economic
and Professional Affairs

BEFORE YOU ACCEPT, HAVE YOU THOUGHT ABOUT...

COMPENSATION?

The overall median starting salary for new PhD chemists was \$69,500 in 2001. Salaries vary by the type and characteristics of the employer.

- Salaries are highest in private industry and lowest in colleges or universities. For instance, the median starting salary for an inexperienced PhD chemist was \$72,000 for those employed in industry and \$40,000 for those employed in academia with no prior post doc experience.
- Larger employers generally pay more than smaller ones. The median 2001 starting salary for PhD industrial chemists employed in larger firms (more than 10,000 employees) was \$75,000, the median salary for those employed in small firms (fewer than 100 employees) was \$69,000.
- Median starting salaries were generally higher for those starting in the manufacturing sector. Starting salaries with manufacturers was \$73,500 while those newly employed in manufacturing started at \$64,500.

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

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 salary will they match?
- Is tuition reimbursement available? How is it administered?

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.

PERMANENT VS. POSTDOCTORAL STATUS

Postdoctoral positions are usually considered temporary with benefits packages inferior to those for permanent positions -- does this apply?

If this is a postdoctoral position, is there an opportunity to be retained permanently?

How would a postdoctoral position add to your skill base? Do you see a long-term benefit to accepting this position?

What is your next step? Postdoctoral positions have much to offer, but it is important to look toward the future after the appointment ends.

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:

- Is there a dual career ladder, i.e. a system allowing promotion to senior technical levels as well as management levels?
- Can you excel under your supervisor? Will your supervisor be a mentor, giving 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?
- What training and professional development does the company offer?
- Does the company really need a PhD to do this job?
- Are there international opportunities for development?

THE COMPANY'S FUTURE?

This is hard to evaluate but will affect career growth.

- Is this a healthy 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 annual and quarterly report for detailed information, and also consult the local Chamber of Commerce