

1 A (very subjective) post-mortem of the jobmarket

- Most important point: decide very early whether you want to go on the market. Ideally one year in advance.
- Some people say that you should only focus on the JMP. Based on my observations, I think the JMP is very important, but so is your portfolio, in particular for the top places.
- In the year before the market, apply to as many conferences as possible, and meet every seminar speaker that is in your field or is somehow relevant. This gets you a lot of feedback and experience about how to pitch/position the paper. Tell people 'I will be on the market next year'.
- Tell people about your preferences, but know that talk is cheap.
- You must have 3 reference letters. Ideally you should have four letters (perhaps more?). I think search committee members mostly look at the letters of the people they know, so if you have more than one field, try to 'cover' all your fields. You should have at least two senior faculty members as referees, they count much more than junior referees. The letters essentially get you interviews, after that it's entirely up to you.
- Tell your referees about your preferences; they are probably going to put that into their letter. Their talk is less cheap. Another way to costly signal are the 'AEA signals'. Don't waste them on places that are not going to hire you anyway, but spend them on departments that would think that they cannot get you (either because you're too good or because you are from far away). My feeling is that recruiters take them very seriously.
- If you have contacts/friends in places that you are interested in, tell them – but only if you're really interested.
- Use the internal job talk in October to convince your referees. After the internal talks, the department has a meeting to discuss the candidates (the 'department ranking'). I am convinced that the outcome of this meeting has (almost) no influence on your job market, conditional on the opinion of your referees.
- Apply very(!) broadly. I applied to ~180 places, had 32 interviews (23 at the ASSA, 4 at the Spanish market, and 4 at the RES, 1 over the phone), 15 flyouts (of which I did 9) and had four offers. The large number of applications meant that I got enough interviews, and from that point onwards I was quite relaxed.
- I think that the Spanish meeting is a good dress rehearsal, and it's fun. Do it if you're interested in the European market.
- Practice the interview pitch before the ASSA (see other JM advice documents).
- Try to also schedule interviews for the day before the conference. The more you can spread out interviews, the better.
- Try to arrive early (1 Jan). Book a hotel that is centrally located. Use the AEA conference rates; they are much lower than normal ones.

- Some advice for interviews:
 - Bring water, power bars, shoe polish, breath mints, mobile phone with email/internet, your schedule for the day (with room numbers), and a map of the hotels with your route highlighted. I also brought CV and JMP but never needed it.
 - Try to schedule at least 30 min for going from one interview to the next. If the distance between hotels is short, sometimes 15 min breaks can be fine. But it's risky.
 - Make sure you have the room numbers ready at the start of each day.
 - Going to the ASSA with one pair of shoes is a bad idea (snow!).
 - I think receptions can be a good way to signal your interest, but it's not mandatory to attend.
- When scheduling flyouts, keep the following things in mind:
 - Most places make offers before they have seen all the candidates (i.e. you should have the more important flyouts earlier).
 - You might get exploding offers (i.e. offers with very short deadlines) before you have done all your flyouts.
 - On the one hand, you're becoming more experienced with every flyout; on the other hand, you are going to be quite tired after several weeks of travelling. Keep in mind that recruiters also get tired.
 - Have enough liquid assets ready to book a lot of flights/hotels. For expensive flights and trips that you are more likely to cancel (i.e. late flyouts), try to have the host department pay for it in advance. You won't be able to get any money back if you cancel.
 - I scheduled two less important flyouts in the beginning to get some practice, then the most important ones, and finally the least important ones (which I ended up cancelling anyway). This worked well for me.
- Travel with two suitcases: one checked, one carry-on. Have a full set of formal gear in each of them, in case the checked luggage gets delayed.
- Presentations are usually 1.5 hours, in Europe it's often shorter than that (1h). Make sure there are parts of your presentation that you can skip. Make your presentation as easy as possible to follow.
- In the flyouts, you will usually talk with the department members about your other papers and research plans for the future. No need to have other papers completely finished, but you need to be able to talk about them.
- Everybody involved knows that the whole process is a bit crazy. Be open, friendly, and enthusiastic. Regard it as a chance to tell the world what you did and why it's cool. You're going to meet a lot of smart and nice people in the whole process. Have fun!