

# Job Market Session

Riccardo Silvestrini<sup>1</sup>

<sup>1</sup>University of Naples Federico II and CSEF

University of Naples Federico II

*22 – 29 October 2025*

# General Info

Useful websites/material:

- *Our slides* → manual/guide for the entire market, today focus on earlier stages + Q&A session
- AEA and EEA websites (candidate directory)
- **EconGradAdvice** → a bit of everything

# Introduction

- Guideline for the 2025/2026 cycle. We will focus on non-trivial things (check also other guidelines please)
- On the JM the more, the better. Still, very few things are a *necessary condition* → do not stress (too much)!

# (My) Market

My **own** experience: applied macro theory, mainly EU, mainly academic, mainly AP positions, this was important for the timeline.

$\approx 130(150)$  applications  $\rightarrow 20(24)$  interviews  $\rightarrow$   
7(10) fly-outs  $\rightarrow 3(?)$  offers

The market is not in great shape, but the decline is exaggerated:

As of October 12, total ads posted in Europe (EJM)  $\rightarrow 116$ .  
Last year they were 121.

# Spring to Winter 2024

- ① *Invite* useful speakers → potential recruiters, postdocs, visiting... also talk about research/JMP in bilaterals!
- ② When ready, start applying to seminars/conferences/PhD and/or JM workshops.
  - Pro tip: get RES, EEA, AEA subs through conference fees.
- ③ **Prepare your website**  
Indexation, files on GitHub: no Google drive, start early!!
- ④ Plan research visit!

# Spring 2025

- ① Research Visit:
  - JMP presentation(s) → very good feedback when you still have time to improve your paper
  - Letter from your host/advisor, a good way to expand your network
  - Postdoc? Co-authors?
- ② Continue to apply to conference and work on the JMP!

# Summer 2025

- ① Final draft of the JMP by the end of August/September!
- ② Register on EJM, JOE, EEA candidate directory.
- ③ Apply to best JMP award by Unicredit.
- ④ Do frequent backups of your files (save on D, not on C).
- ⑤ **Plan PhD defence?** Submitting the manuscript when preparing the JM package could be a good idea.

# Summer 2025 - the JMP

- 1 Societal impact, *publishable* paper, more general interest than field → it is just easier to present it.
- 2 Showcase what you can do. It is fine to show off a bit.
- 3 **Very** well written and polished, in particular abstract, introduction and conclusions.
- 4 If you go for AP positions, they want you to make tenure: JMP is only a part of that, they care about agenda.



# September 2025

- 1 Prepare package (*baseline* documents, then you can tailor them) and plan letters with letter writers (!!)
- 2 Seminars and internal talks
- 3 *Do mock interviews and training (maybe later)*

# September 2025 - JM Package

- ① JMP (sometimes also other papers)
- ② CV
- ③ Cover Letter
- ④ Research, teaching (+ evaluations), and diversity statements
- ⑤ Letters

## September 2025 - Reference Letters

3 or 4 letters, play strategically if needed or possible.

- transparent discussion about the market (when/if to go, target position/university, strength of the letter...)
- send the material for a long letter (remember to diversify)
- *force* them to send emails!

# September 2025 - CV

Any format works, but:

- use templates for JM: references first, summary papers...
- customize only for corporate jobs or, maybe, institutions

## September 2025 - Cover Letter

Kind of a useless document imho, some universities do not ask for it anymore

- keep it (very) short: target half a page, max one page. If more they will hate you
- It is ok to just customize the header of the letter (to put the name of the university and that's it)
- Add things only if relevant (visiting, co-authors, people relevant for you research, you/your partner is/lives there...)

# September 2025 - Research and Teaching

The statements can be useful:

- They help showing who you are precisely (topics, methods, research agenda...)
- for a postdoc, research statement can be quite relevant (in case, do customize to the specific project)
- teaching statement a bit less, but still: having an inspired teaching philosophy does not hurt

# October 2025

**Apply!** EJM, JOE, and AJO (also Bandi MUR, Inomics, Akadeus, X, LinkedIn, Websites Uni...)

- 1 Write down as many info as possible about the position.  
Write well schools, departments and placement directors.
- 2 Plan signals and customization strategically. Set auto-delivery letters on EJM.
- 3 It is more about quantity of applications.
- 4 Continue to apply after the first deadlines.

# November 2025

Prepare interviews (do mock interviews!):

- Virtually, they are all the same: start preparing **standard questions**, then focus on each department.
- ① (Introduction on yourself)
- ② **JM Spiel** (onion structure, 30 seconds, 1, 2, 5, 10, 20 minutes) → go more in depth with every layer



# November 2025 - cont'd

- ① Research: other papers, research agenda, a paper you would like to write, the best one you have read in the last year...
- ② Teaching: courses, methods, books, what you would like to teach, which level, are you comfortable teaching outside the scope of your research (of course!) and so on.
- ③ **Why our department?**
- ④ **Do you have questions for us?**

# December 2025

Interviews usually last for 25/30 minutes. They span over four/five days, starting around the 15<sup>th</sup> of December.

- Try to schedule key interviews on Tue-Wed in the morning for the best performance, but it is not crucial honestly.
- Home or at the office? Both work, but room with great lighting and sound. Dress well and **look at the camera!**
- Be prepared about recruiters (ask who is going to be there).
- **Thank them** by email at the end of the day.

# January-February 2026

Fly-outs are similar to interviews, but longer (and more relaxed/improvised). Prepare first:

- ① JM seminar → from 20 minutes to 1h30, usually 1 hour.  
Make sure to finish on time, and **read conclusions!**
- ② Bilateral → questions about living, teaching, **tenure requirements**, research culture...

Then, focus on each department.

# March/April... 2026

Wait for offers, usually starting from February.

- Remember that early exploding offers are NOT acceptable.

Secondary/Scramble market(s), second round offers, late new positions... the market can clear immediately or not.

# May... 2026

Final note: you are not alone → talk and share with your peers.

**Good luck!**