* Reasons to change group
  + Broadly speaking, when I was hired into my group, it was a good fit (despite coming from a fairly different background) and I was able to learn a lot of things and make meaningful contributions that furthered our group’s interests. Since then, we’ve had managerial changes and as a result seen changes in our group’s objectives, and it’s become less of a good fit. I feel that the kind of work I enjoy doing either isn’t as available or, more frequently, is not as valued by management, even when it is valuable to my colleagues. I can go more into details if you want, but generally speaking that’s why I’m looking to move out of my group.
  + When I was hired into this group, it was largely research-focused. We aimed to define, quantify, and empirically estimate the resilience of cyber systems to many kinds of disruptions. Part of the group was heavy into theory of resilience and its quantification, and the other part of the group implemented that theory to determine system configurations that could optimize resilience. The group has shifted into being very development-heavy, with the focus becoming development of emulations of cyber systems, and my understanding is our manager is planning to completely phase out all of the more research-focused resilience work. As a result, I feel that a lot of the exciting work our group was doing where I could make meaningful contributions to is beginning to disappear.
  + Nonetheless, I have been working with tangentially related groups and projects and have been able to make what I think are meaningful contributions, and contributions I’m very proud of. These have largely been statistical analyses that contribute to risk-quantification and statistically describing outcomes of cyber experiments that use emulation models. I’ve really enjoyed those projects, there’s been a number of very unique problems we’ve encountered, I’ve enjoyed the teams I’ve worked on, and I’ve received a lot of recognition from my colleagues for that work. However, despite those results and the good feedback I’ve received, I don’t feel my manager is all that excited about that work or willing to champion that work. I’ve made a concerted effort in the last year to consistently communicate my results to my manager and work on more projects related to our group’s objectives, and I’m very proud of what I have done in the last year; I feel that if my manager isn’t excited about my work this year, he may never be actually enthusiastic about what I do.
  + I’m looking for a group where I can use my expertise and experience to work on challenging, interesting, and meaningful problems and have management that is also excited about that work. I’ve talked to Munaf some about the kind of work your group does, and I think the kinds of problems you address appeal to me and interests me, and the results are clearly having an impact. It also seems like the contributions I could make would be valued there. So, your group sounds like a great fit for me.
  + As you probably know, my background is in economics and statistics. I consider my first passion is in statistics in general and the replicability/reproducibility of statistical analyses in particular, but I also really enjoy working on social science/economic problems with that kind of data and the challenges that come with that kind of work. I’ve learned a lot from the statistical analyses I’ve performed for more engineering/hard science focused problems, but haven’t had much opportunity to come back to social science research. I also feel that what I’ve learned from statistical analyses on those engineering/hard science problems have good applications back to social science studies and making those analyses more replicable and defensible.
  + Munaf also mentioned that there is at least some opportunity for publishing and attending conferences. Those opportunities are very limited in my area largely due to the kind of work we do. So, I would like to be publishing more and getting more of my work out for others to see, critique, and discuss.
* Types of work
  + Strategic futures: Strategic foresight, scenario-based planning, large-scale global trends (immigrations, climate, demographics, science/innovation, etc.), help Sandia anticipate/adapt for the future. Do briefings/exercises with leadership to communicate.
  + Mission areas: Help look at forward-looking issues, similar to above but more focused. Decision-support, making concrete actions. Doing some analysis ourselves.
  + Lab policy: HR policy, education programs, facilities, security. Decision-support, help anticipate. Desire to operate strategically, some on-the-spot.
* Interview s